

PLASTIC SURGERY - ST3

ELIGIBILITY TO APPLY

Please make sure you meet all below eligibility criteria before applying.

QUALIFICATIONS

You must hold a Bachelor of Medicine, Bachelor of Surgery (BMBS, MBBS) degree or other equivalent medical qualification.

REGISTRATION & RIGHT TO WORK

You must:

- Be eligible to work in the UK.
- Hold full registration with the [General Medical Council \(GMC\)](#) at the time of application, **and** hold a current licence to practise on the date your post commences.
- Meet the standards set out in [Good Medical Practice](#), and not be subject to fitness to practise conditions which would prevent you taking up the post or performing fully within it.

You **must not**

- Hold, nor be eligible to hold, a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) for this specialty, **nor**
- Already be eligible for the specialist register for this specialty.

CAREER HISTORY

You must be able to provide complete details of your employment history, including any gaps.

DISCLOSURE

- You must complete all sections of the application form fully and truthfully, in accordance with written guidelines.
- You must disclose in your application if you are subject to any ongoing fitness to practise proceedings or are subject to any fitness to practise conditions.
- **If you are currently in specialty training** and are applying to continue training in the same specialty in another region, you must obtain a [Support for Application to another region form](#) signed by the Training Programme Director/Head of School of your current Specialty Training Programme. This must confirm satisfactory progress and be submitted with your application.

- **If you have previously resigned, or been removed from, a training programme in any specialty**, you must obtain a [Support for Reapplication to Specialty Training form](#) signed by the Training Programme Director/Head of School and Postgraduate Dean from the region you previously undertook training in. This must be submitted with your application.

CAPABILITY/COMPETENCES AND EXPERIENCE FOR ST3 ENTRY

Capability/Competences

You must have evidence of achievement of core surgical competences, via one of the following three methods:

- Current employment in a UK Core Surgical Training programme which leads to successful completion of the programme by the advertised post start date for the vacancy; **or**
- Successful completion of a UK Core Surgical Training programme, evidenced by a satisfactory ARCP outcome. This must be submitted with your application; **or**
- A completed *Alternative Certificate of Eligibility to Enter Higher Surgical Training*. This must be submitted with your application.

Experience

If you **wish to be considered for Locum Appointment for Training posts (where available)** you must have no more than 24 months experience in LAT posts in this specialty by the advertised post start date for the vacancy.

PROFESSIONAL EXAMINATIONS

You must have been awarded Membership of the Royal College of Surgeons (MRCS) by examination by the [‘initial offers released by’ date](#) for the round.

SELECTION CRITERIA

ESSENTIAL SELECTION CRITERIA

Eligibility

- You meet all criteria specified in the Eligibility to Apply section above.

Clinical knowledge

- Interest in, and understanding of, the training programme.

Workplace skills

- Ability to work in multi-professional teams and supervise colleagues.
- Ability to lead, make decisions, organise and motivate other team members.
- Ability to manage/prioritise own and others' time effectively.
- Ability to work safely under pressure and deliver good clinical care in the face of uncertainty.
- Ability to monitor developing situations and anticipate issues.
- Good basic IT skills, including Microsoft Office, email, and ability to learn new systems.

Academic knowledge

- Understanding of research, including awareness of ethical issues.
- Understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives.
- Knowledge of evidence-informed practice.

Personal skills

- Commitment to personal and professional development.
- Ability to work on own initiative, demonstrating curiosity.
- Strong attention to detail, preparation and planning.
- Ability to communicate messages effectively to a range of audiences.
- Ability to negotiate and build positive professional relationships.
- Strong problem-solving skills, with a scientific approach to problem solving.

Values

- Understands, respects and demonstrates the values of the NHS

Knowledge and experience

- Understanding of NHS management and resources.
- Experience of management.
- Experience of research.
- Experience of audit and quality improvement.
- Experience of teaching.

SPECIALTY SPECIFIC ESSENTIAL SELECTION CRITERIA

Clinical Skills - Clinical Knowledge & Expertise

- 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 exposure to date.

Communication skills

- Able to discuss treatment options with patients in a way they can understand.

Coping with pressure and managing uncertainty

- Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations.
- Awareness of own limitations and when to ask for help.

Commitment to specialty – Learning & personal development

- Shows realistic insight into Plastic 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.

SPECIALTY SPECIFIC DESIRABLE SELECTION CRITERIA

Clinical Skills - Clinical Knowledge & Expertise

- A minimum of 4 months experience in Plastic Surgery by post start date.
- Achievements relevant to plastic surgery, including elective or other experience.
- Attendance at, or participation in, national and international, departmental, regional and online meetings relevant to plastic surgery.
- Attendance at relevant surgical courses.
- 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.

Commitment to Specialty – Learning & Personal Development

- Achievements relevant to plastic surgery, including elective or other experience.
- Attendance at, or participation in, national and international, departmental, regional and online meetings relevant to plastic surgery.
- Attendance at relevant surgical courses.

Organisation and planning

- Understands importance and impact of information systems

**Northern Ireland Plastic Surgery Training Programme
Specialty Registrar Job Description**

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| Reports to: | Consultant Plastic Surgeons in the employing Trusts and the Postgraduate Dean |
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| Contact Information: | Training Programme Director | |
| | Mr. Shakeel Dustagheer Consultant Surgeon Ulster Hospital Dundonald Upper Newtownards Road Belfast BT16 1RH Email: surgery.nimdto@hscni.net | |

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| MAIN ACTIVITIES / RESPONSIBILITIES: | |
| Clinical | The clinical workload in each post will vary significantly but in general terms there will be three operating sessions, one or two outpatient's clinics, and one administration per week. These figures are only provided as a guideline. |
| Managerial | Trainees will have the opportunity to develop managerial skills as they rotate through the various hospitals. Trainees should undertake a formal management-training course during the final year of training. |
| Research | Trainees will be expected and encouraged to have an active interest in research and publication. This does not necessarily mean taking a year or two years out-of-programme to work towards an MD or PhD unless the trainee also wishes to undertake sub-specialist training. |
| Audit | Trainees will be expected and encouraged to have an active interest in audit and will be expected to undertake audit projects during their training. |
| Education | Trainees are expected to develop an educational contract with their Educational Supervisor within four weeks of commencement of post. This Educational Contract should be reviewed on an ongoing basis and will be submitted to the Surgical Training Committee by the trainee at the annual appraisal interview. |
| Assessment | Trainees will be invited to meet the Regional Specialty Advisor and other members of the Specialty Training Committee for an annual appraisal interview. At this interview the trainee's performance will be formally assessed against agreed standards. |

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Regional Specialty Training Committee and are determined usually on a yearly basis according to the Trainee's educational and training needs. Trainees will rotate through the various hospitals and subspecialties within the Training Scheme. The Postgraduate Dean has confirmed that these posts all have the required educational and staffing approval. Excellent postgraduate facilities exist at all units.

Further information on hospitals in Northern Ireland is available at www.hscni.net

This job description will be subject to review in the light of changing circumstances and may include other duties and responsibilities as may be determined. It is not intended to be rigid and inflexible but should be regarded as providing guidelines within which the individual works.

Please note that the Health and Social Services organisations operate "No Smoking" policies and all employees must comply with this policy.

AN EQUAL OPPORTUNITIES EMPLOYER