

PAEDIATRICS – ST3

ENTRY CRITERIA	
<p>Essential Criteria</p> <p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> MBBS or equivalent medical qualification Success in 2 of the three written MRCPCH papers at time of application and within the last 7 years 	<p>When is this evaluated?ⁱ</p> <p>Application form</p>
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> Be eligible for full registration with, and hold a current licence to practiseⁱⁱ from, the GMC at the advertise post start date for the vacancyⁱⁱⁱ Evidence of achievement of paediatric capabilities commensurate with a trainee who has completed ST2, as defined by the Paediatric RCPC Progress+ curriculum, by point of application. Be eligible to work in the UK by the advertised post start date for the vacancy. 	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p>
<p>Fitness to practise:</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	<p>When is this evaluated?</p> <p>Application form References</p>
<p>Language skills:</p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues as assessed by the General Medical Council^{iv}</p>	<p>When is this evaluated?</p> <p>Application form, pre-employment health screening</p>
<p>Health:</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>When is this evaluated?</p> <p>Application form, pre-employment health screening</p>

Career progression:

Applicants must:

- Be able to provide complete details of their employment history.

- Have evidence that their career progression is consistent with their personal circumstances.

- Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training.

Have at least 12 months' experience^v of working in Paediatrics; this must include at least 6 months in Neonatology at the point of application and 6 months in General Paediatrics^{vi}



Personal Skills

Personal Skills – Essential Criteria

Communication skills:

Demonstrates clarity in written/spoken communication.
Ability to build rapport, listen, persuade, and negotiate.

IT skills:

Demonstrates information technology skills.

Problem solving and decision making:

Capacity to use logical thinking to solve clinical problems/make decisions.

Empathy and sensitivity:

Capacity to take in others' perspectives and treat patients, parents, carers, and fellow staff members with respect and humility.
Ensures that everyone is listened to and respected.

Managing others and team involvement:

Able to work in multi-disciplinary teams.
Ability to show leadership, make decisions, organise, and motivate other team members.

Organisation and planning:

Ability to demonstrate time management and prioritisation.

Vigilance and situational awareness:

Awareness of the need to monitor changing situations and anticipate issues.

Coping with pressure and managing uncertainty:

Describes coping strategies to help with workplace stresses and promote wellbeing.

Values:

Understands, respects, and demonstrates the values of the NHS (e.g., everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)

Personal Skills – Desirable Criteria

Management and leadership skills R16 skills:



Commitment to Specialty – Learning & Personal Development		
<p>Essential Criteria</p> <p>Demonstrates passion for working with children and their families. Shows understanding of challenges of working within Paediatrics. Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) Demonstrable interest in, and understanding of, the specialty. Commitment to continuing personal and professional development. Evidence of attendance at organised teaching and training programme(s) Evidence of self-reflective practice</p>	<p>Desirable Criteria</p> <p>Extracurricular activities/achievements that demonstrate relevant learning and personal development</p>	<p>When is this evaluated?</p> <p>Application form Interview/selection centre References</p>

ⁱ 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

ⁱⁱ The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at intended start date.

ⁱⁱⁱ 'Intended start date' refers to the date at which the earliest post commences. For ST3 posts this will normally be the start of August/September for posts recruited to in National Round 2 (R2); or February/March for those advertised on National Round 3 (R3), unless a different start date is specifically indicated in advance by the employing trust/Local Office/Deanery.

Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

^v Any time periods specified in this person specification refer to full-time-equivalent.

^{vi} All experience in posts at any level in this specialty count, irrespective of the country the experience is gained.

^{vii} The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

^{viii} Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the Local Office / Deanery that the training took place. No other evidence will be accepted.

^{ix} [GMC Protecting Children and Young People](#)

