

## INTERNAL MEDICINE TRAINING – CT3

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? <sup>i</sup>
<p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• MRCP (UK) Part 1 at time of application</li> </ul>	<p>Application form</p> <p>Interview/selection centre<sup>ii</sup>, pre-employment check</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 the advertised post start date<sup>iv</sup></li> <li>• Have evidence of achievement of core medical 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 medical training or ACCS (Acute Medicine) programme and on track to successfully complete the training programme by the advertised post start date, <b>or</b></li> <li>➢ Successful completion, of a UK core medical training or ACCS (Acute Medicine) programme <ul style="list-style-type: none"> <li>▪ Applicants who have an ARCP outcome with all competences signed off apart from the full MRCP (UK), will be eligible to apply on this basis, subject to the normal rules on completing the MRCP (UK)</li> <li>▪ Applicants with competences not signed off, other than the MRCP(UK), can demonstrate that missing competences have either been signed off or will be possible to complete during year 3 of internal medicine training<sup>v</sup>.</li> </ul> </li> </ul> </li> <li>• Be eligible to work in the UK</li> </ul>	<p>Application form, interview/selection centre, pre-employment check</p>
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely</p>	<p>Application form, references</p>
<p><b>Language skills:</b></p>	<p>Application form, interview/selection centre</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>	
<b>Health:</b> Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice)	Application form, pre-employment health screening
<b>Career progression:</b> Applicants must: <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> </ul>	Application form Interview/selection centre
<b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines	Application form

## 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>• Full MRCP (UK) at the time of application</li> <li>• Intercalated BSc or equivalent</li> <li>• Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree)</li> </ul>	Application form, interview/selection centre
<b>Career Progression</b>		
<ul style="list-style-type: none"> <li>• Evidence that present achievement and performance is commensurate with totality of training</li> </ul>		Interview/selection centre
<b>Clinical Experience</b>		

<ul style="list-style-type: none"> <li>Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Experience at CT/ST 1/2 level of managing patients with severe acute medical disease by the time of commencement of ST3 training.</li> </ul>	<p>Application form Interview/selection centre References</p>
<p><b>Clinical skills – clinical knowledge &amp; expertise</b></p>		
<ul style="list-style-type: none"> <li>Demonstrates awareness of the basics of managing acute medical conditions, including emergencies, inpatients and outpatients</li> <li>Appropriate knowledge base, and ability to apply sound clinical judgement to problems</li> <li>Proficiency in a range of medical procedures (as defined by the core curriculum) as an indication of manual dexterity and hand-eye coordination</li> <li>Able to work without direct supervision where appropriate</li> <li>Able to prioritise clinical need</li> <li>Able to maximise safety and minimise risk</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of skills in the management of acute medical emergencies</li> <li>Evidence of skills in the management of patients not requiring hospital admission</li> <li>Evidence of CT3 level procedural skills relevant to medical patients (clinical independence in central venous cannulation, chest drain insertion, joint aspiration, DC cardioversion, abdominal paracentesis)</li> </ul>	<p>Application form Interview/selection centre References</p>
<p><b>Academic skills</b></p>		
<p><b>Research and quality improvement skills:</b></p> <ul style="list-style-type: none"> <li>Demonstrates understanding of research, including awareness of ethical issues</li> <li>Demonstrates understanding of the basic principles of clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives</li> <li>Demonstrates knowledge of evidence informed practice</li> <li>Demonstrates an understanding of clinical governance</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>Evidence of teaching experience and/or training in teaching</li> </ul>	<p><b>Research and quality improvement skills:</b></p> <ul style="list-style-type: none"> <li>Demonstrates an understanding of research methodology</li> <li>Evidence of relevant academic and research achievements, and involvement in a formal research project</li> <li>Evidence of relevant academic publications</li> <li>Evidence of involvement in a quality improvement project, formal research project or other activity which:             <ul style="list-style-type: none"> <li>Focuses on patient safety and clinical improvement</li> <li>Demonstrates an interest in and commitment to the speciality beyond the mandatory curriculum</li> </ul> </li> <li>Evidence of a portfolio of quality improvement projects, including completed ‘Plan Do Study Act’ cycles and there is evidence of learning of the principles of change management</li> </ul>	<p>Application form Interview/selection centre References</p>

	<ul style="list-style-type: none"> <li>• Evidence of exceptional achievement in medicine</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in teaching students, postgraduates and other professionals</li> <li>• Evidence of participation in a teaching course</li> </ul>	
<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> <li>• Able to build rapport, listen, persuade and negotiate</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, indicating an analytical/scientific approach</li> </ul> <p><b>Empathy and Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in others' perspectives and treat others with understanding; sees patients as people</li> <li>• Demonstrates respect for all</li> </ul> <p><b>Managing Others and Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Able to work in multi professional teams and supervise junior medical staff</li> <li>• Ability to show leadership, make decisions, organise and motivate other team members; for the benefit of patients through, for example, quality improvement projects</li> <li>• Capacity to work effectively with others</li> </ul> <p><b>Organisation and Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage/prioritise time and information effectively</li> <li>• Capacity to prioritise own workload and organise ward rounds</li> </ul>	<p><b>Management and Leadership Skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience</li> <li>• Demonstrates an understanding of NHS management and resources</li> <li>• Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments</li> <li>• Evidence of effective leadership in and outside medicine</li> </ul> <p><b>IT Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates information technology skills</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Evidence of achievement outside medicine</li> <li>• Evidence of altruistic behaviour e.g. voluntary work</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<ul style="list-style-type: none"> <li>Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</li> </ul> <p><b>Vigilance and Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>Capacity to monitor developing situations and anticipate issues</li> </ul> <p><b>Coping with Pressure and Managing Uncertainty:</b></p> <ul style="list-style-type: none"> <li>Capacity to operate under pressure</li> <li>Demonstrates initiative and resilience to cope with changing circumstances</li> <li>Is able to deliver good clinical care in the face of uncertainty</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><i>Probity – professional integrity</i></b></p>		
<ul style="list-style-type: none"> <li>Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</li> <li>Capacity to take responsibility for own actions</li> </ul>		<p>Application form Interview/selection centre References</p>
<p><b><i>Commitment to specialty – learning and personal development</i></b></p>		
<ul style="list-style-type: none"> <li>Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</li> <li>Demonstrable interest in, and understanding of, the specialty</li> <li>Commitment to personal and professional development</li> <li>Evidence of self-reflective practice</li> </ul>	<ul style="list-style-type: none"> <li>Extracurricular activities / achievements relevant to the specialty</li> <li></li> </ul>	<p>Application form Interview/selection centre 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> '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.

<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> '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.

## PERSON SPECIFICATION 2022

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<sup>v</sup> Applicants missing competence other than the MRCP(UK), will be required to note on their application form which competences they have attained subsequent to their core training programme and which are still outstanding. Applicants will be required to load any evidence demonstrating competence attainment to their ePortfolio and all applications will be reviewed by a panel who will confirm whether the application can be considered eligible.

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