

2010 Person Specification
Application to enter Specialty Training at ST3: Infectious Diseases and Medical Microbiology/Virology (Medical Microbiology Theme)

Entry Criteria		
	Essential Criteria	When Evaluated ¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MRCP Part 1 (UK) or equivalent 	Application form
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment and hold a current and valid licence to practice.² • Evidence of achievement of Foundation competences 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> • Evidence of achievement of CT/ST 1 competences in medicine at time of appointment and CT/ST 2 competences in medicine by August 2010 supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent • Eligibility to work in the UK 	<p>Application form</p> <p>Application form Interview / Selection centre³</p> <p>Application form/ Interview / Selection centre Application form</p>
Fitness To Practise	Is up to date and fit to practise safely	Application form References
Language Skills	<p>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:</p> <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> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>	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 complete employment history with no unexplained career gaps • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training • At least 24 months' experience⁵ in medicine (not including Foundation modules) by August 2010 	<p>Application form</p> <p>Interview / Selection centre</p>
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

⁵ Any time periods specified in this person specification refer to full time equivalent

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As Above	<ul style="list-style-type: none"> • MRCP (UK) or equivalent • Intercalated BSc or equivalent • Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree) 	
Career Progression⁶	As Above	<ul style="list-style-type: none"> • Experience of clinical specialties where there is a significant component of infection, including infectious diseases • Experience of laboratory work (including research) relevant to medical microbiology/virology 	Application form
Clinical Skills	Clinical Knowledge and Expertise: <ul style="list-style-type: none"> • Demonstrates appropriate knowledge base and sound clinical judgement. • Demonstrates basic awareness of importance and impact of infection on clinical practice • Aware of laboratory skills related to Microbiology/Virology • Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination • Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments • Demonstrate current ALS certification or equivalent 	<ul style="list-style-type: none"> • Able to demonstrate laboratory skills related to Microbiology/Virology 	Application form Interview / Selection centre References

⁶ All experience in posts at ST level count irrespective of the country the experience is gained in

<p>Academic / Research Skills</p>	<p>Research Skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of the importance of audit & research, including awareness of ethical issues • Evidence of active participation in audit <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of teaching experience and/or training in teaching 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, grants, publications, presentations, other achievements • Evidence of involvement in formal research project • Evidence of a portfolio of audit projects including where the audit loop has been closed <ul style="list-style-type: none"> • Evidence of involvement in teaching students, postgraduates and other professionals • Evidence of participation in a teaching course <p>Management Skills:</p> <ul style="list-style-type: none"> • Evidence of attendance at a management course <p>IT Skills</p> <ul style="list-style-type: none"> • Demonstrates information technology skills 	<p>Application form Interview / Selection centre</p>
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Personal Skills	Problem Solving and Decision Making: <ul style="list-style-type: none"> Capacity to use clear, logical thinking with an analytical/scientific approach Capacity to make decisions Organisation and Planning: <ul style="list-style-type: none"> Capacity to organise oneself and prioritise work, demonstrates punctuality, preparation and self-discipline Capacity to work without direct supervision where appropriate Demonstrates IT skills Communication Skills: <ul style="list-style-type: none"> Demonstrates clarity in written and spoken communication Capacity to build rapport, listen, persuade and negotiate Managing Others and Team Involvement: <ul style="list-style-type: none"> Capacity to work cooperatively with others and demonstrate leadership/authority where appropriate Coping with Pressure: <ul style="list-style-type: none"> Capacity to operate under pressure Demonstrates initiative and resilience to cope with setbacks and 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, patient safety and clinical governance 		Application form Interview / Selection centre References
Commitment To Specialty	Learning and Personal Development: <ul style="list-style-type: none"> Demonstrates interest and realistic insight into clinical, laboratory and infection control activities of medical microbiology/virology Shows commitment to personal and professional development, with awareness of own strengths and limitations Evidence of self-reflective practice Evidence of attendance at organised teaching and training programmes during training programmes 	<ul style="list-style-type: none"> Extracurricular activities / achievements relevant to clinical or laboratory aspects of infection. 	Application form Interview / Selection centre References