

Introduction

On behalf of our client, who is specializing in the supply of healthcare professionals to NHS Hospitals, Private hospitals and Social Care services in the UK.

We currently have an order from an NHS Trust to recruit 60 Doctors. We are looking for medicals with the right experience, interested in longevity and wanting to engage with a robust training programme and aiming towards progression to Consultant grade through alternative means like CESR, for which full support and guidance will be provided.

Successful candidates will be allocated to one of two cohorts - April 2021 and September 2021.

Required specialities:

General Medicine-SHO and SpR	Anesthetics -SpR only
Acute Medicine-SHO and SpR	Oncology-SHO and SpR
Emergency Medicine-SHO and SpR	General Surgery-SHO and SpR
Pediatric Medicine-SHO and SpR	Renal-SHO and SpR
Trauma & Orthopedics	Critical Care
Older Persons Medicine-SHO and SpR	
Basic Salary for SHO £32,478 to £42,969 Weekend allowance up to 15% of pay ,On call allowance up to £3,000 per annum	SPR £ 32,478 to £51,069 Weekend allowance - up to 15% of pay On call allowance - up to £3,000 per annum

All Candidates will be asked to prepare a short presentation for the interviewing team, and the topic will be provided 3 working days prior to the interview.

SHORenalandSpR

Registrar Grade (ST3+ Level)

RENAL

Topic	Essential Criteria	Desirable Criteria
Qualifications	<p>Primary Medical Qualification from GMC recognized university/institution</p> <p>Full GMC registration with no restriction to practice - MRCP</p>	Postgraduate Degree
Years of Experience in Specialty	Minimum 5 years continuous working as a doctor post qualification, including 3 years working in internal medicine or a medical specialty, some experience of working in renal medicine	
Specialty Examinations	MRCP	Renal SCE (Specialty Certificate Examination)
Mandatory Procedures - able to do independently (no direct supervision required)	<p>Peripheral venous cannulation & venipuncture</p> <p>Arterial blood gas sampling</p> <p>Urethral catheter insertion</p> <p>Ascitic drain insertion</p> <p>Lumbar puncture/CSF sampling</p> <p>Naso-gastric tube placement</p> <p>Central Venous access/line insertion</p> <p>Diagnostic pleural "tap"/sampling</p> <p>Pleural drain insertion</p>	Temporary Dialysis Lines
Mandatory Procedures - able to do independently (no direct supervision required)	<p>Peripheral venous cannulation & venipuncture</p> <p>Arterial blood gas sampling</p> <p>Urethral catheter insertion</p> <p>Ascitic drain insertion</p> <p>Lumbar puncture/CSF sampling</p> <p>Naso-gastric tube placement</p> <p>Central Venous access/line insertion</p> <p>Diagnostic pleural "tap"/sampling</p> <p>Pleural drain insertion</p>	Temporary Dialysis Lines
Mandatory Procedures - able to do under Supervision		Temporary Dialysis Lines, Tunneled Dialysis Lines, Renal Biopsies
Resuscitation Courses	Advanced Life Support (or equivalent)	
Other	Evidence of Audit or Quality Improvement, or relevant alternative	

**SHO Grade
(Core Level)**

RENAL

Topic	Essential Criteria	Desirable Criteria
Qualifications	Primary Medical Qualification from GMC recognized university/institution Full GMC registration with no restriction to practice	
Years of Experience in Specialty	Minimum 2 yrs post qualification	Experience within Renal
Specialty Examinations		MRCP (or part thereof)
Mandatory Procedures- able to do independently (no direct supervision required)	Venipuncture Cannulation Arterial Blood Gas Sampling Urethral Catheterization (male and female) Blood Cultures Ability to perform an ECG	
Mandatory Procedures- able to do under Supervision		
Resuscitation Courses	Basic Life Support	Advanced Life Support

SHO Emergency Medicine and SpR

Registrar Grade (ST3+ Level)	EMERGENCY MEDICINE
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Topic	Essential Criteria	Desirable Criteria
Qualifications	<p>Primary Medical Qualification from GMC recognized university/institution</p> <p>Full GMC registration with no restriction to practice</p>	
Years of Experience in Specialty	<p>Minimum 3 years of SHO Emergency experience</p> <p>Experience of working at SpR level in Emergency Medicine</p>	
Specialty Examinations	FRCEM in progress or completed	MCEM
Mandatory Procedures - able to do independently (no direct supervision required)		
Mandatory Procedures - able to do under Supervision		
Resuscitation Courses	Advanced Life Support, APLS, ATLS or equivalent	
Other	<p>Up to date knowledge of Emergency Medicine</p> <p>Evidence of ability to apply sound clinical knowledge to the job</p> <p>Evidence of experience making clinical decisions and managing risk</p> <p>Evidence of aptitude for practical skills required for job</p>	

**SHO Grade
(Core Level)**

EMERGENCY MEDICINE

Topic	Essential Criteria	Desirable Criteria
Qualifications	Primary Medical Qualification from GMC recognized university/institution Full GMC registration with no restriction to practice	
Years of Experience in Speciality	Minimum 3 years of SHO Emergency experience Experience of working at SpR level in Emergency Medicine	
Specialty Examinations	FRCEM in progress or completed	MCEM
Mandatory Procedures - able to do independently (no direct supervision required)		
Mandatory Procedures - able to do under Supervision		
Resuscitation Courses	Advanced Life Support, APLS, ATLS or equivalent	
Other	Up to date knowledge of Emergency Medicine Evidence of ability to apply sound clinical knowledge to the job Evidence of experience making clinical decisions and managing risk Evidence of aptitude for practical skills required for job	

**SHO Grade
(Core Level)**

EMERGENCY MEDICINE

Topic	Essential Criteria	Desirable Criteria
Qualifications	Primary Medical Qualification from GMC recognised university/institution Full GMC registration with no restriction to practice	
Years of Experience in Specialty	Evidence of Completion of 2-year training programme Demonstrable experience within Emergency Medicine Practical experience of working in various medical and surgical specialties	
Specialty Examinations		
Mandatory Procedures - able to do independently (no direct supervision required)	Cannulate and catheterize patients	
Mandatory Procedures - able to do under Supervision		
Resuscitation Courses	Basic Life Support	Advanced Life Support or equivalent
Other	Initiate treatment of common medical conditions Evidence of ability to manage time, manage information, prioritise clinical need Evidence of ability to maximise safety and minimise risk Evidence of ability to monitor developing situations and anticipate issues Evidence of ability to take clear and concise case histories Evidence of ability to conduct a good clinical examination Evidence of annual appraisal IT Skills	Publications Prizes and Honours

SpR Anaesthetics

Registrar Grade (ST3+ Level)	ANAESTHETICS
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Topic	Essential Criteria	Desirable Criteria
Qualifications	Primary Medical Qualification from GMC recognized university/institution Full GMC registration with no restriction to practice Primary FRCA	
Years of Experience in Specialty	3 years in specialty	
Specialty Examinations	FRCA	
Mandatory Procedures - able to do independently (no direct supervision required)	Independently anaesthetize ASA grade 1-3 patients for minor and intermediate surgery	
Mandatory Procedures - able to do under Supervision	Anaesthetise ASA grade 4 and Major Surgery complex cases	
Resuscitation Courses	Advanced Life Support	
Other		Maternity experience desirable

SHO General Medicine and SpR

Registrar Grade (ST3+ Level)

MEDICINE

Topic	Essential Criteria	Desirable Criteria
Qualifications	<p>Primary medical qualification from a GMC recognised institution/university</p> <p>Full GMC registration with no restrictions on practice</p> <p>MRCP (complete)</p> <p>Advanced Life Support (or equivalent)</p>	
Years of Experience in Specialty	<p>Minimum 5 years continuous working as a doctor post qualification, including 3 years working in internal medicine or a medical specialty</p> <p>Currently working as a Doctor in Internal Medicine or a Medical Specialty for more than 1 year and able to provide references</p>	<p>More than 1 year working as a Registrar/Middle Grade equivalent in Internal Medicine or a Medical Specialty</p>
Specialty Examinations	<p>Primary medical qualification from a GMC recognised institution/university</p> <p>Full MRCP</p>	

Mandatory Procedures - able to do independently (no direct supervision required)	<p>Peripheral venous cannulation & venipuncture</p> <p>Arterial blood gas sampling</p> <p>Urethral catheter insertion</p> <p>Ascitic drain insertion</p> <p>Lumbar puncture/CSF sampling</p> <p>Naso-gastric tube placement</p>	<p>Central Venous access/line insertion</p> <p>Diagnostic pleural "tap"/sampling</p> <p>Pleural drain insertion</p>
Resuscitation Courses	Advanced Life Support or equivalent	
Other	<p>Supporting evidence of being able to lead a team</p> <p>Ability to lead the medical team at night & at weekends unsupervised</p> <p>Willing and able to work nights and weekends</p>	

**SHO Grade
(Core Level)**

MEDICINE

Topic	Essential Criteria	Desirable Criteria
Qualifications	<p>Primary Medical Qualification from GMC recognised institution/university</p> <p>Full GMC registration with no restriction to practice</p> <p>Intermediate Life Support (or equivalent)</p>	<p>MRCP part 1</p> <p>MRCP part 2 (written)</p> <p>Advanced Life Support (or equivalent)</p>
Years of Experience in Specialty	<p>Minimum 2 years continuous working as a doctor post qualification, with at least 1 year working in Internal Medicine or a Medical Specialty</p> <p>Worked more than 6 months in Medicine/Medical Specialty within the past year</p>	
Mandatory Procedures - able to do independently (no direct supervision required)	<p>Peripheral venous cannulation & venepuncture</p> <p>Arterial blood gas sampling</p> <p>Urethral catheter insertion</p> <p>Naso-gastric tube placement</p>	<p>Ascitic drain insertion</p> <p>Lumbar puncture/CSF sampling</p>
Resuscitation Courses	Intermediate Life Support	
Other	<p>Supporting evidence of being able to see, assess, examine, form a differential diagnosis and management plan independently</p> <p>Willing & able to work nights and weekends</p> <p>Currently working as a Doctor and able to provide references</p>	

RegistrarGrade(ST3+ Level)

ONCOLOGY

Topic	EssentialCriteria	DesirableCriteria
Qualifications	<p>Primary Medical Qualification from GMC recognised university/institution</p> <p>Full GMC registration with no restrictions to practice</p> <p>MRCP</p>	
Years of Experience in Speciality	SHO experience in Oncology	<p>Oncology outpatient clinic experience</p> <p>Acute Oncology experience</p>
Specialty Examinations	Full MRCP	
Mandatory Procedures - able to do independently (no direct supervision required)	<p>Peripheralvenouscannulation&ve nepuncture</p> <p>Arterial blood gas sampling</p> <p>Urethral catheter insertion</p> <p>Naso-gastrictubeplacement</p>	<p>Ascitic drain</p> <p>Lumbar puncture</p>
Mandatory Procedures – able to do under Supervision		<p>Ascitic drain</p> <p>Lumbar puncture</p>
Resuscitation Courses		Advanced Life Support
Other		Previous chemotherapy prescribing experience

SHOGrade (CoreLevel)

ONCOLOGY

Topic	EssentialCriteria	DesirableCriteria
Qualifications	PrimaryMedicalQualificationfromGMCrecogniseduniversity/institution FullGMCregistrationwithnorestrictionstopractice	MRCP(orpartsthereof)
Years ofExperienceinSpeciality	nomandatoryexperience	experience within oncology specialism
Specialty Examinations		
MandatoryProcedures - able to do independently (no direct supervision required)	VenipunctureCannulation ArterialBloodGasSampling UrethralCatheterization(maleandfemale) BloodCultures Ability to perform an ECG	
MandatoryProcedures - able to do under Supervision		Ascitic drain
Resuscitation Courses	BasicLifeSupport	AdvancedLifeSupport

Registrar Grade (ST3+ Level)

OLDER PERSONS MEDICINE

Topic	Essential Criteria	Desirable Criteria
Qualifications	<p>Primary medical qualification from a GMC recognized institution/university</p> <p>Full GMC registration with no restrictions on practice</p> <p>MRCP (complete)</p> <p>Advanced Life Support (or equivalent)</p>	
Years of Experience in Specialty	<p>Minimum 5 years continuous working as a doctor post qualification, including 3 years working in internal medicine or a medical specialty</p> <p>Currently working as a Doctor in Internal Medicine or a Medical Specialty for more than 1 year and able to provide references</p>	
Specialty Examinations	MRCP	Additional courses desirable
Mandatory Procedures - able to do independently (no direct supervision required)	<p>Peripheral venous cannulation & venepuncture</p> <p>Arterial blood gas sampling</p> <p>Urethral catheter insertion</p> <p>Naso-gastric tube placement</p>	<p>Ascitic drain insertion</p> <p>Lumbar puncture/CSF sampling</p>
Resuscitation Courses	Advanced Life Support or equivalent	

SHO Grade (Core Level)

OLDER PERSONS MEDICINE

Topic	EssentialCriteria	DesirableCriteria
Qualifications	PrimaryMedicalQualificationfromGMCrecogniseduniversity/institution FullGMCregistrationwithnorestrictionstopractice	MRCP
Years ofExperience in Specialty	2years postprimaryMedicalQualification	
Specialty Examinations		MRCP
MandatoryProcedures - able to do independently (no direct supervision required)	Venipuncture Cannulation Arterial Blood Gas Sampling Urethral Catheterization (male and female) Blood Cultures Ability to perform an ECG Administer IV Medication	
Resuscitation Courses	Advanced Life Support (ALS)	

SHOTraumaandOrthopaedics MedicineandSpR

RegistrarGrade(ST3+ Level) TRAUMAANDORTHOPAEDICS		
Topic	EssentialCriteria	DesirableCriteria
Qualifications	PrimarymedicalqualificationfromaGMCrecognisedinstitution/university FullGMCregistrationwithnorestrictionsonpractice	
Years of Experience in Specialty	Minimum 5 yrs. post qualification with 2 - 3yearsinsurgery/orthopedics	WorkedatRegistrarlevelintheUKpreviously
SpecialtyExaminations	Full MRCS	
MandatoryProcedures - abletodoindependently (nodirectsupervisionrequired)	DemonstrableITSkills Goodcommunicationskillswithpatientsandrelatives On-Call experience, and decision-makingskills Basic EDOrthopedic Procedures-manipulatejoints,simplefractures,apply plasters	
MandatoryProcedures-Able to do undersupervision	BasicOrthopedicOperations	
Resuscitation Courses	BasicLifeSupport Care of the Critically Ill Surgical Patient(CRRISP) BasicSurgicalSkills(BSS)	AdvancedLifeSupportorequivalent

Topic	Essential Criteria	Desirable Criteria
Qualifications	Primary Medical Qualification from GMC recognized university/institution Full GMC registration with no restriction to practice	
Years of Experience in Specialty	Minimum 2 years continuous working as a doctor post qualification	
Specialty Examinations		MRCS
Mandatory Procedures - able to do independently (no direct supervision required)	Evidence of safety on wards Evidence on call for Trauma patients Venipuncture Cannulation Arterial Blood Gas Sampling Urethral Catheterization (male and female) Blood Cultures Ability to perform an ECG Administer IV Medication	
Resuscitation Courses	Basic Life Support (BLS)	AO Resuscitation Advanced Trauma Life Support (ATLS) Care of the Critically Ill Surgical Patient (CRISP) Basic Surgical Skills (BSS)

SHOPAediatricMedicineandSpR

RegistrarGrade (ST3+ Level)	Paediatrics
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Topic	EssentialCriteria	DesireableCriteria
Qualifications	PrimaryMedicalQualificationfromGMCrecognizeduniversity/institution FullGMCregistrationwithnorestrictionstopractice AdvancedPaediatricLifeSupportorEquivalent MRCPCH	
Years of Experience in Specialty	Minimum3years' experiencewithinPaediatrics	
Specialty Examinations	MRCPH	
Mandatory Procedures - able to do independently (no direct supervision required)	Bag Mask ventilation Lumbar Puncture Intubation of term newborns Paediatric Cannulation Umbilical Venous Catheterization	
Mandatory Procedures - able to do under Supervision	Preterm Intubation Long Line Insertion	Preterm Intubation Long Line Insertion Umbilical Arterial Catheterization
Resuscitation Courses	Advanced Paediatric Life Support (or equivalent) Newborn Life Support (or equivalent)	Evidence of resuscitation instruction and teaching
Other	Understands principles of clinical governance and medical audit. Evidence of involvement in audit Management of common paediatric emergencies	Evidence of involvement in research, Safeguarding Level 2

**SHO Grade
(Core Level)****Paediatrics**

Topic	Essential Criteria	Desirable Criteria
Qualifications	Primary Medical Qualification from GMC recognized university/institution Full GMC registration with no restriction to practice	
Years of Experience in Specialty	Minimum 1 year experience within Paediatrics	
Specialty Examinations		MRCPH (part completed)
Resuscitation Courses	Pediatric Immediate Life Support	Advanced Pediatric Life Support Newborn Life Support
Other		Safeguarding Level 2

SHO Surgery and SpR

Registrar Grade (ST3+ Level)

SURGERY

Topic	Essential Criteria	Desirable Criteria
Qualifications	<p>Primary Medical Qualification from GMC recognized university/institution</p> <p>Full GMC Registration with no restriction to practice</p> <p>Advanced Life Support or Equivalent</p>	
Years of Experience in Specialty	5 yrs. post qualification with a minimum 2 years' experience within Surgery	
Specialty Examinations	MRC Sore equivalent	
Mandatory Procedures - able to do independently (no direct supervision required)	<p>Appendicectomy</p> <p>Incision and drainage of Abscess/Examination Under Anesthesia</p> <p>Simple Hernia</p> <p>Laparotomy for small bowel obstruction</p>	
Mandatory Procedures - able to do under Supervision	<p>Other Laparotomy</p> <p>Laparoscopic Cholecystectomy</p>	
Resuscitation Courses	Advanced Life Support or Equivalent	<p>Care of the Critically Ill Surgical Patient (CRISP)</p> <p>Basic Surgical Skills (BSS)</p>

Topic	Essential Criteria	Desirable Criteria
Qualifications	Primary Medical Qualification from GMC recognized university/institution Full GMC registration with no restrictions to practice Advanced Life Support or Equivalent	
Years of Experience in Specialty	2 years post qualification	6 months surgery experience
Specialty Examinations		MRCS (part completed)
Mandatory Procedures - able to do independently (no direct supervision required)	Venipuncture Cannulation Arterial Blood Gas Sampling Urethral Catheterization (male and female) BIL Blood Cultures Ability to perform an ECG	Appendicectomy Incision and drainage of Abscess/Examination Under Anesthesia
Mandatory Procedures - able to do under Supervision	Appendicectomy Incision and drainage of Abscess/Examination Under Anesthesia	
Resuscitation Courses	ILS	Advanced Life Support Care of the Critically Ill Surgical Patient (CRISP) Basic Surgical Skills (BSS)