

PERSON SPECIFICATION 2012
APPLICATION TO ENTER SPECIALTY TRAINING 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 registration with the GMC at time of appointment and hold a current licence to practice Either: • Evidence of current employment in a UKFPO affiliated Foundation Programme OR • 12 months experience after full GMC registration or equivalent and evidence of achievement of Foundation competencies between 31st July 2009 and 1st August 2012 from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> ○ Make the care of 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 Psychiatry training programme in this specialty except under exceptional circumstances 	
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 to enable clear communication about medical topics with patients and colleagues demonstrated by one of the following: <ul style="list-style-type: none"> ○ Evidence of undergraduate medical training in English OR ○ Evidence of the following scores in the academic International English Language Testing System (IELTS) achieved 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 	
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 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 Emergency Medicine at core training level (not including Foundation modules) by time of appointment • No unexplained career gaps 	
APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form completed FULLY according to written guidelines 	

SELECTION CRITERIA		
Qualifications	As above	Additional related qualifications e.g. intercalated degree BSc, BA, BMedSci or equivalent
CLINICAL SKILLS and Experience	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement • Able to prioritise clinical need • Works to maximise safety & minimise risk • Recognition of and ability to undertake the initial management of an acutely ill patient 	Clinical Skills: <ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. manual dexterity • Successful completion of relevant skills course(s) e.g. ALS, APLS, ATLS, BASICS, IMPACT, TEAM or equivalent, etc • Any additional training or short course related to Emergency Medicine, e.g. airway course

<p>ACADEMIC / RESEARCH SKILLS (research, audit, teaching etc)</p>	<p>Research Skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives • Demonstrates knowledge of evidence-informed practice 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity • Focussing on patient safety / clinical governance / clinical improvement • That demonstrates an interest in and commitment to the specialty <p>Teaching</p> <ul style="list-style-type: none"> • Evidence of interest and experience in teaching eg completion of a teaching course • Evidence of feedback for teaching • Instructor (or a recommendation for Instructor) status in an advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course
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<p>PERSONAL SKILLS</p>	<p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written / spoken communication & capacity to adapt language as appropriate to the situation • Able to build rapport, listen, persuade & negotiate <p>Empathy & Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding • Demonstrates respect for all <p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> • Capacity to use logical / lateral thinking to solve problems / make decisions, indicating an analytical / scientific approach <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams • Ability to show leadership, make decisions, organise and motivate other team members for the benefit of patients through, for example, audit and quality improvement projects <p>Coping with Pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure. • Demonstrates initiative & resilience to cope with setbacks & adapt to rapidly changing circumstances. • Capacity to deal with ambiguity & uncertainty in clinical life and seek help when appropriate <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively. • Evidence of thoroughness (is well prepared, shows self-discipline / commitment, is punctual and meets deadlines) <p>Vigilance & Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues. 	<p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Evidence of effective multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments • Evidence of effective leadership in and outside medicine <p>IT Skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence altruistic behaviour eg voluntary work • Evidence of organizational skills – not necessarily in medicine e.g. Grant or Bursary applications, organization of a university club, sports section etc
<p>PROBITY</p>	<p>Professional Integrity:</p> <ul style="list-style-type: none"> • Capacity to take responsibility for own actions. Demonstrates respect for • Displays honesty, integrity, awareness of confidentiality & ethical issues 	
<p>COMMITMENT TO SPECIALTY</p>	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Shows initiative / drive / enthusiasm (self-starter, motivated, shows curiosity, initiative) • Demonstrable interest in and understanding of the specialty • Commitment to personal and professional development • Evidence of attendance at organised teaching and training programme • Evidence of self-reflective practice 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to Emergency Medicine • Demonstrates commitment to pursuing specialty training in the UoA applied for and an understanding of the NHS • Demonstrates ability to organise one's own learning and time • Demonstrates an appreciation of the relationship between service and training in the NHS

Northern Ireland Emergency Medicine Training Programme

Specialty Trainee Job Description (All Levels)

Reports to:	Emergency Medicine Consultants in the employing Trust and the Postgraduate Dean
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Contact Information:	<u>Head of School:</u>	<u>Deputy Head of School:</u>
	Mr M Jenkins Consultant - Emergency Medicine Antrim Area Hospital Bush Road Antrim, BT41 2RL Tel: 028 9442 4000	Mr Paul Kerr Consultant - Emergency Medicine Craigavon Area Hospital Lurgan Road Craigavon, BT63 5QQ Tel: 028 3833 4444

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 spend time in the Emergency Medicine 3 year training programme and will be encouraged to develop a special interest where appropriate. Subspecialty training must be discussed 1 year in advance.
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 School Board 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 Programme. 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.