

2011 Person Specification
Application to enter Speciality Training at ST1: Public Health

Entry Criteria		
	Essential	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • Good first degree (First or 2:1 or equivalent grade) or • MBBS or equivalent medical degree or • Higher degree 	Application form
Eligibility	<ul style="list-style-type: none"> • Eligibility to work in the UK <p>At least 36 months (w.t.e.) post graduate work experience in an area relevant to public health practice, including academic work at date of appointment². This can be either</p> <ul style="list-style-type: none"> • <i>At Final year medical school and Foundation/Core level medical training or equivalent or</i> • <i>at Band 6 or above of Agenda for Change or equivalent³</i> <p>For those with a medical degree applying for a medical training post in public health</p> <ul style="list-style-type: none"> • Eligible for full registration with the GMC⁴ at time of appointment² • Minimum of 2 years of postgraduate medical experience by time of appointment² (equivalent to that obtained in a UK Foundation Training programme) <p><u>Either</u></p> <ul style="list-style-type: none"> • Evidence of current employment in a UKFPO affiliated Foundation Programme <p>OR</p> <ul style="list-style-type: none"> • 12 months experience after full GMC registration or equivalent and evidence of achievement of Foundation competences between 31st July 2008 and 3rd August 2011 from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> ○ Good clinical care ○ Maintaining good medical practice ○ Good relationships and communication with patients ○ Good working relationships with colleagues ○ Good teaching and training ○ Professional behaviour and probity ○ Delivery of good acute clinical care 	<p>Application form</p> <p>Application form Selection centre⁵</p> <p>Application form Selection centre</p> <p>Application form</p>
Fitness To Practise	Applicant is up to date and fit to practise safely	Application form References
Language Skills	<p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about health topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> ○ <i>that applicants have undertaken undergraduate training in English; or</i> ○ <i>have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7.</i> 	Application form Selection centre

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

² Time of appointment refers to the date at which the post commences

³ See http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_4090845

⁴ The GMC introduced a licence to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice.

⁵ A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

	If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence	
Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice)	Application form Pre-employment health screening
Career Progression	<ul style="list-style-type: none"> • Provide complete details of post graduate employment history showing satisfactory career progression. This should include evidence of achievement in different career choices where appropriate • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training (where applicable) 	Application form
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As Above	<ul style="list-style-type: none"> • Postgraduate qualification or higher degree demonstrably showing commitment to a career in public health 	Selection Centre
Career Progression	As Above	<ul style="list-style-type: none"> • Potential to benefit from training at ST1 or ST2 level as evidenced by no more than 36 months (w.t.e) experience in public health departments at senior house officer grade or above or Agenda for Change Band 8a or above or equivalent. 	Selection Centre
Technical Skills	Technical Knowledge & Clinical Expertise: <ul style="list-style-type: none"> • Demonstrates an understanding of the concepts of health, disease & illness and of structural, environmental & behavioural determinants of health at a population level • Demonstrates understanding of public health concepts & inequalities and an appreciation of the importance of health protection • Demonstrates awareness of situations in which work is undertaken, including political awareness, understanding of the impact of national policy on health, and awareness of the importance of clinical & corporate governance. 		Selection Centre
Academic / Research Skills	Research Skills: <ul style="list-style-type: none"> • Demonstrates understanding of the importance and basic principles of scientific research & evidence-based practice • Demonstrates basic understanding of research methodology (including research ethics), statistics & 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, peer reviewed publications, presentations, other achievements • Evidence of active participation in audit and/or research 	Selection Centre

	epidemiology, basic ability to appraise critically a scientific research paper	Teaching: <ul style="list-style-type: none"> Evidence of interest & experience in teaching 	
Personal Skills	Managing Others & Team Involvement: <ul style="list-style-type: none"> Capability to work effectively in partnership with others & demonstrate leadership where appropriate Demonstrates a facilitative, collaborative approach & respects others' views Demonstrates capability & willingness to work in multi-disciplinary teams and respects multi-agency contribution to health 		Selection Centre
	Conceptual Thinking & Problem Solving: <ul style="list-style-type: none"> Capability to use critical & strategic thinking to understand & solve complex problems. Capability for numerical, critical thinking and verbal reasoning Capability to handle uncertainty 		Selection Centre
	Communication Skills: <ul style="list-style-type: none"> Capability to communicate effectively in written and spoken English to a wide variety of audiences, adapting language as appropriate to the situation Capability to listen, build rapport, persuade & negotiate with individuals and groups 		Selection Centre
	Organisation & Planning <ul style="list-style-type: none"> Capability to manage & prioritise time, information & resources in an organised & systematic way. Demonstrates preparation & self-discipline Capability to work with long time scales for delivery within agencies with differing priorities. Demonstrates basic computer literacy, including electronic communication 		Selection Centre
	Coping with Pressure: <ul style="list-style-type: none"> Capability to operate under pressure and awareness of own limitations Demonstrates initiative & resilience to adapt & respond to changing circumstances, timescales, organisational 		Selection Centre

	structures & systems		
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Selection Criteria			
	Essential	Desirable	When Evaluated¹
Probity	Professional Integrity: <ul style="list-style-type: none"> • Takes responsibility for own actions • Demonstrates a non-judgemental approach towards others • Displays honesty, integrity, awareness of confidentiality & ethical issues 		Selection Centre
Commitment To Speciality	<ul style="list-style-type: none"> • Demonstrates relevance of first and/or higher degree and previous experience to Public Health Learning & Personal Development: <ul style="list-style-type: none"> • Demonstrates evidence of interest & realistic insight into public health, with an understanding of, and commitment to, public health principles in relation to interventions around the needs of an individual & the population in general. • Is self-aware, self-motivated and committed to personal and professional development • Capability for reflective & high quality practice 	<ul style="list-style-type: none"> • Achievements / extracurricular activities to public health, e.g. relevant experience in clinical/community settings, demonstration of commitment to public health principles in previous service work, courses or training 	Application form Selection Centre