**2014 Person Specification**

# Application to enter Specialty Training at ST3 Emergency Medicine Leading to Specialist Registration

# *(Two Routes: Either CCT or CESR CP)*

# Defined Route of Entry- Emergency Medicine

***(Please note: all criteria relevant to both routes, unless specified otherwise)***

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| **Entry Criteria** | | | |
|  | **Essential Criteria** | | **When Evaluated1** |
| **Qualifications** | All Routes:  CCT Route only: | MBBS or equivalent medical qualification  MRCS | Application form |
| **Eligibility** | All Routes:  CESR CP Route only: | Eligibility to work in the UK  Eligible for full registration with the GMC at time of appointment2 and hold a current licence to practice3.  Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment2 in line with GMC standards/ Good Medical Practice including:   * *Make the care of your patient your first concern* * *Protect and promote the health of patients and of the public* * *Provide a good standard of practice and care* * *Treat patients as individuals and respect their dignity* * *Work in partnership with patients* * *Be honest and open and act with integrity*   Not previously removed from a training programme except under exceptional circumstances7  Evidence of a minimum of 24 months5, at Core Trainee6 level by the time of appointment2 (not including time within a Foundation programme or equivalent) in ACCS specialities4, of which:   * At least 12 months must be in Emergency Medicine, with at least 6 months of this worked within an Emergency Medicine environment similar to that seen in the UK   **AND**   * At least 12 months worked in the UK as a fully registered medical practitioner   **AND**   * Evidence of achievement of ACCS EM competences supported by evidence from workplace-based assessments of clinical performance (DOPS, mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent   **OR**  Completion of the equivalent of Core Surgical Training with evidence of achievement of CT/ ST1competences in surgery at time of application & CT/ST2 competences in surgery by time of appointment2, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent. | Application form  Application form  Application form Interview / Selection centre8  Application form  Application form/ Interview / Selection centre  Application form/ Interview / Selection centre |

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| **Eligibility (continued)** | CCT Route only: | Successful completion of Core Surgical Training or the first two years4, 5 of run through training in a surgical specialty, within an approved UK training programme, with evidence of achievement of CT/ST1 competences in surgery at time of application & CT/ST2 competences in surgery by time of appointment2, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent. | Application form/ Interview / Selection centre |
| **Fitness To Practise** | Is up to date and fit to practise safely | | Application form References |
| **Language Skills** | 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:   * *that applicants have undertaken undergraduate medical training in English; or* * *have achieved the following scores in the academic lnternational 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.*   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) | | Application form  Pre-employment health screening |
| **Career Progression** | Ability to provide a complete employment history  Evidence that career progression is consistent with personal circumstances  Evidence that present achievement and performance is commensurate with totality of period of training or experience | | Application form  Interview / Selection centre |
| **Application Completion** | **ALL** sections of application form completed **FULLY** according to written guidelines | | Application form |

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 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 at time of appointment.

4 ACCS CT1 and CT2 specialties are Emergency Medicine, Acute Internal Medicine, Anaesthetics & Intensive Care Medicine

5 Any time periods specified in this person specification refer to full time equivalent

6 Non training posts will be recognised, where evidence is available of competences achieved equivalent to training posts. Recognition of non-training posts will lead to a Certificate of Eligibility for Specialist Registration- Combined Programme rather than a Certificate of Completion of Training.

7 Examples might include ARCP outcome 4 or failure to progress after two or more failed RITA Es. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.

8 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.

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| **Selection Criteria** | | | |
|  | **Essential** | **Desirable** | **When Evaluated1** |
| **Qualifications** | **As above** | MCEM part B  Any additional postgraduate examinations | Application form Portfolio review |
| **Career Progression** | **As above** | Evidence of experience in specialties of acute care common stem training | Application form  Portfolio review at interview/Selection centre |
| **Courses** | Successful completion of Advanced Life Support (ALS) and Advanced Trauma Life Support (ATLS) courses at the time of interview | Current certification in ALS and ATLS  Advanced Paediatric life support or equivalent  Any additional short or training course related to  EM, e.g. airway course,  ultrasound course | Application form  Portfolio review at interview/Selection centre |
| **Clinical Governance (CG)** | Is able to demonstrate an understanding of CG and risk management  Evidence of personal work in a completed audit | Evidence of CG activity e.g. presentation at CG meeting, involvement with incident reporting, dealing with complaints  Evidence of change introduced as an outcome of audit | Application form  Portfolio review at interview/Selection centre |
| **Clinical Skills** | **Clinical Knowledge & Expertise:**  Capacity to apply sound clinical knowledge & judgement  Able to prioritise clinical need | **Personal Attributes:**  Shows aptitude for practical skills, e.g. manual dexterity | Application form  Interview / Selection centre  References |

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| **Academic / Research/Teaching Skills** | **Research Skills:**  **Teaching:**  Evidence of interest and experience in teaching | Evidence of degrees, prizes, awards, distinctions, publications, presentations, posters, contribution to e- learning modules  Evidence of contribution to departmental guidelines.  Evidence of active participation in research  Publications in peer review journals, presentations at academic meetings or poster presentations    Instructor (or a recommendation for Instructor) status in a advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course  Evidence of structured feedback for teaching  Evidence of completion of a teaching courses | Application form  Interview / Selection centre |

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| **Personal Skills** | **Vigilance & Situational Awareness:**  Capacity to be alert to dangers or problems, particularly in relation to clinical governance.  Demonstrates awareness of developing situations  **Coping with Pressure:**  Capacity to function under pressure.  Demonstrates initiative, flexibility & resilience to cope with setbacks & adapt to rapidly changing circumstances.  Awareness of own limitations & when to ask for help  **Managing Others & Team Involvement:**  Capacity to work cooperatively with others and demonstrate leadership when appropriate.  Capacity to work effectively in multi- professional teams  **Problem Solving & Decision Making:**  Capacity to use logical/lateral thinking to solve problems & make decisions  **Empathy & Sensitivity:**  Capacity to take in others’ perspectives and see patients as people  **Communication Skills:**  Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation  **Organisation & Planning:**  Capacity to organise oneself & prioritise own work.  Demonstrates punctuality, preparation & self-discipline.  Understands importance of information technology |  | Application form  Interview / Selection centre  References |
| **Probity** | **Professional Integrity & Respect for Others:**  Capacity to take responsibility for own actions and demonstrate a non- judgemental approach towards others.  Displays honesty, integrity, awareness of confidentiality & ethical issues |  | Application form  Interview / Selection centre  References |
| **Commitment To Specialty** | **Learning & Personal Development:**  Demonstrates interest and realistic insight into emergency medicine.  Demonstrates self-awareness & ability to accept feedback  **Commitment to specialty**  Evidence of achievements relevant to EM within and outside of medicine |  | Application form  Interview / Selection centre  References |