# ACUTE CARE COMMON STEM (ACCS) ANAESTHETICS - CT1

## ENTRY CRITERIA

<table>
<thead>
<tr>
<th>Essential Criteria</th>
<th>When is this evaluated?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications:</strong> Applicants must have:</td>
<td></td>
</tr>
<tr>
<td>• MBBS or equivalent medical qualification</td>
<td>Application form</td>
</tr>
<tr>
<td><strong>Eligibility:</strong> Applicants must:</td>
<td></td>
</tr>
</tbody>
</table>
| • Be eligible for full registration with, and hold a current licence to practise from, the GMC at intended start date  
  • Have evidence of achievement of foundation competences, in the three and a half years preceding the advertised post start date for the round of application, via one of the following methods:  
  ➢ Current employment in a UKFPO-affiliated foundation programme; or  
  ➢ Having been awarded an FPCC (or FACD 5.2) from a UK affiliated foundation programme within the 3.5 years preceding the advertised post start date; or  
  ➢ 12 months medical experience after full GMC registration (or equivalent post licensing experience), and evidence to commence specialty training in the form of a Certificate of Readiness to Enter Specialty Training  
  • Be eligible to work in the UK  
| Application form, interview/selection centre, interview/selection centre                                |                          |
| **Fitness to practise:**                                                                                | Application form, references |
| Is up to date and fit to practise safely and is aware of own training needs.                             |                          |
| **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 assessed by the General Medical Council  
| 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         |
| **Career progression:** Applicants must:                                                               | Application form, interview/selection centre |
| • Be able to provide complete details of their employment history  
  • 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 18 months’ or less experience in Anaesthetics (not including Foundation modules) by time of intended start date.  |                          |
• Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region.
• Have not 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.

Have not previously resigned, been removed from, or relinquished a post or programme with resultant failure to gain the award of a FPCC (FACD 5.2), except under extraordinary circumstances and on the production of evidence of satisfactory outcome from appropriate remediation.

<table>
<thead>
<tr>
<th>Application completion:</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALL sections of application form completed FULLY according to written guidelines.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SELECTION CRITERIA</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Essential Criteria</th>
<th>Desirable Criteria</th>
<th>When is this evaluated?</th>
</tr>
</thead>
</table>

**Qualifications**
- As above
- Additional related qualifications, e.g. intercalated degree, BSc, BA, BMedSci or equivalent

<table>
<thead>
<tr>
<th>Clinical skills – clinical knowledge &amp; expertise</th>
</tr>
</thead>
</table>
- Ability to apply sound clinical knowledge and judgement to problems
- Ability to prioritise clinical need
- Ability to maximise safety and minimise risk
- Recognition of, and ability to undertake the initial management of, an acutely ill patient.
- Aptitude for practical skills, e.g. manual dexterity
- Successful completion of relevant skills course(s)

<table>
<thead>
<tr>
<th>Academic skills</th>
</tr>
</thead>
</table>

**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
- Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements
- 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

<table>
<thead>
<tr>
<th>Research and audit skills:</th>
</tr>
</thead>
</table>

Application form
Interview/selection centre

| Northern Ireland Medical & Dental Training Agency | NHS Scotland | GIG CYMRU (AaGIO) Health Education and Improvement Wales (HEIW) | Health Education England |
## PERSON SPECIFICATION 2021

### Teaching:
- Evidence of interest in, and experience of, teaching
- Evidence of feedback for teaching
- Instructor status (or a recommendation for instructor status) in an advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course

### Personal skills

#### Communication skills:
- Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate
- Able to build rapport, listen, persuade and negotiate.

#### Problem solving and decision making:
- Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.

#### Empathy and sensitivity:
- Capacity to take in others’ perspectives and treat others with understanding; sees patients as people
- Demonstrates respect for all.

#### Managing others and team involvement:
- 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.

#### 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.

### Management and leadership skills:
- 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.

### IT skills:
- Demonstrates information technology skills.

### Other:
- Evidence of achievement outside medicine
- Evidence of altruistic behaviour, e.g. voluntary work
- Evidence of organisational skills – not necessarily in medicine, e.g. grant or bursary applications, organisation of a university club, sports section, etc.

---

### Application form
- Interview/selection centre
- References
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

- Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)
- Capacity to take responsibility for own actions.

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 attendance at organised teaching and training programme(s)
- Evidence of self-reflective practice.
An applicant who has previously resigned, been removed from, or relinquished a post on the foundation training programme will not usually be eligible to apply for an ST1/CT1 post except under extraordinary circumstances. Extraordinary circumstances may be defined as a demonstrated change in circumstances which can be shown to impact on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train as a foundation doctor, either through sickness absence, as a LTFT trainee or in a period out of programme.

Where an applicant wishes to apply for an ST1/CT1 post in the above circumstances they must provide evidence to support this application in the form of a letter written and signed by the Director of the Foundation School where previous training took place. This letter must include the following information:

- The dates of your previous training;
- Confirmation of the reasons why the applicant previously resigned, was removed from or relinquished their post in the training programme
- Confirmation that the applicant has met the requirements/demonstrated the competencies of foundation training
- Confirmation that the applicant has completed a period of remediation (if applicable)