

2010 Person Specification
Application to enter Specialty Training at ST3: Anaesthesia

Entry Criteria		
	Essential Criteria	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Success in FRCA Primary MCQ Examination or equivalent by date of application • Success in Primary FRCA or equivalent by time of appointment 	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 CT/ST1 & 2 competences by time of appointment demonstrated by: <ul style="list-style-type: none"> Either ○ Basic Level Training Certificate (BLTC) OR ○ Written statement from College Tutor that BLTC will be issued by the time of expected commencement of post, including evidence of satisfactory Annual Review of Career Progression for ST1/CT1. OR ○ Evidence of achieving ST1 and ST2 anaesthesia and ICM competences supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD) and appraisal/educational supervisors letter or equivalent • 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> ○ 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. <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

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.

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 complete details of 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 • At least 24 months' total experience⁵ in anaesthesia/ intensive care medicine (ICM) at CT/ ST/ SHO level (excluding Foundation modules) by time of appointment, including at least 18 months of anaesthesia training and 3 months of ICM training. 	Application form Interview / Selection centre
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

⁴ All experience 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

Selection Criteria			
	Essential	Desirable	When Evaluated ⁶
Qualifications	As above	<ul style="list-style-type: none"> • Pass in all parts of the FRCA Primary exam or equivalent within 24 months of commencement of career in anaesthesia (36 months for those in ACCS Anaesthesia). • Intercalated BSc, BA, BMedSci or equivalent • Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree) • Postgraduate qualifications achieved in other specialties. 	<p>Application form</p> <p>Interview / Selection centre</p>
Career Progression	As above	<ul style="list-style-type: none"> • Up to two years additional training/ experience in a related specialty at ST1/ST2 level, for example: <ul style="list-style-type: none"> ○ Surgery ○ Medicine ○ Emergency medicine ○ Paediatrics ○ Obstetrics ○ Radiology • Less than 48 months experience in Anaesthesia and ICM at the expected time of appointment. 	Application form
Language skills	Demonstrates adequate written and oral communication skills to manage the full range of patient interactions.		Interview

⁶ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement. • Able to prioritise clinical need • Logbook evidence of cases anaesthetised and procedures performed 	<ul style="list-style-type: none"> • Evidence supporting good manual dexterity and hand eye coordination. • Successful completion of relevant skills course(s) e.g. ALS, PALS, ATLS, BASICS, IMPACT, TEAM etc. or equivalent • Instructor status or nominated as instructor potential in above courses as appropriate 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. 	Application form Interview / Selection centre References
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. 	<ul style="list-style-type: none"> ▪ Evidence of CG activity e.g. presentation at a CG meeting, involvement with incident reporting, dealing with complaints. • Evidence of active participation in audit in ST1 & ST2 or equivalent, relevant to anaesthesia, ICM and/or pain medicine • Completion of audit cycle. • Presentation of completed audit project. 	Application form Interview/Selection centre
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"> • Participation in research in medicine. • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, grants, publications, presentations, other achievements Teaching: <ul style="list-style-type: none"> • Evidence of participation in a teaching course or achievement of a teaching qualification 	Application form Interview / Selection centre

<p>Personal Skills</p>	<p>Demonstrates Anaesthetic non-Technical Skills including:</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 operate under pressure. • Demonstrates initiative & 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>Management & Leadership skills:</p> <ul style="list-style-type: none"> • Demonstrates management and leadership qualities – not necessarily in medicine. • Participation in management activity relevant to stage of training e.g. out of hours rotas • Demonstrates an awareness of the wider aspects of medical practice. • Demonstrates an understanding of the role of management within the NHS and the relationship between service and training. <p>Ability to see a project through to completion.</p> <p>IT skills:</p> <ul style="list-style-type: none"> • IT skills for word processing and data handling. 	<p>Application form Interview / Selection centre References</p>
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<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>
<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"> • Evidence of: <ul style="list-style-type: none"> • Extracurricular activities/ achievements relevant to anaesthesia • Attendance at clinical simulation centre • Active involvement with The Royal College of Anaesthetists or equivalent • 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. • Demonstrates commitment to pursuing specialty training in the UoA applied for and an understanding of the NHS. 	<p>Application form Interview / Selection centre References</p>