



PERSON SPECIFICATION FOR APPLICANTS

Job Title:	Medical Adviser
Location:	Carrickfergus
Department:	Occupational Health & Wellbeing
Hours of Work:	Monday – Friday 37 hours per week (42 hours gross) Flexible working patterns may also be considered.
Salary:	£58,676 to £66,075 (under review)

Essential

Qualifications	<p>A medical degree MB BCH (or equivalent)</p> <p>and</p> <p>one of the following Occupational Health qualifications:</p> <ul style="list-style-type: none"> • Member of the Royal College of Physicians (MRCP), or equivalent • Member of the Royal College of General Practitioners (MRGCP) • Member of the Faculty of Public Health (MFPH) Part A • Member of the Royal College of Surgeons (MRCS) • Member of the Royal College of Psychiatrists (MRCPsych) • Fellow of the Royal College of Anaesthetists (Primary FRCA) • Fellow of the Royal College of Radiologists (First FRCR) • Member of the Royal College of Paediatrics and Child Health (MRCPCH)
-----------------------	--



	<p>Applications will be accepted from applicants who cannot complete the relevant Royal College or Faculty examination listed above by the time of appointment because the final part of their exam was cancelled due to COVID. If the applicant is successful, they should complete the College / Faculty exam within the first year of training (ST3) in Occupational Medicine.</p>
<p>Experience</p>	<p>Applicants will be required to demonstrate the following: Full registration with the General Medical Council (GMC) as a Medical Practitioner, a current licence to Practice in the UK, and the ability to work within GMC Good Medical Practice guidelines.</p> <p>and</p> <p>Evidence of achievement of foundation competences from a UK Foundation Programme Office (UKFPO) affiliated foundation programme, or equivalent, by time of application in line with GMC standards/Good Medical Practice</p> <p>and</p> <p>Evidence of achievement of Core Medical competences via one of the following methods:</p> <ul style="list-style-type: none"> • Current employment in a UK core medical training or Acute Care Common Stem (ACCS) (Acute Medicine) programme, or Joint Royal Colleges of Physicians Training Board (JRCPTB) international level 3 accredited equivalent core medical training, and on track to successfully complete the training programme by the advertised post start date. • Successful completion, of a UK core medical training or ACCS (Acute Medicine) programme, or JRCPTB international level 3 accredited equivalent core medical training, evidenced by the Annual Review of Competence Progression (ARCP).



- Evidence of achievement of core medicine competences at time of application. Acceptable evidence is only permitted via the standard Alternative Certificate of Core Competence.

and

Evidence of one of the following (as defined by the relevant curricula):

- CT1 competences in Surgery at time of application and CT2 competences in Surgery by time of appointment
- CT1 competences in Psychiatry at time of application and CT2 competences in Psychiatry by time of appointment
- CT1 competences in Anaesthetics or ACCS(Anaesthetics) at time of application and CT2 competences in Anaesthetics or ACCS(Anaesthetics) by time of appointment
- CT1 competences in Radiology at time of application and CT2 competences in Radiology by time of appointment
- CT1 competences in Paediatrics at time of application and CT2 competences in Paediatrics by time of appointment
- Successful completion of General Practice training programme by time of appointment, or eligible for inclusion onto the GP register.
- Achievement of Phase 1 of the Faculty of Public Health training curriculum by time of appointment



<p>Clinical Skills, Clinical Knowledge and Expertise</p>	<p>Applicants will required to demonstrate their appropriate technical and diagnostic competence in the following areas:</p> <ul style="list-style-type: none"> • Ability to apply sound clinical knowledge and judgement. • Competence at core or GP completion level in the management of medical emergencies, in patients and out patients as required by the relevant curriculum. • Ability to work without direct supervision where appropriate. • Ability to prioritise clinical need. • Ability to maximise safety and minimise risk. • Ability to work as part of a multi-disciplinary team, and provide relevant input into case management when required. • Familiarity and compliance with good medical practice whilst keeping medical and pharmacological knowledge up to date. • Ability to communicate well with a wide variety of audiences and to provide detailed medical reports when required. • Ability to analyse detailed medical information and organisational risks in order to draw appropriate conclusions. • Demonstrate integrity and respect for the confidentiality of all patients, regardless of their circumstances. • Demonstrate an understanding of the basic principles of AUDIT, clinical risk management, evidenced-based practice, patient safety and clinical quality improvement initiatives. • Demonstrates an understanding of NHS management and resources
---	---



<p>Other</p>	<p>IT literate specifically in the use of the Microsoft Office suite (including MS Word, MS PowerPoint, MS Excel and MS Outlook).</p> <p>Applicants must have a driving licence and a car available for official business use, or access to a form of personal transport that will enable you to meet the requirements of the post in full.</p>
<p>Desirable</p>	
<p>Qualifications</p>	<p>A specialist postgraduate qualification in Occupational Medicine, e.g. a Diploma in Occupational Medicine.</p>
<p>Experience</p>	<p>Experience of using Occupational Health specific software.</p>
<p>Clinical skills, clinical knowledge and expertise</p>	<p>Evidence of experience in a range of acute specialities, and managing patients on unselected medical take during core training, or equivalent.</p>

Short listing will be carried out based on essential criteria. Please note in some instances, for example, where there is a high volume of applicants, desirable criteria may be assessed.

Please note that successful applicants will be retained on a merit list for future opportunities arising.



Selection Methodology

PSNI uses the Competency and Values Framework (CVF) which sets out nationally recognised behaviours and values to support all policing professionals. You will be assessed against the values and at the competencies level as indicated below.

This will include both past and future focused questions. . Further guidance and

information about the [Competency and Values Framework \(CVF\) is available here on our website.](#)

Applicants meeting the eligibility criteria and essential qualifications will be required to demonstrate their experience for the following criteria:

<p>Competency and Values Based Interview</p>	<p>Values</p> <ul style="list-style-type: none"> • Integrity • Impartiality <p>Competencies – Level 3</p> <ul style="list-style-type: none"> • We are emotionally aware • We analyse critically • We deliver, support and inspire • We are collaborative
---	--