

2010 Person Specification
Application to enter Specialty Training at CT2: Anaesthesia

Entry Criteria		
	Essential Criteria	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 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 <p>Applicant must have either</p> <ul style="list-style-type: none"> • Evidence of achievement of ST1 Competences in anaesthesia and intensive care medicine (including Initial Assessment of Competency) or equivalent demonstrated by: • Written statement from College Tutor or equivalent that these competences will be achieved by the expected commencement of post. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> • Evidence of achieving these competences such as workplace based assessments of clinical performance and appraisal/educational supervisor's letter of confirmation <ul style="list-style-type: none"> ○ Eligibility to work in the UK 	<p>Application form</p> <p>Application form Interview / Selection centre³</p> <p>Application form/ Interview / Selection centre</p> <p>Application form</p>
Fitness To Practise	Is up to date and fit to practise safely	Application form References
Language Skills	<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"> ○ <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> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>	Application form Interview / Selection centre
Health	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening

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.

Career Progression⁴	<ul style="list-style-type: none"> • Ability to provide a complete employment history • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training • At least 12 months³ experience/ training in anaesthesia/ intensive care medicine (excluding Foundation modules) by August 2010 (of which at least 9 months must have been in anaesthesia) 	<p>Application form</p> <p>Interview / Selection centre</p>
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As above	<ul style="list-style-type: none"> • Additional related qualifications e.g. intercalated degree BSc, BA, BMedSci or equivalent. • Postgraduate qualifications achieved in other specialties • Primary FRCA MCQ exam or equivalent. 	<p>Application form</p> <p>Portfolio review</p>
Career Progression⁵	As above	<ul style="list-style-type: none"> • Up to two years additional training/ experience in related specialties at ST1/2 level, for example: <ul style="list-style-type: none"> ○ Surgery ○ Medicine ○ Emergency medicine ○ Paediatrics ○ Obstetrics ○ Radiology • Less than 36 months experience³ in anaesthesia/ICM (at SHO/ST1/ST2 level) by the time of starting CT2 post. • Evidence of appraisal during ST1 level post in anaesthesia or equivalent 	<p>Application form</p> <p>Portfolio review at interview/Selection centre</p>
Language skills	Demonstrates adequate written and oral communication skills to manage the full range of patient interactions.		Interview
Clinical Governance (CG)	<ul style="list-style-type: none"> • Is able to demonstrate an understanding of CG and risk management • Evidence of personal work in a completed 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 change introduced as an outcome of audit 	<p>Application form</p> <p>Portfolio review at interview/Selection centre</p>

⁴ All experience in posts at Specialty Trainee level counts irrespective of the country the experience is gained in, where evidence is available of competences achieved equivalent to training posts. Recognition of non-EU overseas posts will lead to a Certificate of Eligibility for Specialist Registration rather than Certificate of Completion of Training

⁵ All experience in posts at ST level count irrespective of the country the experience is gained in

Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement. • Able to prioritise clinical need. • Ability to organise oneself and own work. • Maintenance of a logbook of cases anaesthetised and practical procedures 	Personal Attributes: <ul style="list-style-type: none"> • Evidence supporting possession of good manual dexterity and hand eye coordination. • Successful completion of relevant skills course(s) e.g. ALS, PALS, ATLS, BASICS, IMPACT, TEAM or equivalent, etc. • Instructor status or nominated as instructor potential in above courses or equivalent. • With reference to clinical experience, ability to undertake indirectly supervised lists and emergency care of ASA 1 and 2 patients for minor and intermediate surgical procedures. • Knowledge and good understanding of Anaesthetic Non Technical Skills and their role in anaesthetic practice. • High achievement awards obtained during undergraduate study 	Application form Interview / Selection centre References
Academic / Research/Teaching Skills	Research Skills: <ul style="list-style-type: none"> • Demonstrates understanding of the principles of research 	Research: <ul style="list-style-type: none"> • Demonstrates: <ul style="list-style-type: none"> • An understanding of the value of research in medical practice. • Involvement in research e.g. degrees, prizes, grants, awards, distinctions, publications, presentations, other achievements.. Teaching: <ul style="list-style-type: none"> • Evidence of interest and experience in teaching. 	Application form Interview / Selection centre

<p>Commitment To Specialty</p>	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Demonstrates interest and realistic insight into anaesthesia, intensive care & acute care. • Demonstrates self-awareness & ability to accept feedback. 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to anaesthesia, intensive care and/or acute care. • Evidence of: <ul style="list-style-type: none"> • Attendance at a clinical simulation centre. • Affiliation to professional societies relevant to anaesthesia, ICM and pain management. • Commitment to own progress in the speciality. • Demonstrates self-learning approach to continued knowledge and skills acquisition. • Active involvement with RCoA or equivalent • Demonstrates commitment to pursuing specialty training in the UoA applied for and an understanding of the NHS. • Demonstrates an appreciation of the relationship between service and training in the NHS. 	<p>Application form Interview / Selection centre References</p>
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