

TRAUMA AND ORTHOPAEDIC SURGERY – ST3

ENTRY CRITERIA	
Essential Criteria Qualifications: Applicants must have: <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Successful completion of MRCS by examination by offer dateⁱ 	When is this evaluated?ⁱⁱ Application form
Eligibility: Applicants must: <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱⁱ from, the GMC at time of appointment^{iv} • Evidence of achievement of CT/ST1 competences in core surgery at time of application and CT/ST2 competences in core surgery by time of appointment, acceptable evidence includes satisfactory ARCP outcome of completion of Core Surgical Training programme or a completed Certificate of Readiness to Enter Higher Surgical Training at time of application. • Be eligible to work in the UK 	When is this evaluated? Application form, interview/selection centre ^v
Fitness to practise: Is up to date and fit to practise safely and is aware of own training needs.	When is this evaluated? Application form References
Language skills: Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, assessed by the General Medical Council ^{vi}	When is this evaluated? Application form, pre-employment health screening
Health: Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).	When is this evaluated? Application form, pre-employment health screening
Career progression: Applicants must: <ul style="list-style-type: none"> • Be able to provide complete details of their employment history • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • Have satisfactorily completed an approved Core Surgical Training programme or equivalent by start of post. • Have completed the relevant competencies in Trauma and Orthopaedic Surgery as described in the Core Surgical Training curriculum. • 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^{vii}. 	When is this evaluated? Application form Interview/selection centre

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<ul style="list-style-type: none"> Not have previously relinquished or been released / removed from a Trauma and Orthopaedic Surgery or Core Surgical training programme, except if they have received an ARCP outcome 1 or under exceptional circumstances^{viii}. Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying For those wishing to be considered for Locum Appointment for Training posts (where available): no more than 24 months experience in LAT posts in the specialty by date of interview 	
<p>Application completion:</p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>When is this evaluated?</p> <p>Application form</p>

SELECTION CRITERIA		
Qualifications		
<p>Essential Criteria</p> <ul style="list-style-type: none"> As Above 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Have completed a minimum of 10 months experience in Trauma and Orthopaedic Surgery – can include a redeployment due to Covid during this time CT/ST1 and CT/ST2 ISCP competences identified within the Trauma and Orthopaedic Surgery curriculum and acquired within the previous 24 months At least 8 months experience comprising two related specialties e.g. Plastic Surgery, Neurosurgery, Vascular Surgery, ENT Surgery, Cardiac/Thoracic Surgery, A&E, ITU, Urology, OMFS, General Surgery <i>can include a redeployment due to Covid during this time.</i> 	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p> <p>References</p>
Courses		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Evidence of demonstrable and up to date competences in advanced trauma life support at the time of interview 		<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p> <p>References</p>
Clinical Skills – Clinical Knowledge and Expertise		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Capacity to apply sound clinical knowledge and judgement to problems Ability to prioritise clinical need Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement Validated logbook documentation of surgical experience to date 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> A practical course devoted entirely to orthopaedic casting techniques aimed at orthopaedic trainees 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

Academic Skills		
Essential Criteria Research, Audit and Quality Improvement: <ul style="list-style-type: none"> Demonstrates understanding of the basic principles of audit, QI, clinical risk management and evidence-based practice Understanding of basic research principles, methodology and ethics, with a potential to contribute to research Evidence of participation in audit and QI Teaching <ul style="list-style-type: none"> Evidence of contributing to teaching and learning of others 	Desirable Criteria Research, Audit and Quality Improvement: <ul style="list-style-type: none"> Evidence of relevant academic and research achievements, e.g. degrees (not including intercalated BSc or 'Honorary' MA), prizes, awards, distinctions, publications, presentations, other achievements Evidence of participation in risk management and/or clinical/laboratory research IT skills <ul style="list-style-type: none"> Demonstrates information technology skills 	When is this evaluated? Application form Interview/selection centre References
Personal Skills		
Personal Skills – Essential Criteria Communication skills: <ul style="list-style-type: none"> Capacity to communicate effectively and sensitively with others Able to discuss treatment options with patients in a way they can understand Problem solving and decision making: <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 Demonstrates effective judgement and decision-making skills Managing others and team involvement: <ul style="list-style-type: none"> Capacity to work effectively in a multi-disciplinary team Demonstrate leadership, when appropriate Capacity to establish good working relationships with others. Organisation and planning: <ul style="list-style-type: none"> Capacity to manage time and prioritise workload, balance urgent and important demands, follow instructions Understands importance and impact of information systems Vigilance and situational awareness: <ul style="list-style-type: none"> Capacity to monitor and anticipate situations that may change rapidly Coping with pressure and managing uncertainty: <ul style="list-style-type: none"> Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations 		When is this evaluated? Application form Interview/selection centre References

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<ul style="list-style-type: none"> Awareness of own limitations and when to ask for help <p>Values:</p> <ul style="list-style-type: none"> Understands, respects and demonstrates the values of the NHS (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) 		
Probity – Professional Integrity		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Demonstrates probity (as outlined by the GMC) 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Demonstrates altruism – evidence of the ability to attend to the needs of others with an awareness of their rights and equal opportunities 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
Commitment to Specialty – Learning & Personal Development		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Shows realistic insight into Trauma and Orthopaedic Surgery and the personal demands of a commitment to surgery Demonstrates knowledge of training programme and commitment to own development Shows critical and enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytical approach to practice Demonstrates insight into capability and acceptance of feedback 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Extracurricular activities/achievements relevant to Trauma and Orthopaedic surgery Attendance at, or participation in, national, international, regional, departmental and online meetings relevant to Trauma and Orthopaedic Surgery Evidence of a well-defined career plan for Trauma and Orthopaedic Surgery Attendance at relevant surgical skills courses 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

ⁱ The published deadlineⁱ refers to a deadline date set in each recruitment round; Round 1 (26/03/2024) Round 2 (18/04/2024) Round 3 (22/10/2024)

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

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.

^{iv} Time of appointment refers to the date at which the post commences

^v '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} 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.

^{viii} 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 NHS England Local Office / Deanery that the training took place. No other evidence will be accepted.