

## ANAESTHETICS – ST4

**PLEASE NOTE: THERE HAS BEEN CHANGES TO THIS PERSON SPECIFICATION FOR 2023/2024 ROUND 3 RECRUITMENT. PLEASE ENSURE THAT YOU READ THE DETAIL BELOW CAREFULLY BEFORE APPLYING.**

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? <sup>i</sup>
<p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Primary FRCA by first offer date</li> </ul>	Application form
<p><b>Eligibility:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be eligible for full registration with, and hold a current licence to practise<sup>ii</sup> from, the GMC at intended start date<sup>iii</sup></li> <li>• Be eligible to work in the UK</li> </ul> <p>Have evidence of <b>either</b>:</p> <ul style="list-style-type: none"> <li>• Current employment in a UK Anaesthetics or ACCS Anaesthetics Core Training Programme;</li> <li>• <b>or</b></li> <li>• 48 months' experience after full GMC registration or equivalent, and evidence of achievement of Stage 1 Domains of learning from a UK core training programme or equivalent, in line with GMC standards / Good Medical Practice.</li> <li>• Have evidence of achievement of Stage 1 Domains of Learning in Anaesthetics and Intensive Care Medicine (including Initial Assessment of Competency) or equivalent demonstrated by: <ul style="list-style-type: none"> <li>➢ Stage 1 Certificate / Stage 1 Equivalence Certificate. To be used if you have completed a UK Anaesthetics/ACCS Anaesthetics Core Training Programme</li> <li>➢ Current employment in a UK Core Anaesthetics / ACCS Anaesthetics Training Programme and achievement of all required Stage 1 Domains of Learning evidenced by a Stage 1 Certificate / Stage 1 Equivalence Certificate by intended start date.</li> <li>➢ Current employment in a UK anaesthetics post (a non training grade post) and signoff for expected completion of CT3 top-up training by a UK anaesthetics College Tutor at time of application, as well as achievement of all required Stage 1 Domains of Learning evidenced by a Stage 1 Certificate / Stage 1 Equivalence Certificate by <i>time of offer</i>.</li> <li>➢ Confirmation of Stage 1 Equivalence Certificate to be used if you have not completed a UK core training programme but have all the required competencies by <i>time of offer</i>.</li> </ul> </li> </ul>	Application form Application form, interview/selection centre <sup>iv</sup>
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	Application form, references

<p><b>Language skills:</b></p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as assessed by the General Medical Council<sup>v</sup></p>	<p>Application form, interview/selection centre</p>
<p><b>Health:</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>Application form, pre-employment health screening</p>
<p><b>Career progression:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be able to provide complete details of their employment history.</li> <li>• Have evidence that their career progression is consistent with their personal circumstances.</li> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training.</li> <li>• Have <b>at least 36 months' experience<sup>vi</sup> in Anaesthetics and/or Intensive Care Medicine<sup>vii</sup> (not including Foundation modules)</b> by time of intended start date of which at least thirty months is in Anaesthetics. <sup>viii</sup></li> <li>• Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region<sup>ix</sup>.</li> <li>• Have not previously relinquished or been released / removed from a Core Anaesthetics, ACCS Anaesthetics or Higher Anaesthetics Training Programme, except if they have received an ARCP outcome 1/10.1 (outcome 6 for associated core training) or under exceptional circumstances<sup>x</sup> Not already hold, nor be eligible to hold, a CCT/CESR in Anaesthetics and must not currently be eligible for the specialist register, or equivalent, for Anaesthetics in any other member state.</li> <li>• <b>For those wishing to be considered for Dual Training posts (where available):</b> Applicants who already possess a National Training Number in Intensive Care Medicine must <b>not</b> be beyond the end of ST5 in this initial specialty of appointment at the time of interview if they are intending to undertake a Dual CCTs Programme.</li> <li>• <b>For those wishing to be considered for Locum Appointment for Training posts (where available):</b> no more than 24 months experience in LAT posts in the specialty by intended start date.</li> </ul>	<p>Application form Interview/selection centre</p>
<p><b>Application completion:</b></p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application form</p>

SELECTION CRITERIA		
Essential Criteria	Desirable Criteria	When is this evaluated?
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>As above</li> </ul>	<ul style="list-style-type: none"> <li>Intercalated BSc, BA, BMedSci or equivalent</li> <li>Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree)</li> <li>Postgraduate qualifications achieved in other specialties</li> </ul>	Application form, interview/selection centre References
<b>Career Progression</b>		
<ul style="list-style-type: none"> <li>As above</li> </ul>	<ul style="list-style-type: none"> <li>Up to 3 years additional training/experience in related specialties at CT/ST 1/2 level, for example:               <ul style="list-style-type: none"> <li>➤ Surgery</li> <li>➤ Medicine</li> <li>➤ Emergency Medicine</li> <li>➤ Paediatrics</li> <li>➤ Obstetrics</li> <li>➤ Radiology</li> </ul> </li> </ul>	Application form, interview/selection centre References
<b>Clinical skills – clinical knowledge &amp; expertise</b>		
<ul style="list-style-type: none"> <li>Ability to apply sound clinical knowledge and judgement</li> <li>Ability to prioritise clinical need</li> <li>Ability to organise oneself and own work</li> <li>Maintenance of a logbook of cases anaesthetised and practical procedures</li> </ul>	<ul style="list-style-type: none"> <li>Successful completion of relevant skills course(s)</li> <li>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</li> <li>Knowledge and good understanding of Anaesthetics non-technical skills and their role in anaesthetic practice</li> </ul>	Application form, interview/selection centre References
<b>Academic skills</b>		
<b>Research and audit skills:</b> <ul style="list-style-type: none"> <li>Demonstrates understanding of research, including awareness of ethical issues</li> <li>Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives</li> <li>Demonstrates knowledge of evidence-informed practice</li> </ul>	<b>Research and audit skills:</b> <ul style="list-style-type: none"> <li>Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li>Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which:</li> </ul>	Application form, Interview/selection centre

<p>Evidence of active participation in audit in CT1 and CT2 or equivalent, relevant to Anaesthetics, ICM and/or pain medicine</p>	<ul style="list-style-type: none"> <li>➤ focuses on patient safety and clinical improvement</li> <li>➤ demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of interest in, and experience of, teaching</li> <li>• Evidence of feedback for teaching</li> <li>• Instructor status (or a recommendation for instructor status) in an advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course</li> </ul>	
<p><b>Personal skills</b></p>		
<p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate</li> <li>• Able to build rapport, listen, persuade and negotiate.</li> </ul> <p><b>Problem solving and decision making:</b></p> <ul style="list-style-type: none"> <li>• Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.</li> </ul> <p><b>Empathy and sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in others' perspectives and treat others with understanding; sees patients as people</li> <li>• Demonstrates respect for all.</li> </ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"> <li>• Able to work in multi-professional teams and supervise junior medical staff</li> <li>• 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</li> <li>• Capacity to work effectively with others.</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage/prioritise time and information effectively</li> <li>• Capacity to prioritise own workload and organise ward rounds</li> <li>• Evidence of thoroughness (is well-prepared, shows self-discipline/commitment, is punctual and meets deadlines.)</li> </ul> <p><b>Vigilance and situational awareness:</b></p>	<p><b>Management and leadership skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience</li> <li>• Demonstrates an understanding of NHS management and resources</li> <li>• Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments</li> <li>• Evidence of effective leadership in and outside medicine.</li> </ul> <p><b>IT skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates information technology skills.</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Evidence of achievement outside medicine</li> <li>• Evidence of altruistic behaviour, e.g. voluntary work</li> <li>• Evidence of organisational skills – not necessarily in medicine, e.g. grant or bursary applications, organisation of a university club, sports section, etc.</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

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<ul style="list-style-type: none"> <li>Capacity to monitor developing situations and anticipate issues.</li> </ul> <p><b>Coping with pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>Capacity to operate under pressure</li> <li>Demonstrates initiative and resilience to cope with changing circumstances</li> <li>Is able to deliver good clinical care in the face of uncertainty</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>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)</li> </ul>		
<p><b><i>Probity – professional integrity</i></b></p>		
<ul style="list-style-type: none"> <li>Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</li> <li>Capacity to take responsibility for own actions.</li> </ul>		<p>Application form, interview/selection centre</p> <p>References</p>
<p><b><i>Commitment to specialty – learning and personal development</i></b></p>		
<ul style="list-style-type: none"> <li>Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</li> <li>Demonstrable interest in, and understanding of, the specialty</li> <li>Commitment to personal and professional development</li> <li>Evidence of attendance at organised teaching and training programme(s)</li> <li>Evidence of self-reflective practice.</li> </ul>	<ul style="list-style-type: none"> <li>Extracurricular activities / achievements relevant to anaesthetics</li> <li>Evidence of attendance at a clinical simulation centre</li> <li>Affiliation to professional societies relevant to anaesthetics, ICM and pain management</li> <li>Commitment to own progress in the specialty</li> <li>Demonstrates self-learning approach to continued knowledge and skills acquisition</li> <li>Active involvement with RCoA or equivalent</li> <li>Demonstrates commitment to pursuing specialty training in anaesthetics and an understanding of the NHS</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<sup>i</sup> 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

<sup>ii</sup> 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.

<sup>iii</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2023 ST4 posts this will normally be 2<sup>nd</sup> August 2023, unless a different start date is specifically indicated in advance by the employing trust/Local Office.– the caveat is there about a different start date

<sup>iv</sup> '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.

<sup>v</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration

<sup>vi</sup> Any time periods specified in this person specification refer to full-time-equivalent.

<sup>vii</sup> All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

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<sup>ix</sup> 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.

<sup>x</sup> 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 Local Office / Deanery that the training took place. No other evidence will be accepted