

2012 Person Specification
Application to enter Core Training at CT1: Anaesthesia

Entry Criteria		
	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 appointment² and hold a current licence to practice.³ <p>Either</p> <ul style="list-style-type: none"> • Evidence of current employment in a UKFPO affiliated Foundation Programme <p>or</p> <ul style="list-style-type: none"> • 12 months experience after full GMC registration or equivalent and evidence of achievement of Foundation competences between 31st July 2009 and 1st August 2012 from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> ○ <i>Make the care of your patient your first concern</i> ○ <i>Protect and promote the health of patients and of the public</i> ○ <i>Provide a good standard of practice and care</i> ○ <i>Treat patients as individuals and respect their dignity</i> ○ <i>Work in partnership with patients</i> ○ <i>Be honest and open and act with integrity</i> • Eligibility to work in the UK • Not previously relinquished, released or removed from a Core Anaesthesia training programme or from an ACCS training programme except under exceptional circumstances⁴ 	<p>Application form</p> <p>Application form Interview / Selection centre⁵</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 Time of appointment refers to the date at which the post commences

³ The GMC introduced a licence to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice at time of appointment.

⁴ Examples might include ARCP outcome 4 or failure to progress after two or more failed RITA Es. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.

⁵ 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 Progression⁶	<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 • 18 months or less experience⁷ in anaesthesia and ICM (not including Foundation modules) by time of appointment² 	Application form Interview / Selection centre
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated⁸
Qualifications	As above	<ul style="list-style-type: none"> • Additional related qualifications e.g. intercalated degree BSc, BA, BMedSci or equivalent 	Application form
Career Progression	As above	<ul style="list-style-type: none"> • Demonstrates a commitment to develop knowledge and skills for anaesthetic practice e.g. Evidence of undergraduate experience in anaesthesia, intensive care medicine and/or pain medicine e.g. during Special Study Modules/ Student Selected Components or equivalent, student electives, etc • Experience in complementary specialty training e.g. <ul style="list-style-type: none"> ○ Surgery ○ Medicine ○ Emergency medicine ○ Paediatrics ○ Obstetrics ○ Radiology • Achievement of expected milestones in previous clinical posts. 	Application form Interview / Selection centre
Language skills	Demonstrates adequate written and oral communication skills to manage the full range of patient interactions.		Interview
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement. • Able to prioritise clinical need. • Works to maximise safety & minimise risk • Recognition of and ability to undertake the initial management of an acutely ill patient 	Personal Attributes: <ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. manual dexterity • Successful completion of relevant skills course(s) e.g. ALS, PALS, ATLS, BASICS, IMPACT, TEAM or equivalent, etc. • High achievement awards obtained during undergraduate study 	Application form Interview / Selection centre References

⁶ All experience in posts at any level count irrespective of the country the experience is gained in

⁷ Any time periods specified in this person specification refer to full time equivalent

⁸ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

Clinical Governance (CG)	<ul style="list-style-type: none"> • Is able to demonstrate an understanding of Clinical Governance and risk management. • Understands the importance of audit to the specialty. 	<ul style="list-style-type: none"> • Evidence of Clinical Governance activity e.g. presentation at a Clinical Governance meeting, involvement with incident reporting, dealing with complaints. • Evidence of active participation in audit, particularly if relevant to anaesthesia, intensive care medicine and/or pain medicine 	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"> • 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>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 	<ul style="list-style-type: none"> • Demonstration of management and leadership qualities – not necessarily in medicine. • Evidence of organisational skills – not necessarily in medicine e.g. Grant or Bursary applications, organisation of a university club, sports section etc. 	<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>

<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, pain management and/or acute care. • Demonstrates commitment to pursuing specialty training in the UoA applied for and an understanding of the NHS. • Demonstrates ability to organize one's own learning and time. • 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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