

**2012 Person Specification**  
**Application to enter Specialty Training at ST3: General Surgery**

<b>Entry Criteria</b>		
	<b>Essential Criteria</b>	<b>When Evaluated<sup>1</sup></b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Successful completion of MRCS at time of interview</li> </ul>	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>• Evidence of achievement of <b>CT/ST1 competences</b> in general surgery at time of application &amp; <b>CT/ST2 competences</b> in general surgery by time of appointment<sup>2</sup>, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent</li> <li>• Eligibility to work in the UK</li> <li>• Not previously relinquished, released or removed from a training programme in this specialty 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 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
<b>Health</b>	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening

<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>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>At least <b>24 months' experience<sup>7</sup></b> in surgery (not including Foundation modules) by time of appointment<sup>2</sup>, of which at least <b>10 months experience</b> has been in general surgery</li> </ul>	<p>Application form</p> <p>Interview / Selection centre</p>
<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>Career Progression</b>	<b>As above</b>	<ul style="list-style-type: none"> <li>Completion of <b>a year's General Surgery experience</b> at CT/ST level by the time of appointment<sup>2</sup></li> <li>Less than 4 years experience in General Surgery at CT/ST level (not including foundation modules)</li> </ul>	<p>Application form</p> <p>Interview / Selection centre</p>
<b>Courses</b>	Attendance at relevant courses, e.g. ATLS, Basic Surgical Skills or equivalent, CCrISP		<p>Application form</p> <p>Interview / Selection centre</p>
<b>Clinical Skills</b>	<b>Technical Knowledge &amp; Clinical Expertise:</b> <ul style="list-style-type: none"> <li>Capacity to apply sound clinical knowledge &amp; judgement &amp; prioritise clinical need</li> <li>Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement</li> <li>Validated logbook with summary documentation of surgical exposure to date</li> </ul>	<b>Personal Attributes:</b> <ul style="list-style-type: none"> <li>Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness</li> </ul>	<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>

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

<sup>7</sup> Any time periods specified in this person specification refer to full time equivalent

<p><b>Academic / Research Skills</b></p>	<p><b>Research Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the basic principles of audit, clinical risk management &amp; evidence-based practice</li> <li>• Understanding of basic research principles, methodology &amp; ethics, with a potential to contribute to research</li> </ul> <p><b>Audit:</b></p> <ul style="list-style-type: none"> <li>• Evidence of active participation in audit</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of contributing to teaching &amp; learning of others</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant academic &amp; research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li>• Evidence of participation in risk management and/or clinical/laboratory research</li> </ul>	<p>Application form Interview / Selection centre</p>
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<p><b>Personal Skills</b></p>	<p><b>Judgement Under Pressure:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate effectively under pressure &amp; remain objective In highly emotive/pressurised situations</li> <li>• Awareness of own limitations &amp; when to ask for help</li> </ul> <p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to communicate effectively &amp; sensitively with others</li> <li>• Able to discuss treatment options with patients in a way they can understand</li> </ul> <p><b>Problem Solving:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious, with analytical and flexible mind</li> <li>• Capacity to bring a range of approaches to problem solving</li> </ul> <p><b>Situation Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to monitor and anticipate situations that may change rapidly</li> </ul> <p><b>Decision Making:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates effective judgement and decision-making skills</li> </ul> <p><b>Leadership &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work effectively in a Multi-Disciplinary Team</li> <li>• Demonstrate leadership when appropriate</li> <li>• Capacity to establish good working relations with others</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage time and prioritise workload, balance urgent &amp; important demands, follow instructions</li> <li>• Understands importance &amp; impact of information systems</li> </ul>		<p>Application form Interview / Selection centre References</p>
<p><b>Probity</b></p>	<p><b>Professional Integrity:</b></p> <ul style="list-style-type: none"> <li>• Takes responsibility for own actions</li> <li>• Demonstrates respect for the rights of all</li> <li>• Demonstrates awareness of ethical principles, safety, confidentiality &amp; consent</li> <li>• Awareness of importance of being the patients' Advocate, clinical governance &amp; responsibilities of an NHS Employee</li> </ul>		<p>Application form Interview / Selection centre References</p>

<b>Commitment To Specialty</b>	<b>Learning &amp; Development:</b> <ul style="list-style-type: none"> <li>• Shows realistic insight into general surgery and the personal demands of a commitment to surgery</li> <li>• Demonstrates knowledge of the surgical training programme &amp; commitment to own development</li> <li>• Shows critical &amp; enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytical approach to practice</li> </ul>	<b>Extracurricular activities:</b> <ul style="list-style-type: none"> <li>• Achievements relevant to general surgery, including elective or other experience</li> <li>• Attendance at, or participation in, national and international meetings relevant to general surgery</li> </ul>	Application form Interview / Selection centre References
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