

2012 Person Specification
Application to enter Specialty Training at ST4: Emergency Medicine

Entry Criteria		
	Essential Criteria	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MCEM parts B&C – for possible equivalence see ‘Examinations and EM training’ on the CEM web site 	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 • 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, CT2 & CT3 ACCS EM⁴ competences at Core Trainee⁵ level 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 style="text-align: center;">OR</p> <ul style="list-style-type: none"> • Evidence of 36 months training at CT1, CT2 and CT3 level in the specialties that make up the ACCS⁴ and CT3 EM programme, but must include a minimum of 6 months in Emergency Medicine and a minimum of 3 months in specialties other than Emergency Medicine. If MSK has not been completed then a minimum of 9 months EM is required. • Eligibility to work in the UK • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances⁶ 	<p>Application form</p> <p>Application form Interview / Selection centre⁷</p> <p>Application form/ Interview / Selection centre Application form</p>
Fitness To Practise	Is up to date and fit to practise safely	Application form References

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 - Emergency Medicine, Acute Medicine, Anaesthetics, Intensive Care Medicine, and CT3 –Paediatrics/Paediatric EM and CT3 Musculoskeletal or CT3 EM

⁵ 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

⁶ 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.

⁷ 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.

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>	<p>Application form Interview / Selection centre</p>
Health	<p>Meets professional health requirements (in line with GMC standards/ Good Medical Practice)</p>	<p>Application form Pre-employment health screening</p>
Career Progression⁸	<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 • At least 36 months experience⁹ in ACCS and CT3 specialties¹⁰ (not including Foundation modules) by time of appointment² 	<p>Application form Interview / Selection centre</p>
Application Completion	<p>ALL sections of application form completed FULLY according to written guidelines</p>	<p>Application form</p>

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As above	Any additional post graduate examination	Application form
Clinical Experience	As stated above	<p>specialties outside acute care common stem training (where not laboratory based), such as</p> <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. 	<p>Application form Portfolio review at interview/Selection centre</p>
Courses	As above	<ul style="list-style-type: none"> • Evidence of completion of short/training courses relevant to EM e.g. airway or ultrasound course 	Application form
Clinical Governance	<ul style="list-style-type: none"> • Evidence of involvement in clinical governance e.g. handling a complaint, incident reporting • Can provide evidence of leading on clinical audit. 	<ul style="list-style-type: none"> • Can produce evidence of having lead on a patient safety issue • Can produce evidence that personal audit has lead to change of practice 	<p>Application form Portfolio review at interview/Selection centre</p>

⁸ All experience in posts at any level count irrespective of the country the experience is gained in

⁹ Any time periods specified in this person specification refer to full time equivalent

¹⁰ The four core elements of Emergency Medicine training are EM, Acute Internal Medicine, Anaesthetics, Intensive Care Medicine. Trauma & Orthopaedics/MSK was previously a core element.

Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> Capacity to apply sound clinical knowledge & judgement. Able to prioritise clinical need 	Clinical knowledge <ul style="list-style-type: none"> Evidence of completion of College of Emergency Medicine e-learning modules Personal Attributes: <ul style="list-style-type: none"> Shows aptitude for practical skills, e.g. manual dexterity 	Application form Interview / Selection centre References
Academic / Research/Teaching Skills	Research Skills: <ul style="list-style-type: none"> Evidence of academic endeavour such as either a completed research project, published paper, clinical topic review, critical appraisal, evidence based medicine guidelines or e-publication Teaching: <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, or additional evidence based medicine & e-learning modules Evidence of contribution to departmental guidelines. Evidence of active participation in research publications in peer review journals, presentations at academic meetings or poster presentations Teaching: <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 receiving positive structured feedback for teaching evidence of completion of a teaching courses 	Application form Interview / Selection centre
Personal Skills	Vigilance & Situational Awareness: <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 Coping with Pressure: <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 Empathy & Sensitivity: <ul style="list-style-type: none"> Capacity to take in others' perspectives and see patients as people Communication Skills: <ul style="list-style-type: none"> Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation 		Application form Interview / Selection centre References

Probity	Professional Integrity & Respect for Others: <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	Learning & Personal Development: <ul style="list-style-type: none"> • Demonstrates interest and realistic insight into emergency medicine. • Demonstrates self-awareness & ability to accept feedback Commitment to speciality <ul style="list-style-type: none"> • Evidence of achievements relevant to emergency medicine within and outside of medicine 		Application form Interview / Selection centre References