

CLINICAL RADIOLOGY – ST1

ENTRY CRITERIA	
<p>Essential Criteria</p> <p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <input type="checkbox"/> MBBS or equivalent medical qualification 	<p>When is this evaluated?ⁱ</p> <p>Application form</p>
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Be eligible for full registration with, and hold a current licence to practiseⁱⁱ from, the GMC at intended start dateⁱⁱⁱ <input type="checkbox"/> Have evidence of achievement of foundation competences, in the three and a half years preceding the advertised post start date for the round of application, via one of the following methods: <ul style="list-style-type: none"> ➤ Current employment in a UKFPO-affiliated foundation programme; or ➤ Having been awarded an FPCC (or FACD 5.2) from a UK affiliated foundation programme within the 3.5 years preceding the advertised post start date; or ➤ Current employment in a GMC approved Specialty Training Programme holding either a National Training Number (NTN) or Deanery Reference Number (DRN); or ➤ 12 months medical experience after full GMC registration (or equivalent post licensing experience), and evidence to commence specialty training in the form of a <i>Certificate of Readiness to Enter Specialty Training</i> <input type="checkbox"/> Be eligible to work in the UK 	<p>When is this evaluated?</p> <p>Application form, interview/selection centre^{iv}</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^v</p>	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</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>

<p>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Be able to provide complete details of their employment history <input type="checkbox"/> Have evidence that their career progression is consistent with their personal circumstances <input type="checkbox"/> Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training <input type="checkbox"/> 18 months' or less experience^{vi} in Radiology^{vii} (not including Foundation modules) by time of intended start date. <input type="checkbox"/> Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region^{viii} <input type="checkbox"/> Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, except if they have received an ARCP outcome 1 or under exceptional circumstances^{ix} <input type="checkbox"/> Not previously resigned, been removed from, or relinquished a post or programme with resultant failure to gain the award of a FPCC (FACD 5.2), except under extraordinary circumstances <i>and</i> on the production of evidence of satisfactory outcome from appropriate remediation^x <input type="checkbox"/> Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying 	<p>When is this evaluated?</p> <p>Application form Interview/selection centre</p>
<p>Application completion:</p> <p>ALL sections of application form completed FULLY according to written guidelines</p>	<p>When is this evaluated?</p> <p>Application form</p>

SELECTION CRITERIA		
Qualifications		
<p>Essential Criteria</p> <ul style="list-style-type: none"> <input type="checkbox"/> As above 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> <input type="checkbox"/> Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree) 	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p>
Clinical Experience		
<p>Essential Criteria</p> <ul style="list-style-type: none"> <input type="checkbox"/> Evidence of experience in a range of acute specialties, with experience of managing patients on unselected take during training 		<p>When is this evaluated?</p> <p>Application form Interview/selection centre References</p>

Clinical skills – clinical knowledge & expertise		
Essential Criteria <ul style="list-style-type: none"> <input type="checkbox"/> Able to apply sound clinical knowledge and judgement to problems <input type="checkbox"/> Able to work without direct supervision where appropriate <input type="checkbox"/> Able to prioritise clinical need <input type="checkbox"/> Able to maximise safety and minimise risk 	Desirable Criteria <ul style="list-style-type: none"> <input type="checkbox"/> Evidence of skills in the management of patients not requiring hospital admission 	When is this evaluated? Application form Interview/selection centre References
Academic skills		
Research, Audit and Quality Improvement: Essential Criteria <ul style="list-style-type: none"> <input type="checkbox"/> Demonstrates understanding of research, including awareness of ethical issues <input type="checkbox"/> Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives <input type="checkbox"/> Demonstrates knowledge of evidence informed practice Teaching: <ul style="list-style-type: none"> <input type="checkbox"/> Evidence of teaching experience 	Research, Audit and Quality Improvement: Desirable Criteria <ul style="list-style-type: none"> <input type="checkbox"/> Demonstrates an understanding of research methodology <input type="checkbox"/> Evidence of relevant academic and research achievements, e.g., degrees, prizes, awards, distinctions, publications, presentations, other achievements <input type="checkbox"/> Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which: <ul style="list-style-type: none"> ➢ Focuses on patient safety and clinical improvement ➢ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum Teaching: <ul style="list-style-type: none"> <input type="checkbox"/> Evidence of participation in a teaching course <input type="checkbox"/> Evidence of feedback for teaching 	When is this evaluated? Application form Interview/selection centre References
Personal skills		
Personal Skills – Essential Criteria Communication Skills: <ul style="list-style-type: none"> <input type="checkbox"/> Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate <input type="checkbox"/> Able to build rapport, listen, persuade and negotiate 	Personal Skills – Desirable Criteria Management and Leadership Skills: <ul style="list-style-type: none"> <input type="checkbox"/> Evidence of involvement in management commensurate with experience <input type="checkbox"/> Demonstrates an understanding of NHS management and 	When is this evaluated? Application form Interview/selection centre References

<p>Problem Solving and Decision Making:</p> <ul style="list-style-type: none"> □ Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach <p>Empathy and Sensitivity:</p> <ul style="list-style-type: none"> □ Capacity to take in others' perspectives and treat others with understanding; sees patients as people □ Demonstrates respect for all <p>Managing Others and Team Involvement:</p> <ul style="list-style-type: none"> □ Able to work in multi professional teams and supervise junior medical staff □ Ability to show leadership, make decisions, organise and motivate other team members, for the benefit of patients through, for example, audit and quality improvement projects □ Capacity to work effectively with others <p>Organisation and Planning:</p> <ul style="list-style-type: none"> □ Capacity to manage/prioritise time and information effectively □ Capacity to prioritise own workload and organise ward rounds □ Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) <p>Vigilance and Situational Awareness:</p> <ul style="list-style-type: none"> □ Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure and Managing Uncertainty:</p> <ul style="list-style-type: none"> □ Capacity to operate under pressure □ Demonstrates initiative and resilience to cope with changing circumstances □ Can deliver good clinical care in the face of uncertainty <p>Values:</p> <ul style="list-style-type: none"> □ 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) 	<p>resources</p> <ul style="list-style-type: none"> □ Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments □ Evidence of effective leadership in and outside medicine <p>IT Skills:</p> <ul style="list-style-type: none"> □ Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> □ Evidence of achievement outside medicine □ Evidence of altruistic behaviour e.g., voluntary work □ Evidence of organisational skills – not necessarily in medicine e.g., grant or bursary applications, organisation of a university club, sports section etc 	
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Probity – professional integrity		
Essential Criteria <ul style="list-style-type: none"> <input type="checkbox"/> Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) <input type="checkbox"/> Capacity to take responsibility for own actions 		When is this evaluated? Application form Interview/ selection centre References
Commitment to specialty – learning and personal development		
Essential Criteria <ul style="list-style-type: none"> <input type="checkbox"/> Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) <input type="checkbox"/> Demonstrable interest in, and understanding of, the specialty <input type="checkbox"/> Commitment to personal and professional development <input type="checkbox"/> Evidence of attendance at organised teaching and training programme(s) <input type="checkbox"/> Evidence of self-reflective practice <input type="checkbox"/> Commitment to chosen career for example through being able to demonstrate some of the following: <input type="checkbox"/> An understanding of the use of modern imaging techniques in current clinical practice in chosen specialty <input type="checkbox"/> Evidence of time spent in a nuclear medicine/radiology department observing the work of a radiologist/nuclear medicine physician <input type="checkbox"/> An understanding of the role of a consultant nuclear medicine physician/radiologist in the modern NHS, including the impact of NHS targets <input type="checkbox"/> An understanding of the structure of training and potential careers in chosen specialty <input type="checkbox"/> Appreciation of change in working practice i.e. a “service” specialty some knowledge of the opportunities and threats to a career in chosen specialty 	Desirable Criteria <ul style="list-style-type: none"> <input type="checkbox"/> Extracurricular activities / achievements relevant to chosen specialty <input type="checkbox"/> Evidence of participation at meetings/courses relevant to chosen specialty 	When is this evaluated? Application form Interview/selection Centre References

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 time of appointment.

iii ‘Intended start date’ refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2023 ST1 posts this will normally be **2nd August 2023**, unless a different start date is specifically indicated in advance by the employing trust/LETB.

iv ‘Selection centre’ refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

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

PERSON SPECIFICATION 2023

^{vi} Any time periods specified in this person specification refer to full-time-equivalent.

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

^{viii} 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.

^{ix} 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 LETB / Deanery that the training took place. No other evidence will be accepted.

^x An applicant who has previously resigned, been removed from, or relinquished a post on the foundation training programme will not usually be eligible to apply for an ST1/CT1 post except under extraordinary circumstances. Extraordinary circumstances may be defined as a demonstrated change in circumstances which can be shown to impact on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train as a foundation doctor, either through sickness absence, as a LTFT trainee or in a period out of programme.

Where an applicant wishes to apply for an ST1/CT1 post in the above circumstances they must provide evidence to support this application in the form of a letter written and signed by the Director of the Foundation School where previous training took place. This letter must include the following information:

- ☐ The dates of your previous training;
- ☐ Confirmation of the reasons why the applicant previously resigned, was removed from or relinquished their post in the training programme
- ☐ Confirmation that the applicant has met the requirements/demonstrated the competencies of foundation training
- ☐ Confirmation that the applicant has completed a period of remediation (if applicable)