

EMERGENCY MEDICINE INTERNATIONAL TRAINING (EMIT) PROGRAMME



Emergency Medicine Fellowships



The Society for
Emergency
Medicine
India



The Royal College of
Emergency Medicine

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INTRODUCTION

[Health Education England \(HEE\)](#), supported by the [Royal College of Emergency Medicine \(RCEM\)](#) and the [Society of Emergency Medicine India \(SEMI\)](#), is re-launching the [Emergency Medicine International Training \(EMIT\)](#) Programme. This programme is aimed at recruiting International candidates with an Emergency Medicine background 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 three Regions in England and will support the 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 programme is fully endorsed by the RCEM and the SEMI to give international doctors established UK based training with a view to them taking these skills back to their home countries.

We aim to recruit up to 60 exceptional candidates for these posts. They will be based in hospitals within three Regions of England. In order to maximise the effectiveness of the support programmes, start dates will be fixed. That said, candidates may be grouped into smaller cohorts, depending on their readiness to travel to the UK.

REGIONS

THE EAST OF ENGLAND REGION

[Health Education England, East of England \(HEE | EoE\)](#) is the Local Education and Training Board that covers Bedfordshire, Hertfordshire, Cambridgeshire, Norfolk, Suffolk and Essex. HEE | EoE is a subcommittee of

[HEE](#), and we exist to ensure the security of workforce supply and to continuously 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 with 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 Region Hospitals Trusts

There are 17 Acute hospital Trusts within the East of England Region, click on the link below for more information on each Trusts.

- [Addenbrookes Hospital, Cambridge](#)
- [Basildon Hospital](#)
- [Bedford Hospital](#)
- [Broomfield Hospital, Chelmsford](#)
- [Colchester Hospital](#)

- [Hinchingsbrooke 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 in the East of England Region

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 courses and workshops to help trainees with each component of the F/MRCEM exams.

THE NORTH EAST AND YORKSHIRE REGION

Health Education England North East and Yorkshire offers high quality training across a wide geographical area in the North East of England. We offer training placements in large cities, market and coastal towns and more rural areas to provide the full experience of life in the UK's largest group of counties. We exist to ensure the security of workforce supply by continuously improving the quality of our education, training and development in the North East and Yorkshire Region. We are responsive to the changing needs and values of the NHS and fully recognise the role that learners and trainees play in delivering patient care and healthcare.

The Region spans university cities such as Leeds and Sheffield to urban populations in York and Bradford and coastal areas such as Hull and Scarborough. The Region lies at the heart of Britain with excellent transport links and a broad portfolio of affordable housing. From the ruins of ancient World Heritage abbeys and castles to rock sports, cycling and surfing, the Regions great outdoors have something to offer everyone. Creativity flows through a diverse range of museums, art galleries, and craft centres. The region plays host to a plethora of theatre productions, music concerts, and annual festivals. With 1,000 square miles of national park and lively cities and towns, you'll never be stuck for things to do in this Region.

North East and Yorkshire Hospital Trusts

There are 23 Acute NHS Trusts across the North East and Yorkshire Region, click on the link below for more information on the Trusts:

- [Airedale NHS Foundation Trust](#)
- [Barnsley Hospital NHS Foundation Trust](#)
- [Bradford Teaching Hospitals NHS Foundation Trust](#)
- [Calderdale & Huddersfield NHS Foundation Trust](#)
- [City Hospitals Sunderland NHS Foundation Trust](#)
- [County Durham & Darlington NHS Foundation Trust](#)
- [Doncaster and Bassetlaw Hospitals NHS Foundation Trust](#)
- [Gateshead Health NHS Foundation Trust](#)
- [Harrogate and District NHS Foundation Trust](#)
- [Hull & East Yorkshire Hospitals NHS Trust](#)
- [Leeds Teaching Hospitals NHS Trust](#)
- [Mid Yorkshire Hospitals NHS Trust](#)
- [Newcastle Upon Tyne Hospitals NHS Foundation Trust](#)
- [North Cumbria University Hospitals NHS Trust](#)
- [Northumbria Health Care NHS Foundation Trust](#)
- [Northern Lincolnshire & Goole NHS Foundation Trust](#)
- [North Tees and Hartlepool NHS Foundation Trust](#)
- [Sheffield Teaching Hospitals NHS Foundation Trust](#)
- [South Tees Hospitals NHS Foundation Trust](#)
- [South Tyneside NHS Foundation Trust](#)
- [The Rotherham NHS Foundation Trust](#)
- [Wrightington, Wigan & Leigh NHS Foundation Trust](#)
- [York Teaching Hospitals NHS Foundation Trust](#)

Learning and Training in the North East and Yorkshire Region

Following significant investment, Health Education England, North East and Yorkshire Region is at the forefront of clinical skills and simulation. Learners have access to extensive clinical skills facilities including state-of-the-art high-fidelity simulators, manikins and simulated patient environments. This allows trainees to develop their skills on simulators and in clinical skills laboratories in advance - resulting in increased confidence. This investment has led to immediate patient safety benefits.

Within the North East and Yorkshire Region, our hospitals have a vast experience of recruiting and supporting international medical graduates and is a friendly, welcoming place to live and work.

THE SOUTH - CENTRAL REGION: WESSEX

[Health Education England, Wessex](#) is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and South Wiltshire.

We are responsible for the management of postgraduate medical and dental education of 2,500 trainees working in 13 NHS Trusts and in more than 140 GP practices. We have strong links with the University of Southampton School of Medicine, plus Winchester, Portsmouth and Bournemouth universities.

Excellent healthcare depends on a caring, compassionate highly skilled and educated workforce working in a supportive culture.

It is our responsibility to ensure that the NHS and all healthcare providers across the private, voluntary and independent sector in our region have the right people, with the right skills at the right time. Our job is to ensure that students and trainees are equipped to meet future challenges and to support employers developing their own workforces today.

We also support building a workforce that contributes to improving health outcomes for everybody in Wessex, so that no matter where we live, we have the same chances of a long and healthy life.

Wessex Hospital Trusts

Of the 13 Trusts in Wessex, there are 7 acute Trusts that are recognised for training Emergency Medicine trainees from ST1-6. We would ensure that successful applicants are appointed to one of these, so that there is assurance that the quality of education and training for international graduates is of the same quality as those on UK training schemes.

- [The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust](#)
- [Dorset County Hospital NHS Foundation Trust](#)
- [Hampshire Hospitals NHS Foundation Trust](#)
- [Poole Hospitals NHS Foundation Trust](#)
- [Portsmouth Hospitals NHS Trust](#)
- [Salisbury NHS Foundation Trust](#)
- [University Hospital Southampton NHS Foundation Trust](#)

Research and Teaching in the South-Central Region

The Wessex School of Emergency Medicine is committed to delivering the

highest quality of training across the breadth of emergency care. We work with all clinical staff to improve their experience of working in Wessex.

We provide excellent support for both trainees and non-trainees to enable you to reach your full potential and achieve the best results possible for Fellowship of the Royal College of Emergency Medicine exams. Wessex has examiners in every training site which reflects in our excellent exam pass rates.

Wessex training is consistently highly rated in EM trainee surveys. All our courses are open to international medical graduates and include examination topics, simulation skills and quality improvement.

We will work with you to develop any areas of special interest and provide a wide range of support across the curriculum.

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, 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.

Pastoral Support

Candidates shall be able to receive additional financial funding, subject to contract and written agreement, to

support their move to England. This amount will be confirmed at interview and will be in line with the Regional relocation policy.

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 the 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 gained from working within the NHS having achieved their desired outcome, be that completion of the FRCEM, or completion of a defined period of training. This programme will provide the foundations for further training and employment in a variety of settings.

Salary

Candidates will receive a basic salary of **£47,142** per annum with the potential to earn additional unsocial hours pay which would increase the basic salary to between **£55 - £65,000** per annum.

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.

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. A majority of Trusts in England have a vast amount of 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 EMIT programme. The regional training provides an excellent

opportunity for successful candidates to meet 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 the opportunity for the successful applicants to be involved in research or Audit/Quality Improvement and/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 hour's 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 (OHS) 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 OHS 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.

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 timeframe. Yearly appraisals are a key element to the Department of Health's Re-validation 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 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.

APPLICATIONS

Applications to the EMIT Programme will be open from the 07th June 2019 and can be made by completing the application form. This form can be found alongside the Information document by clicking on this [link](#) and, once completed should be forwarded to the EMIT team at apply.emit@hee.nhs.uk.

INTERVIEWS

Interviews will take place in four countries to enable the candidates to have fair access to the programme.

The countries that are under consideration are; India (Hyderabad or Chennai), Malaysia (Kuala Lumpur), Singapore (Singapore) and the United Arab Emirates (Dubai). There is the opportunity to be considered for two interview dates, but candidates need to be aware that the later they interview the later the start date.

The interviews will consist of five stations and will last up to two hours. The stations will be assessed on;

1. Prioritisation
2. Patient Safety
3. OSCE Exam
4. Portfolio Check
5. Informal Chat, Heads of Schools

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><i>F/MRCEM Primary and Intermediate SAQ.</i></p> <p>PLAB plus part of the FRCCEM exam</p> <p><i>IELTS (level 7.5) or OET (Grade B in all areas)</i> certificate at standards allowing GMC registration and eligibility for Tier 2 visa.</p>	<p>APLS/ EPALS/ PALS.</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. This will require PLAB plus if candidate has not obtained the MRCEM diploma</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 interpersonal skills for effective team working.</p> <p>Understands the principles of data protection and patient confidentiality.</p>	

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Transport.	Ability to travel to all Trust sites and other locations as required.	
Health.	Full immunisation schedule in accordance with Occupational Health. Capacity to work under pressure.	
Audit and Clinical Governance.	Interest in, and knowledge of, medical audit and understands the principles of evidence-based audit. An understanding of the principles of Clinical Governance.	Evidence of audit participation.

Learner Journey



More information can be obtained by contacting the EMIT team on; jon.james@hee.nhs.uk