

## STROKE MEDICINE (SUB-SPECIALTY)

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>• Either of the following by time of application: <ul style="list-style-type: none"> <li>➢ MRCP(UK) full diploma</li> <li>➢ Eligibility for the specialist register in general internal medicine<sup>ii</sup> <ul style="list-style-type: none"> <li>• Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma</li> </ul> </li> </ul> </li> </ul>	<p>Application form Interview/selection centre<sup>iii</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>iv</sup> from, the GMC at the advertised post start date<sup>v</sup></li> <li>• Have a national training number in one of the 'parent specialties' (geriatric medicine, neurology, rehabilitation medicine, clinical pharmacology and therapeutics, cardiology, general internal medicine, acute internal medicine)</li> <li>• Be eligible to work in the UK</li> </ul>	
<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>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> <li>• that applicants have undertaken undergraduate medical training in English;</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7.</li> </ul> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence<sup>vi</sup>.</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>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> </ul>	<p>Application form Interview/selection centre</p>

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<ul style="list-style-type: none"> <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 sufficient experience working in medical specialties (not including foundation level experience) by the advertised post start date. This can be via either:             <ul style="list-style-type: none"> <li>➢ Training completed in either core medical training, successful completion of year two of Internal Medicine Stage 1 Training, ACCS (acute medicine) or broad-based training with the further year in CT2 core medical training, <b>or</b></li> <li>➢ Have at least 24 months' experience<sup>vii</sup> in medical specialties (of which at least 12 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances<sup>viii</sup></li> </ul> </li> <li>• Have successfully completed ST3 level training and are not in the final year of training in their parent specialty at the time of application.</li> <li>• Have received an outcome 1 in the most recent ARCP for the parent specialty and, where applicable, general internal medicine.</li> <li>• Not already hold, nor be eligible to hold, a CCT/CESR in the sub-specialty; and must not currently be eligible for the specialist register in the sub-specialty.</li> <li>• Not have previously relinquished or been released / removed from a training programme in the sub-specialty, except under exceptional circumstances<sup>ix</sup>.</li> </ul>	
<p><b>Application completion:</b> ALL sections of application form to be FULLY completed according to written guidelines.</p>	Application form

SELECTION CRITERIA		
Essential Criteria	Desirable Criteria	When is this evaluated?
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification.</li> <li>• MRCP (UK) full diploma or qualifying alternative at time of application.</li> </ul>	<ul style="list-style-type: none"> <li>• Intercalated BSc or equivalent.</li> <li>• Higher degrees including MSc, PhD or MD (where the research thesis is not part of the 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>		

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<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>	<p>Experience at CT/ST 1/2 level of managing patients with stroke illness by the time of commencement of ST3 training.</p>	<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 patients with stroke illness.</li> <li>Capability at core completion level in the management of medical emergencies, in patients and out patients.</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 some more advanced skills in acute and general medicine, as defined by the relevant curricula.</li> <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 ST3 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 quality improvement, 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 or other activity which uses recognised QI methodology</li> <li>Focuses on patient safety and clinical improvement</li> <li>Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum</li> <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 <b>and</b> evidence of participation in a teaching 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>• 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, indication an analytical/scientific approach.</li> </ul> <p><b>Empathy and Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in other 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> <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>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>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 Interview/selection centre References</p>
<p><b>Probity – professional integrity</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>Interview/selection centre</p>
<p><b>Commitment to specialty – learning and personal development</b></p>		
<ul style="list-style-type: none"> <li>• Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative).</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to the sub-specialty.</li> </ul>	<p>Application form Interview/selection centre</p>

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<ul style="list-style-type: none"> <li>• Demonstrable interest in and understanding of the sub-specialty.</li> <li>• Commitment to personal and professional development.</li> <li>• Evidence of self-reflective practice.</li> <li>• Understands and respects the values of the NHS constitution.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of participation at meetings and activities relevant to the sub-specialty.</li> </ul> <p>Evidence of attendance at organised teaching and training programme(s).</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> Eligibility for the specialist register must have been approved by the GMC to be considered.

<sup>iii</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>iv</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>v</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.

<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. All relevant postgraduate experience (excluding Foundation level) is counted, irrespective of the country in which it was gained.

<sup>viii</sup> For information on how experience in acute care common stem specialties will be counted, please visit the ST3 recruitment website <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/experience>

<sup>ix</sup> Applications will only be considered if applicants 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. Extraordinary 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. Completed forms must be submitted at the time of application. No other evidence will be accepted.