

NEUROSURGERY - ST1

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p style="text-align: center;">Qualifications</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	Application form
<p style="text-align: center;">Eligibility</p> <p>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, 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"> • Current employment in a UKFPO-affiliated foundation programme • 12 months experience after full GMC registration or equivalent, and evidence of achievement of foundation competences at time of application, only a valid FPCC (FACD 5.2) or Alternative Certificate of Foundation Competence will be accepted as evidence • Be eligible to work in the UK 	<p>Application form</p> <p>Application form, interview/selection centre^{iv}</p> <p>Application form, interview/selection centre</p> <p>Application form</p>
<p style="text-align: center;">Fitness to practise</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	Application form, references
<p style="text-align: center;">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^v</p>	Application form, interview/selection centre
<p style="text-align: center;">Health</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	Application form, pre-employment health screening

Career progression	
<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 • 18 months' or less experience^{vi} in neurosurgical related specialties^{vii} (not including Foundation modules) by time of intended start date^{viii}. • 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. ^{ix} • 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^x • 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^{xi} • 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 	<p>Application form Interview/selection centre</p>
Application completion	
<p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application form</p>

SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
Qualifications		
<ul style="list-style-type: none"> • As above 	<ul style="list-style-type: none"> • Additional related qualifications, e.g. intercalated degree, BSc, BA, BMedSci or equivalent 	<p>Application form, interview/selection centre References</p>
Clinical skills – clinical knowledge & expertise		
<ul style="list-style-type: none"> • Ability to apply sound clinical knowledge and judgement to problems • Ability to prioritise clinical need • Ability to maximise safety and minimise risk • Recognition of, and ability to undertake the initial management of, an acutely ill patient • Validated logbook documentation of surgical exposure to date 	<ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. hand-eye coordination, manual dexterity, visuo-spatial awareness • Attendance at relevant courses, e.g. ATLS, Basic Surgical Skills or equivalent, CCrISP 	<p>Application form, interview/selection centre, References</p>
Academic skills		
<p>Research and audit skills:</p> <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 	<p>Research and audit skills:</p> <ul style="list-style-type: none"> • Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of involvement in an audit project, a quality improvement project, formal research 	<p>Application form Interview/selection centre</p>

<ul style="list-style-type: none"> • Demonstrates knowledge of evidence-informed practice 	<p>project or other activity which:</p> <ul style="list-style-type: none"> ➤ focuses on patient safety and clinical improvement ➤ demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of interest in, and experience of, teaching • Evidence of feedback for teaching • Instructor status (or a recommendation for instructor status) in an advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course 	
<p>Personal skills</p>		
<p>Communication skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate • Able to build rapport, listen, persuade and negotiate. <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach. <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding; sees patients as people • Demonstrates respect for all. <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams and supervise junior medical staff • 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 • Capacity to work effectively with others. <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively • Capacity to prioritise own workload and organise ward rounds • Evidence of thoroughness (is well-prepared, shows self-discipline/commitment, is punctual and meets deadlines.) <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues. <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure • Demonstrates initiative and resilience to cope with changing circumstances 	<p>Management and leadership skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources • Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments • Evidence of effective leadership in and outside medicine. <p>IT skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills. <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence of altruistic behaviour, eg voluntary work • Evidence of organisational skills – not necessarily in medicine, e.g. grant or bursary applications, organisation of a university club, sports section, etc. 	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<ul style="list-style-type: none"> Is able to deliver good clinical care in the face of uncertainty <p>Values:</p> <ul style="list-style-type: none"> 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) 		
<p>Probity – professional integrity</p>		
<ul style="list-style-type: none"> Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) Capacity to take responsibility for own actions. 		<p>Application form, interview/selection centre, references</p>
<p>Commitment to specialty – learning and personal development</p>		
<ul style="list-style-type: none"> Shows realistic insight into neurosurgery and the personal demands of a commitment to surgery Demonstrates knowledge of the neurosurgical training programme and commitment to own development Shows critical and enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytical approach to practice 	<ul style="list-style-type: none"> Attendance at training courses relevant to Neurosurgery Achievements relevant to Neurosurgery, including elective or other experience 	<p>Application form Interview/selection centre References</p>

ⁱ 'When 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. For 2018 ST1 posts this will normally be **1 August 2018**, unless a different start date is specifically indicated in advance by the employing trust/LETB.

^{iv} '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.

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

^{vi} Any time periods specified in this person specification refer to full-time-equivalent.

^{vii} Neurosurgical related training includes any time spent in neurosurgical posts and up to 6 months each in: Neurology, Neuro-radiology, Neuro-intensive care, Emergency Medicine and other Surgical Specialities (any of this experience relates to post foundation posts only). NB Candidates who are currently in a CT1 or CT2 post of Core Surgical Training are usually eligible for ST1 application. All experience in these posts counts, irrespective of the country in which the experience is gained.

^{viii} All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

^{ix} 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.

^x 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.

^{xi} 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.