

## ENDOCRINOLOGY AND DIABETES MELLITUS – ST4

ENTRY CRITERIA	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Either of the following:           <ul style="list-style-type: none"> <li>➢ MRCP(UK) Part 1 at time of application and MRCP(UK) full diploma by offer date<sup>i</sup></li> <li>➢ Eligibility for the specialist register in general internal medicine by time of application<sup>ii</sup></li> <li>➢ Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by offer date.</li> </ul> </li> </ul>	<p><b>When is this evaluated?<sup>iii</sup></b></p> <p>Application form</p> <p>Interview/selection centre<sup>iv</sup>, pre-employment check</p>
<p><b>Eligibility:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Hold full registration with the <a href="#">General Medical Council (GMC)</a> at the time of application, <b>and</b> hold a current licence to practise on the date your post commences.</li> <li>• Have evidence of achievement of Internal Medicine Stage 1 capabilities, for the round of application, via one of the following methods:           <ul style="list-style-type: none"> <li>➢ Current employment in a programme which leads to successful completion of Internal Medicine Stage 1 Training<sup>v</sup> by the advertised post start date for the vacancy, via one of these approved routes:               <ul style="list-style-type: none"> <li>▪ UK Internal Medicine Stage 1 Training</li> <li>▪ UK ACCS (Internal Medicine)<sup>vi</sup></li> <li>▪ UK Broad Based Training (medicine route)</li> <li>▪ A standalone UK IMY3 programme (following completion of UK core medical training/ACCS (acute medicine))</li> </ul> </li> <li>➢ JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme<sup>vii</sup></li> <li>➢ Successful completion of one of the programmes listed above, evidenced by ARCP<sup>viii</sup></li> <li>➢ Completion of UK ST3 in General Internal Medicine and satisfactory progress for any subsequent GIM training, by the advertised post start date for the vacancy, evidenced by ARCP<sup>ix</sup></li> <li>➢ Eligibility for the specialist register in general internal medicine by time of application<sup>x</sup></li> <li>➢</li> <li>➢ Evidence of achievement of Internal Medicine Stage 1 capabilities at time of application. Acceptable evidence is only permitted via the <i>Alternative Certificate to Enter Group 1 Higher Physician Specialty Training</i><sup>xi</sup></li> </ul> </li> <li>• Be eligible to work in the UK</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre, pre-employment check</p>

<p><b><i>Fitness to practise:</i></b></p> <p>Is up to date and fit to practise safely</p>	<p><b>When is this evaluated?</b></p> <p>Application form, references</p>
<p><b><i>Language skills:</i></b></p> <p>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<sup>xii</sup></p>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p>
<p><b><i>Health:</i></b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice)</p>	<p><b>When is this evaluated?</b></p> <p>Application form, pre-employment health screening</p>
<p><b><i>Career progression:</i></b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be able to provide complete details of their employment history.</li> <li>• Have evidence that their career progression is consistent with their personal circumstances.</li> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training.</li> <li>• Have sufficient experience<sup>xiii</sup> working in medical specialties (not including foundation level experience) by the advertised post start date for the vacancy. This can be via either:           <ul style="list-style-type: none"> <li>➢ Training completed in:               <ul style="list-style-type: none"> <li>➢ UK Internal Medicine Stage 1 Training</li> <li>➢ UK ACCS (Internal Medicine)</li> <li>➢ UK Broad Based Training (medicine route)</li> <li>➢ A standalone UK IMY3 programme (following completion of UK core medical training/ACCS (acute medicine))</li> <li>➢ JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme <b>or</b></li> </ul> </li> <li>➢ Have at least 36 months' experience in medical specialties (of which at least 18 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 36 months in some circumstances<sup>xiv</sup></li> </ul> </li> <li>• 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<sup>xv</sup>.</li> <li>• Not already hold, nor be eligible to hold, a CCT/CESR in the specialty; and must not currently be eligible for the specialist register for the specialty to which they are applying<sup>xvi</sup></li> <li>• 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</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>

<p>Programme Director/Head of School and Postgraduate Dean from the region you previously undertook training in. This must be submitted with your application. <sup>xvii</sup></p> <ul style="list-style-type: none"> <li><b>For those wishing to be considered for Locum Appointment for Training posts (where available):</b> no more than 24 months experience in LAT posts in the specialty by the advertised post start date for the vacancy.</li> </ul>	
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<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines</p>	<p><b>When is this evaluated?</b> Application form</p>
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<b>SELECTION CRITERIA</b>		
<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>When is this evaluated?</b>
<b>Qualifications</b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>As above</li> </ul>	<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Full MRCP (UK) at the time of application</li> <li>Higher degrees including MSc, PhD or MD (not including intercalated BSc or 'Honorary' MA)</li> </ul>	<p><b>When is this evaluated?</b> Application form, interview/selection centre</p>
<b>Career Progression</b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Evidence that present achievement and performance is commensurate with totality of training</li> </ul>		<p><b>When is this evaluated?</b> Interview/selection centre</p>
<b>Clinical Experience</b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Experience of managing patients with severe acute medical disease.</li> <li>Experience at core level of managing patients with endocrine conditions and diabetes.</li> </ul>	<p><b>When is this evaluated?</b> Application form Interview/selection centre References</p>
<b>Clinical skills – clinical knowledge &amp; expertise</b>		

<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Demonstrates awareness of managing acute medical conditions, including emergencies, in patients and outpatients</li> <li>• Appropriate knowledge base, and ability to apply sound clinical judgement to problems.</li> <li>• Able to work without direct supervision where appropriate.</li> <li>• Able to prioritise clinical need.</li> <li>• Able to maximise safety and minimise risk</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Evidence of some capabilities in the specialty as defined by the relevant curricula.</li> <li>• Evidence of skills in the management of acute medical emergencies</li> <li>• Evidence of skills in the management of patients not requiring hospital admission</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre References</p>
<p><b>Academic skills</b></p>		
<p><b>Essential Criteria</b></p> <p><b>Research, Audit and Quality Improvement:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of research, including awareness of ethical issues.</li> <li>• Demonstrates understanding of the basic principles of clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives.</li> <li>• Evidence of involvement in a quality improvement or formal research project</li> <li>• Demonstrates knowledge of evidence informed practice</li> <li>• Demonstrates an understanding of clinical governance.</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of teaching experience and/or training in teaching</li> </ul>	<p><b>Desirable Criteria</b></p> <p><b>Research, Audit and Quality Improvement:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates an understanding of research methodology.</li> <li>• Evidence of relevant academic and research achievements, and involvement in a formal research project</li> <li>• Evidence of relevant academic publications</li> <li>• Evidence of involvement in a quality improvement project or other activity which: <ul style="list-style-type: none"> <li>➢ Uses recognised QI methodology.</li> <li>➢ Focuses on patient safety and clinical improvement.</li> <li>➢ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum.</li> </ul> </li> <li>• Evidence of exceptional achievement in medicine</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in teaching students, postgraduates and other professionals <b>and</b> evidence of participation in a teaching course</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre References</p>
<p><b>Personal skills</b></p>		
<p><b>Personal Skills – Essential Criteria</b></p> <p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate.</li> </ul>	<p><b>Personal Skills – Desirable Criteria</b></p> <p><b>Management and Leadership Skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre</p>

<ul style="list-style-type: none"> <li>• Able to build rapport, listen, persuade and negotiate.</li> </ul> <p><b>Problem Solving and Decision Making:</b></p> <p>Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.</p> <p><b>Empathy and Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in others' perspectives and treat others with understanding; sees patients as people.</li> <li>• Demonstrates respect for all.</li> </ul> <p><b>Managing Others and Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Able to work in multi professional teams and supervise junior medical staff.</li> <li>• Ability to show leadership, make decisions, organise and motivate other team members, for the benefit of patients.</li> <li>• Capacity to work effectively with others.</li> </ul> <p><b>Organisation and Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage/prioritise time and information effectively.</li> <li>• Capacity to prioritise own workload and organise ward rounds.</li> <li>• Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</li> </ul> <p><b>Vigilance and Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to monitor developing situations and anticipate issues.</li> </ul> <p><b>Coping with Pressure and Managing Uncertainty:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure.</li> <li>• Demonstrates initiative and resilience to cope with changing circumstances.</li> <li>• Is able to deliver good clinical care in the face of uncertainty.</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>• 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)</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates an understanding of NHS management and resources.</li> <li>• Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or another workplace based assessments.</li> <li>• Evidence of effective leadership in and outside medicine</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Evidence of achievement outside medicine</li> <li>• Evidence of altruistic behaviour e.g., voluntary work</li> </ul>	<p>References</p>
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<b>Probity – professional integrity</b>		
<b>Essential Criteria</b> <ul style="list-style-type: none"> <li>Demonstrates probity (as outlined by the GMC)</li> </ul>		<b>When is this evaluated?</b> Application form Interview/selection centre References

<b>Commitment to specialty – learning and personal development</b>		
<b>Essential Criteria</b> <ul style="list-style-type: none"> <li>Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</li> <li>Demonstrable interest in, and understanding of, the specialty.</li> <li>Commitment to personal and professional development</li> <li>Evidence of self-reflective practice</li> </ul>	<b>Desirable Criteria</b> <ul style="list-style-type: none"> <li>Extracurricular activities / achievements relevant to the specialty</li> <li>Evidence of participation at meetings and activities relevant to the specialty</li> <li>Evidence of attendance at organised teaching and training programme(s) relevant to the specialty</li> </ul>	<b>When is this evaluated?</b> Application form Interview/selection centre References

## Northern Ireland Training Programme Endocrinology & Diabetes Mellitus Job Description

<b>Reports to:</b>	Consultants in Endocrinology in the employing Trust and the Postgraduate Dean
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<b>Contact Information:</b>	<p><u>Training Programme Director:</u> Dr Hamish Courtney Consultant in Endocrinology Royal Victoria Hospital Grosvenor Road Belfast BT12 6BA</p>
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<b>MAIN ACTIVITIES / RESPONSIBILITIES:</b>	
<b>Clinical</b>	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.
<b>Managerial</b>	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.
<b>Research</b>	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.
<b>Audit</b>	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.
<b>Education</b>	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.
<b>Assessment</b>	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](http://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

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

<sup>ii</sup> Eligibility for the specialist register must have been approved by the GMC to be considered.

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

<sup>iv</sup> 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered as part of the assessment process.

<sup>v</sup> Internal Medicine Stage 1 Training is the replacement programme for core medicine training. Trainees who have completed core medical training or ACCS (acute medicine) and a further standalone third year (IMY3) in internal medicine training, will be eligible to apply. Those not undertaking the third year of an internal medicine training programme will need to supply an alternative certificate.

<sup>vi</sup> ACCS (internal medicine) is the new name for ACCS (acute medicine), only those whose programme entails completing the Internal Medicine Stage 1 curriculum will be eligible without requiring an alternative certificate.

<sup>vii</sup> 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>

<sup>viii</sup> Applicants who have an ARCP outcome with all capabilities signed off apart from the full MRCP (UK), will be eligible to apply on this basis, subject to the normal rules on completing the MRCP (UK)..

<sup>ix</sup> Successful completion will normally be an ARCP outcome 1, and it is expected that trainees applying in this position will have completed at least six months of GIM training as part of their higher specialty training programme by the advertised post start date.

<sup>x</sup> Eligibility for the specialist register must have been approved by the GMC to be considered.

<sup>xi</sup> The *Alternative Certificate to Enter Group 1 Higher Physician Specialty Training* is a document designed by the JRCPTB listing the necessary core capabilities required for progression to ST4, 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: [www.phstrecruitment.org.uk/recruitment-process/am-i-eligible/core-capabilities](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.

<sup>xii</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

<sup>xiii</sup> Any time periods specified in this person specification refer to full time equivalent.

<sup>xiv</sup> 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>

<sup>xv</sup> 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.

<sup>xvi</sup> Programmes in Group 1 higher medical specialties are dual accredited with Internal Medicine Stage 2. Applicants who hold a CCT in internal medicine are eligible to apply but should note that they will be expected to fulfil the internal medicine service requirements of any post they are offered and will be unable to reduce the length of the programme.

<sup>xvii</sup> 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 region that the training took place. No other evidence will be accepted. Please note that this requirement does not apply to trainees who exited UK core training with an ARCP outcome 3 or 4 where they were only missing the full MRCP (UK) diploma.