# EMERGENCY MEDICINE – ST4

## ENTRY CRITERIA

<table>
<thead>
<tr>
<th>ESSENTIAL CRITERIA</th>
<th>WHEN EVALUATED&lt;sup&gt;i&lt;/sup&gt;</th>
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<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Application form</td>
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<tr>
<td>Applicants must have:</td>
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<tr>
<td>• MBBS or equivalent medical qualification</td>
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<tr>
<td>• MCEM by time of appointment&lt;sup&gt;iv&lt;/sup&gt;</td>
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<tr>
<td><strong>Eligibility</strong></td>
<td>Application form, interview/selection centre&lt;sup&gt;vi&lt;/sup&gt;</td>
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<tr>
<td>Applicants must:</td>
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<tr>
<td>• Be eligible for full registration with, and hold a current licence to practise&lt;sup&gt;iii&lt;/sup&gt; from, the GMC at intended start date&lt;sup&gt;iii&lt;/sup&gt;</td>
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<td>• Have evidence of achievement of foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment&lt;sup&gt;iv&lt;/sup&gt; in line with GMC standards/Good Medical Practice; including:</td>
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<tr>
<td>▶ make the care of your patient your first concern</td>
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<td>▶ provide a good standard of practice and care</td>
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<td>▶ take prompt action if you think that patient safety, dignity or comfort is being compromised</td>
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<tr>
<td>▶ protect and promote the health of patients and of the public</td>
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<tr>
<td>▶ treat patients as individuals and respect their dignity</td>
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<tr>
<td>▶ work in partnership with patients</td>
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<td>▶ work with colleagues in the ways that best serve patients’ interests</td>
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<tr>
<td>▶ be honest and open and act with integrity</td>
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<td>▶ never discriminate unfairly against patients or colleagues</td>
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<tr>
<td>▶ never abuse your patients’ trust in you or the public’s trust in the profession.</td>
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<tr>
<td>• Evidence of achievement of CT1, CT2 and CT3 ACCS Emergency Medicine’ competences at core trainee level by time of appointment, supported by evidence from workplace based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback or equivalent, ARCP or equivalent or</td>
<td>Application form</td>
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<tr>
<td>• Evidence of 36 months’ training at CT1, CT2 and CT3 level in all of the specialties that make up the ACCS&lt;sup&gt;v&lt;/sup&gt; and CT3 Emergency Medicine programme, but must include a minimum of 6 months in Emergency Medicine and a minimum of 3 months in all specialties other than Emergency Medicine. If Musculoskeletal has not been completed then a minimum of 9 months Emergency Medicine is required</td>
<td>Application form</td>
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<tr>
<td>• Be eligible to work in the UK</td>
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<td><strong>Fitness to practise</strong></td>
<td>Application form, references</td>
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<td>Is up to date and fit to practise safely and is aware of own training needs.</td>
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### Language skills
Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as demonstrated by one of the following:
- Undergraduate medical training undertaken in English;
- Academic International English Language Testing System (IELTS) results showing a score of at least 7.0 in each domain (speaking, listening, reading, writing), with an overall score of at least 7.5, to be achieved in a single sitting and within 24 months of the time of application.

If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence of language skills.

### Health
Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).

### Career progression
Applicants must:
- Be able to provide complete details of their employment history.
- Have evidence that their career progression is consistent with their personal circumstances.
- Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training.
- Have at least 36 months' experience (not including Foundation modules) in ACCS specialties and CT3 Emergency Medicine by time of appointment.
- Not have previously relinquished or been released / removed from a training programme in this specialty, except under exceptional circumstances.
- Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying.
- For those wishing to be considered for Locum Appointment for Training posts (where available): no more than 24 months experience in LAT posts in the specialty by intended start date.

### Essential Courses
Successful recent and up to date completion of all 3 UK advanced life support provider training courses (ALS, ATLS and APLS) or equivalent courses.

### Application completion
ALL sections of application form completed FULLY according to written guidelines.

### Selection Criteria

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<tr>
<th>Essential Criteria</th>
<th>Desirable Criteria</th>
<th>When Evaluated</th>
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<tbody>
<tr>
<td>Qualifications</td>
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<tr>
<td>- As above</td>
<td>- Any additional postgraduate examination</td>
<td>Application form, Portfolio review</td>
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</table>
### Career Progression
- As above
- Evidence of completion of short training courses relevant to Emergency Medicine e.g. airway or ultrasound course

### Clinical Experience
- As above
- Evidence of experience in specialties outside acute care common stem training (where not laboratory based), such as:
  - Medical specialties e.g. Cardiology, Geriatric Medicine and Respiratory Medicine
  - Surgical specialties, such as Neurosurgery, Cardiothoracic, Plastics, Obstetrics and Gynaecology, General or Oral and Maxillo Facial Surgery

### Clinical Governance
- Evidence of involvement in clinical governance e.g. handling a complaint, incident reporting
- Can provide evidence of leading on clinical audit
- Demonstrates understanding of the importance of patient safety
- Can produce evidence of having lead on a patient safety issue
- Can produce evidence that personal audit has lead to change of practice

### Clinical Skills
- Capacity to apply sound clinical knowledge and judgement.
- Able to prioritise clinical need
- Evidence of completion of Royal College of Emergency Medicine e-learning modules

### Personal Attributes
- Shows aptitude for practical skills e.g. manual dexterity
- Can produce evidence of involvement in clinical governance e.g. handling a complaint, incident reporting
- Can produce evidence of leading on clinical audit
- Demonstrates understanding of the importance of patient safety
- Can produce evidence of having lead on a patient safety issue
- Can produce evidence that personal audit has lead to change of practice

### Academic skills
- 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
- Evidence of degrees, prizes, awards, distinctions, publications, presentations, posters, contribution to 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
- Instructor status (or a recommendation for instructor status) in an 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 course
## Personal skills

### Communication skills:
- Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate

### Empathy and sensitivity:
- Capacity to take in others’ perspectives see patients as people

### Vigilance and situational awareness:
- Capacity to be alert to dangers or problems, particularly in relation to clinical governance
- Demonstrates awareness of developing situations

### Coping with pressure and managing uncertainty:
- Capacity to function under pressure
- Demonstrates initiative, flexibility and resilience to cope with setbacks and adapt to rapidly changing circumstances
- Awareness of own limitations and when to ask for help

### Leadership:
- Shows ability to manage a small team
- Acts as a role model and mentor
- Shows negotiation skills as required

### Values:
- Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)

## Probit – professional integrity and respect for others

- Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others
- Displays honesty, integrity, awareness of confidentiality and ethical issues

## Commitment to specialty – learning and personal development

- Demonstrates interest and realistic insight into Emergency Medicine
- Demonstrates self-awareness and ability to accept feedback
- Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)
- Commitment to personal and professional development
- Evidence of attendance at organised teaching and training programme
- Evidence of self-reflective practice
- Evidence of achievements relevant to Emergency Medicine within and outside of medicine

- Extracurricular activities/achievements relevant to Emergency Medicine
- Demonstrates commitment to pursuing specialty training in the UoA applied for
- Has an understanding of the NHS
- Demonstrates ability to organise one’s own learning and time
- Demonstrates and appreciates the relationship between service and training in the NHS

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"When evaluated" is indicative, but may be carried out at any time throughout the selection process.

The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

"Intended start date" refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

"Time of appointment refers to the date at which the post commences.

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

"Selection centre" refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

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

Applications will only be considered if applicants provide a Support for Reapplication to a Specialty Training Programme form, signed by both the Training Programme Director/Head of School and the Postgraduate Dean in the LETB/Deanery that the training took place. Extraordinary circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Completed forms must be submitted at the time of application. No other evidence will be accepted.