

**2012 Person Specification**  
**Application to enter Specialty Training at CT2: ACCS-Emergency Medicine**

<b>Entry Criteria</b>		
	<b>Essential Criteria</b>	<b>When Evaluated<sup>1</sup></b>
<b>Qualifications</b>	MBBS or equivalent medical qualification	Application form
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment<sup>2</sup> and hold a current licence to practice.<sup>3</sup></li> <li>• Evidence of achievement of <b>Foundation competences</b> from a UKFPO affiliated Foundation Programme or equivalent by time of appointment<sup>2</sup> in line with GMC standards/ Good Medical Practice including:               <ul style="list-style-type: none"> <li>○ <i>Make the care of your patient your first concern</i></li> <li>○ <i>Protect and promote the health of patients and of the public</i></li> <li>○ <i>Provide a good standard of practice and care</i></li> <li>○ <i>Treat patients as individuals and respect their dignity</i></li> <li>○ <i>Work in partnership with patients</i></li> <li>○ <i>Be honest and open and act with integrity</i></li> </ul> </li> <li>• Eligibility to work in the UK</li> </ul> <p>Applicant must have either</p> <ul style="list-style-type: none"> <li>• Evidence of achievement of <b>CT1 ACCS-Emergency Medicine competences</b> by time of appointment<sup>2</sup> (i.e. emergency medicine and acute medicine) supported by evidence from workplace-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• If unable to demonstrate the CT1 ACCS-EM competences, it is acceptable to be able to demonstrate 12 months or more at Specialty Trainee level<sup>4</sup> in 2 of the 4<sup>5</sup> elements that make up the first 2 years of emergency medicine training (ACCS ). This must include emergency medicine (i.e. emergency medicine + 1).</li> <li>• Not previously relinquished, released or removed an ACCS training programme except under exceptional circumstances<sup>6</sup></li> </ul>	<p>Application form</p> <p>Application form Interview / Selection centre<sup>7</sup></p> <p>Application form/ Interview / Selection centre</p> <p>Application form</p>
<b>Fitness To Practise</b>	Is up to date and fit to practise safely	Application form References
<b>Language Skills</b>	<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"> <li>○ <i>that applicants have undertaken undergraduate medical training in English; or</i></li> <li>○ <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></li> </ul> <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

<sup>1</sup> 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

<sup>2</sup> Time of appointment refers to the date at which the post commences

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> The four core elements of Emergency Medicine training are EM, Acute Internal Medicine, Anaesthetics, Intensive Care Medicine.

<sup>6</sup> 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.

<sup>7</sup> 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

<b>Health</b>	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening
<b>Career Progression<sup>8</sup></b>	<ul style="list-style-type: none"> <li>Ability to provide a complete employment history</li> <li>Evidence that career progression is consistent with personal circumstances</li> <li>Evidence that present achievement and performance is commensurate with totality of period of training</li> <li>Satisfactory completion of an ACCS CT1 post where experience<sup>9</sup> in 2 of the 4 specialties<sup>10</sup> has been gained at Specialty Trainee level (not including Foundation modules) supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent, ARCP or equivalent by time of appointment<sup>2</sup></li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>At least <b>12 months<sup>11</sup> experience<sup>8</sup></b> in at least 2 of the 4 ACCS specialties of which <b>6 months</b> must be in emergency medicine (not including Foundation modules) by time of appointment<sup>2</sup>.</li> </ul>	Application form  Interview / Selection centre
<b>Essential Courses</b>	Successful recent and up to date completion of 1 of the 3 UK advanced life support provider training courses (ALS, ATLS and APLS) or equivalent courses	Application form Portfolio review at interview/Selection centre
<b>Application Completion</b>	<b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines	Application form

<b>Selection Criteria</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>When Evaluated</b>
<b>Qualifications</b>	As above	MCEM part A Or any additional postgraduate examination	Application form Portfolio review
<b>Career Progression</b>	As above	<ul style="list-style-type: none"> <li>Evidence of experience in specialties outside acute care common stem training (where not laboratory based), such as:- <ul style="list-style-type: none"> <li>Medical specialties e.g. cardiology, geriatric medicine and respiratory medicine</li> <li>Surgical specialties, such as Neurosurgery, Cardiothoracic, Plastic, Obstetrics &amp; Gynaecology, General or Oral &amp; Maxillo Facial surgery.</li> </ul> </li> </ul>	Application form Portfolio review at interview/Selection centre

<sup>8</sup> All experience in posts at any level count irrespective of the country the experience is gained in

<sup>9</sup> Any time periods specified in this person specification refer to full time equivalent

<sup>10</sup> The four elements are Emergency Medicine, Acute Medicine, Anaesthetics, Intensive Care Medicine,

<sup>11</sup> Of these 12 months a minimum of three months in each specialty will be counted toward eligibility e.g. 9 months emergency medicine and 3/12 acute medicine

<b>Courses</b>	<b>As above</b>	<ul style="list-style-type: none"> <li>Two or more successfully completed and up to date UK advanced life support provider training courses (ALS, ATLS or APLS) or <b>equivalent courses</b></li> <li>Any additional short or training course related to emergency Medicine, e.g. airway course, ultrasound course</li> </ul>	Application form Portfolio review at interview/Selection centre
<b>Clinical Governance (CG)</b>	<ul style="list-style-type: none"> <li>Is able to demonstrate an understanding of CG and risk management</li> <li>Evidence of personal work in a completed audit</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of CG activity e.g. presentation at CG meeting, involvement with incident reporting, dealing with complaints</li> <li>Evidence of change introduced as an outcome of audit</li> </ul>	Application form Portfolio review at interview/Selection centre
<b>Clinical Skills</b>	<b>Clinical Knowledge &amp; Expertise:</b> <ul style="list-style-type: none"> <li>Capacity to apply sound clinical knowledge &amp; judgement. Able to prioritise clinical need</li> </ul>	<b>Personal Attributes:</b> <ul style="list-style-type: none"> <li>Shows aptitude for practical skills, e.g. manual dexterity</li> </ul>	Application form Interview / Selection centre References
<b>Academic / Research/Teaching Skills</b>	<b>Research Skills:</b> <ul style="list-style-type: none"> <li>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)</li> </ul> <b>Teaching:</b> <ul style="list-style-type: none"> <li>Evidence of interest and experience in teaching</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of degrees, prizes, awards, distinctions, publications, presentations, posters, contribution to e-learning modules</li> <li>Evidence of contribution to departmental guidelines.</li> <li>Evidence of active participation in research</li> </ul> <b>Teaching:</b> <ul style="list-style-type: none"> <li>Instructor (or a recommendation for Instructor) status in a advanced life support course (ALS, ATLS, EPLS, APLS) or <b>equivalent course</b></li> <li>Evidence of structured feedback for teaching</li> <li>Evidence of completion of a teaching courses</li> </ul>	Application form Interview / Selection centre

<b>Personal Skills</b>	<p><b>Vigilance &amp; Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to be alert to dangers or problems, particularly in relation to clinical governance.</li> <li>• Demonstrates awareness of developing situations</li> </ul> <p><b>Coping with Pressure:</b></p> <ul style="list-style-type: none"> <li>• Capacity to function under pressure.</li> <li>• Demonstrates initiative, flexibility &amp; resilience to cope with setbacks &amp; adapt to rapidly changing circumstances.</li> <li>• Awareness of own limitations &amp; when to ask for help</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work cooperatively with others and demonstrate leadership when appropriate.</li> <li>• Capacity to work effectively in multi-professional teams</li> </ul> <p><b>Problem Solving &amp; Decision Making:</b></p> <ul style="list-style-type: none"> <li>• Capacity to use logical/lateral thinking to solve problems &amp; make decisions</li> </ul> <p><b>Empathy &amp; Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in others' perspectives and see patients as people</li> </ul> <p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to organise oneself &amp; prioritise own work.</li> <li>• Demonstrates punctuality, preparation &amp; self-discipline.</li> <li>• Understands importance of information technology</li> </ul>		Application form Interview / Selection centre References
<b>Probity</b>	<p><b>Professional Integrity &amp; Respect for Others:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others.</li> <li>• Displays honesty, integrity, awareness of confidentiality &amp; ethical issues</li> </ul>		Application form Interview / Selection centre References
<b>Commitment To Specialty</b>	<p><b>Learning &amp; Personal Development:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates interest and realistic insight into emergency medicine.</li> <li>• Demonstrates self-awareness &amp; ability to accept feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to emergency medicine</li> </ul>	Application form Interview / Selection centre References