

## **Alternative Certificate to Enter ST4 Emergency Medicine Specialty Training 2025**

### ***Instructions to applicants:***

This certificate is required by candidates applying for emergency medicine ST4 posts who are required to demonstrate acquisition of capabilities equivalent to those achieved in core and intermediate Emergency Medicine training. It is **NOT** required by candidates meeting the following criteria:

- Currently in the penultimate year of core EM training.
- Have completed core and intermediate EM training in a UK ACCS programme with evidence of an outcome 6 at ARCP.

When using this certificate, please note:

- Unless you have exceptional circumstances, e.g. you are a refugee, you will be required to submit the fully completed certificate with your ST4 application, so it is advised that you prepare your documents in advance.
- This certificate can only be signed by a Consultant in Emergency Medicine
- Consultants are only eligible to sign these certificates if they have worked with you for a minimum continuous period of three months whole time equivalent within the 3½ years prior to the advertised start date; certificates must have been signed subsequent to this date.
- The three months should be wholly within the time limit, is whole-time equivalent and could be spread out over a period much longer than this; for example, if you are doing research but have been undertaking clinics during this time to maintain your clinical skills, the three months may be spread over the three-year period.
- If your signatory is registered with any medical regulatory authority other than the GMC, then you should also make sure they submit current evidence of their registration with that authority. A certified translation should be included if this is not in English. Historic registration with the GMC will not be accepted. The signatory must have worked within the NHS in the last five years and of the date the certificate is signed and have an accurate knowledge of the Emergency Medicine core and intermediate curriculum. Failure to provide this will result in your application being rejected.
  - The only exception to the requirement to have worked in the NHS in the last 5 years relates to consultants supervising the applicant whilst working in the Republic of Ireland, who may sign this alternative certificate provided that they are familiar with the UK Emergency Medicine curriculum.
- You should not use a signatory with whom you have a close personal relationship.
- You must have all capabilities and competences listed on this certificate signed off, either personally witnessed or via second-hand evidence, by time of application to be eligible. If you cannot demonstrate that you have achieved all your professional capabilities in one post, you may submit additional evidence to the signatory who, if they agree that it demonstrates capability/competence may accept it in lieu of direct observation. If you cannot demonstrate every professional capability, you will not be eligible for specialty training at ST4 level.
- The standard you are required to have achieved to be eligible for ST4 entry is an entrustment score of 3 – i.e. 'with your supervisor on call from home for queries, able to provide directions via phone and able to attend the bedside if required to provide direct supervision'.
- You do not need to have demonstrated all capabilities or competences within the time period in which you have worked with the signatory, but whoever is signing the form needs to be satisfied that there is no reason why these are in doubt and that they believe you are sufficiently able to enter ST4.
- The certificate **MUST** be complete in every detail, including details about the person completing it for you. Incomplete certificates may lead to your application being deemed ineligible for that recruitment round. It is strongly recommended that you check the form after your signatory has completed it.
- You must then scan, upload and attach it (as one single document) to your application form before submission.

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- 2024 and 2025 are the only version of the certificate which will be accepted for the 2025 recruitment year, no other alternative certificates will be accepted.

**Please note that it is a matter of professional probity for both applicant AND consultant signatory to complete this form accurately and honestly. Any false declaration in this form will result in any offer of a training post being withdrawn and consideration being given to you and/or your consultant signatory being referred to the GMC or other appropriate regulator.**

### **THE FOLLOWING SECTION IS TO BE COMPLETED BY THE APPLICANT:**

<b>Applicant Name</b>			
<b>Applicant GMC No</b>			
<b>Posts:</b> Please complete the table below to document the posts in which you worked with your certificate's signatory(ies).			
<b>Role/Job Title</b>	<b>Employer Name</b>	<b>Post Start Date</b>	<b>Post End Date</b>
<b>Applicant declaration</b>	I confirm that I have attained all of the professional capabilities signed off in this form and that I have worked for the consultant who has completed this certificate for a minimum continuous period of three months whole time equivalent within the three and a half years prior to the advertised post start date for which I am applying.		
	I can confirm I follow the guidance in Good Medical Practice (or equivalent) relating to prescribing for self, friends, or family		
	I confirm that I am not related to, or in a relationship with the signatory of this form		
<b>Applicant Signature</b>			

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THE FOLLOWING SECTION IS TO BE COMPLETED BY THE CONSULTANT:

<b>INSTRUCTIONS FOR CONSULTANT COMPLETING THIS FORM:</b>				
<p>Please complete one of the three boxes on the right-hand side for ALL competences as follows:</p> <ul style="list-style-type: none"> <li>Tick the box for those capabilities you have personally witnessed and those which you are unable to confirm</li> <li>Enter the initials of your colleague in the corresponding column where you are signing off a capability you have not personally witnessed. <b>If this is via reviewing an ePortfolio, please initial it with 'EP'.</b></li> </ul>				
<p><b>Section 1:</b>  <b>Professional behaviour, trust and communication</b>                      [*please note: if you are relying on evidence received rather than personally witnessing demonstration of these capabilities, please also complete the evidence section on page 12 detailing this evidence]</p> <p>The competencies shown below may be demonstrated by a review of the trainee's portfolio. This review must specifically include the comments from multiple consultant reports, the educational supervisor reports, MSFs, workplace based assessments while considering the following categories:</p>		<b>Personally witnessed</b>	<b>Evidence received*</b>	<b>Unable to confirm</b>
<b>1.1 Professional behaviour</b>	Acts in accordance with GMC guidance (or equivalent) in all interactions with patients, relatives/carers and colleagues; acts as a role model for other healthcare workers; acts as a responsible employee; AND complies with local and national requirements e.g. completing mandatory training, engaging in appraisal and assessment.			
<b>1.2 Personal organisation</b>	Attends on time for all duties, clinical commitments and teaching sessions; supervises, supports and organises others to ensure appropriate prioritisation, timely delivery of care and completion of work, including handover of care; AND delegates or seeks assistance when required to ensure that all tasks are completed			
<b>1.3 Personal responsibility</b>	Takes personal responsibility for clinical decisions, is able to justify actions, accepts responsibility for any personal errors and takes suitable action e.g.: seeking senior advice, apologising, making appropriate records and notifications			
<b>1.4 Patient centred care</b>	Considers the patient as a whole, respecting their personal circumstances, dignity, autonomy, individual healthcare decisions, and right to privacy; works with patients and colleagues to develop individual care plans; respects patients' right to refuse treatment and/or to decline involvement in research projects			
<b>1.5 Trust</b>	Acts with empathy, honesty and sensitivity in a non-confrontational manner; discusses management options with patients; responds to patient's ideas, concerns and expectations; encourages patients to make informed decisions; AND recognises patients' expertise and helps them to acquire knowledge of their condition			
<b>1.6 Consent</b>	Obtains valid consent for procedures by giving each patient the information they want and need in a way they can understand; demonstrates understanding of the principle of involving children in the decision-making process when they are able to understand and consider the options			
<b>1.7 Ethical and legal requirements</b>	Practises in accordance with guidance from the GMC or equivalent, relevant legislation and national and local guidelines; demonstrates understanding of the risks of legal and disciplinary action if a doctor fails to achieve the necessary standards of practice and care; AND completes statutory documentation correctly e.g. death certificates			
<b>Verifying consultant's signature confirming details above:</b>				
<b>Applicants name:</b>		<b>Date of completion:</b>		

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Section 1 continued: <b>Professional behaviour, trust and communication</b> [*please note: if you are relying on evidence received rather than personally witnessing demonstration of these capabilities, please also complete the evidence section on page 12 detailing this evidence]  The competencies shown below may be demonstrated by a review of the trainee's portfolio. This review must specifically include the comments from multiple consultant reports, the educational supervisor reports, MSFs, workplace based assessments while considering the following categories:		Personally witnessed	Evidence received*	Unable to confirm
<b>1.8 Confidentiality</b>	Describes and applies the principles of confidentiality in accordance with GMC guidance or equivalent and local information governance standards; follows GMC (or equivalent) guidance on the use of social media; AND describes when confidential information may be shared with appropriate third parties e.g. police			
<b>1.9 Mental capacity</b>	Performs mental state examination and assessment of cognition and capacity where appropriate; demonstrates understanding that there are situations when it is appropriate for others to make decisions on behalf of patients; AND demonstrates understanding that treatment may be provided against a patient's expressed wishes in certain defined circumstances			
<b>1.10 Protection of vulnerable groups</b>	Demonstrates understanding of the principles of safeguarding children and vulnerable adults; AND manages situations where safeguarding concerns may exist			
<b>1.11 Self-directed learning</b>	Acts to keep abreast of educational / training requirements; demonstrates change and improvement in practice as a result of reflection on personal experience and feedback; AND identifies and addresses own learning needs			
<b>1.12 Communication with patients, relatives + carers</b>	Introduces themselves to patient/carer/relative stating name and role; communicates clearly, politely, considerately, with understanding and empathy; ensures sufficient time and appropriate environment for communication; provides the necessary / desired information; AND communicates complex information clearly			
<b>1.13 Communication with patients</b>	Checks patients' understanding of options and supports patients in interpreting information and evidence relevant to their condition; AND responds to patients' queries or concerns			
<b>1.14 Communication in challenging circumstances</b>	Uses appropriate styles of communication; breaks bad news compassionately and supportively; AND manages three-way consultations e.g. with an interpreter, using sign language, or with a child patient and their family/carers			
<b>1.15 Patient Records</b>	Maintains accurate, legible and contemporaneous patient records AND ensures that entries are signed and dated			
<b>Verifying consultant's signature confirming details above:</b>				
<b>Applicants name:</b>		<b>Date of completion:</b>		

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<b>Section 2: Specialty learning outcomes</b> [*please note: if you are relying on evidence received rather than personally witnessing demonstration of these capabilities, please also complete the evidence section on page 12 detailing this evidence]		Personally witnessed	Evidence received*	Unable to confirm
<b>SLO 1: Care for the physiologically stable adult patient presenting to acute care across the full range of complexity</b>	This doctor can assess and manage all adult patients attending the ED. These capabilities apply to patient attending with both physical and psychological ill health			
	This doctor can assess and formulate a management plan for patients who present with complex medical and social needs or who manifest as one of the frailty syndromes			
<b>SLO 2: Support the ED team by answering clinical questions and making safe decisions</b>	This doctor can support the pre-hospital, medical, nursing and administrative team in answering clinical questions and in making safe decisions for discharge, with appropriate advice for management beyond the ED			
	This doctor is aware of when it is appropriate to review patients remotely or directly			
<b>SLO 3: Identify sick adult patients, be able to resuscitate and stabilise and know when it is appropriate to stop</b>	This doctor can manage all life-threatening conditions including peri-arrest and arrest situations in the ED			
	This doctor can care for ED patients and their relatives and loved ones at the end of the patient's life			
	This doctor can effectively lead resuscitation teams			
<b>SLO 4: Care for acutely injured patients across the full range of complexity</b>	This doctor can assess, investigate and manage patients attending with all injuries, regardless of complexity			
	This doctor can provide leadership of the trauma team			
<b>SLO 5: Care for children of all ages in the ED, at all stages of development</b>	This doctor can identify the sick child and initiate appropriate management steps			
	This doctor can resuscitate children of all ages, and know that this may differ dependent on developmental age and know how this differs from adult resuscitation			
	This doctor can assess paediatric patients with concerning presentations and know that some of the presenting symptoms could be manifestations of non-accidental injury			
<b>Verifying consultant's signature confirming details above:</b>				
<b>Applicants name:</b>		<b>Date of completion:</b>		

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<b>Section 2: Specialty learning outcomes continued</b> [*please note: if you are relying on evidence received rather than personally witnessing demonstration of these capabilities, please also complete the evidence section on page 12 detailing this evidence]		Personally witnessed	Evidence received*	Unable to confirm
<b>SLO 6: Procedural skills</b>	Paediatric sedation – This doctor is able to perform procedural sedation under the direct supervision of an ED consultant			
	Advanced airway management – This doctor has completed the IAC and has evidence of maintenance of RSI and airway skills			
	Non-invasive ventilation – This doctor can initiate NIV and has been observed to be competent on a patient or simulated patient			
	Open chest drain – This doctor is competent to insert an open chest drain and has been observed to be competent on a patient or simulated patient			
	DC cardioversion and external pacing – This doctor is competent at DC cardioversion and has been observed to be competent on a patient or simulated patient			
	ED management of life-threatening haemorrhage – This doctor has been observed to be competent in nasal packing, splints, tourniquet application and use of haemostatic agents.			
	Fracture / dislocation manipulation – This doctor has been observed to be competent in reduction of large joint dislocations and fracture reduction.			
	Point of care ultrasound – This doctor has made progress towards ultrasound sign off			
<b>SLO 7: Deal with complex and challenging situations in the workplace</b>	This doctor can work effectively with patients who appear angry or distressed			
	This doctor can negotiate or manage complicated or troubling interactions			
	This doctor behaves professionally in dealings with colleagues and team members within the ED			
	This doctor works professionally and effectively with those outside the ED			
<b>SLO 8: Lead the ED shift</b>	This doctor is aware of other’s workload and supports other staff members			
	This doctor is able to function as the senior clinician in the ED overnight			
<b>Verifying consultant’s signature confirming details above:</b>				
<b>Applicants name:</b>		<b>Date of completion:</b>		

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Section 2: Specialty learning outcomes continued [*please note: if you are relying on evidence received rather than personally witnessing demonstration of these capabilities, please also complete the evidence section on page 12 detailing this evidence]		Personally witnessed	Evidence received*	Unable to confirm
<b>SLO 9: Support, supervise and educate</b>	This doctor is able to demonstrate a comprehensive understanding of the impact of non-technical skills and human factors on errors and patient safety in emergency medicine			
	This doctor understands the role of debriefing in clinical practice and have some experience facilitating a debrief in simulation			
	This doctor is ready to supervise junior doctors in the emergency department, identifying gaps in their knowledge, performance and competence			
	This doctor has evidence of the delivery of teaching sessions to peers or junior colleagues on clinical topics, with feedback and reflection			
<b>SLO 10: Participate in research and managing data appropriately</b>	This doctor has evidence of critical literature appraisal activity with evidence of literature synthesis and a clinical bottom line			
<b>SLO 11: Participate in and promote activity to improve the quality and safety of patient care</b>	This doctor has evidence of participation in a quality improvement project with confirmation of role. Contributes significantly to at least one patient safety quality improvement project, including data collection, analysis and / or presentation of findings and implementation of recommendations; AND makes quality improvement link to learning / professional development			
<b>SLO 12: Manage, administer and lead.</b>	This doctor is able to successfully function within NHS organisational and management systems			
	This doctor is able to deal with ethical and legal issues related to UK clinical practice			
<b>Verifying consultant's signature confirming details above:</b>				
<b>Applicants name:</b>		<b>Date of completion:</b>		

**\*\*\*\*Please make sure that you now complete and sign the declaration on the next page\*\*\*\***

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<b>Declaration by person signing this certificate:</b>			
<b>REMINDER:</b> We would wish to remind signatories of their professional responsibilities under the General Medical Council's guidance "Good Medical Practice" (paragraph 71) which states that " <i>you must do your best to make sure that any documents you write or you sign are not false or misleading. This means that you must take reasonable steps to verify the information in the documents</i> ". <b>Failure to do so renders you, the signatory, at risk of being referred to your regulatory authority (the GMC or equivalent).</b> Patient Safety must remain your primary concern.			
<b>Your name:</b>			
<b>Professional status:</b>			
<b>Current post:</b>			
<b>Dates supervised applicant:</b>		From:	To:
<b>Address for correspondence:</b>			
<b>Email address:</b>			
<b>Your UK GMC Number:</b>			
<b>Signatories without full GMC registration:</b>			
If you do not hold full registration with the UK GMC, please give details below and you will need to <b>provide the applicant with photocopy evidence of your current registration with that body to this certificate.</b> A certified translation should be included if this is not in English. Historic registration with the GMC will not be accepted. <i>Failure to provide this will result in the applicant being rejected.</i>			
<b>Name of registering body:</b>			
<b>Your Registration Number:</b>			
<b>NHS experience</b> please give details of your experience working in the NHS within 5 years of signing this certificate			
<b>Role/Job Title</b>	<b>Employer Name</b>	<b>Post Start Date</b>	<b>Post End Date</b>
<b>For all signatories</b> ( <i>This form is invalid unless boxes A, B C and D above are ticked</i> ):			
A) <input type="checkbox"/> I confirm that I am aware of the standards expected of doctors completing Emergency Medicine Core Training curriculum and that I have first-hand knowledge of working within the NHS. Furthermore, I have worked within the NHS for at least six months in the 5 years prior to signing the certificate			
B) <input type="checkbox"/> I confirm that the doctor named above has worked for me prior to their application submission and continuously for a minimum of three months whole time equivalent within the 3½ years prior to the advertised start date			
C) <input type="checkbox"/> I can confirm that I have observed the doctor named above demonstrate all of the listed capabilities and competences <b>OR where I have not personally observed them</b> , I have received alternative evidence that I know to be reliable from a colleague working satisfactorily at a level of a senior trainee (i.e. at least ST5) or above. <b>I have listed those providing evidence on the next page.</b>			
D) <input type="checkbox"/> I confirm that I am not related to, or in a relationship with the applicant			
<b>For all signatories</b> ( <i>This form is invalid unless boxes A, B C and D above are ticked</i> ):			
<b>Verifying consultant's signature confirming details above:</b>			



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Applicants name:		Date of completion:	
<b>HOSPITAL STAMP</b> If not available, please attached a signed compliment slip and give hospital name and website address			
<b>List of people whose evidence I have used in signing this certificate:</b>			
Where I have not personally observed them, I have received alternative evidence that I know to be reliable from a colleague working satisfactorily as a senior trainee (i.e. at ST5 or above) or above, as detailed below. Please ensure that you enter the section/s of the certificate where each individual has observed outcomes. <b><i>Please note that, as part of the verification process, the recruiting process may contact these people to verify and confirm that they have provided you with such evidence:</i></b>			
<b>Person 1</b>			
Their name			
Professional status:			
Work address:			
Email address			
<b>Person 1</b>			
Their name			
Professional status:			
Work address:			
Email address			
<b>Person 1</b>			
Their name			
Professional status:			

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<b>Work address:</b>			
<b>Email address</b>			
<b>Verifying consultant's signature confirming details above:</b>			
<b>Applicants name:</b>		<b>Date of completion:</b>	