

## GENERAL SURGERY – ST3

<b>ENTRY CRITERIA</b>	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Successful completion of MRCS by offer date<sup>i</sup></li> </ul>	<p><b>When is this evaluated?<sup>ii</sup></b></p> <p>Application form</p>
<p><b>Eligibility:</b></p> <p>Applicants 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, in line with GMC standards / Good Medical Practice.</li> <li>• Have evidence of achievement of core surgical competences, for the round of application, via one of the following methods: <ul style="list-style-type: none"> <li>➢ Current employment in a UK core surgical training programme which leads to successful completion of the programme by the advertised post start date.</li> <li>➢ Successful completion of a UK core surgical training programme, evidenced by a satisfactory ARCP outcome.</li> <li>➢ Evidence of achievement of core surgical competences at time of application via a completed <i>Certificate of Readiness to Enter Higher Surgical Training</i>.</li> </ul> </li> <li>• Be eligible to work in the UK</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre<sup>v</sup></p>
<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>	<p><b>When is this evaluated?</b></p> <p>Application form References</p>
<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>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p>
<p><b>Health:</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p><b>When is this evaluated?</b></p> <p>Application form, pre-employment health screening</p>

<p><b>Career progression:</b> 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>• Not have previously relinquished or been released / removed from a General or Core Surgical training programme, except if they have received an ARCP outcome 1 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> <li>• <b>For those wishing to be considered for Locum Appointment for Training posts (where available):</b> no more than 24 months experience in LAT posts in the specialty by date of interview</li> </ul>	<p><b>When is this evaluated?</b> Application form Interview/selection centre</p>
<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines</p>	<p><b>When is this evaluated?</b> Application form</p>

<p><b>SELECTION CRITERIA</b></p>		
<p><b>Career Progression</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Have completed the relevant competencies in General Surgery as described in the Core Surgical Training curriculum.</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Less than 72 months' experience in General Surgery at CT/ST level (not including foundation modules)</li> <li>• Have completed a minimum of 12 months experience in elective general surgery including a minimum of 12 months on call for emergency general surgery – <i>can include a redeployment due to Covid during this time</i></li> </ul>	<p><b>When is this evaluated?</b> Application form, interview/selection centre References</p>
<p><b>Clinical skills – clinical knowledge &amp; expertise</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Capacity to apply sound clinical knowledge and judgement to problems</li> <li>• Ability to prioritise clinical need</li> <li>• Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement</li> <li>• Validated logbook documentation of surgical exposure to date</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Has evidence of training in basic surgical skills and trauma management/critical surgical care</li> </ul>	<p><b>When is this evaluated?</b> Application form, interview/selection centre References</p>

<b>Academic skills</b>		
<p><b>Essential Criteria</b></p> <p><b>Research, Audit and Quality Improvement:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the basic principles of audit, clinical risk management and evidence-based practice</li> <li>• Understanding of basic research principles, methodology and ethics, with a potential to contribute to research</li> <li>• Evidence of participation in audit</li> </ul> <p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>• Evidence of contributing to teaching and learning of others</li> </ul>	<p><b>Desirable Criteria</b></p> <p><b>Research, Audit and Quality Improvement:</b></p> <ul style="list-style-type: none"> <li>• Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li>• Evidence of participation in risk management and/or clinical/laboratory research</li> <li>• Evidence of knowledge of the principles of audit and skills in audit design, performance and implementation</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of knowledge of principles of adult education and effective design and delivery of teaching and learning</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre</p>
<b>Personal Skills</b>		
<p><b>Personal Skills – Essential Criteria</b></p> <p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to communicate effectively and sensitively with others</li> <li>• Able to discuss treatment options with patients in a way they can understand</li> </ul> <p><b>Problem solving and decision making:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious, with analytical and flexible mind</li> <li>• Capacity to bring a range of approaches to problem solving</li> <li>• Demonstrates effective judgement and decision-making skills</li> </ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work effectively in a multi-disciplinary team</li> <li>• Demonstrate leadership, when appropriate</li> <li>• Capacity to establish good working relationships with others.</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage time and prioritise workload, balance urgent and important demands, follow instructions</li> <li>• Understands importance and impact of information systems</li> </ul> <p><b>Vigilance and situational awareness:</b></p>		<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre References</p>

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<ul style="list-style-type: none"> <li>Capacity to monitor and anticipate situations that may change rapidly</li> </ul> <p><b>Coping with pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations</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 (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</li> </ul>		
<p><b>Probity</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Takes responsibility for own actions</li> <li>Demonstrates respect for the rights of all</li> <li>Demonstrates awareness of ethical principles, safety, confidentiality and consent</li> <li>Awareness of importance of being the patients' advocate, clinical governance and the responsibilities of an NHS employee</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
<p><b>Commitment to speciality – learning and personal development</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Shows realistic insight into General Surgery and the personal demands of a commitment to surgery</li> <li>Demonstrates knowledge of training programme and commitment to own development</li> <li>Shows critical and enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytical approach to practice</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Achievements relevant to general surgery, including elective or other experience</li> <li>Attendance at, or participation in, national, international, departmental, regional and online meetings relevant to general surgery</li> <li>Evidence of participation in extracurricular activities/achievements relevant to surgery throughout career progression e.g. membership of relevant surgical bodies/societies, attendance at relevant courses/conference, surgical elective, logbook and undergraduate/postgraduate surgical projects etc.</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<sup>1</sup> The published deadline<sup>1</sup> refers to a deadline date set in each recruitment round; Round 1 (30/03/2023) Round 2 (20/04/2023) Round 3 (23/10/2023)

<sup>2</sup> 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

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<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.