

PERSON SPECIFICATION 2008
APPLICATION TO ENTER SPECIALTY TRAINING at CT1: SURGERY IN GENERAL

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	
ELIGIBILITY	<ul style="list-style-type: none"> • Eligible for full or limited 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 	
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 	
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 	
HEALTH	<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice) 	
CAREER PROGRESSION	<ul style="list-style-type: none"> • Ability to provide complete details of employment history • 12 months or less experience¹ in surgery in general (not including Foundation modules) by August 2008 	
APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	

SELECTION CRITERIA		
CLINICAL SKILLS	<ul style="list-style-type: none"> • Technical Knowledge & Clinical Expertise: Capacity to apply sound clinical knowledge & judgement & prioritise clinical need. Demonstrates appropriate technical competence with potential for developing strong/complex clinical/diagnostic skills 	<ul style="list-style-type: none"> • Personal Attributes: Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness • Attendance at relevant courses, e.g. ALS, ALERTS or equivalent
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of the basic principles of audit, research and evidence-based practice, with potential to contribute to 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 contributing to teaching & learning of others • Evidence of participation in risk management and/or clinical/laboratory research
PERSONAL SKILLS	<ul style="list-style-type: none"> • 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, follow instructions. Understands importance & impact of information systems 	

PROBITY	<ul style="list-style-type: none"> • Professional Integrity: Takes responsibility for own actions, demonstrates respect for the rights of all. Demonstrates awareness of ethical principles, safety, confidentiality & consent. Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS employee 	
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to surgery (and/or surgical subspecialty where relevant)

Northern Ireland General Surgery Training Programme

Specialty Registrar Job Description

Reports to:	Consultant General Surgeons in the employing Trusts and the Postgraduate Dean
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Contact Information:	<u>Head of School of Surgery</u>	<u>Deputy Head of School of Surgery</u>
	<p>Mr Jeffrey Campbell Consultant Surgeon Ulster Hospital Upper Newtownards Road Dundonald BT16 0RH Tel: 028 9048 4511</p>	<p>Mr Robert Gilliland Consultant Surgeon Altnagelvin Area Hospital Glenshane Road L'Derry BT47 1SB Tel: 028 71 345171</p>

MAIN ACTIVITIES / RESPONSIBILITIES:	
Clinical	The clinical workload in each post will vary significantly but in general terms there will be three operating sessions, one or two outpatients clinics, one administration per week. These figures are only provided as a guideline.
Managerial	Trainees will have the opportunity to develop managerial skills as they rotate through the various hospitals. Trainees should undertake a formal management-training course during the final year of training.
Research	Trainees will be expected and encouraged to have an active interest in research and publication. This does not necessarily mean taking a year or two years out-of-programme to work towards an MD or PhD unless the trainee also wishes to undertake sub-specialist training.
Audit	Trainees will be expected and encouraged to have an active interest in audit and will be expected to undertake audit projects during their training.

Education	Trainees are expected to develop an educational contract with their Educational Supervisor within four weeks of commencement of post. This Educational Contract should be reviewed on an ongoing basis and will be submitted to the Surgical Training Committee by the trainee at the annual appraisal interview.
Assessment	Trainees will be invited to meet the Regional Specialty Advisor and other members of the Specialty Training Committee for an annual ARCp interview. At this interview the trainee's performance will be formally assessed against agreed standards.

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Regional Specialty Training Committee and are determined usually on a yearly basis according to the Trainee's educational and training needs. Trainees will rotate through the various hospitals and subspecialties within the Training Scheme. The Postgraduate Dean has confirmed that these posts all have the required educational and staffing approval. Excellent postgraduate facilities exist at all units.

Further information on hospitals in Northern Ireland is available at www.hscni.net

This job description will be subject to review in the light of changing circumstances and may include other duties and responsibilities as may be determined. It is not intended to be rigid and inflexible but should be regarded as providing guidelines within which the individual works.

Please note that the Health and Social Services organisations operate "No Smoking" policies and all employees must comply with this policy.

AN EQUAL OPPORTUNITIES EMPLOYER

PERSON SPECIFICATION
APPLICATION TO ENTER SPECIALTY TRAINING at CT2: SURGERY IN GENERAL

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	
ELIGIBILITY	<ul style="list-style-type: none"> • Eligible for full or limited 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 Surgery in General by August 2008 • Eligibility to work in the UK 	
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 	
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 	
HEALTH	<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice) 	
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 COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	

SELECTION CRITERIA

CLINICAL SKILLS	<ul style="list-style-type: none"> • Technical Knowledge & Clinical Expertise: Capacity to apply sound clinical knowledge & judgement & prioritise clinical need. Demonstrates appropriate technical competence with potential for developing strong/complex clinical/diagnostic skills 	<ul style="list-style-type: none"> • Personal Attributes: Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness • Attendance at relevant courses, e.g. ALS, ALERTS or equivalent
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of the basic principles of audit, research and evidence-based practice, with potential to contribute to 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 contributing to teaching & learning of others • Evidence of participation in risk management and/or clinical/laboratory research
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COMMITMENT TO SPECIALTY	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Extracurricular activities / achievements relevant to surgery (and/or surgical subspecialty where relevant)
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