

**2012 Person Specification**  
**Application to enter Specialty Training at CT2: Anaesthesia**

<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 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> </ul> <p>Applicant must have either</p> <ul style="list-style-type: none"> <li>• Evidence of achievement of <b>CT1 Competences</b> in anaesthesia and intensive care medicine (including Initial Assessment of Competency) or equivalent demonstrated by:</li> <li>• Written statement from College Tutor or equivalent that these competences will be achieved by the expected commencement of post.</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• Evidence of achieving these competences such as workplace based assessments of clinical performance and appraisal/educational supervisor's letter of confirmation</li> <li>• Eligibility to work in the UK</li> <li>• Not previously relinquished, released or removed from a Core Anaesthesia training programme except under exceptional circumstances<sup>4</sup></li> </ul>	<p>Application form</p> <p>Application form Interview / Selection centre<sup>5</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 at time of appointment.

<sup>4</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>5</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>6</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>• <b>At least 12 months<sup>3</sup> experience/ training</b> in anaesthesia/ intensive care medicine (excluding Foundation modules) by time of appointment (of which at least 3 months must have been in intensive care)</li> </ul>	Application form  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>	<b>As above</b>	<ul style="list-style-type: none"> <li>• Additional related qualifications e.g. intercalated degree BSc, BA, BMedSci or equivalent.</li> <li>• Postgraduate qualifications achieved in other specialties</li> <li>• Primary FRCA MCQ exam or equivalent.</li> </ul>	Application form Portfolio review
<b>Career Progression</b>	<b>As above</b>	<ul style="list-style-type: none"> <li>• Up to two years additional training/ experience in related specialties at CT-ST1/2 level, for example: <ul style="list-style-type: none"> <li>○ Surgery</li> <li>○ Medicine</li> <li>○ Emergency medicine</li> <li>○ Paediatrics</li> <li>○ Obstetrics</li> <li>○ Radiology</li> </ul> </li> <li>• Less than 36 months experience<sup>3</sup> in anaesthesia/ICM (at SHO/ST1/ST2 level) by the time of starting CT2 post.</li> <li>• Evidence of appraisal or equivalent during CT1 level in anaesthesia</li> </ul>	Application form Portfolio review at interview/Selection centre
<b>Language skills</b>	Demonstrates adequate written and oral communication skills to manage the full range of patient interactions.		Interview
<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

<sup>6</sup> All experience in posts at any level count irrespective of the country the experience is gained in

<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.</li> <li>• Able to prioritise clinical need.</li> <li>• Ability to organise oneself and own work.</li> <li>• Maintenance of a logbook of cases anaesthetised and practical procedures</li> </ul>	<b>Personal Attributes:</b> <ul style="list-style-type: none"> <li>• Evidence supporting possession of good manual dexterity and hand eye coordination.</li> <li>• Successful completion of relevant skills course(s) e.g. ALS, PALS, ATLS, BASICS, IMPACT, TEAM or equivalent, etc.</li> <li>• Instructor status or nominated as instructor potential in above courses or equivalent.</li> <li>• 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.</li> <li>• Knowledge and good understanding of Anaesthetic Non Technical Skills and their role in anaesthetic practice.</li> <li>• High achievement awards obtained during undergraduate study</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>• Demonstrates understanding of the principles of research</li> </ul>	<b>Research:</b> <ul style="list-style-type: none"> <li>• Demonstrates: <ul style="list-style-type: none"> <li>• An understanding of the value of research in medical practice.</li> <li>• Involvement in research e.g. degrees, prizes, grants, awards, distinctions, publications, presentations, other achievements..</li> </ul> </li> </ul> <b>Teaching:</b> <ul style="list-style-type: none"> <li>• Evidence of interest and experience in teaching.</li> </ul>	Application form Interview / Selection centre



<b>Probity</b>	<b>Professional Integrity &amp; Respect for Others:</b> <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>	<b>Learning &amp; Personal Development:</b> <ul style="list-style-type: none"> <li>• Demonstrates interest and realistic insight into anaesthesia, intensive care &amp; acute care.</li> <li>• Demonstrates self-awareness &amp; ability to accept feedback.</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to anaesthesia, intensive care and/or acute care.</li> <li>• Evidence of: <ul style="list-style-type: none"> <li>• Attendance at a clinical simulation centre.</li> <li>• Affiliation to professional societies relevant to anaesthesia, ICM and pain management.</li> <li>• Commitment to own progress in the speciality.</li> </ul> </li> <li>• Demonstrates self-learning approach to continued knowledge and skills acquisition.</li> <li>• Active involvement with RCoA or equivalent</li> <li>• Demonstrates commitment to pursuing specialty training in the UoA applied for and an understanding of the NHS.</li> <li>• Demonstrates an appreciation of the relationship between service and training in the NHS.</li> </ul>	Application form Interview / Selection centre References