

Breast Clinician – Year 1

Person Specification for entry to the Credential in Breast Disease Management - 2019

ENTRY CRITERIA	
Essential criteria	When evaluated ¹
Qualifications	
Applicants must have: <ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	Application form
Eligibility	
Applicants must: <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱ from, the GMC at intended start dateⁱⁱⁱ • Have evidence of achievement of foundation competences, or equivalent, via one of the following methods: <ul style="list-style-type: none"> ○ Current employment in a UKFPO-affiliated foundation programme; or ○ Having been awarded an FPCC (or FACD 5.2) from a UK affiliated foundation programme within the 3.5 years preceding the advertised post start date; or ○ 12 months medical experience after full GMC registration (or equivalent post licensing experience), and evidence of satisfactory appraisal in most recent post • Be eligible to work in the UK 	Application form Application form, interview/selection centre ^{iv} Application form, interview/selection centre
Fitness to practise	
Is up to date and fit to practise safely and is aware of own training needs.	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 ^v .	Application form, interview/selection centre
Health	
Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).	Application form, pre-employment health screening

ENTRY CRITERIA		
Essential criteria		When evaluated'
Career progression		
Applicants must: <ul style="list-style-type: none"> • 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 • Not previously resigned, been removed from, or relinquished a post or programme with resultant failure to gain the award of a FPCC (FACD 5.2), except under extraordinary circumstances <i>and</i> on the production of evidence of satisfactory outcome from appropriate remediation^{vi}. • Less than 12 months' experience^{vii} as a breast clinician^{viii} or trainee breast clinician (<i>working exclusively in a breast unit providing diagnostic and clinical services</i>) 		Application form Interview/ selection centre
Application completion		
ALL sections of application form completed FULLY according to written guidelines.		Application form

SELECTION CRITERIA		
Essential criteria	Desirable criteria	When evaluated
Qualifications		
<ul style="list-style-type: none"> • As above 	<ul style="list-style-type: none"> • Full postgraduate examination (e.g. full MRCP (UK) or MRCPCH or MRCS or MRCPGP) at the time of application • Intercalated BSc or equivalent • Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree) 	Application form Interview/ selection centre
Clinical Experience		
<ul style="list-style-type: none"> • Evidence of excellent communication skills and managing patients with diverse presentations. 	<ul style="list-style-type: none"> • Evidence of a relevant speciality 	Application form Interview/ selection centre References

SELECTION CRITERIA		
Essential criteria	Desirable criteria	When evaluated
Clinical Skills – Clinical Knowledge and Expertise		
<ul style="list-style-type: none"> • Able to apply sound clinical knowledge and judgement to problems • Able to work without direct supervision where appropriate • Able to prioritise clinical need • Able to maximise safety and minimise risk 	<ul style="list-style-type: none"> • Evidence of skills in the management of patients not requiring hospital admission 	Application form Interview/ selection centre References
Academic Skills		
Research and Audit Skills: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • Evidence of teaching experience 	Research and Audit skills: <ul style="list-style-type: none"> • Demonstrates an understanding of research methodology • Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which: <ul style="list-style-type: none"> ◦ Focuses on patient safety and clinical improvement ◦ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum Teaching: <ul style="list-style-type: none"> • Evidence of participation in a teaching course • Evidence of feedback for teaching 	Application form Interview/ selection centre References
Personal Skills		
Communication Skills: <ul style="list-style-type: none"> • Demonstrates clarity in written and 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: <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach 	Management and Leadership Skills: <ul style="list-style-type: none"> • 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 	Application form Interview/ selection centre References

SELECTION CRITERIA

Essential criteria	Desirable criteria	When evaluated
Personal Skills cont.		
<p>Empathy and Sensitivity:</p> <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding; sees patients as people Demonstrates respect for all <p>Managing Others and Team Involvement:</p> <ul style="list-style-type: none"> 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 Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) <p>Organisation and Planning:</p> <ul style="list-style-type: none"> Capacity to manage/prioritise time and information effectively Capacity to prioritise own workload <p>Vigilance and Situational Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure and Managing Uncertainty:</p> <ul style="list-style-type: none"> 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 <p>Values:</p> <ul style="list-style-type: none"> Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) 	<p>IT Skills:</p> <ul style="list-style-type: none"> Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> Evidence of achievement outside medicine Evidence of altruistic behaviour e.g. voluntary work Evidence of organisational skills – not necessarily in medicine e.g. grant or bursary applications, organisation of a university club, sports section etc. 	<p>Application form</p> <p>Interview/ selection centre</p> <p>References</p>

SELECTION CRITERIA		
Essential criteria	Desirable criteria	When evaluated
Probity – Professional integrity		
<ul style="list-style-type: none"> • Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) • Capacity to take responsibility for own actions 		Application form Interview/ selection centre References
Commitment to Specialty – Learning and Personal Development		
<ul style="list-style-type: none"> • 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. • Commitment to chosen career for example through being able to demonstrate some of the following: <ul style="list-style-type: none"> • An understanding of the use of modern imaging techniques in current clinical breast diagnostics • evidence of time spent in a breast unit observing the work of a radiologist or breast clinician. • an understanding of the role of a the Breast Clinician in the modern NHS • an understanding of the structure of training and potential careers in chosen specialty • appreciation of change in working practice i.e. a “service” specialty • some knowledge of the opportunities and threats to a career in chosen specialty 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to chosen specialty • Evidence of participation at meetings/courses relevant to chosen specialty • Evidence of time spent in a breast surgery department observing the work of a surgeon. • Evidence of time spent in an oncology department observing the work of an oncologist. 	Application form Interview/ selection centre References

References

- i 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.
- ii 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.
- iii 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For Year 1 of the credential (2019) this will be in line with the start date of ST1 radiology trainees in the associated radiology training programme. This will normally be the first Wednesday in August 2019, unless a different start date is specifically indicated in advance by the employing trust.
- iv '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.
- v Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.
- vi Failure to satisfactorily complete an F2 programme once started should normally be addressed by returning to complete it. Extraordinary circumstances may be defined as a demonstrated change in circumstances which can be shown to impact on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train as a F2 doctor, either through sickness absence, as a LTFT trainee or in a period out of programme.
- vii Any time periods specified in this person specification refer to full-time-equivalent.
- viii All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

December 2018