

# EMERGENCY MEDICINE INTERNATIONAL TRAINING (EMIT) PILOT



## UK-India Emergency Medicine Fellowships

Developing people  
for health and  
healthcare

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## INTRODUCTION

Health Education England, supported by the Royal College of Emergency Medicine and the Society of Emergency Medicine India, is piloting the recruitment of International Training Fellows in Emergency Medicine to complement our existing trainees, consultants and specialty doctors. Each post will be fully integrated within the specialty team in one of a number of Trusts within the East of England and will support high quality provision of patient care in Emergency Medicine. These posts will provide excellent training and service opportunities for doctors with varying career aspirations. The scheme is fully endorsed by the Royal College of Emergency Medicine (RCEM) and Society of Emergency Medicine India (SEMI) to give international doctors established UK based training with a view to bringing their skills back to their home country.

We will recruit up to 50 exceptional candidates for these posts. They will be based in hospitals within the East of England. In order to maximise the effectiveness of the support programmes, start dates will be fixed, and all offers of employment will be made by 31 March 2019. Candidates may be grouped into smaller cohorts, depending on their readiness to travel to the UK.

### The East of England Region

Health Education East of England (HEEoE) is the Local Education and Training Board that covers Bedfordshire, Hertfordshire, Cambridgeshire, Norfolk, Suffolk and Essex. HEEoE is a subcommittee of Health Education England, and we exist to ensure the security of workforce supply and continuously to improve the quality of education, training and development in the east of England. We also aim to enable the health and care workforce to respond effectively to the needs of patients, carers and families in the east of England's 5.8m population.

The East of England covers a geographically wide area and as such offers a wide variety of environments in which to live and work from university cities such as Norwich and Cambridge to urban populations in Basildon and Harlow and more rural settings such as King's Lynn and Great Yarmouth. Many of these rural areas have a good supply of relatively affordable housing and there are good travel connections to London. The East of England is steeped in history. There are many opportunities for outdoor pursuits as well as the arts and city culture. The Royal family have their Christmas residence in Sandringham Castle which is in West Norfolk.

Hospitals in this region have an excellent history of recruiting and supporting international medical graduates. Candidates will be welcomed by the existing diverse communities of healthcare professionals practising in the East of England and across the country.

### East of England Hospitals

There are 17 Acute hospital Trusts within the East of England and candidates will be able to express a preference for a particular placement. Placements will be allocated according to personal circumstances and interview score. The possible placements are in:

- Addenbrookes Hospital, Cambridge
- Basildon Hospital
- Bedford Hospital
- Broomfield Hospital, Chelmsford
- Colchester Hospital

- Hinchingsbrook Hospital, Huntingdon
- Ipswich Hospital
- James Paget Hospital, Great Yarmouth
- Lister Hospital, Stevenage
- Luton and Dunstable Hospital
- Norfolk and Norwich Hospital, Norwich
- Peterborough City Hospital
- Princess Alexandra Hospital, Harlow
- Queen Elizabeth Hospital, King's Lynn
- Southend Hospital
- West Herts Hospital, Watford
- West Suffolk Hospital, Bury St Edmunds

## Research and Teaching

The East of England boasts three universities with medical schools in Cambridge (Cambridge University), Norwich (University of East Anglia) and Chelmsford (Anglia Ruskin University) teaching medical students as well as offering Masters programmes for advanced clinical practice and physician associates. There are well established research programmes and a strong support for development of educational faculty with offers of bursaries for postgraduate certification in medical education. Many of the hospitals have access to simulation suites on site.

The East of England is at the forefront of training in the subspecialty of Pre-hospital Emergency Medicine and also offers sub-specialisation in Paediatric Emergency Medicine. The School of Emergency Medicine in the East of England provides a comprehensive suite of course and workshops to help trainees with each component of the F-RCEM exams.

## THE POSTS

### International Training Fellows

Successful candidates will be provided an opportunity to experience specialty training and development in the UK's National Health Service (NHS). They will receive training at Specialty Training Year 3 level or above, supervised by a qualified NHS consultant. The training plan is usually tailored to suit their educational objectives to help them to work towards attainment of competences relevant to their level of training to support their continued career development and progression.

Candidates shall be able to receive additional financial funding, subject to contract and written agreement, to support their move to England totalling more than £10,000. This includes assistance for the cost of a Tier 2 visa, £7,000 towards relocation costs and up to £2000 towards the first three months' cost of accommodation rental.

Successful candidates will be allocated a named educational supervisor for the tenure of their post who will meet regularly to agree and review short and longer-term goals and personal development needs.

Upon commencement doctors will have a regional induction to orientate them with respect to working within the NHS and settling into a new country with some of the idiosyncrasies of local language. They will also be put through a well-established regional training programme comprising of a mixture of simulation scenarios, workshops and lectures on a fortnightly basis over 2-3 months. In addition, they will be able to access the appropriate trainee resources and regional training.

The aim of the International Training Fellowship will be that candidates can return home with valuable experience of working in the NHS having achieved their desired outcome, be that completion of the FRCER or MRCEM, or completion of a defined period of training. These programmes will provide foundations for further training and employment in a variety of settings. On return, SEMI will provide a point of contact and support to help trainees into service, academic, or leadership positions.

## RESPONSIBILITIES

### Clinical Commitments

Successful applicants will be fully integrated into the Emergency Department team at their chosen hospital and will participate in the provision of urgent and emergency care on a full shift rota including work at nights and weekends according to the requirements of the chosen placement.

### Administration

The post holder will undertake the administrative duties associated with the care of his/her patients and the running of the department.

### Professional Development

The successful candidates will be fully supported regarding their personal and professional development and will, where required, be given advice, assistance and encouragement to participate in research. There are well developed junior doctor teaching programmes in each Trust and opportunities will exist for international fellows to participate in and deliver teaching. The majority of Trusts in the East of England have vast experience in integrating international doctors into their teams and it is envisaged that successful candidates will be placed with at least one other doctor from the programme. The regional training provides an excellent opportunity for successful candidates to meet together centrally and share experiences and peer support. Post-holders will be offered up to 6 weeks' funded study leave to support relevant professional development according to the national terms and conditions.

Successful applicants will be provided the opportunity to attend the set regional programme for International Fellows and subsequently make use of the appropriate regional events for trainees.

## Training Opportunities

Successful applicants will be supported to meet the training requirements equivalent to the relevant stage of the training programme. The Educational Supervisor will monitor this through regular appraisal meetings and the educational agreement. Successful applicants will be provided with the same training opportunities of equivalent UK appointed trainees within the training programme.

## Research and Publication

There will be opportunity for the successful applicants to be involved in research or Audit/Quality Improvement or publication.

## Terms and Conditions of Service

Successful candidates will receive a basic annual salary equivalent to that of an ST3 post, (new junior doctor contract). This is based on the pay and conditions of service for hospital medical and dental staff. In addition to the basic salary they will receive the standard pay premium for the unsocial hours commitment. This will vary between placements according to the intensity of the rota.

The pay band doctors will be offered will be that operational at the time they sign their contract in line with Medical and Dental terms and conditions of service.

Shortlisted candidates will be required to complete a health statement and the Trust may require an individual to pass a medical examination as a condition of appointment. Before commencing he/she will be required to furnish us with proof of their Hepatitis B immunity status and that they have not been exposed to Hepatitis C infection. Certification is only acceptable if it is taken by an Occupational Health Service within the UK, dated within 5 years of current date and shown to be an identified validated sample (i.e. proof such as a passport or driving licence was provided to the Occupational Health service at the time of providing the blood sample).

Satisfactory Disclosure and Barring Service (DBS) clearance or Certificate of Good Standing and references will be sought by the Trust prior to commencement in the post. The DBS was established in 2012 to help prevent unsuitable people from working with vulnerable groups, including children.

Due to the nature of the work in this post, it is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975).

Applicants are therefore not entitled to withhold information about convictions, including those, which, for other purposes are “spent”, under the provisions of the Act, and are required to disclose convictions, including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.



## Leave

Annual leave entitlement is set out within the Terms and Conditions of Service for hospital medical staff.

Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Supervising Consultant and Clinical Director.

## Appraisal and Development

Annual Appraisal of all International Fellows is expected to occur within your chosen Trust. This is conducted by a trained, Trust-nominated appraiser. It is expected that you will comply with the process and engage with the software within the designated time-frame. Yearly appraisals are a key element to the Department of Health's Revalidation cycle for all medical staff in the NHS.

## Equal Opportunities

The post holder must at all times carry out responsibilities and duties with due regard to the relevant Trust's Equal Opportunities Policy.

## Health and Safety

International training fellows are expected to undertake the appropriate management responsibilities and be aware of individual responsibilities in accordance with the relevant Trust's Health and Safety Policy and report, as necessary, any untoward accident, incident or potentially hazardous environment. The post-holder will promote and implement the Health and Safety Policy.

## Personal Data

All Person's Identifiable Information (PII) must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines (Caldicott) and the Data Protection Act 2018 unless explicit written consent has been given by the person identified; or where information sharing protocols exist.

International training fellows are responsible for meeting the requirements of the Data Protection Act 2018 to ensure that PII is up to date, that data is timely, and that information is securely stored and safely disposed of when there is no continuing requirement for its retention.

All clinicians are responsible for ensuring that clinical information extracts or reports are accurate prior to distribution.

## EAST OF ENGLAND INTERNATIONAL FELLOW IN EMERGENCY MEDICINE PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications.	<p>MBBS.</p> <p>Minimum of 24 months in Emergency Medicine at SHO/ST or SpR level.</p> <p>ALS/ACLS provider.</p> <p>MRCEM or FRCEM Primary and Intermediate SAQ.</p> <p>IELTS or OET certificate at standards allowing GMC registration and eligibility for Tier 2 visa.</p>	<p>APLS/EPALS.</p> <p>ATLS/ETC.</p>
Registration	<p>Eligible for full registration with and hold a current licence to practice from the General Medical Council at intended start date.</p>	
Communication skills.	<p>Good written and verbal communication skills.</p> <p>Evidence of the ability to communicate with patients, colleagues and staff at all levels.</p>	
Leadership skills.	<p>Ability to motivate and teach junior medical staff.</p> <p>Ability to lead, direct and delegate tasks appropriately.</p>	
Other requirements.	<p>Ability to gain the trust and confidence of colleagues and patients.</p>	



	<p>Competent in all relevant IT packages, including Microsoft and patient administration systems and PACS.</p> <p>Ability to work as part of a multi-disciplinary team with appropriate inter-personal skills for effective team working.</p> <p>Understands the principles of data protection and patient confidentiality.</p>	
Transport.	Ability to travel to all Trust sites and other locations as required.	
Health.	<p>Full immunisation schedule in accordance with Occupational Health.</p> <p>Capacity to work under pressure.</p>	
Audit and Clinical Governance.	<p>Interest in, and knowledge of, medical audit and understands the principles of evidence-based audit.</p> <p>An understanding of the principles of Clinical Governance.</p>	Evidence of audit participation.
Academic.		<p>Research skills.</p> <p>Evidence of involvement in teaching.</p> <p>Evidence of involvement in research.</p>

## APPLICATIONS

Applications to the International Training Fellow posts in the East of England will be open from 23<sup>rd</sup> November 2018 and can be made via [Apply.EMIT@hee.nhs.uk](mailto:Apply.EMIT@hee.nhs.uk) . Individuals will be required to provide a Curriculum Vitae, a cover letter and complete the application document that will be provided. The application closure date will be the 31<sup>st</sup> December 2018 and successful candidates will be informed of their notification for interview on the 7<sup>th</sup> January 2019.

Interviews will take place from 24<sup>th</sup> to 25<sup>th</sup> January 2019 in Hyderabad.

The selection process will be all day to include OSCE scenarios plus a standard face to face interview.

Offers will be sent out by 4<sup>th</sup> February 2019.

Start date 1<sup>st</sup> June 2019. For those who are not able to start by 1<sup>st</sup> June 2019, there may be an option to defer to a subsequent recruitment round.

More information can be obtained by contacting: [jon.james@hee.nhs.uk](mailto:jon.james@hee.nhs.uk)