

2010 Person Specification

Application to enter Specialty Training at ST1: Histopathology

	Essential	When Evaluated ¹
Qualifications	MBBS or equivalent medical qualification.	Application form
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.² • Evidence of achievement of Foundation competences between 31st July 2007 and 4th August 2010 from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/ Good Medical Practice including: <ul style="list-style-type: none"> ○ <i>Good clinical care</i> ○ <i>Maintaining good medical practice</i> ○ <i>Good relationships and communication with patients</i> ○ <i>Good working relationships with colleagues</i> ○ <i>Good teaching and training</i> ○ <i>Professional behaviour and probity</i> ○ <i>Delivery of good acute clinical care</i> • Eligibility to work in the UK. 	Application form Application form Interview / Selection centre ³ Application form
Fitness To Practise	Is up to date and fit to practise safely.	Application form References
Language Skills	All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: <ul style="list-style-type: none"> ○ <i>that applicants have undertaken undergraduate medical training in English; or</i> ○ <i>have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7.</i> If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence	Application form Interview / Selection centre
Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice).	Application form Pre-employment health screening
Career Progression⁴	<ul style="list-style-type: none"> • Ability to provide a complete employment history, including any gaps and the reason for them. • Evidence that present achievement / performance and career progression is commensurate with totality of period of training • 18 months or less experience³ in Histopathology (not including Foundation Modules) by August 2010 	Application form
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

² The GMC will introduce a licence to practice in the autumn of 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice.

³ A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

⁴ All experience in posts at ST level count irrespective of the country the experience is gained in

Selection Criteria			
	Essential	Desirable	When Evaluated
Career Progression	As Above	<ul style="list-style-type: none"> Evidence that most recent ARCP/RITA outcome or equivalent was satisfactory No more than 18 months³ Histopathology experience (within the last three years) (by August 2010) The applicant should not currently hold a National Training Number in Histopathology in the UK by application date; 	Application form
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> Demonstrates appropriate knowledge base and sound clinical judgement Demonstrates awareness of autopsy practice 		Application form Interview / Selection centre References
Academic / Research Skills	Research Skills: <ul style="list-style-type: none"> Demonstrates understanding of the importance of audit & research 	<ul style="list-style-type: none"> Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements Evidence of active participation in audit Teaching: evidence of interest & experience in teaching 	Application form Interview / Selection centre

Personal Skills	Problem Solving & Decision Making: <ul style="list-style-type: none"> Capacity to use clear, logical thinking with an analytical/scientific approach, capacity to make decisions Organisation & Planning: <ul style="list-style-type: none"> Capacity to organise oneself & prioritise work, demonstrates punctuality, preparation & self-discipline Competent to work without direct supervision where appropriate Communication Skills: <ul style="list-style-type: none"> Capacity to answer questions clearly, concisely & appropriately. Capacity to build rapport, listen, persuade & negotiate Managing Others & Team Involvement: <ul style="list-style-type: none"> Capacity to work cooperatively with others and to show leadership/authority where appropriate Coping with Pressure: <ul style="list-style-type: none"> Capacity to operate under pressure. Demonstrates initiative & resilience to cope with setbacks & adapt to rapidly changing circumstances 		Application form Interview / Selection centre References
Probity	Professional Integrity: <ul style="list-style-type: none"> Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others Displays honesty, integrity, awareness of ethical issues 		Application form Interview / Selection centre References
Commitment To Specialty	Learning & Personal Development: <ul style="list-style-type: none"> Demonstrable interest in and understanding of histopathology Shows commitment to personal and professional development, with awareness of own strengths & limitations 	<ul style="list-style-type: none"> Other activities / achievements / scientific meetings relevant to pathology Attendance at pathological courses Evidence of participation in audit or research projects with specific relevance to pathology 	Application form Interview / Selection centre References