

PERSON SPECIFICATION 2008

**APPLICATION TO ENTER SPECIALTY TRAINING ACCS EMERGENCY MEDICINE / FIXED TERM
SPECIALIST TRAINING APPOINTMENT at CT1: EMERGENCY MEDICINE**

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 • 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 7.0 • 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 ACCS specialties (not including Foundation modules) by August 2008² 	
APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	

¹ Any time periods specified in this person specification refer to full time equivalent

² Acute care specialties are anaesthesia, intensive care medicine, acute medicine and emergency medicine

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
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
PERSONAL SKILLS	<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 	
PROBITY	<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 	
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Demonstrates interest and realistic insight into acute care specialties. Demonstrates self-awareness & a ability to accept feedback. 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to acute care specialties

**Northern Ireland Emergency Medicine Training Programme
 Specialty Registrar Job Description**

Reports to:	Emergency Medicine Consultants in the employing Trust and the Postgraduate Dean
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Contact Information:	<u>Head of School:</u> Mr M Jenkins Consultant - Emergency Medicine Antrim Area Hospital Bush Road Antrim, BT41 2RL Tel: 028 9442 4000
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MAIN ACTIVITIES / RESPONSIBILITIES:	
Clinical	Trainees will participate in the routine clinical work as specified in the job description of the individual unit to which they are attached and as required in the Log Books of the CEM Structured Training Programme. Trainees will have the opportunity to spend time in the various subspecialties during their 5 year training programme and will be encouraged to develop a special interest where appropriate.
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	All 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 subspecialist training.
Audit	All 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	All trainees will be expected to attend the various educational opportunities provided in their own hospitals and those provided on a regional basis. Trainees should also where appropriate assist in the training and education of others.
Assessment	Regular assessment of progress will be made during the period of training. There will be an annual ARCP assessment at which the trainee will be required to demonstrate evidence of satisfactory progress in order to proceed to the next year.

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Regional Specialty Training Committee for the School of Emergency Medicine 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 2008
APPLICATION TO ENTER FIXED TERM SPECIALIST TRAINING APPOINTMENT at CT2:
EMERGENCY MEDICINE

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 • Evidence of achievement of CT1 competencies in ACCS specialties by August 2008 (ideally in at least 2 of the 4 acute care specialties)¹ • 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 • 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 7.0 • 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' experience² in ACCS specialties (not including Foundation modules) by August 2008 	

¹ Acute care specialties are anaesthesia, intensive care medicine, acute medicine and emergency medicine

² Any time periods specified in this person specification refer to full time equivalent

APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	
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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 • Successful completion of at least one UK advanced life support provider training course (ALS, ATLS, EPLS, APLS) or equivalent
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
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COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Demonstrates interest and realistic insight into acute care specialties. Demonstrates self-awareness & a ability to accept feedback. 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to acute care specialties

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 Specialty Registrar Job Description**

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