

## NEUROSURGERY – ST3

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>• Successful completion of MRCS or equivalent at time of application</li> </ul>	Application form
<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 <b>foundation competences</b> from a UKFPO-affiliated foundation programme or equivalent by time of appointment<sup>iv</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>▪ Have evidence of achievement of ST2 Neurosurgery competences as described in the Neurosurgery specialty curriculum; <ul style="list-style-type: none"> <li>▪ Current employment in a UK Neurosurgery training programme at the time of application and ST2 competences in a UK Neurosurgery training programme by time of appointment</li> </ul> OR <ul style="list-style-type: none"> <li>▪ Evidence of achievement of ST2 competences at time of application. Acceptable evidence is only permitted via the standard Neurosurgery ST3 Alternative Certificate of Core Competence</li> </ul> </li> <li>▪ Advanced Life Support Certificate from the Resuscitation Council UK or equivalent by intended start date</li> <li>▪ Be eligible to work in the UK</li> </ul>	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

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<p><b>Health:</b> Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</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 completed the relevant ST1 &amp; ST2 competencies in Neurosurgery as described in the Neurosurgery specialty curriculum by start of post. <sup>vii</sup></li> <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>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>• 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>ix</sup></li> </ul>	<p>Application form Interview/selection centre</p>
<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application form</p>

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>• Additional related qualifications, e.g. intercalated degree, BSc, BA, BMedSci, MD, PhD or equivalent</li> </ul>	<p>Application form, interview/selection centre  References</p>
<b>Career Progression</b>		

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<ul style="list-style-type: none"> <li>As Above</li> </ul>	<ul style="list-style-type: none"> <li>Foundation competences to have been achieved in posts completed not more than 5 years before time of appointment</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>Ability 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>	<ul style="list-style-type: none"> <li>Shows aptitude for practical skills, e.g. hand-eye coordination, manual dexterity, visuo-spatial awareness</li> <li>Attendance at relevant courses, e.g. ATLS, Basic Surgical Skills or equivalent, CCrISP</li> </ul>	<p>Application form, interview/selection centre References</p>
<p><b>Academic Skills</b></p>		
<p><b>Research and audit 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 audit, clinical risk management, evidence-based practice, patient safety and quality improvement initiatives</li> <li>Demonstrates knowledge of evidence-informed practice</li> <li>Evidence of active 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>Research and audit skills:</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> </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>Instructor status (or a recommendation for Instructor status) in an advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course</li> </ul>	<p>Application form Interview/selection centre</p>
<p><b>Personal Skills</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 in a multi-disciplinary team</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 of 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> </ul>	<p>Application form Interview/selection centre References</p>

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<ul style="list-style-type: none"> <li>• Demonstrates leadership when appropriate</li> <li>• Capacity to establish good working relations 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> <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 Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of altruistic behaviour, e.g. 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><b><i>Probity – professional integrity</i></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 responsibilities of an NHS employee</li> </ul>		<p>Application form, interview/selection centre</p> <p>References</p>
<p><b><i>Commitment to Specialty – Learning &amp; Personal Development</i></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>	<ul style="list-style-type: none"> <li>• Achievements relevant to Neurosurgery, including elective or other experience</li> <li>• Attendance at, or participation in, national and international meetings relevant to neurosurgery</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

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<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.

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

<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> Any time periods specified in this person specification refer to full time equivalent.

<sup>viii</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>ix</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.