

## EMERGENCY MEDICINE – ST3 (DEFINED ROUTE OF ENTRY & ACCS ROUTE)

TWO ROUTES – EITHER CCT OR CESR CP

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? <sup>i</sup>
<p><b>Qualifications:</b></p> <p><b>All applicants</b> must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul> <p><b>Applicants who are on, or have completed, an approved UK Core Surgical Training programme (CCT Route) or equivalent (CESR CP Route)</b> must have:</p> <ul style="list-style-type: none"> <li>• Successfully completed MRCS by the time of appointment<sup>ii</sup> (<i>FRCS/ MFAEM will be CESR CP route</i>)</li> </ul>	Application form
<p><b>Eligibility:</b></p> <p><b>All applicants</b> must:</p> <ul style="list-style-type: none"> <li>• Be eligible for full registration with, and hold a current licence to practise<sup>iii</sup> from, the GMC at intended start date<sup>iv</sup></li> <li>• Have evidence of achievement of <b>foundation competences</b> from a UKFPO affiliated Foundation Programme or equivalent by time of appointment<sup>ii</sup> in line with GMC standards/Good Medical Practice; including: <ul style="list-style-type: none"> <li>➢ make the care of your patient your first concern</li> <li>➢ provide a good standard of practice and care</li> <li>➢ take prompt action if you think that patient safety, dignity or comfort is being compromised</li> <li>➢ protect and promote the health of patients and of the public</li> <li>➢ treat patients as individuals and respect their dignity</li> <li>➢ work in partnership with patients</li> <li>➢ work with colleagues in the ways that best serve patients' interests</li> <li>➢ be honest and open and act with integrity</li> <li>➢ never discriminate unfairly against patients or colleagues</li> <li>➢ never abuse your patients' trust in you or the public's trust in the profession.</li> </ul> </li> <li>• Be eligible to work in the UK</li> </ul> <p><i>(Further information can be found on the next page under *Eligibility Continued)</i></p>	Application form, interview/selection centre <sup>v</sup>
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	Application form, References
<p><b>Language skills:</b></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<sup>vi</sup></p>	Application form, interview/selection centre
<p><b>Health:</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	Application form, pre-employment health screening

PERSON SPECIFICATION 2020

<p><b>Career progression:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be able to provide complete details of their employment history</li> <li>• Have evidence that their career progression is consistent with their personal circumstances</li> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>• 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<sup>vii</sup>.</li> <li>• Applicants must not have previously relinquished or been released / removed from a specialty training programme, except if they have received an ARCP outcome 1 (outcome 6 for associated core training) or under exceptional circumstances<sup>viii</sup></li> <li>• 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</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p>
<p><b>Application completion:</b></p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application Form</p>

<b>*Eligibility Continued</b>				
For appointment to ST3 Emergency Medicine posts	For appointment to Defined Route of Entry – Emergency Medicine (DRE-EM) posts			
<p>Applicants who are on, or have completed, an approved UK ACCS Training programme (CCT Route)</p>	<p>Applicants who are on, or have completed, an approved UK Core Surgical Training programme (CCT Route)</p>	<p>Applicants who are on, or have completed, the equivalent of a Core Surgical Training programme (CESR CP Route)</p>	<p>All other applicants (CESR CP Route)</p>	<p>Application form</p> <p>Interview/selection centre</p>
<p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• <b>Successfully completed 2 years of ACCS training within an approved UK training programme</b> by the time of appointment.<sup>ii</sup></li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>• <b>Not already completed, or be in the process of completing, CT/ST3 Emergency Medicine</b> within an approved UK Training programme at the time of application.</li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>• Evidence of achievement of <b>CT/ST1 competences in ACCS specialties</b> at time of application and <b>CT/ST2 competences in ACCS specialties</b> by time of appointment<sup>ii</sup>, supported by evidence from work-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback or equivalent.</li> </ul>	<p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• <b>Successfully completed MRCS</b> by the time of appointment.<sup>ii</sup></li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>• <b>Successfully completed Core Surgical Training or the first 2 years of run through training in a surgical specialty, within an approved UK training programme</b> by the time of appointment.<sup>ii</sup></li> </ul> <p>AND</p> <p>Evidence of achievement of <b>CT/ST1 competences in surgery</b> at time of application and <b>CT/ST2 competences in surgery</b> by time of appointment<sup>ii</sup>, supported by evidence from work-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback or equivalent.</p>	<p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• <b>Successfully completed MRCS</b> by the time of appointment.<sup>ii</sup></li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>• <b>Successfully completed the equivalent of Core Surgical Training</b> in substantive posts by the time of appointment.<sup>ii</sup></li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>• Evidence of achievement of <b>CT/ST1 competences in surgery</b> at time of application and <b>CT/ST2 competences in surgery</b> by time of appointment<sup>ii</sup>, supported by evidence from workplace-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback or equivalent.</li> </ul>	<p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• Evidence of a minimum of <b>24 months' experience<sup>x</sup> (not including Foundation modules)</b> at core trainee level<sup>x</sup> in ACCS specialties<sup>xi</sup> by time of appointment<sup>ii</sup> of which at least <b>12 months must be in Emergency Medicine</b>, with at least 6 months of this worked within an Emergency Medicine environment similar to that seen in the UK</li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>• Evidence of achievement of <b>ACCS CT/ST1 EM competences<sup>xii</sup></b> supported by evidence from workplace-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback or equivalent by the time of appointment.<sup>ii</sup></li> </ul>	

PERSON SPECIFICATION 2020

SELECTION CRITERIA		
Essential Criteria	Desirable Criteria	When is this evaluated?
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>As above</li> </ul>	<ul style="list-style-type: none"> <li>FRCEM Primary or Intermediate OR</li> <li>Full MRCEM</li> <li>Any additional postgraduate examinations</li> </ul>	Application form, Portfolio review
<b>Career Progression</b>		
<ul style="list-style-type: none"> <li>As Above</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of experience in specialties of acute care common stem training</li> </ul>	Application form Portfolio review at interview/selection centre
<b>Courses</b>		
<ul style="list-style-type: none"> <li>Current certification in Advanced Life Support (ALS) or equivalent at time of interview</li> </ul>	<ul style="list-style-type: none"> <li>Current certification in APLS and/or ATLS or equivalent</li> <li>Any additional short training course related to Emergency Medicine e.g. airway course, ultrasound course</li> </ul>	Application form Portfolio review at interview/selection centre
<b>Clinical Governance</b>		
<ul style="list-style-type: none"> <li>Is able to demonstrate an understanding of CG and risk management</li> <li>Evidence of personal work in a completed audit or Quality Improvement Project (QIP)</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of CG activity e.g. presentation at CG meeting, involvement with incident reporting, dealing with complaints</li> <li>Evidence of change introduced as an outcome of audit</li> </ul>	Application form Portfolio review at interview/selection centre
<b>Clinical skills</b>		
<b>Clinical Knowledge and Expertise</b> <ul style="list-style-type: none"> <li>Capacity to apply sound clinical knowledge and judgement.</li> <li>Able to prioritise clinical need</li> </ul>	<b>Personal Attributes</b> <ul style="list-style-type: none"> <li>Shows aptitude for practical skills e.g. manual dexterity</li> </ul>	Application form, interview/selection centre  References
<b>Academic skills</b>		

PERSON SPECIFICATION 2020

<p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>Evidence of interest in, and experience of, teaching</li> </ul>	<p><b>Research skills:</b></p> <ul style="list-style-type: none"> <li>Evidence of degrees, prizes, awards, distinctions, publications, presentations, posters, contribution to e-learning modules</li> <li>Evidence of contribution to departmental guidelines</li> <li>Evidence of active participation in research</li> <li>Publications in peer review journals, presentations at academic meetings or poster presentations</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>Instructor status (or a recommendation for instructor status) in an advanced life support course (ALS, ATLS, EPLS, APLS) or <b>equivalent course</b></li> <li>Evidence of structured feedback for teaching</li> <li>Evidence of completion of a teaching course</li> </ul>	<p>Application form Interview/selection centre</p>
<p><i>Personal skills</i></p>		
<p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate</li> </ul> <p><b>Problem solving and decision making:</b></p> <ul style="list-style-type: none"> <li>Capacity to use logical/lateral thinking to solve problems/make decisions</li> </ul> <p><b>Empathy and sensitivity:</b></p> <ul style="list-style-type: none"> <li>Capacity to take in others' perspectives see patients as people</li> </ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"> <li>Capacity to work cooperatively with others and demonstrate leadership when appropriate</li> <li>Capacity to work effectively in multi-professional teams.</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>Capacity to organise oneself and prioritise own work</li> <li>Demonstrates punctuality, preparation and self-discipline</li> <li>Understands importance of information technology</li> </ul> <p><b>Vigilance and situational awareness:</b></p> <ul style="list-style-type: none"> <li>Capacity to be alert to dangers or problems, particularly in relation to clinical governance</li> <li>Demonstrates awareness of developing situations</li> </ul> <p><b>Coping with pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>Capacity to function under pressure</li> </ul>		<p>Application form Interview/selection centre References</p>

## PERSON SPECIFICATION 2020

<ul style="list-style-type: none"> <li>• Demonstrates initiative, flexibility and resilience to cope with setbacks and adapt to rapidly changing circumstances</li> <li>• Awareness of own limitations and when to ask for help</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>• Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</li> </ul>		
<b><i>Probity – professional integrity</i></b>		
<ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others</li> <li>• Displays honesty, integrity, awareness of confidentiality and ethical issues</li> </ul>		<p>Application form, interview/selection centre</p> <p>References</p>
<b><i>Commitment to specialty – learning and personal development</i></b>		
<ul style="list-style-type: none"> <li>• Demonstrates interest and realistic insight into Emergency Medicine</li> <li>• Demonstrates self-awareness and ability to accept feedback</li> <li>• Evidence of achievements relevant to Emergency Medicine within and outside of medicine</li> </ul>		<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

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

<sup>ii</sup> Time of appointment refers to the date at which the post commences

<sup>iii</sup> 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.

<sup>iv</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

<sup>v</sup> '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.

<sup>vi</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

<sup>vii</sup> 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.

<sup>viii</sup> 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.

<sup>ix</sup> Any time periods specified in this person specification refer to full time employment

<sup>x</sup> 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

<sup>xi</sup> ACCS CT1 and CT2 specialties are Emergency Medicine, Acute Internal Medicine, Anaesthetics & Intensive Care Medicine

<sup>xii</sup> Competences as defined in the ACCS curriculum ([http://www.gmc-uk.org/ACCSCurriculum\\_April2012.pdf](http://www.gmc-uk.org/ACCSCurriculum_April2012.pdf) 48572157.pdf 56514255.pdf)