

East Sussex Health Care Trust Medical Education Careers Information 2021/22





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*“Choose a job you love, and you
will never have to work a day in
your life.”*

(Confucius)



Careers Support

Here at East Sussex Medical Education we aim to provide high quality careers support for all junior doctors working at East Sussex Healthcare NHS Trust.



Dr Umesh Dashora is our Careers Lead here at ESHT. Dr Dashora has been working with ESHT since 2006. He is a Consultant in Endocrinology and Diabetes. He has a keen interest in medical education and has a number of educational roles i.e. SAS Tutor, Career Support Lead, Senior Lecturer BSMS and Regional Link Fellow RCPE.

He can be contacted for any career related issues on u.dashora@nhs.net

Dr Dashora is supported by a dedicated careers team within Medical Education, which co-managed by Christina Morphew (Programme Leader for FY2, Core and Specialty) christina.morphew@nhs.net and Luisa Tomasetti (Programme Leader – Undergraduate & FY1) luisa.tomasetti@nhs.net.

Activities around careers (such as events, taster days, etc) are co-ordinated by the Foundation Programme Administrators:

- Anita Todd, anitatodd@nhs.net (at EDGH)
- Mina Wareham, mina.wareham@nhs.net (at Conquest)

Whenever you make decision about the direction you take in your medical career, the [Health Careers](#) website has useful information to inform your choice.



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Are you a trainee at ESHT requiring careers advice and support?

Step 1

Approach your Educational Supervisor to discuss your individual needs. For general guidance and support contact Christina Morpew on Christina.morpew@nhs.net Please also register for our “Special Interest Scheme – further details are available from Christina Morpew



Step 2

If your Educational Supervisor and/or the Careers Lead feel it appropriate, we can help you to arrange to attend a local careers group session and/or careers information day, if available.



Step 3

Where Step 2 has not met your needs, we can arrange for you to have a 1-1 careers session with one of the Local Careers Lead and/or one of the Local specialty Champions



Step 4

If further support is need, we can refer you to the Careers Unit for support (see the website links below)

ADDITIONAL SUPPORT/INFORMATION

ESME Careers page:

<https://www.esht.nhs.uk/medical-education/trainee-support/careers/>

For general career related information such as specialty taster days, our planned mentorship programme events , workshops, courses, etc.

Email: careersunit.lase@hee.nhs.uk

*If you would like to practice basic interview skills,
or draft your CV - please leave your contact details
with the library*

esh-tr.libraryservices@nhs.net

Careers Advice and Guidance

Careers advice and guidance can range in complexity from seeking simple factual information about specialty requirements, help with your CV or an application form to in-depth career planning.

It will depend on your query as to who the most appropriate people will be to seek advice and guidance from concerning your future career in medicine. For guidance on the most appropriate route to a specific specialty, a consultant from within that specialty may have the most in-depth knowledge. For those less clear about their career intentions, you should speak to your educational supervisor first who can then refer you to an appropriate person if applicable.

Do remember that, if you have been referred to the [PSU \(Professional Support Unit\)](#), you can enquire about seeing a careers coach at the HEE, EoE offices. To arrange a referral, speak to an appropriate person in your trust e.g. a Foundation Programme Director or an administrator who will contact the PSU on your behalf.

The PSU email address is psu.eoe@hee.nhs.uk Any advice will be impartial and confidential

Special Interest Scheme

For all FY1 and FY2 Doctors

**Do you have a niche career interest which needs to be explored i.e. Extreme Medicine, Supporting Wilderness Expeditions, Epidemiology, Parasitology, etc.
*(not your normal popular specialty of choice)***

Areas of Medicine that you would like to know more about to aid your career decisions?

We have a special interest scheme in place which allows us to give you personalised careers information and support.

**Please contact Christina Morphew for further information on
ext. 735246, christina.morphew@nhs.net
<https://www.esht.nhs.uk/medical-education/trainee-support/careers/>**

Taster Sessions

You might like to have a taster session in the speciality you are exploring. Please discuss this with your Educational Supervisor and Programme Director.

FY2 Doctors can take taster time as part of their study leave. This is usually a maximum of five consecutive days taken in the early part of the FY2 year. FY1s can also “borrow” study leave from FY2 in order to take taster time at the end of their FY1 year. In all cases it is vital to liaise with your team members so that your absence from the team does not affect patient safety. Please see below for a flowchart explaining how to arrange a taster.

If you would like to discuss careers support please contact Anita Todd on Eastbourne ext 772419 or email anitatodd@nhs.net or Mina Wareham on Conquest ext 773515 or email mina.wareham@nhs.net in the first instance.

Tasters for FY1 and FY2

How to arrange

(Other trainee grades may also benefit, so please enquire)

Timing

FY1s can take taster time during their final rotation (April - July) up to five days are "borrowed" from FY2

FY2s can take taster time at any time in the year, but it is usually expected that it would be during the first and second rotations (August to March)

Specialty and location

Decide on the specialty that you would like to take your taster in. Please note that STFS policy states that tasters will usually be taken in your employing Trust (unless it is an area we cannot provide)

Contact Anita Todd anitatodd@nhs.net or Mina Wareham mina.wareham@nhs.net to arrange to speak to a relevant specialty lead

*If you do take a taster in another Trust you will need to request an honorary contract from them. We also ask for a letter and schedule from the person approving the taster in the other Trust.

Dates and agreement

Agree time out of your department, inform Anita Todd or Mina Wareham of your choice of specialty for the Taster Day and ask for a study leave form and then complete a study leave form and send it to Tina Scott, tina.scott3@nhs.net

Taster report in e-Portfolio

Once the taster has taken place, please ensure that you complete the "Taster Report Form" found in the e-Portfolio

Further information can be found on
www.stfs.org.uk/doctor/tasters

East Sussex Healthcare Trust Specialties

Cardiology →	Diabetes and Endocrinology →	Geriatrics →
Neurology →	Dermatology	Gastroenterology
Emergency Medicine →	Paediatrics →	Respiratory
General Surgery		Orthopaedics
Anaesthetics →	Urology →	
Radiology	ENT	
GP Training Scheme →	Psychiatry →	
Public Health →		

Careers Specialty Champions

We have a team of Careers Champions on hand to provide information and guidance for the specialities that you may be interested in.

East Sussex Healthcare NHS Trust Speciality Champions for 2020/21

Name of Champion	Grade	Specialty being championed	Hospital	Email address
Kai Rabenstein	Associate Specialist	Anaesthesia/Critical Care	Conquest Hospital	k.rabenstein@btinternet.com
Pravin Sangle	Associate Specialist	Breast and General Surgery	EDGH	pravinsangle@nhs.net
Ash Subramanian	Consultant	Breast Surgery	Conquest Hospital	ash.subramanian@nhs.net
Elizabeth Shah	Consultant	Breast Surgery	Conquest Hospital	e.shah@nhs.net
Yvette Lolin	Consultant	Chemical Pathology and Metabolic Medicine	EDGH	yvette.lolin@nhs.net
Craig Namvar	GP	GP	Both	craig.namvar@nhs.net
Zeki Atesli	Locum Consultant	Emergency Medicine	EDGH	zeki.atesli@nhs.net
Danielle Vidler	Consultant	Emergency Medicine	Conquest Hospital	danielle.coleman2@nhs.net
Katherine Rutherford	ST3	Emergency Medicine/ACCS	Conquest Hospital	katherinerutherford@nhs.net
Umesh Dashora	Consultant	Endocrinology and Diabetes	Conquest Hospital	u.dashora@nhs.net
Paul Kirkland	Consultant	ENT	Conquest Hospital	paul.kirkland@nhs.net
Sam Panthakalam	Consultant	Medicine & Rheumatology	Conquest Hospital	spanthakalam@nhs.net
Hugh McIntyre	Consultant	Medicine (those unsure if Medicine is for them). DME/Cardio	Conquest Hospital	hughmcintyre@nhs.net
Saif Bhatti	Specialty Reg	Medicine	Conquest Hospital	saif.bhatti@nhs.net
Liya Suvorova	Specialty Dr	Neurology	Conquest Hospital	liya.suvorova@nhs.net
Hosam Elhalwagy	Associate specialist/Locum consultant	Obstetrics and Gynaecology	Conquest Hospital	hosam.elhalwagy@nhs.net

**East Sussex Healthcare NHS Trust
Speciality Champions for 2020/21**

Name of Champion	Grade	Specialty being championed	Hospital	Email address
Shahram Kashani	Consultant	Ophthalmology	EDGH	shahram.kashani@nhs.net
Saruban Pasu	Consultant	Ophthalmology	Conquest Hospital	s.pasu@nhs.net
Salah Mansy	Consultant	Paediatrics	Conquest Hospital	salah.mansy@nhs.net
Melanie Liebenberg	Consultant	Paediatrics	EDGH	melanie.liebenberg@nhs.net
Nadia Muhi-iddin	Consultant	Paediatrics	Conquest Hospital	nadia.muhi-iddin1@nhs.net
Nikolaos Galiatsatos	Staff Grade/Specialty Doctor	Radiology	Conquest Hospital	nikolaos.galiatsatos@nhs.net
Prof David Howlett	Consultant	Radiology	EDGH	david.howlett@nhs.net
Wayomi Perera	Consultant	Respiratory / GIM	EDGH	wayomi.perera@nhs.net
Dr R Warner	Consultant Psychiatrist	Psychiatry and General Adult Psychiatry	Conquest Hospital	rachel.warner@spft.nhs.uk
Scarlett McNally	Consultant	Surgery (especially Orthopaedics, but all surgical specialties)	EDGH	scarlett.mcnally@nhs.net
Atiqur Rahman	CT1	Core Surgical Trainee	EDGH	atiqur.rahman1@nhs.net
Raj Thiagaraj	Consultant	Trauma and Orthopaedics	Conquest Hospital	raj.thiagaraj@nhs.net
Albert Bonnici	consultant	Trauma and Orthopaedics	EDGH	albert.bonnici@nhs.net
Mohammed Imad Bourghli	Associate Specialist	Urology	Conquest Hospital	m.bourghli@nhs.net
Fayaz Kapasi	Consultant	Urology	Conquest Hospital	f.kapasi@nhs.net
Sarah Tang	Consultant	Urology	EDGH	sarah.tang3@nhs.net

Please contact Christina Morphew for further information on
ext 735246

Christina.morphew@nhs.net

<http://www.esht.nhs.uk/medical-education/careers/>

ESHT Educational Fellow posts at F3 in Emergency Medicine and Medicine

Educational Fellow posts at F3 in Emergency Medicine and Medicine are available at ESHT. These are for 1 year and are 50/50 (Education/Service). The educational part of the posts entail teaching, simulation training, running OSCEs and mentoring of Year 5 UG medical students from BSMS and KCL in line with the medical school curriculum. Medical Education funds a PG Certificate in Medical Education at BSMS for post holders as part of this. A Clinical Supervisor is assigned for the service portion of the role in the specialty and the post holder is part of the on-call rota.

For more information about the role, please contact Luisa Tomasetti luisa.tomasetti@nhs.net, who will be able to discuss with you the fine details of post.



Currently the Medical Education Centre has the following Educational Fellows at ESHT:

Name	Department	Site
Dr Taiba Suddek	Acute Medicine	Conquest
Dr Steven Gilbert	Emergency Medicine	Conquest
Miss Charlotte Lee	General Surgery	Conquest
Mr Matthew Oxenham	General Surgery	Conquest
Dr Letizia Vasilena	Rheumatology	EDGH
Dr Joshua King	Emergency Medicine	EDGH
Dr Ellen Wikenfors	Emergency Medicine	EDGH
Dr Pyi Tint	Emergency Medicine	EDGH
Dr Laura Conway	Simulation	Cross-site
Dr Simmi Taheen	Acute Medicine	Conquest
Dr Dina Sulit	Acute Medicine	Conquest

Careers Evening, Workshops and 1:1 Support



Our well attended Careers Evening is held in October each year, when Consultants and middle grades from all specialties enjoy sharing knowledge and advice with our junior doctors and medical students over a delicious hot buffet at the picturesque Cooden Beach Hotel.

Regular careers workshops are incorporated into teaching programmes - some of these are facilitated by the HEKSS Careers Team. HEKSS also come into the Trust annually to offer 1:1 appointments to all doctors in training that would like to take up the opportunity.



Careers Useful Websites

Our Trust careers page can be found at

[Careers – ESHT Medical Education](#)

You may also find these links useful

[Applying for a specialty training post \(bma.org.uk\)](#)

[Medical & Dental Recruitment Selection \(hee.nhs.uk\)](#)

[HEE Kent Surrey & Sussex](#)

[Specialty Training > Recruitment > Oriel - Making your application \(hee.nhs.uk\)](#)

[GP Recruitment \(Kent Surrey & Sussex\)](#)

[Health Careers \(NHS\)](#)

[Careers Unit - STFS \(hee.nhs.uk\)](#)

Recommended Reading

Caroline Elton and Joan Reid - *The ROADS to success*

Danny Lim - *How to get a specialty training post: the insider's guide*
(Success in Medicine)

Stephan Sanders – *So you want to be a brain surgeon* (Success in Medicine)

Useful websites suggested by former FY1/FY2

Health careers

There really is something for everyone and you can follow a path to one of many specialties - from working in a hospital as a specialist doctor or surgeon, to being based in the community as a GP.

[General practice \(GP\), Health Careers](#)

[Anaesthesia, Health Careers](#)

Sci59

Sci59 is a validated psychometric instrument for careers guidance. It is designed especially to help in the selection of an appropriate medical specialty.

BMA members can login with their BMA membership number to access the test.

Subject to availability, you will be allowed to complete up to five questionnaires. Each questionnaire takes around 25 minutes to complete and feedback is almost instantaneous. Remember, the results act as a guide for your consideration - they are not a replacement of formal career guidance.

As Sci59 is online, you have the advantage of being able to start and stop a questionnaire at any place or time. The program will always take you back to the point at which you had previously logged off.

Sci59 matches an individual's personal and professional characteristics and aspirations to appropriate specialty choices. Sci59 can be used to help individuals at any level of training to reflect on or make their own choices, for career counselling or to assist selection panels to focus their interviewing strategies.

<http://sci.cenmedic.co.uk/>

FAQs

What is careers guidance?

Careers guidance is the process that enables you to make a well informed, realistic decision about your future career.

Why should junior doctors seek careers guidance?

It is unrealistic to expect most junior doctors to have decided which medical specialty they wish to enter by the time they enter FY1. However, with the advent of changes in the medical career structures, the changing pace of the NHS and initiatives like Modernising Medical Careers, more emphasis is being placed on doctors to take a more proactive and educational approach to their career development early on. Your future career in medicine is likely to be like any other professional career, extremely competitive, which means that careful preparation and career planning from an early stage can give you the edge on the competition.

Careers guidance can help you to make an informed choice about where you want to be in your future career. The skills necessary to plan your career development in a coherent manner may be learnt like other skills, so it is important to start thinking about your future career in medicine early.

How do I access careers guidance?

For most doctors, careers support can be provided locally. However, high level advice can be accessed via PSU, following a formal referral, with a specialist 1:1 careers supervisor.

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What sort of issues can be discussed in a specialist careers guidance session?

How to research particular medical specialities

The process of applications and training

Tips for your CV application forms

Whether to change from your career in medicine or change specialty.

How will the specialist careers advisor be able to help me in the guidance process?

The careers advisor will help you to recognise where you currently are in the stages of career decision-making and will recommend actions that will move you closer to making a well-informed decision. Be prepared for the advisor to ask you lots of questions; by doing so, they can ensure that they give you the help you really need. It is a good idea to think what you hope to achieve and think of some questions you would like answering, or take some notes to the session to discuss with your advisor.



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London and South East
Professional Development Team

NHS
Health Education England

Professional Support Unit



The Professional Support Unit (PSU) provides a shared service of expert resources to support the professional development of clinicians in London and South East.

Who can access the PSU?

Healthcare professionals within London and South East region specifically:

- Postgraduate Doctors and Dentists who hold a London / KSS training number (Foundation years until CCT)
- Healthcare professionals between Bands 5 to 8 in a recognised training scheme such as nurse preceptorship or development for more specialised clinical roles
- London doctors who have completed and passed the entry requirements and have been offered a placement on the London Inducting, Returning and Retaining the Workforce schemes

**Developing people
for health and
healthcare**

www.hee.nhs.uk





What we offer



Resources

Careers Support including a range of 1:1 careers support sessions, from brief careers guidance to in-depth career counselling

The Coaching Service provides 1:1 coaching and is particularly designed to help trainees and learners in challenging situations that could prevent them from getting the most from their careers

e-Learning modules including:

- Clinical incidents
- IMG and EU Doctors eLearning Package
- Insight
- Medicines Management
- Prescribing
- Professional Boundaries
- Professionalism
- Record keeping
- Reflective Writing Skills
- Stress, Mental Health and Wellbeing in the Workplace
- Undermining and Conflict in the Workplace

Go to www.lpmde.ac.uk/ldper

Individual Support Team

- One-to-one confidential meeting with our clinical staff
- Recommendations concerning the development of a personal development plan (PDP) and advice about how to put this into action
- Suggestions and sign-posting to other services such as coaching and mentoring
- Advice about courses, educational activities and support services.

Inducting, Returning and Retaining the Workforce

including:

- Re-Launch Scheme
- GP Induction & Refresher Scheme
- Clinical Apprenticeship Placement Scheme
- GP Retainer Scheme
- Supported Return to Training (SupportRTT)

Trainee Doctors & Dentists Support Service (TDDSS)

A range of interventions to support trainees including:

- Access to online CBT support tools
- Drop in peer support/reflective practice group
- Individual support
- Access to psychoeducational groups e.g. Mindfulness programme
- Programme of topic based events e.g. exam stress

Specialist Clinical Communication & Linguistic Services

including:

- 1:1 communication learning needs reviews
- Assertiveness
- Resilience
- Linguistic skills
- Exam preparation workshop
- CASC exam support
- CSA exam practice

Advice

- Clinician-specific and general advice to education and service providers and regulators, including contributing to the developing action plans
- In-house Occupational Health expertise to inform local policy and to optimise access to OH services pan-London.

How to access

Self-referral either to the specific resources or through our online application form available at www.lpmde.ac.uk/psu-form

Further Information

Please visit the PSU page at www.lpmde.ac.uk/psu
Email: psu.lase@hee.nhs.uk

For TDDSS, please call: 020 3049 4505

Referrals are handled confidentially as set out in our confidentiality and privacy policy.



Appendices



Career Planning for Core Doctors

Guidelines for E-Module Session
Version1: 2019

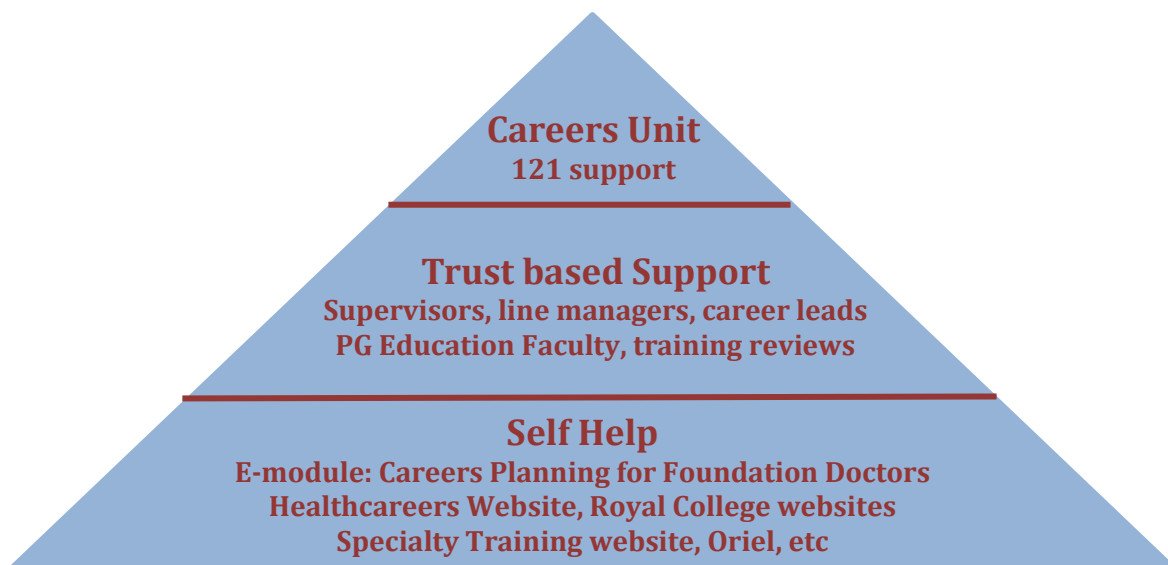
This e-module has been designed to support Core doctors with their career planning during the process of making post foundation career decisions.

1.Supporting Core Doctors – Your role

Core doctors typically present a variety of concerns, anxieties and queries over their post core career planning from identifying and choosing between speciality options, through to how best to show commitment to speciality and performing effectively at interviews.

Your role in supporting trainees with their career planning is critical in using your experience in being open, sensitive and impartial to their individual career concerns, as well as guiding and signposting them to key areas of more detailed and specialist support.

As you will note from the levels of careers support image below, the module and accompanying workbook should be promoted to foundation doctors as their *primary* career planning resource to inform further discussion/reflection within subsequent education supervision meetings. It should also be noted that the module regularly highlights to core doctors the benefit of further discussion/reflection with their supervisors around key questions emanating from preparation for or completion of each stage of the module.



2. Structured Career Planning – The benefits

We have found all too often that core doctors planning their careers will often jump straight to decision making without taking the time to subjectively review in detail what their core career needs and values are and how well they are met by the speciality options they are considering.

On completion of this module, core doctors will have gained a deeper level of understanding of how they can ensure their future career planning is informed, realistic and robust. In addition, they will have compiled a distinctive, thorough personal portfolio of research and reflections contained in a downloadable workbook, that can be utilised for job applications and interviews.

3. What to expect



The module follows the **SCAN** model of career planning, which is made up of following four consecutive **stages** to prepare core doctors for their next career step following their core training. Each stage contains key information, reflective questions and worked examples as well as links to workbook exercises to embed learning.

Self-Awareness- What type of doctor do I want to be? This stage allows core doctors to undertake a thorough examination of their individual values, work preferences, priorities, interests, personal qualities, skills, personality and potential stressors.

Career Exploration – What options are available to me? This stage enables core doctors to develop and structure a strategy to review and consider their current clinical experience, the clinical opportunities available, current specialty person specifications and competition ratios as well as key networking contacts. This will allow them to gain greater insight into their options and how they meet the needs and priorities revealed from the self-awareness stage.

Arriving at Your Decision – Which is the best choice for me? This stage lets core doctors reflect upon which decision making styles have worked best for them in the past, the opportunity to undertake different decision making exercises as well as checking their decisions are both informed and robust.

Next Steps – When and what do I have to do to achieve my career goal? The final stage highlights the benefits to core doctors of setting smart action goals supported by a variety of career related resources to achieve their career priorities. Key sections on CV and evidence portfolio preparation, application forms and interview preparation will inform core doctors' planning.

Core doctors will also be regularly offered within the module the opportunity of booking a 1-2-1 appointment with a careers adviser to discuss any concerns or questions they have regarding results/outcomes/reflections from any content within the 4 stages.

4. Further Professional Support

Sometimes the career planning questions or queries raised by core doctors will require more in-depth specialist advice and guidance. Some examples may be:

- where a trainee is struggling to define their individual core values or specialties that may fit well with their core values, work or personality preferences
- where or who to research/contact in relation to acquiring key information to a speciality outside the scope of your own speciality knowledge or experience or;
- where a trainee's ability to make a decision on speciality choice is being hindered by other factors extraneous to career planning

Sometimes there may not be one clear answer to some career questions and the solution will ultimately sit with the core doctor themselves. In cases such as this core doctors should be advised to self-refer to further impartial and confidential specialist support from trained careers advisers and coaches through the Professional Support Unit;

(<http://www.lpmde.ac.uk/professional-development/careers-unit/what-we-do/contact-us>)

5. How to register for the Module

We have been working with our partners – **e-learning for Healthcare (eLfH)** - to develop this module and will continue to work with them to develop the other modules which will all be located on the **elfH Hub**. **To register for the Career Planning for Core Doctors e-module simply click on the link below and follow and follow the steps listed:**

<https://portal.e-lfh.org.uk>

- select **My Account**
- select **enrolment**
- scroll down to **Regional e-learning**
- select **LaSE Career Planning for Healthcare Professionals and Save changes.**
- select **Career Planning for Core Doctors**
- select **Core Psychiatry, Core Surgery, Core Medicine/Internal Medicine**
- select **Play** to view the **Introduction** before moving to the individual stages

HEE London and KSS (Kent, Surrey, Sussex) Careers Team

GP & Specialty Interviews



Competition Ratios

Two year comparison

Specialty	2019			2021		
	Applications	Posts	Ratio	Applications	Posts	Ratio
ACCS Acute Medicine/Internal Medicine Training CT1	2229	1563	1.43	1424	361	3.95
ACCS Anaesthetics/Anaesthetics CT1	1333	568	2.35	2046	566	3.61
Allergy ST3	10	2	5.00	21	4	5.25
Anaesthetics ST3	575	377	1.53	1056	396	2.67
Audio Vestibular Medicine ST3	7	5	1.40	12	4	3.00
Cardiology ST3	426	127	3.35	401	97	4.13
Cardiothoracic Surgery ST1	101	12	8.42	113	6	18.83
Cardiothoracic Surgery ST3	35	7	5.00	47	2	23.50
Clinical Neurophysiology ST3	23	7	3.29	39	8	4.88
Clinical Oncology ST3	135	54	2.50	203	86	2.36
Clinical Radiology ST1	1095	302	3.63	1677	358	4.68
Combined Infection Training ST3	144	65	2.22	170	53	3.21
Community Sexual and Reproductive Health ST1	83	7	11.86	167	6	27.83
General Practice ST1	5166	3861	1.34	7640	4269	1.79

Full list of competition ratio for 2021 can be found on this [link](#)

Training Patterns – UK

- Between 2019 and 2021, the number of General Practice posts rose by 408 posts, a 9% increase in two years.
- New data from Health Education England (HEE) shows record numbers of doctors joining NHS specialty training programmes with more applicants, more posts and the highest ever fill rate, which is positive news for patients and the NHS.
- The 2021 fill rate for England is 99.18 per cent across all specialties showing year on year improvement for four years running. 7846 doctors, an increase of 282 doctors over 2020, have accepted posts despite the challenges of the pandemic in delivering the recruitment exercises. The data shows recruitment for posts in England starting in August 2021, across all medical specialties.
- Applications this year have gone up by 35 per cent. Possible reasons for this include restrictions on travel overseas due to the pandemic, resulting in more UK trained applicants, and new health and care worker visas which support submissions from international applicants.

Source: HEE Specialty Training website
[NHS specialty training | Health Education England \(hee.nhs.uk\)](https://www.hee.nhs.uk/specialty-training)

Specialty Recruitment 2022 main recruitment timeline

Recruitment timelines:

Medical recruitment 2022-23

Round 1	CT1/ST1 and Run Through (for August to December 2022 start)
Adverts	By 5pm Tuesday 2 November 2021
Applications open	At 10am, Thursday 4 November 2021
Applications close	At 4pm, Wednesday 1 December 2021
Interview window	Tuesday 4 January to Friday 18 March 2022
Initial offers released by	5pm, Thursday 24 March 2022
Hold deadline	At 1pm, Tuesday 5 April 2022
Upgrade deadline	At 4pm, Monday 11 April 2022
Hierarchical deadline	At 4pm, Tuesday 12 April 2022

Round 1 Re-advert	CT1/ST1 (for August to December 2023 start) To be confirmed
Adverts	By 5pm Monday 28 March 2022
Applications open	At 10am Tuesday 29 March 2022
Interview window	Tuesday 4 January to Friday 18 March 2022
Initial offers released by	5pm, Thursday 24 March 2022
Applications close	At 4pm Wednesday 13 April 2022
Interview window	Wednesday 4 May 2022 to Friday 20 May 2022
Initial offers released by	5pm Tuesday 24 May 2022
Hold deadline	10am Tuesday 31 May 2022
Upgrade deadline	4pm Tuesday 31 May 2022

Round 2	ST3/ST4+ (for August to December 2022 start)
Adverts	By 5pm Tuesday 16 November 2021
Applications open	At 10am, Thursday 18 November 2021
Applications close	At 4pm, Thursday 9 December 2021
Interview window	Tuesday 4 January to Thursday 14 April 2022
Initial offers released by	5pm, Thursday 21 April 2022
Hold deadline	At 1pm, Tuesday 3 May 2022
Upgrade deadline	At 1pm, Wednesday 4 May 2022
Hierarchical deadline	At 4pm, Wednesday 4 May 2022

Round 3	(for January to April 2023 start)
Adverts	By 5pm Wednesday 13 July 2022
Applications open	At 10am on Tuesday 26 July 2022
Applications close	At 4pm on Tuesday 16 August 2022
Interview window	Tuesday 30 August to Friday 7 October 2022
Initial offers released by	5pm on Monday 10 October 2022
Hold deadline	At 1pm on Wednesday 12 October 2022
Upgrade deadline	At 4pm on Friday 14 October 2022
Hierarchical deadline	At 4pm on Tuesday 18 October 2022

- **Hold deadline**

- At 1pm on Wednesday 12 October 2022

- Can only hold one offer at a time
- 48 hours to make a decision, including bank holidays and weekends
- If you do not respond, your offer is deemed 'automatically rejected'

Eligibility Criteria, Applicant Guide and Other Recruitment Documents

- Please refer to the relevant Person Specification[s] for eligibility criteria and read the immigration statement in the [Medical Specialty Recruitment Applicant Handbook 2022](#) which will apply to doctors considering entry to programmes in this round of recruitment.
- The Applicant Guide is contained can be found in the [Specialty Training Resource Bank](#) section. Please ensure you familiarise yourself with all the information contained within before applying for a post.
- Applicant FAQ's will be answered by the Applicant Guide, if you still require assistance after referring to this please contact ANRO using the [contact us](#) page.
- Information on how to prepare your portfolio for Selection Centre is contained in the [downloads](#) section.

GP Recruitment 2022-23 (Round 1)

Specialty & Level (Type of Work)	General Practice ST1,
Recruitment Round	Round 1, August 2022
Type of Recruitment	National
Qualifications & Professional Registration Required	General Practice ST1
Anticipated Start Date	from 3 August 2022
Competition Ratios	See ST1 Competition Ratios
Contact Us	Email Recruitment Team
Application Process	Applicant Guidance 2022 - TBC
Online Recruitment Portal	Oriel
National Recruitment Timetable ⁽¹⁾	
Advert	Oriel
Advert Appears	2 November 2021
Apply from	4 November 2021 (10:00am UK Time)
Application Closing Date	1 December 2021 (4:00pm UK Time)
Invitations to Multi-Specialty Recruitment Assessment (MSRA) Expected by	<i>No later than 21 December 2021</i>
MSRA Window	6 - 15 January 2022
MSRA Results Expected by	3 February 2022
First offers from (<i>n.b. by 5:00pm</i>)	3 March 2022
Hold Deadline	5 April 2022 (1:00pm UK time)
Upgrade Deadline	11 April 2022 (4:00pm UK time)

▪ **Direct Pathway**

Bypasses the selection centre for highest scoring applicants. All applicants who achieve a combined total score of 575 in the MSRA will qualify for a streamlined route which does not require them to attend a face-to-face assessment at Selection Centre. If you qualify for this route, you will be ranked before those who were deemed appointable via Selection Centre, increasing your chance of receiving an offer of training at a programme in one of your most preferred programmes/locations.

If you qualify for this direct route but are subject to the Resident Labour Market Test, you will only be offered a post after all UK/EU/EEA applicants have been offered, including those who underwent an assessment at Selection Centre.

N.B. Some other specialties now have the SRA e.g. psychiatry, obstetrics & gynaecology, ophthalmology etc

Person Specifications

- **Be aware of the person specs** – look at ones for [2022 online](#), they're updated every autumn.
- Compare person specs for different specialties – there are nuances
- What are the desirable components – do you have any of these?
- Can you become more desirable?
- Specialty recruitment is a competitive process
- Check competition ratios on specialty training website:
[Specialty Training - Competition Ratios \(hee.nhs.uk\)](http://hee.nhs.uk)

Preparing for Specialty

Interviews and Selection Centres

Tips for Interviewees

Use these reminders of the STAR CAMP, and SPIES question frameworks. They will help you deliver full and well-structured answers

Use **STAR** for - questions requiring an example

Situation - What was happening

Task - The goal you set yourself

Action - What YOU did (use I - not WE)

Result - The outcome of YOUR action

CAMP for background & motivation questions about why you have applied

Clinical - Type of hospital, specific skills/interests

Academic - Develop research interests, teaching, education

Management - Service development, educational supervision

Personal - Geography, hobbies etc.

Use **SPIES** for questions on difficult colleagues or ethical issues

Seek info - What is the problem

Patient safety - Critical this is assessed

Initiative - Can you do anything yourself

Escalate - Involve other colleagues as needed

Support - Can you support the individual - team

Questions – General interview questions

N.B If you have carried out an honest self-assessment and explored your career plans thoroughly you should find that interview questions will be easier to answer. Practice using the STAR -CAMP - SPIES frameworks.

Interviewers select 2 questions from the list below. Interviewee will have 5 minutes to answer each question before receiving feedback. Observer to monitor time and give a 1 minute warning before the 5 minutes is up and 2nd question is posed.

Section 1: General Interview Questions:

(About you: self-assessment: the sort of person you are, skills, knowledge, attitudes, values, motivation levels? Do you have the ability to get on with others, work in a team?)

- Q1. What are the qualities of a good doctor? Do you have those qualities?
- Q2. What will be the biggest challenge in this post for you?
- Q3. Give me an example of where you managed a clinical scenario well? And one where things didn't go so well?
- Q4. You are dealing with an emergency on the ward and you are then called to review another patient urgently on a different ward. How do you prioritise and handle the situation?
- Q5. How would you describe yourself?
- Q6. Describe an occasion when you have worked well in a team?
- Q7. What motivates you to give your greatest effort?
- Q8. What skills or personal attributes do you possess that will make you a good trainee in this specialty?
- Q9. How do you organise your workload?
- Q10. Give an example of a situation where you showed leadership.
- Q11. What skills do you need to improve?
- Q12. What makes you a good team player? Give an example of a recent situation where you played an important role in a team. Give an example of a situation where you failed to act as a good team player?
- Q13. Where do you see yourself in 3-5 years time?
- Q14. Why should we recruit you rather than any other candidate?
- Q15. Tell us about a situation where you failed to communicate appropriately.
- Q16. What difficult decisions have you made in a clinical setting?
(What distinguishes you from others: e.g. audits/research, teaching, courses attended & leadership skills etc.)
- Q17. Describe your experience of the audit process? What did you gain from your research/audit experience? How do you critically appraise a paper?
- Q18. Give me an example of where you showed leadership skills?
- Q19. Tell us about any teaching experiences or presentations you have done. Discuss any new teaching methods that you are aware of?
- Q20. Tell us about your research experience?
- Q21. What is evidence-based medicine? Tell us about the different levels of evidence available?

Q22. What teaching methods do you know. Which do you prefer, and why?

Q23. How do you keep your skills up-to-date?

Q24. What are your hobbies? How do they influence your medical practice?

(Ethical questions:)

Q25. Your F1 colleague turns up drunk on the ward one morning, what do you do?

Q26. What would you do if a patient asked you out on a date?

Q27. What would you do if a patient said they were really pleased with the care you had given them and offered you £20?

Q28. How would you react if a patient refused to be treated by one of your colleagues because he or she is foreign?

Q29. Your consultants mentions something to a patient that you believe to be wrong, how do you react?

(Knowledge about NHS systems:)

Q30. Tell me about clinical governance? Has clinical governance improved patient safety?

Q31. What is the one thing you would change about the NHS?

Q32. How do you think the NHS might change in the next 5-10 years?

Q33. Is the expanding role of nurses and the allied health professions a danger to the medical profession?

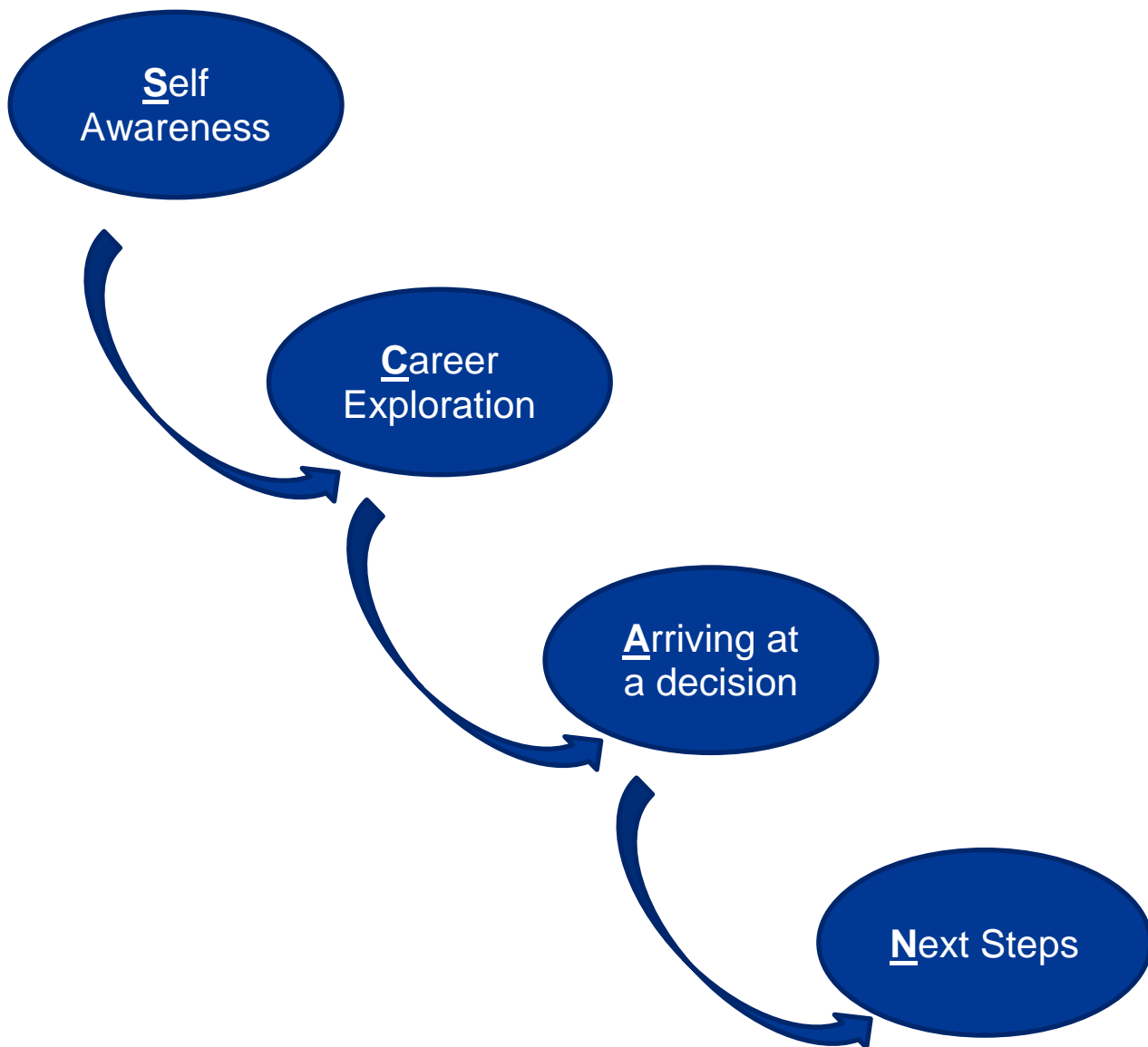
Q34. How do you seek informed consent for the procedures that you carry out?

Q35. Tell us about a NICE guideline that has related to a speciality that you have been working in?

Four-stage career planning model

N.B: The **SCAN** model is used on the e-modules created by the **LaSE Careers Unit** :

<http://www.lpmde.ac.uk/professional-development/careers-unit/doctors/foundation-doctors>



Interview performance: how to succeed

“Fail to prepare, prepare to fail”

- Preparation is everything
- Job description / person specifications
- What skills are required for the specialty?
- Evidence is the key
- Research is crucial :
 - Why that specialty?
 - Have you spoken to those already training at that level?
 - What can you bring to that specialty?
 - Are you keeping up-to-date with current affairs in medicine?

Which question would most strike terror into your heart?

1. How would you describe yourself?
2. What do you like least about this specialty?
3. Tell us about a relevant research paper that you have recently read?
4. Can you tell us about clinical governance? Has it improved patient safety?
5. Give us an example where you showed leadership skills?
6. What are the qualities of a good doctor? Do you have those qualities?

Panels for recruitment into hospital specialties

- Minimum of 3 x 10 min or 2 x 15 min interviews (some may have more—you will be made aware prior to interview)
- Could include stations assessing:
 - Clinical skills
 - Commitment to specialty via evidence folder (portfolio)
 - Presentation skills
 - Patient interaction – simulation (personal skills e.g. empathy and sensitivity)
 - Ethical/management scenario responses

What does a panel want to know about you?

- Why have you applied for this job/speciality?
- What can you do for us?
 - what skills, knowledge, intellectual ability can you offer?
- What kind of person are you?
 - what are your attitudes, values, motivation levels? Do you have the ability to get on with others, work in a team?
- What distinguishes you from all the other applicants?

There are likely to be ethical questions and also possible questions about current affairs in medicine and NHS policies

Evidence folder

- Know your evidence inside out
 - Follow guidelines from recruiter for presenting it
- Know your evidence upside down – literally
- Re-read person specifications
- Evidence folder will chart your development
- Provides proof of competency as well as enthusiasm for specialty
- Portfolio station video – AGCAS DVD

Preparation: the basics

- Check date / time / location / parking
- Get a good night's sleep
- Make sure you've eaten
- Appropriate dress
- First impressions count
- Body language and eye contact important

Commitment to specialty

- Keep your ePortfolio up to date - useful reminder of achievements
- Gather information for the selection centre evidence folder/portfolio station
- Keep your CV up-to-date and targeted
- Do courses e.g. leadership, surgical skills
- Royal College exams
- Conferences – save attendance certificates

- Do a taster or attend outpatient clinics
- Get involved with audits or quality improvement projects
- Give presentations and get some teaching experience
- Try to get papers or articles published
- Talk to consultants/trainees in that specialty

Points to consider

- Location v Specialty
- Expansion of primary care
- Reduction in training numbers in many specialties, especially surgery
- It's very competitive out there!
- Academic medicine (NB earlier application)
- A year out after F2?

Medical CV

Suggested content:

- Personal details
- Career plan/goal
- Personal information incl GMC number
- Professional qualifications
- Education
- Professional expertise
 - Foundation jobs
 - Locums
 - Experience gained abroad
- Practical clinical skills
- Additional courses
- Research
- Teaching and audit
- Leadership and Management
- Other relevant skills
- Interests
- References

*From ROADS to Success,
Elton & Reid (Appendix C)*



Preparing a Medical CV

- Remember - no limit on page length but good clean layout is important
- At this level maximum 4 pages suggested
- Try to get the most relevant information on page 1
- Use bullet points/headings. Bold can be useful to make sections stand out but avoid underlining
- Get a fresh pair of eyes to look over CV
- Make sure there are no spelling/grammatical errors
- Don't tell untruths or anything you can't back up at interview
- Don't leave big gaps in your CV – account for all years

Some useful interview tactics

- Stay **focused** and **slow down**.
- Have some **structure** – even if it's retrospective!
- Give yourself **thinking time** — *'In answer to your question asking me about....., I would like to begin by talking about.....'*
- Two second pause: think of the '**key features**' before you open your mouth.
- Seek **clarification** — *'Would it be helpful if I provided an example of...?'*
- A hidden compliment: *'That's a very interesting question...'*
- Ask for **feedback** — 'Is this example useful?'
- When in a hole, **stop digging** — *'Sorry, I've got a bit lost. I'd like to start again please'*

Useful Websites

- The Health Careers website www.healthcareers.nhs.uk
 - Detailed information on all specialties – role profile pages
 - Advice on the selection process
 - Videos of successful trainees
- HEE specialty training <http://specialtytraining.hee.nhs.uk>
 - Person specifications
 - Competition ratios
 - Applicant handbook
 - Also visit Oriol: <https://www.oriol.nhs.uk/Web/Vacancies> (N.B. There's the main recruitment round in the autumn, but there can be vacancies all year round)
- GP recruitment <http://gprecruitment.hee.nhs.uk/>
- [Core Medical Training](#)
- [Core Surgical Training](#)
- [Anaesthetics](#)
- [Psychiatry](#)
- [BMJ careers](#)
- [General Medical Council](#)
- [GMC ethical scenarios](#)

Reading

- Lim, D (2011). *how to get a specialty training post: the insider's guide*
 - Published by Oxford University Press
- Picard, Oliver, Wood, Dan and Yuen, Sebastian (2013) '*Medical Interviews: a comprehensive guide to CT, ST and Registrar interview skills*'
 - Published by ISC Medical