

2012 Person Specification
Application to enter Specialty Training at CT1: Core Surgical Training

ENTRY CRITERIA		
	ESSENTIAL	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 appointment² and hold a current licence to practice.³ <p><u>Either</u></p> <ul style="list-style-type: none"> • Evidence of current employment in a UKFPO affiliated Foundation Programme <p><u>OR</u></p> <ul style="list-style-type: none"> • 12 months experience after full GMC registration or equivalent and evidence of achievement of Foundation competences between 31st July 2009 and 1st August 2012 from a UKFPO affiliated Foundation Programme or equivalent 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 Surgical training programme except under exceptional circumstances⁴ 	<p>Application Form</p> <p>Application form Interview/Selection centre⁵</p> <p>Application form</p>
FITNESS TO PRACTICE	<ul style="list-style-type: none"> • Is up to date and fit to practice safely 	Application form References
LANGUAGE SKILLS	<p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> ○ that applicants have undertaken undergraduate medical training in English; or ○ have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application - Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7 <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>	Application form Interview/Selection centre
HEALTH	Meets professional health requirements (in line with GMC standards/Good Medical Practice)	Application form Pre-employment health screening
CAREER PROGRESSION⁶	<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 training⁷ • 18 months or less experience in surgery (not including Foundation) by time of appointment <ul style="list-style-type: none"> ○ For OMFS applicants. Only surgical experience gained after completion of second degree will be counted. 	Application form Selection Centre

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

² Time of appointment refers to the date at which the post commences

³ The GMC introduced a licence to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice at time of appointment

⁴ Examples might include ARCP outcome 4 or failure to progress after two or more failed RITA Es. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.

⁵ 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

⁶ All experience in posts at any level count irrespective of the country the experience is gained in

⁷ Any time periods specified in this person specification refer to full time equivalent

APPLICATION COMPLETION	ALL sections of application form FULLY completed according to written guidelines	Application form
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Selection Criteria			
	Essential	Desirable	When evaluated
Personal Skills	<p>Judgement under Pressure:</p> <ul style="list-style-type: none"> Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations Awareness of own limitations & when to ask for help <p>Communication Skills:</p> <ul style="list-style-type: none"> Capacity to communicate effectively & sensitively with others, able to discuss treatment options with patients in a way they can understand <p>Problem Solving:</p> <ul style="list-style-type: none"> Capacity to think beyond the obvious, with analytical and flexible mind Capacity to bring a range of approaches to problem solving <p>Situation Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor and anticipate situations that may change rapidly <p>Decision Making:</p> <ul style="list-style-type: none"> Demonstrates effective judgement and decision-making skills <p>Leadership & Team Involvement:</p> <ul style="list-style-type: none"> Capacity to work effectively in a multi-disciplinary team & demonstrate leadership when appropriate Capacity to establish good working relations with others <p>Organisation & Planning:</p> <ul style="list-style-type: none"> Capacity to manage time and prioritise workload, balance urgent & important demands and follow instructions Understands importance & impact of information systems 		<p>Application form</p> <p>Interview/Selection centre</p> <p>References</p> <p>Application Form</p> <p>Interview/Selection Centre</p> <p>References</p>
Probity	<p>Professional Integrity:</p> <ul style="list-style-type: none"> Takes responsibility for own actions, demonstrates respect for the rights of all Demonstrates awareness of ethical principles, safety, confidentiality & consent Aware of importance of being the patients' advocate, clinical governance & responsibility of an NHS employee 		<p>Application form</p> <p>Interview/Selection centre</p> <p>References</p>
Commitment To Specialty	<p>Learning & Development:</p> <ul style="list-style-type: none"> 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) 	<p>Application form</p> <p>Interview/Selection centre</p> <p>References</p>

Northern Ireland Core Surgical 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:	Head of School of Surgery	Deputy Head of School of Surgery
	<p>Mr. Kouros Khosraviani Consultant Surgeon Royal Victoria Hospital Grosvenor Road Belfast BT12 6BA Tel: 028 9040 0035</p>	<p>Mr. Trevor Thompson Consultant Surgeon Belfast City Hospital Lisburn Road Belfast BT8 7AB Tel: 028 9040 0035</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 appraisal 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