

CHEMICAL PATHOLOGY – ST3

ENTRY CRITERIA	
Qualifications: Applicants must have: • MBBS or equivalent medical qualification Physician applicants: • Either of the following: ○ MRCP (UK) Part 1 at time of application and full MRCP (UK) diploma by offer dateⁱ ○ Eligibility for the specialist register in general internal medicine by time of application ○ Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by offer date. Paediatrics applicants: • Success in two of the three written MRCPCH papers at time of application and within the last 7 years General Practice applicants: • Full MRCGP by advertised start date dateⁱ Core Anaesthesia /Acute Care Common Stem Anaesthesia applicants: • Primary FRCA by offer dateⁱ.	When is this evaluated?ⁱⁱ Application form Interview/selection centreⁱⁱⁱ, pre-employment check
Eligibility: Applicants must: • Hold full registration with the General Medical Council (GMC) at the time of application, and hold a current licence to practise on the date your post commences. Physician applicants: • Have evidence of achievement of core medical capabilities, for the round of application, via one of the following methods: ▪ Current employment in a programme which leads to successful completion of year 2 of Internal Medicine Stage 1 Training by the advertised post start date for the vacancy, via one of these approved routes: • UK Internal Medicine Stage 1 Training • UK ACCS (Internal Medicine) • UK Broad Based Training (medicine route) • JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme • UK core medical training or ACCS (acute medicine) ▪ Successful completion of one of the programmes listed above, evidenced by ARCP. ▪ Evidence of achievement of the capabilities required by completion of year 2 of the Internal Medicine Stage 1 curriculum at time of application. Acceptable evidence is permitted via the	When is this evaluated? Application form, interview/selection centre

Alternative Certificate to Enter Group 2 Higher Physician Specialty Training with the Group 1 version being equally valid Paediatrics applicants: • Current employment in a UK paediatric training programme, which leads to successful completion of paediatric capabilities commensurate with a trainee who has completed ST3, as defined by the Paediatric RCPCH Progress+ curriculum, by the advertised post start date for the vacancy or • Evidence of achievement of paediatric capabilities commensurate with a trainee who has completed ST3, as defined by the Paediatric RCPCH Progress+ curriculum, by point of application. Acceptable evidence is only permitted via the 'Certificate of Completion of Progress+ Paediatric ST3 Capabilities'; this can be downloaded from: https://phstrecruitment.org.uk/documents General Practice applicants: • Current employment in a general practice training programme at ST3 level and on track to successfully complete ST3 by the advertised post start date, or • Eligibility for the GP Register. This must be evidenced either by entry on the GMC GP Register, or documentation from the GMC confirming eligibility. Broad Based Training applicants: • Have successfully completed Broad Based Training plus completion of core training in one of the above specialties. Core Anaesthesia /Acute Care Common Stem Anaesthesia applicants • Evidence of eligibility demonstrated by: ▪ Stage 1 Certificate/ Stage 1 equivalence Certificate =. To be used if you have completed a UK Anaesthetics/ACCS Anaesthetics Core Training Programme ▪ Current employment in a UK Core Anaesthetics / ACCS Anaesthetics Training Programme and achievement of all required Stage 1 Domains of Learning evidenced by a Stage 1 Certificate / Stage 1 Equivalence Certificate the advertised post start date for the vacancy. ▪ Current employment in a UK anaesthetics post (a non-training grade post) and achievement of all required Stage 1 Domains of Learning evidenced by a Stage 1 Certificate / Stage 1 Equivalence Certificate by time of offer. ▪ The Confirmation of Stage 1 Equivalence Certificate is to be used if you have not completed a UK core training programme but have all the required competencies by time of offer. • Be eligible to work in the UK	
<i>Fitness to practise:</i> Is up to date and fit to practise safely.	When is this evaluated? Application form References
<i>Language skills:</i> 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	When is this evaluated? Application form, interview/selection centre

Health: Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).	When is this evaluated? Application form, pre-employment health screening
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 24 months' experience^{iv} in relevant specialties (not including Foundation modules) by time of commencement of ST3 training. • 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^v. • 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. • If you have previously resigned, or been removed from, a training programme in any specialty, you must obtain a Support for Reapplication to Specialty Training form signed by the Training Programme Director/Head of School and Postgraduate Dean from the region you previously undertook training in. This must be submitted with your application.^{vi} 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 the advertised post start date for the vacancy Core Anaesthesia /Acute Care Common Stem Anaesthesia applicants Applicants must have evidence of completion of all Stage 1 Domains of learning evidenced by the Stage 1 certificate or equivalent by the time of intended start date Paediatrics applicants Applicants must have at least 24 months experience including at least 6 months in Neonatology and 6 months in General Paediatrics (not including foundation modules) by time of application	When is this evaluated? Application form Interview/selection centre
Application completion: ALL sections of application form completed FULLY according to written guidelines.	When is this evaluated? Application form

SELECTION CRITERIA

Qualifications

Essential Criteria As Above	Desirable Criteria Higher degrees including MSc, PhD, or MD (not including intercalated BSc or 'Honorary' MA))	When is this evaluated? Application form, interview/selection centre
Career Progression		
Evidence that present achievement and performance is commensurate with totality of training		When is this evaluated? Interview/selection centre
Clinical Experience		
Essential Criteria Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent	Desirable Criteria - Experience at CT/ST 1/2 level of managing patients with metabolic disease by the time of commencement of ST3 training. - Experience of laboratory work	When is this evaluated? Application form Interview/selection centre References

Clinical Skills – Clinical Experience & Knowledge		
Essential Criteria - Demonstrates awareness of the basics of managing patients with metabolic diseases - Competence at core completion level in the management of medical emergencies, in patients and outpatients - Appropriate knowledge base, and ability to apply sound clinical judgement to problems. - Able to work without direct supervision where appropriate. - Able to prioritise clinical need. - Able to maximise safety and minimise risk.	Desirable Criteria - Evidence^{vii} of some competences in the specialty as defined by the relevant curricula. - Evidence of skills in the management of patients not requiring hospital admission - Evidence of skills / knowledge of laboratory equipment and working practice	When is this evaluated? Application form Interview/selection centre References
Academic Skills		

Essential Criteria Research, Audit and Quality Improvement: • 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 Teaching: Evidence of teaching experience and/or training in teaching	Desirable Criteria Research, Audit and Quality Improvement: • Demonstrates an understanding of research methodology. • Evidence of relevant academic and research achievements, and involvement in a formal research project • Evidence of relevant academic publications • 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. • Evidence of a portfolio of audit/quality improvement projects, including where the audit loop has been closed and there is evidence of learning of the principles of change management. • Demonstrates an understanding of clinical governance. • Evidence of exceptional achievement in medicine • Evidence of publications relevant to laboratory medicine / work Teaching: • Evidence of involvement in teaching students, postgraduates, and other professionals • Evidence of participation in a teaching course	When is this evaluated? Application form Interview/selection centre References
Personal Skills		
Personal Skills – Essential Criteria 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:	Personal Skills – Desirable Criteria 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 another workplace based assessments. • Evidence of effective leadership in and outside medicine IT Skills:	When is this evaluated? Application form Interview/selection centre References

- Capacity 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) Vigilance and Situational Awareness: - Capacity to monitor developing situations and anticipate issues. 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. 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)	- Demonstrates information technology skills. Other: - Evidence of achievement outside medicine - Evidence of altruistic behaviour e.g., voluntary work	
Probity – Professional Integrity		
Essential Criteria Demonstrates probity (as outlined by the GMC)		When is this evaluated? Application form Interview/selection centre References
Commitment to Specialty – Learning & Personal Development		

Essential Criteria	Desirable Criteria	When is this evaluated?
- 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 relevant to the specialty - Evidence of participation at meetings and activities relevant to the specialty	Application form Interview/selection centre References

Northern Ireland Training Programme

Chemical Pathology Trainee Job Description

Reports to:	Consultant in Chemical Pathology in the employing Trust and the Postgraduate Dean
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Contact Information:	<u>Training Programme Director:</u> Dr Brona Roberts Consultant in Chemical Pathology Belfast City Hospital Lisburn Road Belfast BT9 7AB
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MAIN ACTIVITIES / RESPONSIBILITIES:	
Clinical	The exact duties of the post will depend on the placement and will take into account the training needs of the appointee. All appointees will take part in on-call rotas which will be subject to change as progress is made in relation to targets set by Government for junior doctors' hours.
Managerial	Trainees will have the opportunity to develop managerial skills as they rotate through the various hospitals. Trainees should undertake a formal management training course during the final year of training.

Research	All trainees will be expected and encouraged to have an active interest in research and publication. This does not necessarily mean taking a year or two years out-of-programme to work towards an MD or PhD unless the trainee also wishes to undertake subspecialist training.
Audit	All trainees will be expected and encouraged to have an active interest in audit and will be expected to undertake audit projects during their training.
Education	All trainees will be expected to attend the various educational opportunities provided in their own hospitals and those provided on a regional basis. Trainees should also where appropriate assist in the training and education of others.
Assessment	Regular assessment of progress will be made during the period of training. There will be an annual ARCP assessment at which the trainee will be required to demonstrate evidence of satisfactory progress in order to proceed to the next year.

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Regional Specialty Training Committee for the School of Medicine and are determined usually on a yearly basis according to the Trainee's educational and training needs. Trainees will rotate through the various hospitals and subspecialties within the Training Scheme. The Postgraduate Dean has confirmed that these posts all have the required educational and staffing approval. Excellent postgraduate facilities exist at all units.

Further information on hospitals in Northern Ireland is available at www.hscni.net

This job description will be subject to review in the light of changing circumstances and may include other duties and responsibilities as may be determined. It is not intended to be rigid and inflexible but should be regarded as providing guidelines within which the individual works.

Please note that the Health and Social Services organisations operate “No Smoking” policies and all employees must comply with this policy.

AN EQUAL OPPORTUNITIES EMPLOYER

ⁱ The 'offer date' refers to the 'initial offers released' date set in each recruitment round; [Recruitment Timelines](#).

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

ⁱⁱⁱ '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.

^{iv} Any time periods specified in this person specification refer to full-time-equivalent. All relevant postgraduate experience (excluding Foundation) is counted, irrespective of the country in which it was gained.

^v 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.

PERSON SPECIFICATION 2026

^{vi} 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. Please note that this requirement does not apply to trainees who exited Core Medical Training with an ARCP outcome 3 or 4 where they were only missing the full MRCP (UK) diploma.

^{vii} Evidence can include portfolio, logbook, ARCP, or equivalent. Where relevant/applicable, workplace-based assessments (e.g., CbD, mini-CEX, ACAT, DOPS, MSF, or equivalent) may also be used to demonstrate achievement of competences.