

## GENERAL ADULT PSYCHIATRY - ST4

### ELIGIBILITY TO APPLY

Please make sure you meet all below eligibility criteria before applying.

#### QUALIFICATIONS

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You must hold a Bachelor of Medicine, Bachelor of Surgery (BMBS, MBBS) degree or other equivalent medical qualification.

#### REGISTRATION & RIGHT TO WORK

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You must:

- Be eligible to work in the UK.
- 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.
- Meet the standards set out in [Good Medical Practice](#), and not be subject to fitness to practise conditions which would prevent you taking up the post or performing fully within it.

You **must not**

- Hold, nor be eligible to hold, a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) for this specialty, **nor**
- Already be eligible for the specialist register for this specialty.

#### CAREER HISTORY

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You must be able to provide complete details of your employment history, including any gaps.

#### DISCLOSURE

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- You must complete all sections of the application form fully and truthfully, in accordance with written guidelines.
- You must disclose in your application if you are subject to any ongoing fitness to practise proceedings or are subject to any fitness to practise conditions.
- **If you are currently in specialty training** and are applying to continue training in the same specialty in another region, you must obtain a [Support for Application to another region form](#) signed by the Training Programme Director/Head of School of your current Specialty Training Programme. This must confirm satisfactory progress and be submitted with your application.

- **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.

## CAPABILITY/COMPETENCES AND EXPERIENCE FOR ST4 ENTRY

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### Capability/Competences

You must have evidence of achievement of:

- CT/ST1 and CT/ST2 psychiatry curriculum requirements at the time of application; **and**
- CT/ST3 psychiatry curriculum requirements at the time of application or confirmation that these will be achieved by the advertised post start date for the vacancy.

All competences must be as defined by the [Royal College of Psychiatrists' Core Psychiatry Training curriculum](#).

This can be evidenced using one of the following methods:

- Current employment in a UK Core Psychiatry Training programme which leads to successful completion of the programme by the advertised post state date for the vacancy; or
- Successful completion of a UK Core Psychiatry Training programme, evidenced by satisfactory CT3 ARCP outcome. This must be submitted with your application; or
- A completed *Alternative Certificate of Eligibility to Enter Higher Psychiatry Training*.

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 an Alternative Certificate of Eligibility to Enter Higher Psychiatry Training, appropriate ARCP evidence etc.

### Experience

If you **wish to be considered for Locum Appointment for Training posts (where available)** you must have no more than 24 months experience in LAT posts in this specialty by the advertised post start date for the vacancy.

## PROFESSIONAL EXAMINATIONS

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You must have successful completion of Membership of the Royal College of Psychiatrists (MRCPsych) examination by the [‘initial offers released by’ date](#) for the round.

## ADDITIONAL ELIGIBILITY CRITERIA

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You must hold a current and in date valid driving licence or provide an undertaking to provide alternative means of transport when providing emergency and domiciliary care to fulfil the requirements of the whole training programme.

## SELECTION CRITERIA

### ESSENTIAL SELECTION CRITERIA

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#### Eligibility

- You meet all criteria specified in the Eligibility to Apply section above.

#### Clinical knowledge

- Interest in, and understanding of, the training programme.

#### Workplace skills

- Ability to work in multi-professional teams and supervise colleagues.
- Ability to lead, make decisions, organise and motivate other team members.
- Ability to manage/prioritise own and others' time effectively.
- Ability to work safely under pressure and deliver good clinical care in the face of uncertainty.
- Ability to monitor developing situations and anticipate issues.
- Good basic IT skills, including Microsoft Office, email, and ability to learn new systems.

#### Academic knowledge

- Understanding of research, including awareness of ethical issues.
- Understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives.
- Knowledge of evidence-informed practice.

#### Personal skills

- Commitment to personal and professional development.
- Ability to work on own initiative, demonstrating curiosity.
- Strong attention to detail, preparation and planning.
- Ability to communicate messages effectively to a range of audiences.
- Ability to negotiate and build positive professional relationships.
- Strong problem-solving skills, with a scientific approach to problem solving.

#### Values

- Understands, respects and demonstrates the values of the NHS

### Knowledge and experience

- Understanding of NHS management and resources.
- Experience of management.
- Experience of research.
- Experience of audit and quality improvement.
- Experience of teaching.

### SPECIALTY SPECIFIC ESSENTIAL SELECTION CRITERIA

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- Demonstrates interest and realistic insight into psychiatry and mental health.
- Interest in working closely with people and helping others.
- Commitment to lifelong learning.
- Self-awareness and ability to be self-critical and self-reflective.
- Evidence of proactively seeking additional experiences, opportunities and feedback.
- Evidence of self-reflective practice.

### SPECIALTY SPECIFIC DESIRABLE SELECTION CRITERIA

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- Extracurricular activities, achievements, interests and realistic insight relevant to psychiatry.
- Evidence of achievement outside medicine.
- Evidence of altruistic behaviour including voluntary work.
- Evidence of organisational skills – not necessarily in medicine, including grant or bursary applications, organisation of a university club and sports.
- Interests outside of medicine to help moderate the stress of the role.
- Capacity to engender hope around recovery of patients.

## Northern Ireland School of Psychiatry Training Programme

## General Adult Psychiatry Job Description

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| <b>Reports to:</b> | General Adult Psychiatry Consultants in the employing Trust and the Postgraduate Dean |
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| <b>Contact Information:</b> | <u>Head of School for Psychiatry</u>                                                                                                                                                              | <u>Training Programme Director</u>                                                                                                                                                                              | <u>Training Programme Director</u>                                                                                                                                                                         |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                             | Dr Stephen Moore<br>Consultant Psychiatrist<br>c/o NIMDTA<br>Beechill House<br>42 Beechill Rd<br>BELFAST<br>BT8 7RL<br><a href="mailto:psychiatry.nimdt@hscni.net">psychiatry.nimdt@hscni.net</a> | Dr Iain McDougall – Med<br>Psych<br>Consultant Psychiatrist<br>c/o NIMDTA<br>Beechill House<br>42 Beechill Rd<br>BELFAST, BT8 7RL<br><a href="mailto:psychiatry.nimdt@hscni.net">psychiatry.nimdt@hscni.net</a> | Dr Michael McMorran - GAP<br>Consultant Psychiatrist<br>c/o NIMDTA<br>Beechill House<br>42 Beechill Rd<br>BELFAST<br>BT8 7RL<br><a href="mailto:psychiatry.nimdt@hscni.net">psychiatry.nimdt@hscni.net</a> |

**MAIN ACTIVITIES / RESPONSIBILITIES:**

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| <b>Clinical</b>   | The ST4 Trainee will work at part of a team in each clinical post. As the trainee rotates through various posts he/she will work along side the Consultant to gain experience in various setting in which psychiatry today is practiced. The Trainee will gain experience in multidisciplinary team management and team building. He/she will also have the opportunity to attend management meetings and Mental Health Review Tribunals. |
| <b>Managerial</b> | The ST4 Trainee will have the opportunity to develop managerial skills as he/she rotates through the various hospitals. Trainees should undertake a formal management-training course during the final year of training.                                                                                                                                                                                                                  |

## PERSON SPECIFICATION 2026

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| <b>Research</b>   | The ST4 Trainee 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 he/she also wishes to undertake sub-specialist training. |
| <b>Audit</b>      | The ST4 Trainee will be expected and encouraged to have an active interest in audit/quality improvement/service development and will be expected to undertake audit/quality improvement/service development projects during his/her period of training.                         |
| <b>Education</b>  | The ST4 Trainee will be expected to attend the various educational opportunities provided in his/her own hospital and those provided on a regional basis. Trainees should also where appropriate assist in the training and education of others.                                |
| <b>Assessment</b> | ST4 Trainees will be invited to meet the specialty Training Programme Director annually and have their performance assessed within three months of completion of each year of their training programme.                                                                         |

## PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Board of the School of Psychiatry and are determined usually on a bi-annual 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](http://www.hscni.net)

## PERSON SPECIFICATION 2026

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