

2008 PERSON SPECIFICATION
APPLICATION TO ENTER SPECIALTY TRAINING at ST1: CLINICAL RADIOLOGY

ENTRY CRITERIA			
	ESSENTIAL	DESIRABLE	WHEN EVALUATED¹
QUALIFICATIONS	<ul style="list-style-type: none"> • 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 • Evidence of achievement of Foundation competencies by August 2008 in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care • Eligibility to work in the UK 	<ul style="list-style-type: none"> • At least 2 years of postgraduate medical experience equivalent to that obtained in a UK Foundation Training programme 	Application form Application form Interview / Selection centre ² Application form
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 		Application form References
LANGUAGE SKILLS	<ul style="list-style-type: none"> • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: <ul style="list-style-type: none"> • a) that applicants have undertaken undergraduate medical training in English; or • b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6. • However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence 		Application form Interview / Selection centre

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

² 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.

HEALTH	<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice) • Does not now or has ever suffered from a significant visual impairment 		Application form Pre-employment health screening
CAREER PROGRESSION	<ul style="list-style-type: none"> • Ability to provide complete details of employment history 	<ul style="list-style-type: none"> • Potential to benefit from training at ST1 level, as evidenced by less than 12 months' prior experience³ in Clinical Radiology 	Application form
APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 		Application form

SELECTION CRITERIA			
CLINICAL SKILLS	<ul style="list-style-type: none"> • Clinical Knowledge & Expertise: Appropriate level of clinical knowledge (including anatomy & pathology). Capacity for safe, competent & evidence-informed clinical practice, especially in handling of acute emergencies. Capacity to prioritise clinical need 	<ul style="list-style-type: none"> • Personal Attributes: Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, observational skills • Attendance at relevant courses, e.g. ALS or equivalent 	Application form Interview / Selection centre References
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of the principles of audit & research 	<ul style="list-style-type: none"> • Evidence of academic & research achievements relevant to the stage of training, 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

³ Any time periods specified in this person specification refer to full time equivalent

<p>PERSONAL SKILLS</p>	<ul style="list-style-type: none"> • Problem Solving & Decision Making: Capacity to use clear, logical thinking with an analytical/scientific approach • Organisation & Planning: Capacity to organise oneself & own work. Competent to work without direct supervision where appropriate. Demonstrates awareness of IT systems & health service management. Shows aptitude for management and administration skills • Communication Skills: Demonstrates clarity in written & spoken communication. Capacity to build rapport, listen, persuade & negotiate • Managing Others & Team Involvement: Capacity to work effectively in multi-professional teams • Coping with Pressure: Capacity to operate under pressure. Demonstrates initiative & resilience to cope & adapt to rapidly changing circumstances 		<p>Application form Interview / Selection centre References</p>
<p>PROBITY</p>	<ul style="list-style-type: none"> • Professional Integrity: Capacity to take responsibility for own actions. Demonstrates honesty, integrity, awareness of ethical issues & confidentiality 		<p>Application form Interview / Selection centre References</p>

<p>COMMITMENT TO SPECIALTY</p>	<ul style="list-style-type: none"> • Learning & Personal Development: Demonstrates realistic insight and interest in radiology. Commitment to lifelong learning & professional development, aware of own strengths & limitations 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to radiology • Commitment to a career in radiology – for example through being able to demonstrate some of the following: <ul style="list-style-type: none"> • An understand of the use of modern radiological techniques in current medical practice • Evidence of time spent in a radiology department observing the work of a radiologist • Evidence of participation in audit or research projects with specific relevance to radiology • An understanding of the role of a consultant radiologist in the modern NHS • Demonstration of an understanding of radiology training in the UK • Demonstration of an understanding of potential careers in Radiology in the UK 	<p>Application form Interview / Selection centre References</p>
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