

2010 Person Specification
Application to enter Specialty Training at ST4: Emergency Medicine

Entry Criteria		
	Essential Criteria	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MCEM parts B&C – 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, CT2 & CT3 EM competences at Specialty Trainee³ level by August 2010 (i.e. ACCS - Emergency Medicine, Acute Medicine, Anaesthetics, Intensive Care Medicine, and CT3 – musculoskeletal, Paediatrics/Paediatric EM, supported by evidence from workplace-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent • Applicants will be expected to have a minimum of 6 months in emergency medicine. A minimum of three months in specialties other than emergency medicine will be counted toward eligibility. • Eligibility to work in the UK 	Application form Application form Interview / Selection centre ⁴ Application form/ Interview / Selection centre 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>a) 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> <ul style="list-style-type: none"> • 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

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 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 Progression⁵	<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 36 months' experience⁶ in ACCS and CT3 specialties (not including Foundation modules) by August 2010. Applicants must have evidence of at least six months experience of Emergency Medicine and at least three months experience of the 5 additional specialties that form the first three years of EM core training, namely completion of Specialty Trainee posts in Acute Medicine, Anaesthesia, Intensive Care Medicine, Paediatrics/Paediatric Emergency Medicine and Musculoskeletal/Trauma & Orthopaedics. 	Application form Interview / Selection centre
Essential Courses	<ul style="list-style-type: none"> Successful and up to date completion of all 3 UK advanced life support provider training courses (ALS, ATLS and APLS) or equivalent courses. 	Application form Portfolio review at interview/Selection centre
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As above	Any additional post graduate examination	Application form
Clinical Experience	As stated above	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"> Evidence of completion of short/training courses relevant to EM e.g. airway or ultrasound course 	Application form
Clinical Governance	<ul style="list-style-type: none"> Evidence of involvement in clinical governance e.g. handling a complaint, incident reporting Can provide evidence of leading on clinical audit. 	<ul style="list-style-type: none"> Can produce evidence of having lead on a patient safety issue Can produce evidence that personal audit has lead to change of practice 	Application form Portfolio review at interview/Selection centre

⁵ All experience in posts at Specialty Trainee 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

⁶ Any time periods specified in this person specification refer to full time equivalent

Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> Capacity to apply sound clinical knowledge & judgement. Able to prioritise clinical need 	Clinical knowledge <ul style="list-style-type: none"> Evidence of completion of College of Emergency Medicine e-learning modules Personal Attributes: <ul style="list-style-type: none"> Shows aptitude for practical skills, e.g. manual dexterity 	Application form Interview / Selection centre References
Academic / Research/Teaching Skills	Research Skills: <ul style="list-style-type: none"> Evidence of academic endeavour such as either a completed research project, published paper, clinical topic review, critical appraisal, evidence based medicine guidelines or e-publication Teaching: <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, or additional evidence based medicine & e-learning modules Evidence of contribution to departmental guidelines. Evidence of active participation in research publications in peer review journals, presentations at academic meetings or poster presentations Teaching: <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 receiving positive structured feedback for teaching evidence of completion of a teaching courses 	Application form Interview / Selection centre

<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: <ul style="list-style-type: none">• Demonstrates interest and realistic insight into emergency medicine.• Demonstrates self-awareness & ability to accept feedback Commitment to speciality <ul style="list-style-type: none">• Evidence of achievements relevant to emergency medicine within and outside of medicine		Application form Interview / Selection centre References
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