

HAEMATOLOGY – 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 MRCP(UK) full diploma by offer dateⁱ ➢ Eligibility for the specialist register in general internal medicine by time of applicationⁱⁱ ➢ Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by offer date. Paediatric applicants • Hold full MRCPCH by offer date ○ Eligibility for the specialist register in paediatrics by time of application	When is this evaluated?ⁱⁱⁱ Application form Interview/selection centre^{iv}, pre-employment check
Eligibility: Applicants 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. 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^v ▪ UK core medical training or ACCS (acute medicine) ○ Successful completion of one of the programmes listed above, evidenced by ARCP^{vi} ○ Eligibility for the specialist register in general internal medicine by time of application^{vii} ○ 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 only permitted via the <i>Alternative Certificate to Enter Group 2 Higher Physician Specialty Training</i>^{viii} Paediatric 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. ➢ 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	When is this evaluated? Application form, interview/selection centre, pre-employment check

evidence is only permitted via the 'Certificate of Completion of Progress+ Paediatric ST3 Capabilities'; this can be downloaded from: https://phstrecruitment.org.uk/documents	
<i>Fitness to practise:</i> Is up to date and fit to practise safely	When is this evaluated? Application form, references

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 assessed by the General Medical Council^{ix}	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. • Applicants must 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^x. • 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. Applicants must not have previously relinquished or been released / removed from a training programme in this specialty or associated core training programme, except if they have received an ARCP outcome 1 (outcome 6 for associated core training) or under exceptional circumstances^{xi} • 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. Physician applicants • Have sufficient experience^{xii} working in medical specialties (not including foundation level experience) by the advertised post start date for the vacancy. This can be via either: ➤ Training completed in: ○ UK Core Medical Training or UK ACCS (Acute Medicine) ○ The first two years of UK Internal Medicine Stage 1 Training ○ The first three years of UK ACCS (Internal Medicine) ○ The first three years of UK Broad Based Training (medicine route) ○ A JRCPTB internationally level 3 accredited equivalent CMT programme or the first two years of an Internal Medicine Stage 1 Training programme or ➤ Have at least 24 months' experience in medical specialties (of which at least 12 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances^{xiii} Paediatric applicants	When is this evaluated? Application form Interview/selection centre

- 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 advertised post start for the vacancy.		
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 - Completion of the relevant membership examination by time of application) - 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		
Essential Criteria 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 or, for non-physician applicants, corresponding experience from core/early years training in the relevant specialty	Desirable Criteria Experience at core level of managing patients with haematological disease and managing haematological emergencies	When is this evaluated? Application form Interview/selection centre References
Clinical skills – clinical knowledge & expertise		
Essential Criteria - Awareness of the basics of managing haematological disease - Capability at core level in the management of medical emergencies, inpatients, and outpatients or, for non-physician applicants, corresponding capability from core/early years training in the relevant specialty - Appropriate knowledge base, and ability to apply sound clinical judgement to problems.	Desirable Criteria - Evidence of some capabilities in the specialty as defined by the relevant curricula. - Evidence of skills in the management of acute medical emergencies - Evidence of skills in the management of patients not requiring hospital admission	When is this evaluated? Application form Interview/selection centre References

• Able to work without direct supervision where appropriate. • Able to prioritise clinical need. • Able to maximise safety and minimise risk		
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 clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives. • Evidence of involvement in a quality improvement project, formal research project • Demonstrates knowledge of evidence informed practice • Demonstrates an understanding of clinical governance. 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 a quality improvement project or other activity which: ➢ Uses recognised QI methodology. ➢ Focuses on patient safety and clinical improvement. ➢ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum. • Evidence of exceptional achievement in medicine Teaching: • Evidence of involvement in teaching students, postgraduates and other professionals and 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: • 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.	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 other workplace-based assessments. • Evidence of effective leadership in and outside medicine Other: • Evidence of achievement outside medicine • Evidence of altruistic behaviour e.g., voluntary work	When is this evaluated? Application form Interview/selection centre References

- Ability to show leadership, make decisions, organise and motivate other team members, for the benefit of patients. - 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)		
Probity – professional integrity		
Essential Skills Demonstrates probity (as outlined by the GMC)		When is this evaluated? Application form Interview/selection centre References
Commitment to specialty – learning and personal development		
Essential Criteria - 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 self-reflective practice	Desirable Criteria - Extracurricular activities / achievements relevant to the specialty - Evidence of participation at meetings and activities relevant to the specialty - Evidence of attendance at organised teaching and training programme(s) relevant to the specialty	When is this evaluated? Application form Interview/selection centre References

Northern Ireland Training Programme

Haematology Job Description

Reports to:	Consultants in Haematology in the employing Trust and the Postgraduate Dean
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Contact Information:	<u>Training Programme Director:</u> Dr Chris McCauley Consultant in Haematology
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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 Eligibility for the specialist register must have been approved by the GMC to be considered.

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

^{iv} 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered as part of the application process.

^v Details of internationally accredited JRCPTB internal medicine training programmes can be found on the JRCPTB website: <https://www.jrcptb.org.uk/about-us/international-training/locations>

^{vi} Applicants who have an ARCP outcome with all required capabilities signed off for that stage of training apart from the full MRCP(UK), will be eligible to apply on this basis, subject to the normal rules on completing the MRCP (UK)..

^{vii} Eligibility for the specialist register must have been approved by the GMC to be considered.

^{viii} The *Alternative Certificate to Enter Group 2 Higher Physician Specialty Training* is a document designed by the JRCPTB listing the necessary core capabilities required for progression to ST3, as defined in the internal medicine stage 1 curriculum: <https://www.jrcptb.org.uk/internal-medicine>. The certificate is available to download from the Physician Recruitment website: <http://www.phstrecruitment.org.uk/recruitment-process/am-i-eligible/core-capabilities>. Applicants must ensure the version of the form they are using meets the requirements detailed on the website. It is not permissible for doctors who hold a DRN in a UK internal medicine training, or ACCS: internal medicine, programme to use the alternative certificate as an alternative to the ARCP process.

^{ix} Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

^x 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 managing that application at time of application.

^{xi} 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 person 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 region 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.

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

^{xiii} For information on how experience in acute care common stem specialties will be counted, please visit the Physician Recruitment website: <http://www.phstrecruitment.org.uk/recruitment-process/am-i-eligible/experience>