

ACUTE CARE COMMON STEM (ACCS) EMERGENCY MEDICINE – CT2

| ENTRY CRITERIA | |
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| Essential Criteria | When is this evaluated? ⁱ |
| <p>Qualifications: Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification | Application form |
| <p>Eligibility: Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱ from, the GMC at intended start dateⁱⁱⁱ • Have evidence of achievement of foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment^{iv} 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. • Be eligible to work in the UK • Applicants must have either: <ul style="list-style-type: none"> ➢ Evidence of achievement of ST/CT1 ACCS Emergency Medicine competences by time of appointment (i.e. emergency medicine and acute medicine) supported by evidence from workplace-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback or equivalent; or ➢ If unable to demonstrate the ST/CT1 ACCS Emergency Medicine competences, it is acceptable to be able to demonstrate^v 12 months or more at specialty trainee level^{vi} in 2 of the 4^{vii} elements that make up the first 2 years of emergency medicine training (ACCS). This must include a minimum of 6 months in emergency medicine (i.e. emergency medicine +1 other element) • Not previously relinquished, released or removed from an ACCS training programme except if received an ARCP outcome 1 or under exceptional circumstances^{viii} | Application form, interview/selection centre ^{ix} |
| <p>Fitness to practise: Is up to date and fit to practise safely and is aware of own training needs.</p> | Application form References |

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| <p>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>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>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • 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 • Satisfactory completion of an ACCS ST/CT1 post where experience^{xi} in 2 of the 4 specialties^{xii} has been gained at specialty trainee level (not including Foundation modules) supported by evidence from workplace-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback or equivalent, ARCP or equivalent by time of appointment; or • Have at least 12 months' experience^{xiii} (not including Foundation modules) in at least 2 of the 4 ACCS specialties of which 6 months must be in Emergency Medicine by time of appointment • 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.^{xiv} • 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^{xv} • Not previously resigned, been removed from, or relinquished a post or programme with resultant failure to gain the award of a FACD5.2, except under extraordinary circumstances <i>and</i> on the production of evidence of satisfactory outcome from appropriate remediation^{xvi}. | <p>Application form Interview/selection centre</p> |
| <p>Essential Skills:</p> <p>Evidence of up-to-date and demonstrable advanced life support skills</p> | <p>Application form Portfolio review at interview/selection centre</p> |
| <p>Application completion:</p> <p>ALL sections of application form completed FULLY according to written guidelines.</p> | <p>Application form</p> |

| SELECTION CRITERIA | | |
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| Essential Criteria | Desirable Criteria | When is this evaluated? |
| Qualifications | | |
| <ul style="list-style-type: none"> As above | <ul style="list-style-type: none"> MRCEM Part A^{xvii} FRCEM Primary Any additional postgraduate examination | Application form, interview/selection centre References |
| Career Progression | | |
| <ul style="list-style-type: none"> As Above | <ul style="list-style-type: none"> Evidence of experience in specialties outside acute care common stem training (where not laboratory based), such as: <ul style="list-style-type: none"> ➤ Medical specialties e.g. Cardiology, Geriatric Medicine and Respiratory Medicine Surgical specialties, such as: <ul style="list-style-type: none"> ➤ Neurosurgery, Cardiothoracic, Plastics, Obstetrics and Gynaecology, General or Oral and Maxillo Facial Surgery | Application form Portfolio review at interview/selection centre |
| Courses | | |
| <ul style="list-style-type: none"> As Above | <ul style="list-style-type: none"> Any short training course related to Emergency Medicine e.g. airway course, ultrasound course | Application form Portfolio review at interview/selection centre |
| Clinical Governance | | |
| <ul style="list-style-type: none"> Is able to demonstrate an understanding of CG and risk management Evidence of personal work in a completed audit or QIP (Quality Improvement Project) | <ul style="list-style-type: none"> 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 |

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| Clinical skills | | |
| Clinical Knowledge and Expertise <ul style="list-style-type: none"> Capacity to apply sound clinical knowledge and judgement. Able to prioritise clinical need | Personal Attributes <ul style="list-style-type: none"> Shows aptitude for practical skills e.g. manual dexterity | Application form, interview/selection centre References |
| Academic skills | | |
| Research skills: <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 Teaching: <ul style="list-style-type: none"> Evidence of interest in, and experience of, teaching | Research skills: <ul style="list-style-type: none"> Evidence of a good quality academic endeavour such as an evidence-based medicine project, e-learning module, relevant Clinical Topic Review (CTR) or Best Evidence Topics (BEST BETS) 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 Teaching: <ul style="list-style-type: none"> Instructor status (or a recommendation for instructor status) in an advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course Evidence of structured feedback for teaching Evidence of completion of a teaching course | Application form Interview/selection centre |
| Personal skills | | |
| Communication skills: <ul style="list-style-type: none"> Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate Problem solving and decision making: <ul style="list-style-type: none"> Capacity to use logical/lateral thinking to solve problems/make decisions Empathy and sensitivity: <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding; sees patients as people | | Application form Interview/selection centre References |

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| <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Capacity to work cooperatively with others and demonstrate leadership when appropriate • Capacity to work effectively in multi-professional teams. <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Capacity to organise oneself and prioritise own work • Demonstrates punctuality, preparation and self-discipline • Understands importance of information technology <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> • Capacity to be alert to dangers or problems, particularly in relation to clinical governance • Demonstrates awareness of developing situations <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Capacity to function under pressure • Demonstrates initiative and resilience to cope with setbacks and adapt to rapidly changing circumstances • Awareness of own limitations and when to ask for help <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><i>Probity – professional integrity</i></p> | | |
| <ul style="list-style-type: none"> • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others • Displays honesty, integrity, awareness of confidentiality and ethical issues | | <p>Application form, interview/selection centre</p> <p>References</p> |

PERSON SPECIFICATION 2021

| <i>Commitment to specialty – learning and personal development</i> | | |
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| <ul style="list-style-type: none"> • Demonstrates interest and realistic insight into Emergency Medicine • Demonstrates self-awareness and ability to accept feedback | <ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to Emergency Medicine | Application form Interview/selection centre References |

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

ii 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.

iii 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

iv Time of appointment refers to the date at which the post commences

v Evidence of competences gained in posts not GMC approved for EM or ACCS training should be at level 1 or 2 as described in the RCEM level of evidence form

vi 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 rather than Certificate of Completion of Training.

vii The four core elements of Emergency Medicine training are EM, Acute Internal Medicine, Anaesthetics, Intensive Care Medicine.

viii 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.

ix '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.

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

xii The four elements are Emergency Medicine, Acute Medicine, Anaesthetics, Intensive Care Medicine

xiii Any time periods specified in this person specification refer to full-time-equivalent.

xiv 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

xv 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.

xvi Failure to satisfactorily complete an F2 programme once started should normally be addressed by returning to complete it. 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 F2 doctor, either through sickness absence, as a LTFT trainee or in a period out of programme.

xvii MRCEM Part A must have been passed after August 2012