

INTENSIVE CARE MEDICINE – ST3

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p style="text-align: center;">Qualifications</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification <p>Applicants from an Anaesthetics training background, via Core Anaesthetics or ACCS Anaesthetics or equivalent:</p> <ul style="list-style-type: none"> • Primary FRCA MCQ or EEA Eligibilityⁱⁱ by date of application • Primary FRCA or EEA Eligibility by date of interview <p>Applicants from a medicine training background, via Core Medical Training or ACCS Acute Medicine or equivalent:</p> <ul style="list-style-type: none"> • MRCP (UK) Part 1 or EEA eligibilityⁱⁱⁱ at time of application • MRCP (UK) full diploma or EEA eligibility by time of appointment^{iv} <p>Applicants from an Emergency Medicine training background, via ACCS Emergency Medicine, Direct Route of Entry – Emergency Medicine or equivalent:</p> <ul style="list-style-type: none"> • MRCEM by time of appointment 	<p>Application form</p> <p>Interview/selection centre^v/pre-employment check</p>
<p style="text-align: center;">Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practise^{vi} from, the GMC at the advertised post start date^{vii} • Have evidence of either: <ul style="list-style-type: none"> ➢ Current employment in a UK Core Training Programme; or ➢ 24 months' experience after full GMC registration, and evidence of achievement of core competences from a UK core training programme or equivalent, in line with GMC standards / Good Medical Practice; including: <ul style="list-style-type: none"> ▪ make the care of your patient your first concern ▪ provide a good standard of practice and care ▪ take prompt action if you think that patient safety, dignity or comfort is being compromised ▪ protect and promote the health of patients and of the public ▪ treat patients as individuals and respect their dignity ▪ work in partnership with patients ▪ work with colleagues in the ways that best serve patients' interests ▪ be honest and open and act with integrity ▪ never discriminate unfairly against patients or colleagues ▪ never abuse your patients' trust in you or the public's trust in the profession. <p>Applicants from an Anaesthetics training background, via Core Anaesthetics or ACCS Anaesthetics or equivalent:</p> <ul style="list-style-type: none"> • Basic Level Training Certificate (BLTC); or • Written statement from College Tutor that BLTC will be issued by the time of appointment, including evidence of satisfactory Annual Review of Competence Progression for CT1; or • Basic Level Equivalence form (BLE). To be used if you have not completed a UK core training programme but have all the required competencies. <p>Applicants from a medicine training background, in the three years preceding the advertised post start</p>	<p>Application form</p> <p>Application form, interview/selection centre</p> <p>Application form, interview/selection centre</p> <p>Application form</p>

<p>date for the round of application, via Core Medical Training or ACCS Acute Medicine or equivalent:</p> <ul style="list-style-type: none"> • Current employment in a UK core medical training or ACCS Acute Medicine programme and on track to successfully complete the training programme by the advertised post start date or • Successful completion, by no earlier than 1 January 2014, of a UK core medical training or ACCS Acute Medicine programme, evidenced by ARCP, or • Successful completion of a UK core medical training or ACCS (Acute Medicine) prior to 1 January 2014, evidenced by ARCP, accompanied by the standard Certificate of Continuing Core Competence, or • Evidence of achievement of core medicine competences at application. Acceptable evidence is only permitted via the standard <i>Alternative Certificate of Core Competence</i>^{viii} <p>Applicants from an Emergency Medicine training background, via ACCS Emergency Medicine, DRE-EM or equivalent:</p> <ul style="list-style-type: none"> • Evidence of achievement of ACCS CT1, CT2 and CT3 Emergency Medicine^{ix} competences at core trainee level by time of appointment supported by evidence from workplace-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT, ESLE) and Multi Source Feedback or equivalent, ARCP or equivalent; or • Evidence of 36 months training at CT1, CT2 and CT3 level in all of the specialties that make up the ACCS and CT3 Emergency Medicine training programme, but must include a minimum of 6 months in Emergency Medicine and a minimum of 3 months in all specialties other than Emergency Medicine. • Successful completion of all three UK advanced life support provider training courses (ALS, ATLS and APLS) or equivalent which must be in date at the time of interview <p>Applicants from an Emergency Medicine training background, via DRE-EM:</p> <ul style="list-style-type: none"> • Evidence of successful completion of of competences at CT3 level in all of the specialties that make up the ACCS and CT3 Emergency Medicine training programme. Must include a minimum of 9 months in Emergency Medicine and a minimum of 3 months in all specialties other than Emergency Medicine. Supported by evidence from workplace-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT, ESLE) and Multi Source Feedback or equivalent, and ARCP. <p>Successful completion of all three UK advanced life support provider training courses (ALS, ATLS and APLS) or equivalent which must be in date at the time of interview</p> <ul style="list-style-type: none"> • Be eligible to work in the UK • Applicants who already possess a National Training Number in one of the agreed partner specialties (Acute Internal Medicine, Anaesthetics, Emergency Medicine, Renal Medicine and Respiratory Medicine) must not be beyond the end of ST5 in this initial specialty of appointment at the time of interview if they are intending to undertake a Dual CCTs Programme. • Advanced Life Support Certificate from the Resuscitation Council UK or equivalent (as required to complete Foundation competences) by intended start date. 	
<p style="text-align: center;">Fitness to practise</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	<p>Application form, references</p>
<p style="text-align: center;">Language skills</p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council^x</p>	<p>Application form, interview/selection centre</p>
<p style="text-align: center;">Health</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>Application form, pre-employment health screening</p>
<p style="text-align: center;">Career progression</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history 	<p>Application form</p>

<ul style="list-style-type: none"> • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • If applying from an Anaesthetics training background via Core Anaesthetics or ACCS Anaesthetics training, or equivalent: At least 24 months' experience^{xi} in Anaesthetics and/or Intensive Care Medicine^{xii} (not including Foundation modules) by time of intended start date (of which at least 18 months is in Anaesthetics). • If applying from a medicine training background via Core Medical Training or ACCS Acute Medicine, or equivalent: Have sufficient experience working in medical specialties (not including foundation level experience) by the advertised post start date. This can be via either: <ul style="list-style-type: none"> ➢ Training completed in either core medical training, ACCS (acute medicine) or broad based training with the further year in CT2 core medical training, or ➢ Have at least 24 months' experience^{xiii} in medical specialties (of which at least 12 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances^{xiv} • If applying from an Emergency Medicine training background via ACCS Emergency Medicine or equivalent: At least 36 months' experience in ACCS and CT3 specialties^{xv} (not including Foundation modules) or equivalent by time of appointment • Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, except if they have received an ARCP outcome 1 or under exceptional circumstances^{xvi} • Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying • Applicants must have notified the Training Programme Directory of the specialty training programme they are currently training in if applying to continue training in the same specialty in another region^{xvii} • Does not already hold or be eligible to hold a CCT in Intensive Care Medicine and is not currently on the Specialist Register, or equivalent, in any other EU member state • For those wishing to be considered for Locum Appointment for Training posts (where available): no more than 24 months experience in LAT posts in the specialty by intended start date 	<p>Interview/selection centre</p>
<p style="text-align: center;">Application completion</p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application form</p>

SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<p style="text-align: center;">Qualifications</p> <ul style="list-style-type: none"> • As above 	<ul style="list-style-type: none"> • For physician entrants, MRCP (UK) at the time of application • Intercalated degree, BSc, BA, BMedSci or equivalent • Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree) • Postgraduate qualifications achieved in other specialties 	<p>Application form, interview/selection centre' References</p>

Career Progression		
<ul style="list-style-type: none"> As above 	<ul style="list-style-type: none"> Up to 2 years' additional training/experience in related specialties at CT1/CT2 level 	Application form, interview/selection centre, References
Language Skills		
<ul style="list-style-type: none"> Demonstrates adequate written and oral communication skills to manage the full range of patient interactions 		Interview
Clinical skills		
<ul style="list-style-type: none"> As above 	<ul style="list-style-type: none"> Experience at CT/ST1 of CT/ST2 level of managing patients with severe acute medical disease by the time of commencement of ST3 training Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core medical training or equivalent 	Application form, interview/selection centre, References
Clinical Skills – Clinical Knowledge and Expertise		
<ul style="list-style-type: none"> Demonstrates awareness of the basics of managing acute medical conditions, including emergencies such as GI bleeding, severe asthma, heart failure etc. Appropriate knowledge base and ability to apply sound clinical judgement to problems Awareness of the basics of managing acute medical disease Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments, portfolio evidence, including logbook documentation, if applicable Evidence of competence to work without direct supervision where appropriate Demonstrates current ALS certification or equivalent all ACCS (EM), DRE-EM or equivalent entrants must have ALS, ATLS and APLS or equivalent 	<ul style="list-style-type: none"> Evidence of some more advanced skills in acute medicine as defined within the Acute Internal Medicine or General Internal Medicine curricula Evidence of some competences in the specialty as defined by the relevant curricula Evidence of skills in the management of acute medical emergencies (e.g. ALERT, IMPACT, certification) Instructor status or nominated as instructor potential in above courses as appropriate or equivalent Clinical experience in Intensive Care Medicine Successful completion of relevant skills course(s) e.g. ALS, PALS, ATLS, BASICS, IMPACT, TEAM etc. or equivalent 	
Clinical Governance		
<ul style="list-style-type: none"> Is able to demonstrate an understanding of clinical governance and risk management Understands the importance of audit to the practice of Intensive Care Medicine 	<ul style="list-style-type: none"> Evidence of clinical governance activity e.g. presentation at a clinical governance meeting, involvement with incident reporting, dealing with complaints Evidence of active participation in audit at CT/ST1 and CT/ST2 or equivalent Completion of audit cycle Presentation of completed audit project 	
Academic skills		
Research and audit skills:	Research and audit skills:	Application form

<ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives • Demonstrates knowledge of evidence-informed practice <p>Teaching</p> <ul style="list-style-type: none"> • Evidence of teaching experience and/or training in teaching 	<ul style="list-style-type: none"> • Demonstrates an understanding of research methodology • Evidence of relevant academic and research achievements and involvement in a formal research project • Evidence of relevant academic publications • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which: <ul style="list-style-type: none"> • focuses on patient safety and clinical improvement • demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum • Evidence of a portfolio of audit projects including where the audit loop has been closed and there is evidence of learning of the principles of change management • Evidence of exceptional achievement in medicine <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of involvement in teaching students, postgraduates and other professionals, with feedback • Evidence of participation in a teaching course 	<p>Interview/selection centre</p>		
<p style="text-align: center;">Personal skills</p> <table border="1" style="width: 100%;"> <tr> <td data-bbox="35 1070 662 2210"> <p>Communication skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate • Able to build rapport, listen, persuade and negotiate. <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach. <p>Empathy and 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 and team involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams and supervise junior medical staff • Ability to show leadership, make decisions, organise and motivate other team members; for the benefit of patients through, for example, audit and quality improvement projects • Capacity to work effectively with others. <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively • Capacity to prioritise own workload and organise ward rounds • Evidence of thoroughness (is well-prepared, shows self-discipline/commitment, is punctual and meets deadlines.) </td> <td data-bbox="662 1070 1289 2210"> <p>Management and leadership skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources • Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments • Evidence of effective leadership in and outside medicine. <p>IT skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills. <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence of altruistic behaviour, eg voluntary work </td> </tr> </table>		<p>Communication skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate • Able to build rapport, listen, persuade and negotiate. <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach. <p>Empathy and 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 and team involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams and supervise junior medical staff • Ability to show leadership, make decisions, organise and motivate other team members; for the benefit of patients through, for example, audit and quality improvement projects • Capacity to work effectively with others. <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively • Capacity to prioritise own workload and organise ward rounds • Evidence of thoroughness (is well-prepared, shows self-discipline/commitment, is punctual and meets deadlines.) 	<p>Management and leadership skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources • Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments • Evidence of effective leadership in and outside medicine. <p>IT skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills. <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence of altruistic behaviour, eg voluntary work 	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
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<p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> Capacity to monitor developing situations and anticipate issues. <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> Capacity to operate under pressure Demonstrates initiative and resilience to cope with changing circumstances Is able to deliver good clinical care in the face of uncertainty <p>Values:</p> <ul style="list-style-type: none"> Understands, respects and demonstrates the values of the NHS (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) 		
<p>Probity – 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>Application form, interview/selection centre, references</p>
<p>Commitment to specialty – learning and personal development</p>		
<ul style="list-style-type: none"> Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) Demonstrable interest in, and understanding of, the specialty Commitment to personal and professional development Evidence of attendance at organised teaching and training programme(s) Evidence of self-reflective practice 	<ul style="list-style-type: none"> Extracurricular activities / achievements relevant to the specialty Evidence of participation at meetings and activities relevant to the specialty Active involvement with the FICM or equivalent Affiliation to professional societies relevant to ICM 	<p>Application form Interview/selection centre References</p>

ⁱ 'When evaluated' is indicative, but may be carried out at any time throughout the selection process.

ⁱⁱ Applicants who are EEA nationals and have trained in a non-UK EEA nation may be eligible to apply without the primary FRCA under the EU directive 2005/36/EC. To qualify training must meet the defined criteria to be considered comparable to Core Anaesthetics Training in the UK. For further information please contact the Royal College of Anaesthetists.

ⁱⁱⁱ EEA applicants without MRCP(UK) may be eligible under the EU directive 2005/36/EC. For further information, please refer to the JRCPTB website: <http://www.jrcptb.org.uk/Careers%20and%20Recruitment/Pages/Introduction.aspx>

^{iv} Commencing date will be as advertised

^v 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

^{vi} The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

^{vii} 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2017 ST3 posts this will normally be **2 August 2017**, unless a different start date is specifically indicated in advance by the employing trust/LETB.

^{viii} The *Alternative Certificate of Core Competence* is a document designed by the JRCPTB listing the necessary core competences required for progression to ST3, as defined in the GIM curriculum: <http://www.jrcptb.org.uk/trainingandcert/ST3-SpR/Pages/General-Internal-Medicine.aspx>. The certificate is available to download from the ST3 recruitment website: <http://www.st3recruitment.org.uk/am-i-eligible/competences.html>. Any Certificates out of date may not be accepted.

^{ix} ACCS Emergency Medicine, Acute Medicine, Anaesthetics, Intensive Care Medicine, and CT3 –Paediatrics/Paediatric EM and CT3 EM

^x Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

^{xi} Any time periods specified in this person specification refer to full-time-equivalent.

^{xii} All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

^{xiii} Any time periods specified in this person specification refer to full time equivalent.

^{xiv} For information on how experience in acute care common stem specialties will be counted, please visit the ST3 recruitment website:
<http://www.st3recruitment.org.uk/am-i-eligible/experience-career-progression.html>

^{xv} The five core elements of Emergency Medicine training are Emergency Medicine, Acute Medicine, Anaesthetics, Intensive Care Medicine and Paediatrics/Paediatric Emergency Medicine.

^{xvi} Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the LETB / Deanery that the training took place. No other evidence will be accepted.

^{xvii} The '**support for application to another region**' form, signed by the Training Programme Director of their current specialty training programme confirming satisfactory progress must be submitted to the recruitment office at time of application.