

2008 PERSON SPECIFICATION
APPLICATION TO ENTER CORE TRAINING at CT1:
ACUTE CARE COMMON STEM – EMERGENCY MEDICINE

ENTRY CRITERIA			
	ESSENTIAL	DESIRABLE	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 appointment • Evidence of achievement of Foundation competencies by August 2008 in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care • Eligibility to work in the UK 		Application form Application form Interview / Selection centre ² Application form
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 		Application form References
LANGUAGE SKILLS	<ul style="list-style-type: none"> • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: <ul style="list-style-type: none"> • a) that applicants have undertaken undergraduate medical training in English; or • b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6. • However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence 		Application form Interview / Selection centre

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

² 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	<ul style="list-style-type: none"> Meets professional health requirements (in line with GMC standards/Good Medical Practice) 		Application form Pre-employment health screening
CAREER PROGRESSION	<ul style="list-style-type: none"> Ability to provide complete details of employment history 12 months or less experience³ (at SHO level) in ACCS specialties (not including Foundation modules) by August 2008⁴ 		Application form
APPLICATION COMPLETION	<ul style="list-style-type: none"> ALL sections of application form FULLY completed according to written guidelines 		Application form

SELECTION CRITERIA			
CLINICAL SKILLS	<ul style="list-style-type: none"> Clinical Knowledge & Expertise: Capacity to apply sound clinical knowledge & judgement. Able to prioritise clinical need. Works to maximise safety & minimise risk 	<ul style="list-style-type: none"> Personal Attributes: Shows aptitude for practical skills, e.g. manual dexterity Attendance at relevant courses, e.g. ALS, ATLS, EPLS, APLS or equivalent 	Application form Interview / Selection centre References
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> Research Skills: Demonstrates understanding of the principles of audit & research 	<ul style="list-style-type: none"> Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements Evidence of active participation in audit Teaching: Evidence of interest and experience in teaching 	Application form Interview / Selection centre

³ Any time periods specified in this person specification refer to full time equivalent

⁴ Acute care specialties are anaesthesia, intensive care medicine, acute medicine and emergency medicine

<p>PERSONAL SKILLS</p>	<ul style="list-style-type: none"> • Vigilance & Situational Awareness: Capacity to be alert to dangers or problems, particularly in relation to clinical governance. Demonstrates awareness of developing situations • Coping with Pressure: 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 • Managing Others & Team Involvement: Capacity to work cooperatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams • Problem Solving & Decision Making: Capacity to use logical/lateral thinking to solve problems & make decisions • Empathy & Sensitivity: Capacity to take in others' perspectives and see patients as people • Communication Skills: Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation • Organisation & Planning: Capacity to organise oneself & prioritise own work. Demonstrates punctuality, preparation & self-discipline. Understands importance of information technology 		<p>Application form Interview / Selection centre References</p>
<p>PROBITY</p>	<ul style="list-style-type: none"> • Professional Integrity & Respect for Others: Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others. Displays honesty, integrity, awareness of confidentiality & ethical issues 		<p>Application form Interview / Selection centre References</p>
<p>COMMITMENT TO SPECIALTY</p>	<ul style="list-style-type: none"> • Learning & Personal Development: Demonstrates interest and realistic insight into acute care specialties. Demonstrates self-awareness & ability to accept feedback 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to acute care specialties 	<p>Application form Interview / Selection centre References</p>