

## Broad Based Training (CT1)

### Entry criteria

| Essential Criteria  | When Evaluated <sup>i</sup>  |
|---|--|
| <p style="text-align: center;"><b>Qualifications</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul>  | Application form   |
| <p style="text-align: center;"><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 time of intended start date<sup>iii</sup></li> <li>• Have evidence of <b>either</b>: <ul style="list-style-type: none"> <li>○ <b>current employment in a UKFPO-affiliated foundation programme</b></li> </ul> <p>or:</p> <ul style="list-style-type: none"> <li>○ 12 months' experience after full GMC registration, and evidence of achievement of <b>foundation competences</b> in the three years preceding the <b>intended</b> start date from a UKFPO-affiliated foundation programme or equivalent, in line with GMC standards / Good Medical Practice; including: <ul style="list-style-type: none"> <li>○ <i>make the care of your patient your first concern</i></li> <li>○ <i>provide a good standard of practice and care</i></li> <li>○ <i>take prompt action if you think that patient safety, dignity or comfort is being compromised</i></li> <li>○ <i>protect and promote the health of patients and of the public</i></li> <li>○ <i>treat patients as individuals and respect their dignity</i></li> <li>○ <i>work in partnership with patients</i></li> <li>○ <i>work with colleagues in the ways that best serve patients' interests</i></li> <li>○ <i>be honest and open and act with integrity</i></li> <li>○ <i>never discriminate unfairly against patients or colleagues</i></li> <li>○ <i>never abuse your patients' trust in you or the public's trust in the profession.</i></li> </ul> </li> </ul> </li> <li>• Be eligible to work in the UK.</li> <li>• Be eligible for admission to UK Medical Performers' List</li> <li>• Holds current valid driving licence or provides an undertaking to provide alternative means of transport when providing emergency and domiciliary care to fulfil the requirements of the whole training programme.</li> <li>• Advanced Life Support Certificate from the Resuscitation Council UK or equivalent (as required to complete Foundation competences) by intended start date<sup>iii</sup></li> </ul> | <p>Application form</p> <p>Application form, interview/selection centre<sup>iv</sup></p> <p>Application form, interview/selection centre<sup>v</sup></p> |
| <p style="text-align: center;"><b>Fitness to practise</b></p> <p>Is up to date and fit to practise safely and aware of own training need</p>  | Application form, references   |
| <p style="text-align: center;"><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 demonstrated by one of the following:</p> <ul style="list-style-type: none"> <li>○ <i>undergraduate medical training undertaken in English;</i></li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>○ <i>the following scores achieved in the academic International English Language Testing System (IELTS), in a single sitting, no more than 24 months prior to the date of application:<br/>Overall 7.0, Speaking 7.0, Listening 7.0, Reading 7.0, Writing 7.0</i></li> </ul> <p>If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence of language skills<sup>vi</sup>.</p>  | Application form, interview/selection centre   |
| <p style="text-align: center;"><b>Health</b></p> <p>Applicants must meet professional health requirements (in line with GMC / Good Medical Practice).</p>   | Application form, pre-employment health screening  |
| <p style="text-align: center;"><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 no more than 18 months<sup>vii</sup> experience any combination of <b>medical specialties, General Practice, Paediatrics and Psychiatry</b> (not including Foundation modules) by time of appointment</li> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>• Not have previously relinquished or been released / removed from a BBT, GP, Psychiatry, CMT or Paediatric training programme, except under exceptional circumstances<sup>viii</sup>.</li> <li>• Not previously resigned, been removed from, or relinquished a post or programme with resultant failure to gain the award of a FACD5.2, except under extraordinary circumstances <i>and</i> on the production of evidence of satisfactory outcome from appropriate remediation<sup>ix</sup>.</li> </ul>   | Application form<br>Interview/selection centre   |
| <p style="text-align: center;"><b>Application completion</b></p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>   | Application form   |

## Selection criteria

| Essential criteria   | Desirable criteria  | When evaluated  |
|--|---|---|
| <p style="text-align: center;"><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>(As above)</li> </ul>  | <ul style="list-style-type: none"> <li>Additional related qualifications, eg intercalated degree, BSc, BA, BMedSci or equivalent</li> </ul>   | <p style="text-align: center;">Application form,<br/>interview/selection centre</p>                 |
| <p style="text-align: center;"><b>Clinical skills – clinical knowledge &amp; expertise</b></p>   |   | <p style="text-align: center;">Application form,<br/>interview/selection centre,<br/>References</p> |
| <p style="text-align: center;"><b>Academic skills</b></p> <p><b>Research and audit skills:</b></p> <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> | <p><b>Research and audit skills:</b></p> <ul style="list-style-type: none"> <li>Evidence of relevant academic and research achievements, eg 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:                             <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> <li>Understanding of patient contribution to, and perspective of, audit &amp; research</li> </ul> </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> </ul> | <p style="text-align: center;">Application form<br/>Interview/selection centre</p>                  |
| <p style="text-align: center;"><b>Probity – professional integrity</b></p>   |   | <p style="text-align: center;">Application form<br/>Interview/selection centre<br/>References</p>   |
| <p style="text-align: center;"><b>Commitment to specialty – learning and personal development</b></p>  |   | <p style="text-align: center;">Application form<br/>Interview/selection centre<br/>References</p>   |

| Personal skills  |   | Application form<br>Interview/selection centre<br>References |
|--|---|--|
| <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 &amp; negotiate.</li> </ul> <p><b>Problem solving &amp; 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 &amp; 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> <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>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, eg voluntary work</li> <li>• Evidence of organisational skills – not necessarily in medicine, eg grant or bursary applications, organisation of a university club, sports section, etc.</li> </ul> |  |

<sup>i</sup> 'When 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 intended start date

<sup>iii</sup> 'Time of appointment' refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2014 CT1 posts this will be between **2 August and 6 August 2014**, unless a different start date is specifically indicated in advance by the employing trust/LETB.

<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> '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>vi</sup> An example of alternative evidence could be testimony from a clinical/education supervisor, in the form of a signed letter (this will be subject to review by any unit of application to which you apply).

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

<sup>viii</sup> 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 the applicant 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 the deanery to whom the applicant is making their application.

<sup>ix</sup> Failure to satisfactorily complete an F2 programme once started should normally be addressed by returning to complete it. Extraordinary circumstances may be defined as a demonstrated change in circumstances which can be shown to impact on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train as a F2 doctor, either through sickness absence, as a LTFT trainee or in a period out of programme.