

2008 PERSON SPECIFICATION
APPLICATION TO ENTER CORE TRAINING at CT2: ANAESTHESIA

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 time of appointment 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 • Evidence of achievement of ST1 competencies in this specialty by August 2008 • Eligibility to work in the UK 		Application form Application form Interview / Selection centre ² Application form Interview / Selection centre 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
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

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.

CAREER PROGRESSION	<ul style="list-style-type: none"> • Ability to provide complete details of employment history • At least 12 months' experience in this specialty (not including Foundation modules) by August 2008 		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 	<ul style="list-style-type: none"> • Personal Attributes: Shows aptitude for practical skills, e.g. manual dexterity 	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

<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 operate under pressure. Demonstrates initiative & 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 anaesthesia, intensive care & acute care. Demonstrates self-awareness & ability to accept feedback 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to anaesthesia, intensive care and/or acute care 	<p>Application form Interview / Selection centre References</p>