# 2013 Person Specification

## Application to enter Specialty Training at ST1: Cardiothoracic Surgery

### Entry Criteria

<table>
<thead>
<tr>
<th>Essential</th>
<th>When Evaluated&lt;sup&gt;1&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>MBBS or equivalent medical qualification.</td>
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</tbody>
</table>

**Eligibility**

- Eligible for full registration with the GMC at time of appointment<sup>2</sup> and hold a current licence to practice.<sup>3</sup>
- Minimum of 2 years of postgraduate medical experience by August 2013 (equivalent to that obtained in a UK Foundation Training programme)

Either

- Evidence of current employment in a UKFPO affiliated Foundation Programme

OR

- 12 months experience after full GMC registration and evidence of achievement of **Foundation competences** in the **intended start date** (ie. between 3rd August 2010 and 7th August 2013 unless a different start date is specifically indicated in advance by the deanery) from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical practice including:
  - Make the care or your patient your first concern
  - Protect and promote the health of patients and of the public
  - Provide a good standard of practice and care
  - Treat patients as individuals and respect their dignity
  - Work in partnership with patients
  - Be honest and open and act with integrity

- Eligibility to work in the UK.
- Not previously relinquished, released or removed from a Core Surgical training programme except under exceptional circumstances<sup>4</sup>

### Fitness To Practise

Is up to date and fit to practice safely. | Application form | References |

### Language Skills

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:

- that applicants have undertaken undergraduate medical training in English; or
- 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.

If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence | Application form | Interview / Selection centre |

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<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 e.g. relevant Head of School or TPD.. 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.
Health

Meets professional health requirements (in line with GMC standards/Good Medical Practice).

Application form
Pre-employment health screening

Career Progression

- 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
- **18 months or less experience** in surgery (not including Foundation modules) by time of appointment
- Not previously released or removed from a UK Surgery Specialty training programme
- Not previously resigned or relinquished a national training number for Surgery training except under extraordinary circumstances irrespective of the length of time in the training programme.

Application form

Application Completion

ALL sections of application form completed **FULLY** according to written guidelines

Application form

### Selection Criteria

<table>
<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
<th>When Evaluated</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Clinical Skills</strong></td>
<td><strong>Technical Knowledge &amp; Clinical Expertise:</strong></td>
<td><strong>Personal Attributes:</strong></td>
</tr>
<tr>
<td>- Capacity to apply sound clinical knowledge &amp; judgement &amp; prioritise clinical need</td>
<td>- Shows aptitude for practical skills, e.g. hand-eye coordination, dexterity, visuo-spatial awareness</td>
<td>Application form</td>
</tr>
<tr>
<td>- Demonstrates appropriate technical competence &amp; evidence of development of excellent diagnostic skills &amp; judgement</td>
<td>- Attendance at relevant courses, for example ALS, ALERTS or equivalent</td>
<td>Interview / Selection centre</td>
</tr>
<tr>
<td>- Validated logbook documentation of surgical exposure to date</td>
<td></td>
<td>References</td>
</tr>
</tbody>
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6 All experience in posts at any level count irrespective of the country the experience is gained in
7 Any time periods specified in this person specification refer to full time equivalent
8 Applications will NOT be considered if an ARCP Outcome 4 or RITA E has been given at any point in their Core Surgery training programme.
9 Applications will only be considered if satisfactory progress (ARCP Outcome1) at the time of resignation/relinquishing the NTN has been demonstrated and there is a letter of support from either the Postgraduate Dean or Head of School in the Deanery in which they worked which confirms this.

Extraordinary circumstances may be defined as a demonstrated change in circumstances, which can be shown to impact on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to hold a NTN either through sickness absence, as a LTFT trainee or in a period out of programme.
**Academic / Research Skills**

| Research Skills: | • Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice  
| | • Understanding of research basic research principles, methodology & ethics, with potential to contribute to research  
| Teaching: | • Evidence of contributing to teaching & learning of others  
| | • Evidence of active participation in audit  
| | • Evidence of participation in risk management and/or clinical/laboratory research  

**Selection Criteria**

<table>
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| Judgement under Pressure: | Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations  
| | Awareness of own limitations & when to ask for help  
| Communication Skills: | Capacity to communicate effectively & sensitively with others, able to discuss treatment options with patients in a way they can understand  
| Problem Solving: | Capacity to think beyond the obvious, with analytical and flexible mind  
| | Capacity to bring a range of approaches to problem solving  
| Situation Awareness: | Capacity to monitor and anticipate situations that may change rapidly  
| Decision Making: | Demonstrates effective judgement and decision-making skills  
| Leadership & Team Involvement: | Capacity to work effectively in a multi-disciplinary team & demonstrate leadership when appropriate  
| | Capacity to establish good working relations with others  
| Organisation & Planning: | Capacity to manage time and prioritise workload, balance urgent & important demands and follow instructions  
| | Understands importance & impact of information systems  

Application form Interview / Selection centre

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</table>
| **Probity**        | Professional Integrity:  
• Takes responsibility for own actions, demonstrates respect for the rights of all  
• Demonstrates awareness of ethical principles, safety, confidentiality & consent  
• Aware of importance of being the patients’ advocate, clinical governance & responsibilities of an NHS employee | | Application form Interview / Selection centre References |
| **Commitment To Specialty** | Learning & Development:  
• Shows realistic insight into surgery (& subspecialty if appropriate) and the demands of a surgical lifestyle  
• Demonstrates knowledge of training programme & commitment to own development  
• Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning & reflective/analytical approach to practice | • Extracurricular activities / achievements relevant to surgery (and/or surgical subspecialty where relevant) | Application form Interview / Selection centre References |