GENERAL ADULT PSYCHIATRY– ST4

ENTRY CRITERIA

<table>
<thead>
<tr>
<th>ESSENTIAL CRITERIA</th>
<th>WHEN EVALUATED—I</th>
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<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Application form</td>
</tr>
<tr>
<td>Applicants must have:</td>
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<tr>
<td>• MBBS or equivalent medical qualification</td>
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<tr>
<td>• MRCPsych examination; or</td>
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<tr>
<td>• A specialist qualification in psychiatry from an EU Member State that complies with the requirements of EU Directive 2005/36/EC</td>
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*Please note that letters of equivalence to MRCPsych provided by the Royal College of Psychiatrists are no longer a valid alternative to holding the MRCPsych examination and will not be accepted as equivalent to MRCPsych*

<table>
<thead>
<tr>
<th><strong>Eligibility</strong></th>
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<tbody>
<tr>
<td>Applicants must:</td>
<td>Application form, interview/selection centre</td>
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<tr>
<td>• Be eligible for full registration with, and hold a current licence to practise from, the GMC at intended start date</td>
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<tr>
<td>• Have evidence of achievement of foundation competences from a UKFPO-affiliated foundation programme or equivalent, in line with GMC standards / Good Medical Practice; including:</td>
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<tr>
<td>➢ make the care of your patient your first concern</td>
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<tr>
<td>➢ provide a good standard of practice and care</td>
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<tr>
<td>➢ take prompt action if you think that patient safety, dignity or comfort is being compromised</td>
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<tr>
<td>➢ protect and promote the health of patients and of the public</td>
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<tr>
<td>➢ treat patients as individuals and respect their dignity</td>
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<tr>
<td>➢ work in partnership with patients</td>
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<tr>
<td>➢ work with colleagues in the ways that best serve patients’ interests</td>
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<tr>
<td>➢ be honest and open and act with integrity</td>
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<tr>
<td>➢ never discriminate unfairly against patients or colleagues</td>
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<tr>
<td>➢ never abuse your patients’ trust in you or the public’s trust in the profession.</td>
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<tr>
<td>• Evidence of achievement of CT/ST1 and CT/ST2 competences in psychiatry at time of application</td>
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<tr>
<td>• Evidence of achievement of CT/ST3 competences in psychiatry by time of application or confirmation that these will be achieved by time of appointment</td>
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All competences must be as defined by the Royal College of Psychiatrists’ curriculum relating to core psychiatric training.

Acceptable evidence includes ARCP or equivalent certificates, Certificate C (equivalent core competence form), or alternative detailed certification demonstrating that the applicant has attained and maintained core competences, including psychotherapy, as set out in all 19 ILOs in the 2013 core psychiatry curriculum.

• Applicants without all the necessary evidence at the time of application must submit a written statement from their educational supervisor or tutor stating that all these competences will be achieved by the time of appointment. This includes applicants from Core Psychiatry Training who are expecting an outcome 1 from their end of CT3 ARCP. *This written statement supplements the requirements to provide Form C, appropriate ARCP evidence etc.*

• Hold current valid driving licence or provides an undertaking to provide alternative means of transport to fulfill the requirements of the whole training programme

• Be eligible to work in the UK

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<tr>
<th><strong>Fitness to practise</strong></th>
<th>Application form, references</th>
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<td>Is up to date and fit to practise safely and is aware of own training needs.</td>
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## PERSON SPECIFICATION 2015

### Language skills
Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as demonstrated by one of the following:

- undergraduate medical training undertaken in English;
- academic International English Language Testing System (IELTS) results showing a score of at least 7.0 in each domain (speaking, listening, reading, writing), with an overall score of at least 7.5, to be achieved in a single sitting and within 24 months of the time of application.

If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence of language skills.

### Health
Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).

### 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.
- At least 36 months’ experience in psychiatry (not including foundation modules) by intended start date; or
- 36 months’ training in psychiatry posts in an EU country, supported by evidence of compliance with the requirements of EU Directive 2005/36/EC issued by a competence authority in that EU member state.
- Not have previously relinquished or been released from a core psychiatry or higher psychiatry training programme, except under exceptional circumstances.
- Not already hold, nor be eligible to hold, a CCT/CESR; and must not currently be eligible for the specialist register for the specialty to which they are applying.
- For those wishing to be considered for Locum Appointment for Training posts (where available): no more than 24 months experience in LAT posts in the specialty by intended start date.

### Application completion
ALL sections of application form completed FULLY according to written guidelines.

## SELECTION CRITERIA

### ESSENTIAL CRITERIA
- Qualifications
  - As above

### DESIRABLE CRITERIA
- Additional related qualifications, e.g. intercalated degree, BSc, BA, BMedSci or equivalent

### WHEN EVALUATED
- Application form, interview/selection centre/References
# PERSON SPECIFICATION 2015

## Clinical skills – clinical knowledge & expertise
- Ability to apply sound clinical knowledge and judgement to problems
- Ability to prioritise clinical need
- Ability to maximise safety and minimise risk
- Demonstrates appropriate knowledge base and sound clinical judgement
- Demonstrates ability in basic skills of history taking, examination (mental and physical) and synthesis of findings
- Demonstrates basic psychotherapeutic skills

## Academic skills

### Research and audit skills:
- Demonstrates understanding of research, including awareness of ethical issues
- Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives
- Demonstrates knowledge of evidence-informed practice

### Research and audit skills:
- Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements
- Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which:
  - focuses on patient safety and clinical improvement
  - demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum
  - shows some awareness of specific principles of research in psychiatry
  - understanding of service-user contribution to and perspective of, audit and research

### Teaching:
- Evidence of interest in, and experience of, teaching
- Evidence of feedback for teaching
PERSON SPECIFICATION 2015

Personal skills

Communication skills:
- Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate
- Able to build rapport, listen, persuade and negotiate.

Problem solving and decision making:
- Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.

Empathy and sensitivity:
- Capacity and motivation to take in others’ perspectives and treat others with understanding; sees patients as people
- Demonstrates respect for all.

Managing others and team involvement:
- 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.

Organisation and planning:
- 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.)
- Ability to keep effective notes/records

Vigilance and situational awareness:
- Capacity to monitor developing situations and anticipate issues.
- Capacity to assess and provide immediate care for acute clinical situations (including deliberate self harm, acute psychosis and acute organic brain syndromes) with a level of independence

Coping with pressure and managing uncertainty:
- Ability to be flexible and capacity to operate under pressure
- Demonstrates initiative and resilience to cope with changing circumstances
- Is able to deliver good clinical care in the face of uncertainty, and seek help when appropriate

Management and leadership skills:
- Evidence of involvement in management commensurate with experience
- Demonstrates an understanding of NHS management and resources
- 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.

IT skills:
- Demonstrates information technology skills.

Other:
- Evidence of achievement outside medicine
- Evidence of altruistic behaviour, eg voluntary work
- Evidence of organisational skills – not necessarily in medicine, e.g. grant or bursary applications, organisation of a university club, sports section, etc.

Application form
Interview/selection centre
References
**PERSON SPECIFICATION 2015**

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<th>Values:</th>
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<td>• Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</td>
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<tr>
<th>Probit – professional integrity</th>
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<td>• Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</td>
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<td>• Capacity to take responsibility for own actions and demonstrates a non-judgemental approach towards others</td>
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<tr>
<th>Commitment to specialty – learning and personal development</th>
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<tr>
<td>• Demonstrates interest and realistic insight into psychiatry and mental health</td>
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<td>• Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</td>
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<tr>
<td>• Demonstrable interest in, and understanding of, the specialty</td>
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<td>• Commitment to personal and professional development</td>
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<td>• Evidence of attendance at organised teaching and training programme(s)</td>
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<td>• Evidence of self-reflective practice.</td>
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<tr>
<td>• Extracurricular activities / achievements/ interest and realistic insight relevant to psychiatry</td>
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1. "When evaluated" is indicative, but may be carried out at any time throughout the selection process.

2. 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.

3. 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

4. Certificate C, the equivalent core competence form, is a document designed by the Royal College of Psychiatrists, which lists the necessary core competences required for progression to ST4, as defined in the CT curriculum: [http://www.rcpsych.ac.uk/pdf/Core%20Curriculum_GMCApprovedJuly2013.pdf](http://www.rcpsych.ac.uk/pdf/Core%20Curriculum_GMCApprovedJuly2013.pdf). Certificate C can be downloaded from the National Psychiatry Recruitment section of Health Education North West - North Western's website at: [https://www.nwpgmd.nhs.uk/national_ST4_Psychiatry_Recruitment_certificate_c](https://www.nwpgmd.nhs.uk/national_ST4_Psychiatry_Recruitment_certificate_c)

5. "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.

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

7. All experience in posts at any level in this specialty count, irrespective of the country the experience is gained.

8. Applications will only be considered if applicants 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. Extraordinary 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. Completed forms must be submitted at the time of application. No other evidence will be accepted.

9. The NHS Constitution - the NHS belongs to us all 26 March, 2013