

PERSON SPECIFICATION 2012
APPLICATION TO ENTER SPECIALTY TRAINING at ST4: Emergency Medicine

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MCEM parts B&C – for possible equivalence see 'Examinations and EM training' on the CEM web site 	
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 • Evidence of achievement of Foundation competences 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 • Evidence of achievement of CT, CT2 & CT3 ACCS EM competences at Core Trainee level by time of appointment, supported by evidence from workplace-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent, ARCP or equivalent <p>OR</p> <ul style="list-style-type: none"> • Evidence of 36 months training at CT1, CT2 and CT3 level in the specialties that make up the ACCS and CT3 EM programme, but must include a minimum of 6 months in Emergency Medicine and a minimum of 3 months in specialties other than Emergency Medicine. If MSK has not been completed then a minimum of 9 months EM is required. • Eligibility to work in the UK • Not previously relinquished, released or removed from a 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 adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: <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, and 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 At least 36 months experience in ACCS and CT3 specialties (not including Foundation modules) by time of appointment 	
APPLICATION COMPLETION	<ul style="list-style-type: none"> ALL sections of application form completed FULLY according to written guidelines 	

SELECTION CRITERIA		
QUALIFICATIONS	As above	Any additional post graduate examination
CLINICAL EXPERIENCE	As stated above	Specialties outside acute care common stem training (where not laboratory based), such as: <ul style="list-style-type: none"> Medical specialties e.g. cardiology, geriatric medicine and respiratory medicine Surgical specialties, such as Neurosurgery, Cardiothoracic, Plastic, Obstetrics & Gynaecology, General or Oral & Maxillo Facial surgery
Courses	As above	<ul style="list-style-type: none"> Evidence of completion of short/training courses relevant to EM e.g. airway or ultrasound course
Clinical Governance	<ul style="list-style-type: none"> Evidence of involvement in clinical governance e.g. handling a complaint, incident reporting Can provide evidence of leading on clinical audit 	<ul style="list-style-type: none"> Can produce evidence of having lead on a patient safety issue Can produce evidence that personal audit has lead to change of practice

CLINICAL SKILLS	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> Capacity to apply sound clinical knowledge & judgement. Able to prioritise clinical need 	Clinical knowledge <ul style="list-style-type: none"> Evidence of completion of College of Emergency Medicine e-learning modules Personal Attributes: <ul style="list-style-type: none"> Shows aptitude for practical skills, e.g. manual dexterity
ACADEMIC / RESEARCH/TEACHING SKILLS	Research Skills: <ul style="list-style-type: none"> Evidence of academic endeavour such as either a completed research project, published paper, clinical topic review, critical appraisal, evidence based medicine guidelines or e-publication Teaching: <ul style="list-style-type: none"> Evidence of interest and experience in teaching 	<ul style="list-style-type: none"> Evidence of degrees, prizes, awards, distinctions, or additional evidence based medicine & e-learning modules Evidence of contribution to departmental guidelines Evidence of active participation in research Publications in peer review journals, presentations at academic meetings or poster presentations Teaching: <ul style="list-style-type: none"> Instructor (or a recommendation for Instructor) status in a advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course Evidence of receiving positive structured feedback for teaching Evidence of completion of a teaching course.
PERSONAL SKILLS	Communications Skills: <ul style="list-style-type: none"> Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate to the situation Empathy and Sensitivity: <ul style="list-style-type: none"> Capacity to take in others' perspectives and see patients as people. Vigilance & Situational Awareness: <ul style="list-style-type: none"> Capacity to be alert to dangers or problems, particularly in relation to clinical governance Demonstrates awareness of developing situations Coping with Pressure: <ul style="list-style-type: none"> 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 	
PROBITY	Professional Integrity & Respect for Others: <ul style="list-style-type: none"> 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**

Learning & Personal Development:

- Demonstrates interest and realistic insight into emergency medicine
- Demonstrates self-awareness & ability to accept feedback.

Commitment to speciality

- Evidence of achievements relevant to emergency medicine within and outside of medicine

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.