

2009 Person Specification
Application to enter Specialty 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. This can be <i>either</i></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 5 or above of Agenda for Change or equivalent²</i> <p><i>For those with a medical degree applying for a medical training post in public health</i></p> <ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment • Minimum of 2 years of postgraduate medical experience by August 2009 (equivalent to that obtained in a UK Foundation Training programme) • Evidence of achievement of Foundation competences by time of appointment in line with GMC standards/ Good Medical Practice including: <ul style="list-style-type: none"> ○ <i>Good clinical care</i> ○ <i>Maintaining good medical practice</i> ○ <i>Good relationships and communication with patients</i> ○ <i>Good working relationships with colleagues</i> ○ <i>Good teaching and training</i> ○ <i>Professional behaviour and probity</i> ○ <i>Delivery of good acute clinical care</i> • Eligibility to work in the UK 	<p>Application form</p> <p>Application form Interview / Selection centre³</p> <p>Application form Interview / Selection centre</p> <p>Application form</p>
Fitness To Practise	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 medical topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> ○ <i>a) that applicants have undertaken undergraduate medical training in English; or</i> ○ <i>b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6</i> <ul style="list-style-type: none"> • If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence 	Application form Interview / Selection centre
Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice)	Pre-employment health screening

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

² See http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_4090845

³ 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.

Career Progression	<ul style="list-style-type: none"> • Ability to 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 	
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 60 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. 	Application form Interview / 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 political awareness, understanding of the impact of national policy on health & awareness of the importance of clinical & corporate governance 		Application form Interview / Selection centre References
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 & epidemiology, basic ability to appraise critically a scientific research paper 	<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 Teaching: <ul style="list-style-type: none"> • Evidence of interest & experience in teaching 	Application form Interview / Selection centre

SELECTION CRITERIA

	Essential	Desirable	When Evaluated
Probity	<p>Professional Integrity:</p> <ul style="list-style-type: none"> Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others Displays honesty, integrity, awareness of confidentiality & ethical issues 		<p>Application form Interview / Selection centre References</p>
Commitment To Specialty	<ul style="list-style-type: none"> Ability to demonstrate relevance of first and/or higher degree and previous experience to Public Health <p>Learning & Personal Development:</p> <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 Capacity for reflective & high quality practice 	<ul style="list-style-type: none"> Achievements / extracurricular activities relevant 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 	<p>Application form Interview / Selection centre References</p>