# Entry criteria

## Essential Criteria

### Qualifications

Applicants must have:
- MBBS or equivalent medical qualification
- MRCPsych examination
- OR
  a specialist qualification in psychiatry from an EU country that complies with the requirements of EU directive 2005/36/EC

### Eligibility

Applicants must:
- Be eligible for full registration with, and hold a current licence to practise from, the GMC at time of intended start date.
- Have evidence of either:
  - current employment in a UKFPO-affiliated foundation programme
  - 12 months’ experience after full GMC registration, and evidence of achievement of foundation competences in the three years preceding the intended start date from a UKFPO-affiliated foundation programme or equivalent, in line with GMC standards / Good Medical Practice; including:
    - make the care or your patient your first concern
    - provide a good standard of practice and care
    - take prompt action if you think that patient safety, dignity or comfort is being compromised
    - treat patients as individuals and respect their dignity
    - work in partnership with patients
    - work with colleagues in the ways that best serve patients’ interests
    - be honest and open and act with integrity
    - never discriminate unfairly against patients or colleagues
    - never abuse your patients’ trust in you or the public’s trust in the profession.
- Be eligible to work in the UK.
- Hold current valid driving licence or provides an undertaking to provide alternative means of transport to fulfil the requirements of the whole training programme.

## Fitness to practise

Is up to date and fit to practise safely.

## 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;
- or
  the following scores achieved in the academic International English Language Testing System (IELTS), in a single sitting, no more than 24 months prior to the date of application:
  Overall 7.0, Speaking 7.0, Listening 7.0, Reading 7.0, Writing 7.0

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 / 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**¹ in psychiatry (not including Foundation modules) by time of appointment

**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 competent authority in that EU member state

- Not have previously relinquished or been released / removed from a higher psychiatry training programme, except under exceptional circumstances⁶.

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

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¹ Non training non EU posts, or UK/EU posts such as e.g. staff grade, associate specialist, locum consultant, specialty doctor, locum appointment for service (LAS), Trust SHO, not prospectively approved by the competent authority (STA/PMETB/GMC in UK), do not count towards the award of the Certificate of Completion of Training (CCT). Doctors who have spent time in such posts will be eligible for appointment to the specialty training programme leading to the award of the Certificate of Eligibility for Specialist Registration via a combined programme of non‐training and training posts (CESR CP). Any time periods specified in this person specification refer to full time equivalent.
## Selection criteria

<table>
<thead>
<tr>
<th>Essential criteria</th>
<th>Desirable criteria</th>
<th>When evaluated</th>
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</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td></td>
<td></td>
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<tr>
<td>• (As above)</td>
<td>• Additional related qualifications, e.g. intercalated degree, BSc, BA, BMedSci or equivalent</td>
<td>Application form, interview/selection centre, References</td>
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<tr>
<td><strong>Clinical skills – clinical knowledge &amp; expertise</strong></td>
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<td>Application form, interview/selection centre, References</td>
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<tr>
<td>• Ability to apply sound clinical knowledge and judgement to problems</td>
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<td>• Ability to prioritise clinical need</td>
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<td>• Ability to maximise safety and minimise risk</td>
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<td>• Demonstrates appropriate knowledge base and sound clinical judgement</td>
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<tr>
<td>• Demonstrates ability in basic skills of history taking, examination (mental &amp; physical) &amp; synthesis of findings</td>
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<td>• Demonstrates basic psychotherapeutic skills</td>
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<td><strong>Academic skills</strong></td>
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<td><strong>Research and audit skills:</strong></td>
<td><strong>Research and audit skills:</strong></td>
<td>Application form, interview/selection centre</td>
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<tr>
<td>• Demonstrates understanding of research, including awareness of ethical issues</td>
<td>• Evidence of relevant academic and research achievements, eg degrees, prizes, awards, distinctions, publications, presentations, other achievements</td>
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<td>• Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives</td>
<td>• Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which:</td>
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<tr>
<td>• Demonstrates knowledge of evidence-informed practice</td>
<td>o focuses on patient safety and clinical improvement</td>
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<td>o demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum</td>
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<td></td>
<td>o shows some awareness of specific principles of research in psychiatry</td>
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<td></td>
<td>• Understanding of service-user contribution to and perspective of, audit and research</td>
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<tr>
<td><strong>Teaching:</strong></td>
<td><strong>Teaching:</strong></td>
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<tr>
<td>• Evidence of interest in, and experience of, teaching</td>
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<td>• Evidence of feedback for teaching.</td>
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<td><strong>Probity – professional integrity</strong></td>
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<td>Application form, interview/selection centre, References</td>
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<tr>
<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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<td>References</td>
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### Commitment to specialty – learning and personal development

- Demonstrates interest and realistic insight into psychiatry and mental health
- Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)
- Demonstrable interest in, and understanding of, the specialty
- Commitment to personal and professional development
- Evidence of attendance at organised teaching and training programme(s)
- Evidence of self-reflective practice.

- Extracurricular activities / achievements/interest and realistic insight relevant to psychiatry

### 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 & negotiate.

#### Problem solving & 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 & 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 & provide immediate care for acute clinical situations (including deliberate self harm, acute psychosis & acute organic brain syndromes) with a level of independence

#### Coping with pressure and managing uncertainty:

- 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, eg grant or bursary applications, organisation of a university club, sports section, etc.
2014 Person Specification

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. ‘Time of appointment’ refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2014 CT1 posts this will be between 2 August and 6 August 2014, unless a different start date is specifically indicated in advance by the employing trust/LETB.

4. ‘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.

5. An example of alternative evidence could be testimony from a clinical/education supervisor, in the form of a signed letter (this will be subject to review by any unit of application to which you apply).

6. Examples might include ARCP outcome 4, or failure to progress after two or more failed RITA-Es. Applications will only be considered if there is a letter of support from the postgraduate dean or designated deputy of the deanery in which the applicant worked. Should the postgraduate dean not support the application, appeal may be made to the recruitment lead, whose decision will be final. The recruitment lead may be the recruitment team at the office managing recruitment, or the deanery to whom the applicant is making their application.