

MTI(path)

Medical Training Initiative in Pathology Person Specification

CRITERIA			EVALUATION
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent primary medical qualification recognised by the General Medical Council. • Postgraduate medical qualification. • FRCPath Part I (by examination). 	Essential Essential Desirable	Application form
ELIGIBILITY	<ul style="list-style-type: none"> • Eligible for sponsorship for full registration with the GMC (with License to Practise) at the time of appointment. • Evidence of achievement of internship/ Foundation competences in line with GMC standards. • You must be a citizen of a non-EEC country in order to be eligible for the MTI(path) Scheme. • Eligible to apply for UK entry clearance under Tier 5 of the UK Immigration Regulations. • An employment history showing engagement in medical practice for at least 36 out of the last 60 months including the most recent 12 months. • Registration with the relevant medical regulatory authority in your country. 	Essential Essential Essential	Application form/ interview/ structured references
FITNESS TO PRACTISE	Is up to date and fit to practise safely.	Essential	Application form/ references
LANGUAGE SKILLS	<p>All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues. This must be demonstrated in the following way:</p> <ul style="list-style-type: none"> • Achievement of the Academic International English Language Testing System (IELTS) <ul style="list-style-type: none"> ○ Overall score of 7.5 ○ Speaking 7 ○ Listening 7 ○ Reading 7 ○ Writing 7 	Essential	Application form/ interview

CRITERIA			EVALUATION
HEALTH	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Essential	Application form/ Pre-employment health screening
CAREER PROGRESSION	<ul style="list-style-type: none"> • Ability to provide a complete employment history • Evidence that career progression is consistent with personal circumstances. • Evidence that present achievements and performance is commensurate with totality of training. 	Essential Essential Essential	References/ interview
KNOWLEDGE	<ul style="list-style-type: none"> • Demonstrates awareness of the basics of pathological diagnostic processes and procedures. • Appropriate knowledge base and ability to apply sound clinical judgement to problems. • Able to demonstrate proficiency in a range of diagnostic reporting and clinical liaison dependent on specialty. • Evidence of competence to work without direct supervision where appropriate 	Essential Essential Essential Essential	Application form Interview References
PERSONAL SKILLS	<p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate to the situation. • Able to build rapport, listen, persuade & negotiate. <p>Problem Solving & Decision Making: Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.</p> <p>Empathy & 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 & Team Involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams • Capacity to work effectively with others <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively. • Capacity to prioritise own workload • Evidence of thoroughness (is well prepared, shows self-discipline/ commitment, is punctual and meets deadlines) 	Essential Essential Essential Essential Essential Essential Essential Essential Essential	Application form Interview References

CRITERIA			EVALUATION
	<p>Vigilance & Situational Awareness: Capacity to monitor developing situations and anticipate issues.</p> <p>Coping with Pressure and Managing Uncertainty: Demonstrates initiative & resilience to cope with changing circumstances</p>	<p>Essential</p> <p>Essential</p>	
PROBITY	<p>Professional Integrity:</p> <ul style="list-style-type: none"> • Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) • Capacity to take responsibility for own actions. 	<p>Essential</p> <p>Essential</p>	<p>Application form</p> <p>Interview</p> <p>References</p>
APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of the application form completed FULLY according to written guidelines. 	<p>Essential</p>	<p>Application form</p>