NHS

STROKE MEDICINE – SUB SPECIALTY TRAINING

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED[i]
Qualifications Applicants must have: • MBBS or equivalent medical qualification • MRCP (UK) full diploma or EEA eligibility[ii] at time of application	Application form Application form Interview/selection centre[iii], pre-employment check
Eligibility Applicants must: • Be eligible for full registration with, and hold a current licence to practise[iv] from, the GMC at the advertised post start date[v] • Have a national training number in one of the 'parent specialties' (geriatric medicine, neurology, rehabilitation medicine, clinical pharmacology and therapeutics, cardiology, general internal medicine, acute internal medicine) • Be eligible to work in the UK	Application form Application form, interview/selection centre
Fitness to practise Is up to date and fit to practise safely.	Application form, references
Language skills Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as demonstrated by one of the following: • *undergraduate medical training undertaken in English;* or • *academic International English Language Testing System (IELTS) results showing a score of at least 7.0 in each domain (speaking, listening, reading, writing),with an overall score of at least 7.5, to be achieved in a single sitting and within 24 months of the time of application* If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence[vi] of language skills	Application form, interview/selection centre
Health Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).	Application form, pre-employment health screening

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Career progression	
Applicants must:	Application form
• Be able to provide complete details of their employment history	Interview/selection centre
• 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	

• Have sufficient experience working in medical specialties (not including foundation level experience) by the advertised post start date. This can be via either:
  ➢ 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[vii] 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[viii]	

• Not already hold, nor be eligible to hold, a CCT/CESR in the specialty; and must not currently be eligible for the specialist register for the specialty to which they are applying[ix]	
• Not have previously relinquished or been released / removed from a training programme in this specialty, except under exceptional circumstances[x].	
Application completion	
ALL sections of application form completed FULLY according to written guidelines.	Application form

SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
Qualifications		
• As above – see entry criteria	• Intercalated BSc or equivalent • Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree)	Application form, interview/selection centre
Career Progression		
• Evidence that present achievement and performance is commensurate with totality of training		Interview/selection centre
Clinical Experience		
• Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent	• Experience at CT/ST 1/2 level of managing patients with stroke illness by the time of commencement of ST3 training.	Application form Interview/selection centre References

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Clinical Skills – Clinical Knowledge and Expertise		
• Demonstrates awareness of the basics of managing patients with stroke illness • Competence at core completion level in the management of medical emergencies, in patients and out patients • Appropriate knowledge base, and ability to apply sound clinical judgement to problems • Proficiency in a range of medical procedures (as defined by the core curriculum) as an indication of manual dexterity and hand-eye coordination • Able to work without direct supervision where appropriate • Able to prioritise clinical need • Able to maximise safety and minimise risk • Demonstrates current ALS certification or equivalent	• Evidence[xi] of some more advanced skills in acute and general medicine, as defined by the relevant curricula • Evidence of skills in the management of acute medical emergencies (e.g. ALERT, IMPACT certification) • Evidence of skills in the management of patients not requiring hospital admission • Evidence of ST3 level procedural skills relevant to medical patients (clinical independence in central venous cannulation, chest drain insertion, joint aspiration, DC cardioversion, abdominal paracentesis)	Application form Interview/selection centre References
Academic skills		

Research and Audit Skills:
 	
• 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
 	
• Demonstrates an understanding of clinical governance
 	
Teaching:
 	
• Evidence of teaching experience and/or training in teaching
	Research and Audit skills:
	
	• 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:
	
	  ➢ 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/quality improvement 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
	
	Teaching:
	
	• Evidence of involvement in teaching students, postgraduates and other professionals
	
	• Evidence of participation in a teaching course
		Application form
		
		Interview/selection centre
		
		References

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Personal Skills		Application form
Communication Skills:	**Management and Leadership Skills:**	Interview/selection centre
• Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate	• Evidence of involvement in management commensurate with experience	References
• Able to build rapport, listen, persuade and negotiate	• Demonstrates an understanding of NHS management and resources	
Problem Solving and Decision Making:	• Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace based assessments	
• Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach	• Evidence of effective leadership in and outside medicine	
Empathy and Sensitivity:	**IT Skills:**	
• Capacity to take in others' perspectives and treat others with understanding; sees patients as people	• Demonstrates information technology skills	
• Demonstrates respect for all	**Other:**	
Managing Others and Team Involvement:	• Evidence of achievement outside medicine	
• Able to work in multi professional teams and supervise junior medical staff	• Evidence of altruistic behaviour e.g. voluntary work	
• 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		
Organisation and Planning:		
• 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)		
Vigilance and Situational Awareness:		
• Capacity to monitor developing situations and anticipate issues		
Coping with Pressure and Managing Uncertainty:		
• 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		
Values:		
• 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)		

Probity – Professional Integrity		Application form
• Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) • Capacity to take responsibility for own actions		Interview/selection centre References
Commitment to Specialty – Learning and Personal Development		
• 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 self-reflective practice • Understands and respects the values of the NHS constitution	• Extracurricular activities / achievements relevant to the specialty • Evidence of participation at meetings and activities relevant to the specialty • Evidence of attendance at organised teaching and training programme(s)	Application form Interview/selection centre References

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[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 MRCP(UK) under the EU directive 2005/36/EC. To qualify training must meet defined criteria to be considered comparable to core medical training in the UK. For further information, please refer to the JRCPTB website: http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/mrcp-uk

[iii] 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered as part of the assessment process.

[iv] 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.

[v] 'The advertised post start date' refers to the first date from which posts recruited in a round can commence. This will be specified clearly within the published advertisement for that recruitment round.

[vi] Applicants are advised to visit the GMC website which gives details of evidence accepted for registration

[vii] Any time periods specified in this person specification refer to full-time-equivalent. All relevant postgraduate experience (excluding Foundation level) is counted, irrespective of the country in which it was gained

[viii] 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/recruitment-process/am-i-eligible/experience

[ix] Some programmes in ST3 medical specialties are dual accredited with general internal medicine (GIM). Applicants who hold a CCT in general internal medicine are eligible to apply but should note that they will be expected to fulfil the GIM service requirements of any post they are offered and will be unable to reduce the length of the programme.

[x] Applications will only be considered if applicants 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. Extraordinary 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. Completed forms must be submitted at the time of application. No other evidence will be accepted

[xi] Evidence can include portfolio, logbook, ARCP, or equivalent. Where relevant/applicable, workplace-based assessments (eg CbD, mini-CEX, ACAT, DOPS, MSF, or equivalent) may also be used to demonstrate achievement of competences.