

2012 Person Specification
Application to enter Specialty Training at CT3: ACCS- Emergency Medicine

Entry Criteria		
	Essential Criteria	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • 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 practice³. • Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment² 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> • Evidence of achievement of CT1 competences in ACCS⁴-Emergency Medicine at time of application & CT2 competences in ACCS-Emergency Medicine by time of appointment², supported by evidence from workplace-based assessments of clinical performance (DOPS, mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent, ARCP or equivalent. <p>OR</p> <ul style="list-style-type: none"> • Evidence of 24 months or more experience⁵, at Core Trainee⁶ level in 3 of the 5 elements⁷ that currently make up the first 3 years of Emergency Medicine training (ACCS + CT3⁸), including EM (i.e. 9 months EM + 2 specialties). <ul style="list-style-type: none"> ○ Of the 24 months, a minimum of 3 months in each specialty will be accepted, except for EM for which a minimum of 9 months is required. Where the applicant has not completed 9 months EM training, 3 months MSK will be accepted with a minimum of 6 months EM. • Eligibility to work in the UK • Not previously relinquished, released or removed an ACCS training programme or a Core Emergency Medicine training programme except under exceptional circumstances⁹ 	<p>Application form</p> <p>Application form Interview / Selection centre¹⁰</p> <p>Application form/ Interview / Selection centre</p> <p>Application form</p>

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 ACCS CT1 and CT2 specialties are Emergency Medicine, Acute Internal Medicine, Anaesthetics & Intensive Care Medicine

⁵ Any time periods specified in this person specification refer to full time equivalent

⁶ 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 a Certificate of Completion of Training.

⁷ The five core elements of Emergency Medicine training are EM, Acute Internal Medicine, Anaesthetics, Intensive Care Medicine, Paediatrics/Paediatric EM. Trauma & Orthopaedics/MSK was previously a core element.

⁸ T&O/MSK was a core element of training in previous years, having now been replaced by further general EM training and will continue to be accepted for eligibility where the applicant has completed less than nine months of EM. (i.e. 6 months EM, MSK plus 2 specialties)

⁹ 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.

¹⁰ 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.

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
Career Progression¹¹	<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 <p>Applicant must have either</p> <ul style="list-style-type: none"> • At least 24 months experience⁵ in an ACCS-EM training programme⁴ (not including foundation modules) by time of appointment². <p>OR</p> <ul style="list-style-type: none"> • At least 24 months experience⁵ in the core specialties¹² that make up the first 3 years of EM training⁷ by time of appointment² 	Application form Interview / Selection centre
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

¹¹ All experience in posts at any level count irrespective of the country the experience is gained in

¹² Trainees wishing to enter CT3 without having completed all non-EM competences of the CT1 and CT2 years of training (ACCS-AIM, ACCS – Anaesthetics, ACCS-ICM) should note that Deaneries may not be able to offer the opportunity for training from earlier in the programme

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As above	MCEM part A (UK) MCEM part B&C Or any additional post graduate examination	Application form Portfolio review
Career Progression	As above	Evidence of experience in 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"> • All three successfully completed and up to date UK advanced life support provider training courses (ALS, ATLS and APLS) or equivalent courses • Any additional short or training course related to EM, e.g. airway course, ultrasound course 	Application form Portfolio review at interview/Selection centre
Clinical Governance (CG)	<ul style="list-style-type: none"> • Is able to demonstrate an understanding of CG and risk management • Evidence of personal work in a completed audit 	<ul style="list-style-type: none"> • Evidence of CG activity e.g. presentation at CG meeting, involvement with incident reporting, dealing with complaints • Evidence of change introduced as an outcome of audit 	Application form Portfolio review at interview/Selection centre
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement. Able to prioritise clinical need 	Personal Attributes: <ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. manual dexterity 	Application form Interview / Selection centre References

<p>Academic / Research/Teaching Skills</p>	<p>Research Skills:</p> <ul style="list-style-type: none"> 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 <p>Teaching:</p> <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, publications, presentations, posters, contribution to e-learning modules Evidence pf contribution to departmental guidelines. Evidence of active participation in research publications in peer review journals, presentations at academic meetings or poster presentations <p>Teaching:</p> <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 structured feedback for teaching Evidence of completion of a teaching courses 	<p>Application form Interview / Selection centre</p>
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Personal Skills	<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 		Application form Interview / Selection centre References
Probity	<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 		Application form Interview / Selection centre References
Commitment To Specialty	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Demonstrates interest and realistic insight into emergency medicine. • Demonstrates self-awareness & ability to accept feedback <p>Commitment to speciality</p> <ul style="list-style-type: none"> • Evidence of achievements relevant to EM within and outside of medicine 		Application form Interview / Selection centre References