ANAESTHETICS - ST3

| Essential Criteria | When is this evaluated? ⁱ | | | |
|---|--|--|--|--|
| Qualifications: | Application form | | | |
| Applicants must have: | | | | |
| MBBS or equivalent medical qualification | | | | |
| Primary FRCA MCQ or EEA Eligibility ⁱⁱ by date of application | | | | |
| Primary FRCA or EEA Eligibility by date of interview | | | | |
| Eligibility: | Application form | | | |
| Applicants must: | Application form, | | | |
| Be eligible for full registration with, and hold a current licence to practiseⁱⁱⁱ from, the GMC at intended start date^{iv} | interview/selectior centre ^v | | | |
| Have evidence of either: | | | | |
| Current employment in a UK Core Training Programme; or | | | | |
| 24 months' experience after full GMC registration or equivalent, and evidence of achievement of core competences from a UK core training programme or equivalent, in line with GMC standards / Good Medical Practice; including: | | | | |
| make the care or your patient your first concern provide a good standard of practice and care take prompt action if you think that patient safety, dignity or comfort is being compromised protect and promote the health of patients and of the public treat patients as individuals and respect their dignity work in partnership with patients work with colleagues in the ways that best serve patients' interests be honest and open and act with integrity never discriminate unfairly against patients or colleagues never abuse your patients' trust in you or the public's trust in the profession. | | | | |
| Be eligible to work in the UK | | | | |
| Hold a current and in date Advanced Life Support Certificate from the Resuscitation Council UK or equivalent (as required to complete Foundation competences) by intended start date | | | | |
| Have evidence of achievement of CT2 competences in Anaesthetics and Intensive Care Medicine (including Initial Assessment of Competency) or equivalent demonstrated by: | | | | |
| Basic Level Training Certificate (BLTC)/ Core Level Training Certificate (CLTC). To be used if you have completed a UK Anaesthetics/ACCS Anaesthetics Core Training Programme | | | | |
| Written statement from College Tutor that BLTC/CLTC will be issued by the time of appointment, including evidence of satisfactory Annual Review of Competence Progression for CT1; or | | | | |
| Basic Level Equivalence form (BLE)/ Core Level Equivalence form (CLE). To be used if you have not completed a UK core training programme but have all the required competencies. | | | | |
| Fitness to practise: | Application form, | | | |
| s up to date and fit to practise safely and is aware of own training needs. | references | | | |









| Language skills: Applicants must have demonstrable skills in written and spoken English, adequate to enable communication about medical topics with patients and colleagues; as assessed by the Gene Council ^{vi} | |
|--|---|
| <i>Health:</i> Applicants must meet professional health requirements (in line with GMC standards / Good N | Application form, pre-employment health screening |
| Career progression: | Application form |
| Applicants must: | Interview/selection |
| Be able to provide complete details of their employment history. | centre |
| Have evidence that their career progression is consistent with their personal circumstar | nces. |
| Have evidence that their present level of achievement and performance is commensura of their period of training. | ate with the totality |
| Have at least 24 months' experience^{vii} in Anaesthetics and/or Intensive Care Medincluding Foundation modules) by time of intended start date of which at least eighter Anaesthetics. ^{ix} Have notified the Training Programme Director of the Specialty Training Programme the training in if applying to continue training in the same specialty in another region^x. | en months is in |
| Have not previously relinquished or been released / removed from a Core Anaesthetics Anaesthetics or Higher Anaesthetics Training Programme, except if they have received outcome 1 (outcome 6 for associated core training) or under exceptional circumstances | an ARCP |
| Not already hold, nor be eligible to hold, a CCT/CESR in Anaesthetics and must not cu for the specialist register, or equivalent, for Anaesthetics in any other member state. | rently be eligible |
| • For those wishing to be considered for Dual Training posts (where available): Appendix already possess a National Training Number in Intensive Care Medicine must not be b ST5 in this initial specialty of appointment at the time of interview if they are intending to CCTs Programme. | eyond the end of |
| For those wishing to be considered for Locum Appointment for Training posts (where more than 24 months experience in LAT posts in the specialty by intended start date. | available): no |
| Application completion: | Application form |
| ALL sections of application form completed FULLY according to written guidelines. | |







| Essential Criteria | Desirable Criteria | When is this evaluated? | | | | | | |
|---|---|--|--|--|--|--|--|--|
| Qualifications | | | | | | | | |
| As above | Intercalated BSc, BA, BMedSci or equivalent Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree) Postgraduate qualifications achieved in other specialties | Application form, interview/selection centre References | | | | | | |
| Career Progression | | | | | | | | |
| As above Clinical skills – clinical knowledge & expertise | | Application form, interview/selection centre References | | | | | | |
| Ability to apply sound clinical knowledge and judgement Ability to prioritise clinical need Ability to organise oneself and own work Maintenance of a logbook of cases anaesthetised and practical procedures | Successful completion of relevant skills course(s) With reference to clinical experience, ability to undertake indirectly supervised lists and emergency care of ASA 1 and 2 patients for minor and intermediate surgical procedures Knowledge and good understanding of Anaesthetics non-technical skills and their role in anaesthetic practice | Application form, interview/selection centre References | | | | | | |
| Academic skills | | | | | | | | |
| Research and audit skills: 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 | Research and audit skills: Evidence of relevant academic and 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 which: | Application form, Interview/selection centre | | | | | | |





| Evidence of active participation in audit in CT1 and CT2 or equivalent, relevant to Anaesthetics, ICM and/or pain medicine | focuses on patient safety and clinical improvement demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum Teaching: Evidence of interest in, and experience of, teaching Evidence of feedback for teaching Instructor status (or a recommendation for instructor status) in an advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course | |
|--|--|---------------------|
| Personal skills Communication skills: | Management and leadership skills: | Application form |
| Demonstrates clarity in written/spoken communication, and capacity to adapt language | Evidence of involvement in management | Interview/selection |
| | commensurate with experience | centre |
| to the situation, as appropriateAble to build rapport, listen, persuade and | Demonstrates an understanding of NHS management and resources | References |

assessments

medicine.

Problem solving and decision making:

Capacity to use logical/lateral thinking to solve • problems/make decisions, indicating an analytical/scientific approach.

Empathy and sensitivity:

negotiate.

- Capacity to take in others' perspectives and treat others with understanding; sees patients as people
- Demonstrates respect for all. •

Managing others and team involvement:

- Able to work in multi-professional teams and • supervise junior medical staff
- 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
- Capacity to work effectively with others.

Organisation and planning:

- Capacity to manage/prioritise time and • information effectively
- Capacity to prioritise own workload and • organise ward rounds
- Evidence of thoroughness (is well-prepared, • shows self-discipline/commitment, is punctual and meets deadlines.)

Vigilance and situational awareness:

Capacity to monitor developing situations and anticipate issues.









Demonstrates information technology skills.

Evidence of effective multi-disciplinary team

working and leadership, supported by multisource feedback or other workplace-based

Evidence of effective leadership in and outside

Other:

IT skills:

- Evidence of achievement outside medicine
- Evidence of altruistic behaviour, e.g. voluntary work
- Evidence of organisational skills not necessarily in medicine, e.g. grant or bursary applications, organisation of a university club, sports section, etc.

| | ping with pressure and managing certainty: | | | | | | |
|---|--|---|---|---|--|--|--|
| • | Capacity to operate under pressure | | | | | | |
| • | Demonstrates initiative and resilience to cope with changing circumstances | | | | | | |
| • | Is able to deliver good clinical care in the face of uncertainty | | | | | | |
| Values: | | | | | | | |
| • | Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) | | | | | | |
| Probity – professional integrity | | | | | | | |
| • | Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) | | | Application form, interview/selection centre, | | | |
| • | Capacity to take responsibility for own actions. | | | References | | | |
| Commitment to specialty – learning and personal development | | | | | | | |
| • | Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) | • | Extracurricular activities / achievements relevant to anaesthetics | Application form Interview/selection | | | |
| • | Demonstrable interest in, and understanding of, the specialty | • | Evidence of attendance at a clinical simulation centre | centre References | | | |
| • | Commitment to personal and professional development | • | Affiliation to professional societies relevant to anaesthetics, ICM and pain management | | | | |
| • | Evidence of attendance at organised teaching and training programme(s) | • | Commitment to own progress in the specialty | | | | |
| • | Evidence of self-reflective practice. | • | Demonstrates self-learning approach to continued knowledge and skills acquisition | | | | |
| | | • | Active involvement with RCoA or equivalent | | | | |
| | | • | Demonstrates commitment to pursuing specialty training in the UoA applied for and an understanding of the NHS | | | | |

³⁶ Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the LETB / Deanery that the training took place. No other evidence will be accepted







¹ When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

^{II} Applicants who are EEA nationals and have trained in a non-UK EEA nation may be eligible to apply without the Primary FRCA under the EU Directive 2005/36/EC. To qualify training must meet defined criteria to be considered comparable to Core Anaesthetics Training in the UK. For further information please contact the Royal College of Anaesthetists.

^{III} The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

¹ 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2019 ST3 posts this will normally be **7 August 2019**, unless a different start date is specifically indicated in advance by the employing trust/LETB.

^{* &#}x27;Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

vi Applicants are advised to visit the GMC website which gives details of evidence accepted for registration

^{vii} Any time periods specified in this person specification refer to full-time-equivalent.

viii All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

^{*} The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.