

2010 Person Specification

Application to enter Specialty Training at CT3: ACCS-Emergency Medicine

| Entry Criteria | | |
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| | Essential Criteria | When Evaluated ¹ |
| Qualifications | <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MCEM Part A, for acceptable equivalent qualifications see 'Examinations and EM training' on the College of Emergency Medicine web site http://www.collemergencymed.ac.uk/cem/ | 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> • Evidence of achievement of CT1 competences in ACCS-Emergency Medicine at time of appointment & CT2 competences in ACCS-Emergency Medicine by August 2010 (i.e. Emergency Medicine, Acute Medicine, Anaesthetics and Intensive Care Medicine), supported by evidence from workplace-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent • If unable to demonstrate CT1 and CT2 competences, it is acceptable to be able to demonstrate 24 months or more Specialty Trainee³ level⁴ in 4 of the 6 elements that make up the first 3 years of emergency medicine training (ACCS + CT3)⁵. This must include emergency medicine (i.e. emergency medicine + 3). • Of these 24 months a minimum of three months in each specialty will be counted toward eligibility • Eligibility to work in the UK | Application form Application form Interview / Selection centre ⁶ Application form/ Interview / Selection centre Application form |
| Fitness To Practise | Is up to date and fit to practise safely | Application form References |

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 Non-training posts will be recognised, where evidence is available of competences achieved equivalent to training posts. Recognition of non-training posts will lead to a Certificate of Eligibility for Specialist Registration rather than Certificate of Completion of Training

⁴ Non-training posts will be recognised, where evidence is available of competences achieved equivalent to training posts. Recognition of non-training posts will lead to a Certificate of Eligibility for Specialist Registration rather than Certificate of Completion of Training

⁵ The six elements of Emergency Medicine training are Emergency Medicine, Acute Medicine, Anaesthetics, Intensive Care Medicine, Paediatrics/Paediatrics EM, and Musculoskeletal/Trauma & Orthopaedics

⁶ 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.

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| 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"> o a) <i>that applicants have undertaken undergraduate medical training in English; or</i> o <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> | <p>Application form Interview / Selection centre</p> |
| Health | <p>Meets professional health requirements (in line with GMC standards/ Good Medical Practice)</p> | <p>Application form Pre-employment health screening</p> |
| Career Progression⁷ | <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 <p>Applicant must have either</p> <ul style="list-style-type: none"> • At least 24 months' experience⁸ in ACCS- Emergency Medicine specialties⁹ (not including Foundation modules) by August 2010 <p>OR</p> <ul style="list-style-type: none"> • Applicants must have evidence of at least 24 months' experience in emergency medicine and 3 additional elements that form part of the first 3 years of core training specialties (not including Foundation Modules) by August 2010. • Of these 24 months a minimum of three months in each specialty will be counted toward eligibility | <p>Application form Interview / Selection centre</p> |
| Essential Courses | <p>Successful recent and up to date completion of 2 of the 3 UK advanced life support provider training courses (ALS, ATLS and APLS) or equivalent courses</p> | <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> |

⁷ All experience in posts at ST level count 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

⁸ Any time periods specified in this person specification refer to full time equivalent

⁹ ACCS specialties are Emergency Medicine, Acute Medicine, Anaesthetics & Intensive Care Medicine

| Selection Criteria | | | |
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| | Essential | Desirable | When Evaluated |
| Qualifications | As above | MCEM part B&C Or any additional post graduate examination | Application form Portfolio review |
| Career Progression | 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 | As above | <ul style="list-style-type: none"> • all three successfully completed and up to date UK advanced life support provider training courses (ALS, ATLS and APLS) or equivalent courses • Any additional short or training course related to EM, e.g. airway course, ultrasound course | Application form Portfolio review at interview/Selection centre |
| 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 | 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 |

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| <p>Academic / Research/Teaching Skills</p> | <p>Research Skills:</p> <ul style="list-style-type: none"> Evidence of a good quality academic endeavour such as a evidence based medicine project, e-learning module, relevant Clinical Topic Review CTR) or Best Evidence Topics (BEST BETS <p>Teaching:</p> <ul style="list-style-type: none"> Evidence of interest and experience in teaching | <ul style="list-style-type: none"> Evidence of degrees, prizes, awards, distinctions, publications, presentations, posters, contribution to e-learning modules Evidence pf contribution to departmental guidelines. Evidence of active participation in research publications in peer review journals, presentations at academic meetings or poster presentations <p>Teaching:</p> <ul style="list-style-type: none"> Instructor (or a recommendation for Instructor) status in a advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course 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 Interview / Selection centre 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 Interview / Selection centre References</p> |

**Commitment To
Specialty**

Learning & Personal Development:

- Demonstrates interest and realistic insight into emergency medicine.
- Demonstrates self-awareness & ability to accept feedback

Commitment to speciality

- Evidence of achievements relevant to EM within and outside of medicine

Application form
Interview / Selection
centre
References