

## NEUROSURGERY - ST1

<b>ENTRY CRITERIA</b>	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <p>MBBS or equivalent medical qualification</p>	<p><b>When is this evaluated?<sup>i</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>ii</sup> from, the GMC at intended start date<sup>iii</sup></li> <li>• 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; <ul style="list-style-type: none"> <li>➤ Current employment in a UKFPO-affiliated foundation programme; <b>or</b></li> <li>➤ 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; <b>or</b></li> <li>➤ Current employment in a GMC approved Specialty Training Programme holding either a National Training Number (NTN) or Deanery Reference Number (DRN); <b>or</b></li> <li>➤ 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</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>iv</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>v</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></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> </ul> <p>24 months' or less clinical experience, of which no more than 12 months (maximum) experience in any combination of the following specialties; Neurosurgery, Neurology, Neuro-radiology, Neuropathology, and Neuro-intensive care.</p> <p>(All experience above is by time of intended start date and excluding foundation modules)</p> <ul style="list-style-type: none"> <li>• Applicants must 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>vi</sup></li> <li>• 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 <sup>vii</sup></li> <li>• 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 <i>and</i> on the production of evidence of satisfactory outcome from appropriate remediation <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><b>When is this evaluated?</b></p> <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><b>When is this evaluated?</b></p> <p>Application form</p>

<p><b>SELECTION CRITERIA</b></p>		
<p><b>Qualifications</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• As Above</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Additional related qualifications, e.g. BSc, BA, BMedSci or equivalent</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p>
<p><b>Clinical Skills – Clinical Experience &amp; Knowledge</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Ability to apply sound clinical knowledge and judgement to problems</li> <li>• Ability to prioritise clinical need</li> <li>• Ability to maximise safety and minimise risk</li> <li>• Recognition of, and ability to undertake the initial management of, an acutely ill patient</li> <li>• Validated logbook documentation of surgical exposure to date</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p> <p>References</p>
<p><b>Academic Skills</b></p>		
<p><b>Research, Audit and Quality Improvement:</b></p> <p><b>Essential Criteria</b></p>	<p><b>Research, Audit and Quality Improvement:</b></p> <p><b>Desirable Criteria</b></p>	<p><b>When is this evaluated?</b></p>

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<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 audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives</li> <li>• Demonstrates knowledge of evidence-informed practice</li> </ul>	<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 involvement in an audit project, 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 specialty beyond the mandatory curriculum</li> </ul> </li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of interest in, and experience of, teaching</li> <li>• Evidence of feedback for teaching</li> <li>• Membership of faculty for a local, regional or national training event or course</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p>
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**Personal Skills**

<p><b>Personal Skills – Essential Criteria</b></p>	<p><b>Personal Skills – Desirable Criteria</b></p>	<p><b>When is this evaluated?</b></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, audit and 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, eg voluntary work</li> <li>• Evidence of organisational skills – not necessarily in medicine, e.g. grant or bursary applications, organisation of a university club, sports section, etc.</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

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<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>Probity – Professional Integrity</b></p>		
<p><b>Essential Criteria</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><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p> <p>References</p>
<p><b>Commitment to Speciality – Learning &amp; Personal Development</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Shows realistic insight into neurosurgery and the personal demands of a commitment to surgery</li> <li>Demonstrates knowledge of the neurosurgical 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>Attendance at training courses relevant to Neurosurgery</li> <li>Achievements relevant to Neurosurgery, including elective or other experience</li> <li>Attendance at relevant surgical skills courses</li> </ul>	<p><b>When is this evaluated?</b></p> <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> 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>iii</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2023 ST1 posts this will normally be 2<sup>nd</sup> August 2023, unless a different start date is specifically indicated in advance by the employing trust/LETB.

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

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<sup>vi</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>vii</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>viii</sup> 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)