

2010 Person Specification

Application to enter Specialty Training at CT1: ACCS-Emergency Medicine

	Essential	When Evaluated¹
Qualifications	MBBS or equivalent medical qualification.	Application form
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.² • Evidence of achievement of Foundation competences between 31st July 2007 and 4th August 2010 from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/ Good Medical Practice including: <ul style="list-style-type: none"> ○ <i>Good clinical care</i> ○ <i>Maintaining good medical practice</i> ○ <i>Good relationships and communication with patients</i> ○ <i>Good working relationships with colleagues</i> ○ <i>Good teaching and training</i> ○ <i>Professional behaviour and probity</i> ○ <i>Delivery of good acute clinical care</i> • Eligibility to work in the UK. 	Application form Application form Interview / Selection centre ³ Application form
Fitness To Practise	Is up to date and fit to practise safely.	Application form References
Language Skills	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: <ul style="list-style-type: none"> ○ <i>that applicants have undertaken undergraduate medical training in English; or</i> ○ <i>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</i> If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence	Application form Interview / Selection centre
Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice).	Application form Pre-employment health screening
Career Progression⁴	<ul style="list-style-type: none"> • Ability to provide a complete employment history with no unexplained career gaps • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training • 18 months or less experience⁵ at Specialty Trainee⁶ level in any specialty that constitutes the first 3 years of emergency medicine training (ACCS & CT3)⁷ (not including Foundation modules) by August 2010. No more than six months in each specialty will be counted. 	Application form Portfolio review at interview/Selection centre

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

² The GMC will introduce a licence to practice in the autumn of 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice.

³ A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

⁴ All experience up to six months per specialty in posts at ST level count irrespective of the country the experience is gained in

⁵ Any time periods specified in this person specification refer to full time equivalent

⁶ where evidence is available of competences achieved equivalent to training posts

⁷ The six elements are Emergency Medicine, Acute Medicine, Anaesthetics, Intensive Care Medicine, Paediatrics/Paediatrics EM, and Trauma & Orthopaedics

Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form
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Selection Criteria			
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	Essential	Desirable	When Evaluated
Experience in related specialties	As above	Evidence of experience in specialties outside acute care common stem training (where not laboratory based), such as <ul style="list-style-type: none"> • Medical specialties e.g. cardiology, geriatric medicine and respiratory medicine • Surgical specialties, such as Neurosurgery, Cardiothoracic, Plastic, Obstetrics &Gynaecology, General or Oral & Maxillo Facial surgery. 	Application form Portfolio review at interview/Selection centre
Courses	None	<ul style="list-style-type: none"> • At least one successfully and recently completed UK advanced life support provider training courses (either ALS, ATLS or APLS) or equivalent courses • Any additional short or training course related to Emergency Medicine, e.g. airway course 	Application form
Clinical Governance (CG)	<ul style="list-style-type: none"> • Is able to demonstrate an understanding of CG and risk management • Understands the importance of audit to the specialty • Evidence of active participation in audit 	<ul style="list-style-type: none"> • Evidence of CG activity e.g. presentation at CG meeting, involvement with incident reporting, dealing with complaints • Evidence of a completed audit cycle 	Application form Portfolio review at interview/Selection centre
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement. Able to prioritise clinical need 	Personal Attributes: <ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. manual dexterity 	Application form Interview / Selection centre References

<p>Academic / Research/Teaching Skills</p>	<p>Research Skills:</p> <ul style="list-style-type: none"> • Is able to demonstrate an understanding of the principles of research 	<ul style="list-style-type: none"> • Evidence of relevant academic, research or evidence based medicine achievements, e.g. degrees, prizes, awards, grants, distinctions, publications, presentations or evidence based medicine project work. • Evidence of contribution to e-learning modules • Evidence of contribution to departmental guidelines. • Evidence of active participation in research <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of interest and experience in teaching • Evidence of structured feedback for teaching • evidence of completion of a teaching courses 	<p>Application form Interview / Selection centre</p>
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<p>Personal Skills</p>	<p>Vigilance & Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to be alert to dangers or problems, particularly in relation to clinical governance. • Demonstrates awareness of developing situations <p>Coping with Pressure:</p> <ul style="list-style-type: none"> • Capacity to function under pressure. • Demonstrates initiative, flexibility & resilience to cope with setbacks & adapt to rapidly changing circumstances. • Awareness of own limitations & when to ask for help <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> • Capacity to work cooperatively with others and demonstrate leadership when appropriate. • Capacity to work effectively in multi-professional teams <p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems & make decisions <p>Empathy & Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and see patients as people <p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to organise oneself & prioritise own work. • Demonstrates punctuality, preparation & self-discipline. • Understands importance of information technology 		<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>
<p>Probity</p>	<p>Professional Integrity & Respect for Others:</p> <ul style="list-style-type: none"> • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others. • Displays honesty, integrity, awareness of confidentiality & ethical issues 		<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>

Commitment To Specialty	Learning & Personal Development: <ul style="list-style-type: none">• Demonstrates interest and realistic insight into emergency medicine.• Demonstrates self-awareness & ability to accept feedback	<ul style="list-style-type: none">• Extracurricular activities / achievements relevant to emergency medicine	Application form Interview / Selection centre References
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