

## INTENSIVE CARE MEDICINE – ST3

ENTRY CRITERIA	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul> <p>Applicants from an Anaesthetics training background, via Core Anaesthetics or ACCS Anaesthetics or equivalent:</p> <ul style="list-style-type: none"> <li>• Primary FRCA (all components) by time of offer<sup>i</sup></li> </ul> <p>Applicants from a medicine training background, via Internal Medicine Training or ACCS Internal Medicine or equivalent:</p> <p>Either of the following:</p> <ul style="list-style-type: none"> <li>• MRCP(UK) Part 1 at time of application and MRCP(UK) full diploma by offer date.</li> <li>• Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by offer date.</li> </ul> <p>Applicants from an Emergency Medicine training background, via ACCS Emergency Medicine, Direct Route of Entry – Emergency Medicine or equivalent:</p> <ul style="list-style-type: none"> <li>• MRCEM or FRCEM Intermediate by offer date</li> </ul>	<p><b>When is this evaluated?<sup>ii</sup></b></p> <p>Application form</p> <p>Interview/selection centre<sup>iii</sup>/pre-employment check</p>
<p><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>iv</sup> from, the GMC at the advertised post start date for the vacancy<sup>v</sup></li> <li>• Have evidence of <b>either</b>: <ul style="list-style-type: none"> <li>➢ Current employment in a UK Core Training Programme; <b>or</b></li> <li>➢ evidence of achievement of core competences from a UK core training programme or equivalent, in line with GMC standards / Good Medical Practice</li> </ul> </li> </ul> <p>Applicants can enter ICM higher specialist training via 3 different core level specialty training routes: Anaesthesia, Emergency Medicine, or Internal Medicine. It is also possible to enter at two different points if following Anaesthesia or Medicine routes depending on whether the candidate wishes to pursue single ICM CCT training or dual/triple CCT training with anaesthesia, respiratory/renal/acute (all with general internal) medicine.</p> <p><b>Applicants from an Anaesthetics training background, via Core Anaesthetics or ACCS Anaesthetics or equivalent:</b></p> <ul style="list-style-type: none"> <li>• Stage 1 Certificate / Stage 1 Equivalence Certificate (2021 RCoA curriculum). To be used if you have completed a UK Anaesthetics/ ACCS Anaesthetics Core Training Programme; or</li> <li>• Current employment in a UK Core Anaesthetics / ACCS Anaesthetics Training Programme and have completion of a stage 1 certificate (2021 curriculum) by the advertised post start date for the vacancy or current employment in a UK Anaesthetic Higher Specialty training programme (2021 curriculum) at ST3, ST4 or ST5 level; or</li> <li>• Equivalence Certificate for Stage 1 (2021 RCoA curriculum) is to be used if you have not completed a UK core training programme but have all the required competencies by time of application.</li> </ul> <p>Applicants for single ICM CCT after 2 years anaesthesia core level training:</p> <ul style="list-style-type: none"> <li>• Completion of CT1 and CT2 of a UK anaesthetics core training programme PLUS primary FRCA (all components).</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p>

- ARCP outcome 1 for CT1, and ES/College Tutor confirmation of being on track to complete CT2 at time of application. Confirmation of an ARCP outcome 1 for CT2 is mandatory before commencement of ICM higher specialist training post.
- Any other applicant from an anaesthesia background should have evidence of the Full Primary FRCA **and** evidence of stage 1 equivalence **at the time of offer** if they wish to consider dual training with anaesthetics (or single ICM training). If the applicant has taken time out/worked OOP/fellowships/research, then a Basic Level Training Certificate (BLTC)/ Core Level Training Certificate (CLTC) for anaesthesia on/dated before August 2021 is acceptable for consideration of entry to single ICM CCT.

**Applicants from a medicine training background, via Internal Medicine Training or ACCS Internal Medicine or equivalent:**

- Have evidence of achievement of core medical capabilities, for the round of application, via one of the following methods:
  - Current employment in a programme which leads to successful completion of year 2 of Internal Medicine Stage 1 Training by the advertised post start date for the vacancy, via one of these approved routes:
    - UK Internal Medicine Stage 1 Training
    - UK ACCS (Internal Medicine)
    - UK Broad Based Training (medicine route)
    - JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme<sup>vi</sup>
    - UK core medical training or ACCS (acute medicine)
  - Successful completion of one of the programmes listed above, evidenced by ARCP<sup>vii</sup>
  - Evidence of achievement of the capabilities required by completion of year 2 of the Internal Medicine Stage 1 curriculum at time of application. Acceptable evidence is only permitted via the Alternative Certificate to Enter Group 2 Higher Physician Specialty Training<sup>viii</sup> although the Group 1 specialty version is equally valid.

**Applicants from an Emergency Medicine training background, via ACCS Emergency Medicine, DRE-EM or equivalent:**

- Evidence of achievement of ACCS **CT1, CT2 and CT3 Emergency Medicine** <sup>[xiii]</sup> **competences** at core trainee level by the advertised post start date for the vacancy supported by evidence from ARCP or equivalent, demonstrated by Annual Review of Competency Progression (ARCP) Outcome 6, or successful completion of Core Specialist Training in Emergency Medicine in the Republic of Ireland; **or**
- Evidence of **completion of training at ST1, ST2 and ST3 level** of Emergency Medicine Run Through training demonstrated by satisfactory progression in Annual Review of Competency Progression (ARCP).

Emergency medicine Higher specialist training Alternative Certificate. To be used if you have not completed a UK core training programme but have all the required competencies by time of application, **Applicants from an Emergency Medicine training background, via DRE-EM:**

Evidence of successful completion of **competences at ST/CT3 level** demonstrated by achievement of satisfactory progression in the Annual Review of Competency Progression

**All Applicants:**

- Must be eligible to work in the UK.
- Applicants who already possess a National Training Number in one of the agreed partner specialties (Acute Internal Medicine, Anaesthetics, Emergency Medicine, Renal Medicine, and Respiratory Medicine) must not be beyond the end of ST5 in this initial specialty of appointment at the time of interview if they are intending to undertake a Dual CCT Programme.

<p><b><i>Fitness to practise:</i></b></p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	<p><b>When is this evaluated?</b></p> <p>Application form References</p>
<p><b><i>Language skills:</i></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 assessed by the General Medical Council.<sup>ix</sup></p>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p>
<p><b><i>Health:</i></b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p><b>When is this evaluated?</b></p> <p>Application form, pre-employment health screening</p>
<p><b><i>Career progression:</i></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 evidence that their present level of achievement and performance is commensurate with the totality of their period of training.</li> </ul> <p><b>If applying from an Anaesthetics training background via Core Anaesthetics or ACCS Anaesthetics training, or equivalent:</b></p> <p>Have at least 24 months' experience<sup>x</sup> in Anaesthetics and/or Intensive Care Medicine (not including Foundation modules) by time of the advertised post start date for the vacancy (of which at least 18 months should be in Anaesthetics).</p> <p><b>If applying from a medicine training background via Internal Medicine Training or ACCS Internal Medicine, or equivalent:</b></p> <ul style="list-style-type: none"> <li>• Have sufficient experience<sup>x</sup> working in medical specialties (not including foundation level experience) by the advertised post start date for the vacancy. This can be via either: <ul style="list-style-type: none"> <li>○ Training completed in: <ul style="list-style-type: none"> <li>▪ UK Core Medical Training or UK ACCS (Acute Medicine)</li> <li>▪ The first two years of UK Internal Medicine Stage 1 Training</li> <li>▪ The first three years of UK ACCS (Internal Medicine)</li> <li>▪ The first three years of UK Broad Based Training (medicine route)</li> <li>▪ A JRCPTB internationally level 3 accredited equivalent CMT programme or the first two years of an Internal Medicine Stage 1 Training programme <b>or</b></li> </ul> </li> <li>○ Have at least 24 months' experience in medical specialties (of which at least 12 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances.<sup>xiii</sup></li> </ul> </li> </ul> <p><b>If applying from an Emergency Medicine training background via ACCS Emergency Medicine or equivalent:</b></p> <ul style="list-style-type: none"> <li>• Have at least 36 months' experience in ACCS and CT3 specialties<sup>xi</sup> (not including Foundation modules) or equivalent by time of appointment.</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre</p>

<p><b>All applicants:</b></p> <ul style="list-style-type: none"> <li>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.<sup>xii</sup></li> <li>Must 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.</li> <li>Must 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.<sup>xiii</sup></li> <li>Must not already hold or be eligible to hold a CCT in Intensive Care Medicine and is not currently on the Specialist Register, or equivalent, in any other EU member state.</li> <li><b>For those wishing to be considered for Locum Appointment for Training posts (where available):</b> no more than 24 months experience in LAT posts in the specialty by the advertised post start date for the vacancy.</li> </ul>		
<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines.</p>		<p><b>When is this evaluated?</b> Application form</p>
<p><b>SELECTION CRITERIA</b></p>		
<p><b>Qualifications</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>As Above</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>For physician entrants, MRCP (UK) at the time of application</li> <li>Higher degrees including MSc, PhD, or MD (not including intercalated BSc or 'Honorary' MA)</li> <li>Postgraduate qualifications achieved in other specialties.</li> </ul>	<p><b>When is this evaluated?</b> Application form, interview/selection centre References</p>
<p><b>Career Progression</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>As Above</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Up to 2 years' additional training/experience in related specialties at CT1/CT2 level</li> </ul>	<p><b>When is this evaluated?</b> Application form, interview/selection centre References</p>
<p><b>Language Skills</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Demonstrates adequate written and oral communication skills to manage the full range of patient interactions.</li> </ul>		<p><b>When is this evaluated?</b> Interview</p>

<b>Clinical Skills</b>		
<b>Essential Criteria</b> <ul style="list-style-type: none"> <li>Experience managing patients with severe acute medical disease by the time of commencement of ST3 training.</li> <li>Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core medical training or equivalent</li> </ul>	<b>Desirable Criteria</b> <ul style="list-style-type: none"> <li></li> </ul>	<b>When is this evaluated?</b> Application form, interview/selection centre, References
<b>Clinical Skills – Clinical Experience &amp; Knowledge</b>		
<b>Essential Criteria</b> <ul style="list-style-type: none"> <li>Demonstrates awareness of the basics of managing acute medical conditions, including emergencies such as GI bleeding, severe asthma, heart failure etc.</li> <li>Appropriate knowledge base and ability to apply sound clinical judgement to problems.</li> <li>Awareness of the basics of managing acute medical disease</li> <li>Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination.</li> <li>Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments, portfolio evidence, including logbook documentation, if applicable</li> <li>Evidence of competence to work without direct supervision where appropriate.</li> </ul>	<b>Desirable Criteria</b> <ul style="list-style-type: none"> <li>Evidence of some more advanced skills in acute medicine as defined within the Acute Internal Medicine or General Internal Medicine curricula.</li> <li>Evidence of some competences in the specialty as defined by the relevant curricula.</li> <li>Applicants must have up to date and demonstrable advanced life support skills at time of application</li> <li>Instructor status or nominated as instructor potential in above courses as appropriate or equivalent.</li> <li>Clinical experience in Intensive Care Medicine</li> </ul>	<b>When is this evaluated?</b> Application form Interview/selection centre
<b>Clinical Governance</b>		
<b>Essential Criteria</b> <ul style="list-style-type: none"> <li>Is able to demonstrate an understanding of clinical governance and risk management.</li> <li>Understands the importance of audit and QIP (Quality Improvement Projects) to the practice of Intensive Care Medicine</li> </ul>	<b>Desirable Criteria</b> <ul style="list-style-type: none"> <li>Evidence of clinical governance activity e.g., presentation at a clinical governance meeting, involvement with incident reporting, dealing with complaints</li> <li>Evidence of active participation in an audit project, a quality improvement project, formal research project at CT/ST1 and CT/ST2 or equivalent</li> <li>Completion of audit cycle</li> <li>Presentation of completed audit project.</li> </ul>	<b>When is this evaluated?</b> Application form Interview/selection centre
<b>Academic Skills</b>		
<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>When is this evaluated?</b>

<p><b>Research, Audit and Quality Improvement:</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>Teaching</b></p> <ul style="list-style-type: none"> <li>• Evidence of teaching experience and/or training in teaching</li> </ul>	<p><b>Research, Audit and Quality Improvement:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates an understanding of research methodology.</li> <li>• Evidence of relevant academic and research achievements and involvement in a formal research project</li> <li>• Evidence of relevant academic publications</li> <li>• Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which:</li> <li>• Uses recognised QI methodology.</li> <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>• Evidence of a portfolio of audit projects including where the audit loop has been closed and there is evidence of learning of the principles of change management.</li> <li>• Evidence of exceptional achievement in medicine</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in teaching students, postgraduates, and other professionals, with feedback</li> </ul>	<p>Application form Interview/selection centre</p>
<p><i>Personal Skills</i></p>		
<p><b>Personal Skills – Essential Criteria</b></p> <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, and negotiate.</li> </ul> <p><b>Problem solving and 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 and team involvement:</b></p> <ul style="list-style-type: none"> <li>• Able to work in multi-professional teams and supervise junior medical staff or other staff members as part of the MDT.</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>Personal Skills – Desirable Criteria</b></p> <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, e.g., voluntary work</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre References</p>

<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>Values:</b></p> <ul style="list-style-type: none"> <li>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)</li> </ul>		
<p><b>Probity – Professional Integrity</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Demonstrates probity (as outlined by the GMC)</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p> <p>References</p>
<p><b>Commitment to Specialty – Learning &amp; Personal Development</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</li> <li>Demonstrable interest in, and understanding of, the specialty.</li> <li>Commitment to personal and professional development</li> <li>Evidence of attendance at organised teaching and training programme(s)</li> <li>Evidence of self-reflective practice</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Extracurricular activities / achievements relevant to the specialty / ability to demonstrate an effective work-life balance.</li> <li>Evidence of participation at meetings and activities relevant to the specialty</li> <li>Active involvement with the FICM or equivalent</li> <li>Affiliation to professional societies relevant to ICM</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<sup>i</sup> The 'offer date' refers to the 'initial offers released' date set in each recruitment round; [Recruitment Timelines](#).

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

<sup>iii</sup> 'Selection centre' refers to a process, not a place. It involves a number of selection activities that may be delivered within the unit of application.

<sup>iv</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 appointment.

## PERSON SPECIFICATION 2025

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<sup>v</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

<sup>vi</sup> Details of internationally accredited JRCPTB internal medicine training programmes can be found on the JRCPTB website: <https://www.jrcptb.org.uk/about-us/international-training/locations>

<sup>vii</sup> Applicants who have an ARCP outcome with all capabilities signed off apart from the full MRCP (UK), will be eligible to apply on this basis, subject to the normal rules on completing the MRCP (UK).

<sup>viii</sup> The *Alternative Certificate to Enter Group 2 Higher Physician Specialty Training* is a document designed by the JRCPTB listing the necessary core capabilities required for progression to ST3, as defined in the internal medicine stage 1 curriculum: <https://www.jrcptb.org.uk/internal-medicine>. The certificate is available to download from the Physician Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/core-competences>. Applicants must ensure the version of the form they are using meets the requirements detailed on the website.

<sup>ix</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

<sup>x</sup> Any time periods specified in this person specification refer to full-time-equivalent.

<sup>xi</sup> The five core elements of Emergency Medicine training are Emergency Medicine, Internal Medicine, Anaesthetics, Intensive Care Medicine, and Paediatrics/Paediatric Emergency Medicine.

<sup>xii</sup> 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 HEE Local Office / Deanery that the training took place. No other evidence will be accepted. Please note that this requirement does not apply to trainees who exited Core Medical Training with an ARCP outcome 3 or 4 where they were only missing the full MRCP (UK) diploma.

<sup>xiii</sup> 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.