Medical Specialty Recruitment Applicant Handbook 2016
This applicant handbook can be downloaded in PDF format from http://specialtytraining.hee.nhs.uk

This guide is relevant for specialty training in the UK commencing from August 2016.

Recruitment to medical specialty training in Scotland: http://www.scotmt.scot.nhs.uk/

Recruitment to medical specialty training in Wales: http://www.walesdeanery.org/

Recruitment to medical specialty training in Northern Ireland: http://www.nimdta.gov.uk/

You may also like to refer to the following publication available from: http://specialtytraining.hee.nhs.uk

Foundation Training: www.foundationprogramme.nhs.uk

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<thead>
<tr>
<th>Version</th>
<th>Date</th>
<th>Changes</th>
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<tr>
<td>V1.0</td>
<td>28/09/2015</td>
<td>Initial draft CK</td>
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<td>V1.1</td>
<td>02/10/2015</td>
<td>Comments from MR incorporated</td>
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1. Introduction

This applicant guide is intended to help you make the best possible applications, starting with your specialty choices and continuing through the entire application process. In addition to reading this guide you must also ensure that you read the specialty specific guidance for the specialty/specialties to which you are considering making an application. Specialty specific applicant guidance will be available from the recruitment leads for the individual specialties.

Given the high level of competition for many specialties, you may face some difficult decisions. The section on competition offers some useful information to help you.

Where you are struggling to make the difficult decisions, support is at hand.

Good luck with your application!

1.1 Flexibility in training – less than full-time training

If you are trying to enter specialty training but are unable to train full time, you may apply for less than full-time training (LTFT), providing you can show that training on a full-time basis would not be practical for you for well-founded reasons. Well-founded reasons may include, for example, disability, ill health, carer’s responsibilities, religious commitments and unique opportunities for personal or professional development.

Less than full-time training must meet the same requirements in specialty and general practice training as full-time training, except that there will be fewer hours of work per week.

Please note that you will need to secure a full time post in open competition before you can make an application to work LTFT. You should apply for eligibility in a LETB/Deanery ahead of this and indicate your desire to work less than full time on your application form.

1.2 Overview of 2016 Recruitment

The majority of specialty recruitment is organised nationally by one of the Royal Colleges or by a lead LETB/Deanery on behalf of all LETBs and Deaneries. This means that you complete one online application and state your LETB/Deanery preferences, rather than submitting multiple applications.
The following tables show which specialties are recruiting through a national recruitment office in 2016

**Applications via Royal College and other websites in 2016**

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<thead>
<tr>
<th>Royal College</th>
<th>Level</th>
<th>Specialty</th>
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<tbody>
<tr>
<td>National Institute for Health Research Trainees Coordinating Centre (NIHRTCC)</td>
<td>All</td>
<td>Academic Clinical Fellowship (ACF)</td>
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<tr>
<td><a href="http://www.nihr.ac.uk">www.nihr.ac.uk</a></td>
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<tr>
<td>National Recruitment Office for General Practice Training</td>
<td>ST1</td>
<td>General Practice</td>
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<tr>
<td><a href="http://gprecruitment.hee.nhs.uk/">http://gprecruitment.hee.nhs.uk/</a></td>
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<tr>
<td>Royal College of Obstetricians and Gynaecologists</td>
<td>ST1</td>
<td>Obstetrics and Gynaecology</td>
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<td><a href="https://obsjobs.rcog.org.uk/">https://obsjobs.rcog.org.uk/</a></td>
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<tr>
<td>Royal College of Paediatrics and Child Health</td>
<td>All</td>
<td>Paediatrics and Child Health</td>
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<tr>
<td><a href="http://www.rcpch.ac.uk/">http://www.rcpch.ac.uk/</a></td>
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<tr>
<td>Royal College of Physicians</td>
<td>CT1</td>
<td>ACCS Acute Medicine</td>
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<tr>
<td><a href="http://www.ct1recruitment.org.uk/">http://www.ct1recruitment.org.uk/</a></td>
<td>CT1</td>
<td>Core Medical Training</td>
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<tr>
<td>Royal College of Physicians</td>
<td>ST3</td>
<td>Acute Medicine</td>
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<tr>
<td><a href="http://www.st3recruitment.org.uk/">http://www.st3recruitment.org.uk/</a></td>
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<td>Allergy</td>
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<td>Audiovestibular Medicine</td>
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<td>Cardiology</td>
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<td>Clinical Genetics</td>
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<td>Clinical Pharmacology and Therapeutics (CPT)</td>
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<td>Combined Infection Training</td>
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<td>Dermatology</td>
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<td>Endocrinology and Diabetes</td>
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<td>Gastroenterology</td>
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<td>Genito-urinary Medicine</td>
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<td>Geriatric Medicine</td>
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<td>Medical Ophthalmology</td>
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<td>Neurology</td>
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<td>Palliative Medicine</td>
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<td>Rehabilitation Medicine</td>
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<td>Renal Medicine</td>
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<td>Respiratory Medicine</td>
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<td>Rheumatology</td>
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<td>Sport and Exercise Medicine</td>
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### Applications via lead LETB websites in 2016

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<tr>
<th>Lead LETB</th>
<th>Level</th>
<th>Specialty</th>
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<tr>
<td>Health Education East Midlands <a href="http://www.eastmidlandsdeanery.nhs.uk">http://www.eastmidlandsdeanery.nhs.uk</a></td>
<td>ST1, ST3</td>
<td>Public Health, Chemical Pathology/Metabolic Medicine</td>
</tr>
<tr>
<td>Health Education East of England <a href="http://eoe.hee.nhs.uk">http://eoe.hee.nhs.uk</a></td>
<td>ST1</td>
<td>Community Sexual and Reproductive Health</td>
</tr>
<tr>
<td>Health Education Kent, Surrey and Sussex <a href="http://kss.hee.nhs.uk">http://kss.hee.nhs.uk</a> <a href="http://www.surgeryrecruitment.nhs.uk">www.surgeryrecruitment.nhs.uk</a> <a href="http://www.oncologyrecruitment.nhs.uk">www.oncologyrecruitment.nhs.uk</a></td>
<td>CT1, ST3</td>
<td>Core Surgical Training, Clinical Oncology, Medical Oncology</td>
</tr>
<tr>
<td>London Recruitment <a href="http://www.lpmde.ac.uk">www.lpmde.ac.uk</a></td>
<td>CT1/ST1, ST1, ST3, ST1, ST3, ST3, ST3, ST1, ST3, ST3, ST3, ST3</td>
<td>ACCS Emergency Medicine, Clinical Radiology, General Surgery, Histopathology, Diagnostic Neuropathology, Occupational Medicine, Paediatric and Perinatal Pathology, Plastic Surgery, Nuclear Medicine, Vascular Surgery</td>
</tr>
<tr>
<td>Health Education North West <a href="http://nw.hee.nhs.uk">http://nw.hee.nhs.uk</a></td>
<td>CT1, CT1/ST4</td>
<td>Broad Based Training, Psychiatry</td>
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<tr>
<td>Health Education Wessex <a href="http://wessex.hee.nhs.uk">http://wessex.hee.nhs.uk</a></td>
<td>ST1 (pilot)/ST3, ST4</td>
<td>Cardiothoracic Surgery, Paediatric Cardiology</td>
</tr>
<tr>
<td>Health Education West Midlands <a href="http://wm.hee.nhs.uk">http://wm.hee.nhs.uk</a></td>
<td>CT1, CT1/ST3, ST3</td>
<td>ACCS Anaesthetics, Anaesthetics, Intensive Care Medicine</td>
</tr>
<tr>
<td>Health Education Yorkshire and the Humber <a href="http://yh.hee.nhs.uk">http://yh.hee.nhs.uk</a></td>
<td>ST3, ST4, All, ST3, ST3, ST3, ST3, ST3</td>
<td>Direct Route of Entry – Emergency Medicine, Emergency Medicine, Neurosurgery, Clinical Neurophysiology, Otolaryngology (ENT), Paediatric Surgery, Trauma and Orthopaedic Surgery, Urology</td>
</tr>
</tbody>
</table>

Training programmes not listed above will be recruited by local LETBs/Deaneries.
Each recruitment office is responsible for some or all of the following:

- advertising vacancies
- providing helpful information on the recruitment process
- receiving online applications
- longlisting applications received against a set of eligibility criteria
- shortlisting based on set criteria and scoring systems (using nationally agreed person specifications)
- interviewing and selecting successful applicants
- making offers and receiving acceptances.

If you are applying through a national process to one of the specialties listed above, the following should be consistent whichever college or LETB/Deanery you apply to (please note that for some specialties these processes will be delivered by a combination of the LETBs/Deaneries and Royal Colleges as appropriate):

- Information on the application process
- Information on interview and assessment methods
- Assessment forms to be completed at the interview (dependent on specialty)
- Information on the consideration of disability or other additional requirements that may impact on shortlisting, arrangements for interviews and selection at interview
- Communications such as emails inviting you to interview or informing you of the outcome of various stages.

1.3 Key dates for recruitment to medical specialty training in 2016
The ACF recruitment process is run by the National Institute for Health Research Trainees Coordinating Centre. For details, please visit the NIHR Trainees Coordinating Centre website [http://www.nihr.ac.uk](http://www.nihr.ac.uk).

**ACF Timetable**

- Applications open: Monday 12\(^{th}\) October 2015
- Applications close: Monday 9\(^{th}\) November 2015
- Interview window: Tuesday 11\(^{th}\) November to Wednesday 23\(^{rd}\) December 2015
- Initial Offers out from: Monday 11\(^{th}\) January 2016
- Hold deadline: Friday 29\(^{th}\) January 2016

ACF posts in General Practice (Primary Care) and Cardiothoracic Surgery are recruited to at the same time as the specialty training applications (i.e. Round 1 CT1/ST1).

**Round 1 - CT1/ST1 and Run Through (For August - December 2016 start)**

- Adverts: Thursday 5\(^{th}\) November 2015
- Applications Open: At 10am, Wednesday 11\(^{th}\) November 2015
- Applications Close: At 4pm, Thursday 3\(^{rd}\) December 2015
- Interview Window: Monday 4\(^{th}\) January to Wednesday 9\(^{th}\) March 2016
- Initial Offers out: By 5pm, Thursday 10\(^{th}\) March 2016
- Hold deadline: At 1pm, Thursday 17\(^{th}\) March 2016
- Upgrade deadline: At 4pm, Thursday 24\(^{th}\) March 2016
- Hierarchical deadline: At 4pm, Tuesday 29\(^{th}\) March 2016
Round 1 - CT1/ST1 Re-adverts (For August – December 2016 start)

Adverts Thursday 10th March 2016
Applications Open At 10am, Tuesday 22nd March 2016
Applications Close At 4pm, Thursday 7th April 2016
Interview Window Tuesday 19th April to Wednesday 18th May 2016
Initial Offers out By 5pm, Thursday 19th May 2016
Hold deadline At 1pm, Wednesday 25th May 2016
Upgrade deadline At 4pm, Friday 27th May 2016

Round 2 - ST3/ST4+ Recruitment (For August - December 2016 start)

Adverts Wednesday 10th February 2016
Applications Open At 10am, Tuesday 16th February 2016
Applications Close At 4pm, Wednesday 9th March 2016
Interview Window Monday 21st March to Wednesday 11th May 2016
Initial Offers out By 5pm, Thursday 12th May 2016
Hold deadline At 1pm, Wednesday 18th May 2016
Upgrade deadline At 4pm, Friday 20th May 2016
Hierarchical deadline Wednesday 25th May 2016

1.4 Recruitment to Academic Clinical Fellow (ACF) posts

Appointments to Academic Clinical Fellow posts require applicants to reach appointability in a clinical interview for the specialty they are applying for, in addition to the integrated academic interview.

Applicants who already hold a National Training Number (NTN) or Deanery Reference Number (DRN) at the appropriate training level, in the specialty for which they are applying for academic training will have already met the standard to be deemed appointable at a clinical interview and will therefore only be required to attend the integrated academic interview panel.

Applicants who hold a Deanery Reference Number in core training, who are applying for an Academic Clinical Fellowship at the higher training level (ST3/ST4) must attend and be deemed appointable at a clinical interview, for the level of training being applied for (i.e. ST3/ST4).

Applicants applying for academic training, if shortlisted, will be required to attend an integrated academic interview. Those who are considered appointable at the academic interview, but do not hold an NTN or DRN in the specialty will be invited to attend a clinical interview for the same specialty and training level. Any academic offers made will be conditional upon meeting the required appointability threshold at the clinical interview.

Applicants required to attend a clinical interview who fail to reach the appointability threshold in that interview will be ineligible for appointment to an Academic Clinical Fellowship in that recruitment round. Offers which were conditional upon meeting the threshold of the clinical interview will be withdrawn.
Applicants applying for NIHR Academic Clinical Fellowships who require clinical benchmarking will be required to complete and submit the academic application form and an application form for the associated clinical recruitment process. In the clinical application form, applicants will be asked if they wish to be considered for academic posts only or academic and clinical posts. It is important that applicants are honest in their response to this question as they will not be permitted to change their answer to this at a later date.

See Annex A for Frequently Asked Questions

1.5 Accreditation of Transferable Competences Framework

Many core competences are common across specialty curricula. When moving from one approved training programme to another, competences gained in core, specialty or general practice training should not have to be repeated if already achieved. The Academy of Medical Royal Colleges has developed the Accreditation of Transferable Competences Framework (ATCF) to assist trainee doctors in transferring competences achieved in one core, specialty or general practice training programme, where appropriate and valid, to another training programme.

Trainees who decide to change career path could transfer competences achieved in another training programme and reduce the length of their new training programme by a maximum of 2 years.

The ATCF applies only to those moving between periods of GMC approved training and is aimed at the early years of training. The time to be recognised within the ATCF will need to be reviewed at the trainee’s first Annual Review of Competence Progression (ARCP), if appointed.

Applicants wishing to be considered for accreditation of transferable competences should indicate this on their application form.

Further information on the ATCF is available from the Academy of Medical Royal Colleges (http://www.aomrc.org.uk/education-a-training/frameworks.html).

1.6 The competition

When deciding which posts and specialties to apply for, we urge all applicants to consider carefully the likely levels of competition involved and to be prepared to be flexible about career choices.

The medical specialty training website http://specialtytraining.hee.nhs.uk provides direct links to competition ratios from previous recruitment rounds.

These figures do not claim to show what will happen in 2016, but offer a broad indication of which were the most and least subscribed specialties and areas in the previous recruitment year.

You should also think about the way that healthcare is developing in the future, as well as the competition involved in your chosen specialty and/or the LETB/deanery to which you are applying. For example, changes in demography (especially an increasingly elderly population) and patient expectations are creating a rapid trend towards more healthcare being delivered in the community and primary care settings in the next five years. Around half of the training posts in the next few years will be in General Practice, whereas the number of posts in surgical specialties is decreasing.
High levels of competition for ST3 posts in 2016

In “uncoupled” training programmes, there are high levels of competition for higher specialty training posts particularly in the surgical specialties. In addition to those who are currently in their final year of core training, there will be applicants in non-training posts who will also be applying for these.

Please check LETB/Deanery websites or College websites for information on competition ratios for ST3 specialties. Please note not all specialties currently publish this information.

You are advised to plan your applications carefully and to prepare to be flexible in the event that you may be unsuccessful in getting a place in your first choice specialty and/or LETB/Deanery.
2 Stage 1: Planning your Application

Once you have decided which specialty or specialties you wish to apply for it is essential that you first ensure that you are eligible to make an application. Person specifications are available from http://specialtytraining.hee.nhs.uk

You should familiarise yourself with the application period, find out where and how you access the application form and make sure you read all of the guidance information prepared by that particular specialty.

We advise that you do this as soon as possible to ensure that any queries you have can be resolved in good time, ahead of you beginning your application.

See Annex B for links to further information

2.1 Eligibility

Eligibility to apply for specialty training in 2016

There are strict eligibility requirements when applying for specialty training. For example some requirements are listed as essential in the person specification for the post you are applying for. If you are applying to more than one specialty make sure you read the person specification for each specialty/level you are applying to.

You can also get further information from the recruitment office advertising the post you are interested in. Application forms will ask for information to show that you satisfy the criteria and you may be asked to provide further written evidence during longlisting or at interview.

Fitness to Practise

If you make a Fitness to Practise declaration on your application form then you should email further information about this to the lead recruiter and the LETB/Deanery that you will be interviewed in (where this differs from the lead recruiter). Supporting information should be emailed prior to the application closing date. Failure to provide this by the closing date may result in your application being withdrawn.

Your supporting information should contain:

- The specialties and levels you have applied to
- Your full name
- Your application ID
- An outline of the events leading up to your Fitness to Practise issue
- Your reflection on the events and the outcome

Contact details are available in Annex E

Right to work in the UK

UK and EEA nationals and doctors whose immigration status entitles them to work as a doctor in training in the UK are eligible to apply for specialty training. Evidence of immigration status would be a biometric residence card, date stamped passport and/or identity card. All of these documents need to be dated as at or prior to the application closing date.
Other non-UK or non-EEA nationals with limited leave to remain in the UK, whose employment will require a Tier 2 visa, are subject to the resident labour market test. This would include, for example, doctors on student visas or Tier 1 of the Points-Based System who are restricted from taking employment as a doctor in training. The labour market test means that you would only be considered if there were no suitable UK or EEA national (settled status) candidates for the post.

You will be asked to bring your date stamped passport and/or identity card together with proof of your immigration status to any interviews or assessments you attend.

**Immigration Statement**
The following advice on when to apply for specialty training applies for doctors applying for entry to programmes:

You are eligible to be considered for specialty training (including GP) in both Round 1 and Round 2 if:

- You are a UK or EEA national
- You are a non-UK or non-EEA national and your immigration status allows you to work without restriction in the UK. For example if you have Tier 1 or dependant status, and no restriction against working as a doctor or dentist in training.
- You are already on Tier 2 and will be applying to continue training with the same sponsor and/or with the same training number.
- You are applying for a speciality in a shortage occupation.
- You are a non-UK or non-EEA national, you graduated from a UK medical or dental school, and you currently have Tier 4 status to work in the Foundation Programme. You will need to apply for Tier 2 sponsorship, but you will be exempt from the Resident Labour Market Test (RLMT) if you have had continuous immigration status in the UK since you graduated.

You are eligible to apply for core and specialty training in Round 2 if:

- You are already on Tier 2 and will be applying for a different specialty and changing sponsor. You will require Tier 2 sponsorship and will be subject to the RLMT.
- You are a non-UK or non-EEA national who has limited leave to remain in the UK and do not fall into one of the above categories. You will require Tier 2 sponsorship and will be subject to the RLMT.

Applicants who are subject to the RLMT may only be considered if there is no suitable UK or EEA national candidate for the post.

Evidence of immigration status should normally consist of a biometric residence card and date stamped passport. Please visit [https://www.gov.uk/government/organisations/uk-visas-and-immigration](https://www.gov.uk/government/organisations/uk-visas-and-immigration) for more information.

*See Annex C: Information for overseas nationals for more information.*

**Evidence of Foundation Competence**

All applicants to CT1/ST1 posts are required to provide evidence of achievement of Foundation Competence within the 3 years prior to the intended commencement date for the advertised post(s).

The acceptable methods for demonstrating Foundation Competences are:
1. **Currently on a Foundation Programme**
   If you are undertaking a recognised foundation programme in the UK\(^1\) which is due to finish in August 2016, we will ask you to confirm the name of your Foundation School. You do not need to do anything else or submit any evidence. Any offer of a programme will be conditional upon you successfully completing the Foundation Programme and being awarded an FACD 5.2 before August 2016. Those applying who will require a delayed start date due to illness or maternity, will be permitted to apply and defer in order to allow them to complete their Foundation Programme.

2. **Already completed a Foundation Programme**
   If you have already completed a UK Foundation Programme, we will ask you to confirm that you have been awarded an FACD 5.2, signed no earlier than 1\(^{st}\) January 2013. You **MUST** attach a scanned copy of your FACD 5.2 to your application.

3. **If you have not undertaken and completed a UK Foundation programme on or after 1\(^{st}\) January 2013**, you will be required to submit an Alternative Certificate of Foundation Competence signed by a consultant who has supervised you for at least 3 months (continuous period) since 1st August 2013. You may submit more than one Alternative Certificate from different posts in order to show evidence of achievement of all competences but all certificates must relate to posts undertaken for at least 3 months (whole time equivalent and a continuous period) since August 2013. You **MUST** attach scanned copies of the certificates to your application form. You will be expected to provide the original document(s) at a later date.

When submitting an Alternative Certificate, all competences must be signed as achieved at the time of application.

Only Alternative Certificates from the current recruitment year will be accepted. Therefore, for 2016 recruitment, the 2016 Alternative Certificate should be submitted at the time of application.

*The only exception to this is if you are a refugee.* Refugees (as defined on the UKVI website: [https://www.gov.uk/government/organisations/uk-visas-and-immigration](https://www.gov.uk/government/organisations/uk-visas-and-immigration)) are advised to contact the recruiting organisation for further guidance - but should submit an Alternative Certificate if it all possible.

You are also required to have had 12 months experience **after** full GMC registration. We therefore expect **all** doctors applying to a specialty training programme to have had at least 24 months experience in appropriate posts, either in the UK or overseas, since gaining their primary medical qualification and before commencing a specialty training programme. For those applying with an Alternative Certificate of Foundation Competency, this experience must have been obtained by time of application.

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\(^1\) UK Affiliated Foundation Programmes include those in Malta. The Maltese Foundation School awards FACD 5.2 to the same standards as other UK Foundation Schools and as such is considered equivalent.
2.2 Person specifications for jobs

Each specialty (and the level at which you would enter training) has a nationally agreed person specification that lists the required competences for that specialty. When making an application, you will need to provide evidence proving that you have achieved the specified competences. In some instances there will be competences that need to be demonstrated at time of application, with a requirement for others to be completed before commencement of the post.

Each person specification is available from the medical specialty training website http://specialtytraining.hee.nhs.uk. Requirements will also be included in the application details for each post.

Academic Clinical Fellowships
If you are applying for an Academic Clinical Fellowship (ACF), you will need to meet the criteria in both the clinical person specification for your chosen specialty and level and the ACF person specification.
3 Stage 2: Vacancies and applications

3.1 Job adverts and where to find them

The first and main recruitment round for specialty training (excluding academic recruitment) for vacancies starting in August 2016 opens for applications on 11th November 2015 and closes on 3rd December 2015. This will largely be for CT1/ST1 posts, although some run through specialties (e.g. Paediatrics) will also advertise vacancies at other levels. In the event any vacancies remain from this round, a further round will take place from March 2016 if required.

Vacancies for ST3/4 posts in ‘uncoupled’ specialties will be advertised on 10th February 2016 with applications being open from 16th February 2016 to 9th March 2016.

Further rounds of recruitment may happen in a number of specialties where vacancies arise later in the year.

IMPORTANT: All recruiting offices will work to the nationally coordinated advertisement and application windows. It is not always possible to give exact numbers of vacancies, but organisations will provide the most up to date information as possible although you should be aware post numbers are indicative only and may be subject to change.

To find out about vacancies, you should check Oriel, NHS Jobs, College and LETB/Deanery websites on a regular basis.

3.2 Planning your application choices

You can make as many applications as you wish to different specialties, providing you meet all the eligibility criteria and required competences of the post for which you are applying. Please ensure that you check each individual person specification for the role you wish to apply for.

A risk to consider is that if, at the start of the recruitment process, you apply only for posts that are highly competitive, and you are unsuccessful in securing a post, you could find that the choice of specialties available to apply for in Round 2 is more limited.

We recommend that you consider the high level of competition for some specialties and geographies, along with other factors that are important to you. You can get an indication of the most and least popular specialties and areas from the competition information on the medical specialty training website http://specialtytraining.hee.nhs.uk.

It is a good idea to consult with senior colleagues and mentors about where you are most likely to be successful.

3.3 The application form

All applications are in an electronic format and are to be completed online through Oriel.
Contact regarding your application will be via direct messaging through Oriel. Most recruitment offices will also send an email to your stated email address; however, these emails should not be relied upon. You should make sure that you are using an email account that you can access at any time and will not be blocked by your employer’s IT security system. If you are uncertain about this, you should check with your IT department at work.

Many specialties are recruiting by means of a national process handled by a Royal College or lead LETB/Deanery on behalf of all others. In these specialties, you will be able to make a single application where you state on the application form your order of preference between LETB/Deanery locations.

To ensure a fair, legal and equitable process, where shortlisting takes place, the people doing the shortlisting will not see your personal details when they consider your application.

Planning and presentation

Before starting your application

1. **Read all supporting documentation.**

Your application form is your personal marketing tool – use all documentation provided to help you tailor your responses. Pay particular attention to:

- The person specification and the application form (including any guidance notes and shortlisting criteria), so that you understand what is required from you
- Familiarise yourself with any other material, including any specialty guidance for applicants
- Any other documentation required to be submitted. Recruiters will not chase you for information. You need to make sure you have submitted everything that is required or you could risk your chances of being selected.
- You MUST also ensure that your work is your own. Any plagiarism in applications will be treated extremely seriously and will result in further action being taken.

2. **Gather your evidence.**

Ensure that you have gathered all the dates and titles of qualifications, publications, research, audits, presentations etc. You will need to be able to provide evidence of these so make sure all evidence is available by the time you attend interview.

For many specialties, there will be questions about your skills and competences where you will need to describe examples whether from your medical work and/or extra-curricular activities.

- What examples do you have? Do they actually address what is asked?
- In what way are they unique? Can you demonstrate how you will use that experience in the specialty to which you are applying?
• What exactly was your role in the example you describe? For example, if you are using an extra-curricular activity were you a chair, secretary, captain etc.?

• You should try to use different examples for each question posed.

N.B. Your portfolio MUST NOT contain patient identifiable data and should only include your own original work.

3. Do your career research

Make sure that you really know why you are applying for a particular specialty and what you can bring to it in terms of skills and personal attributes.

4. Plan your time

Work out how long it will take realistically to work on and complete the form, including getting feedback from colleagues. You know the way you work best, but manage any risks that could lead to errors or a completed application that is less than your best.

5. Ensure you submit your application in time

Your application will take you some time to complete so ensure that you allow yourself enough time to complete and submit it ahead of the deadline set. Under no circumstances will late applications be considered.

6. Referees

Contact them at the earliest opportunity to check that they will be happy to support your application, and they will be available to do so within the application timeframe.

You will need to provide details, including up to date email addresses, of three referees who have supervised your clinical training within the past three years. If you are applying to more than one specialty, you may opt to nominate different referees for each specialty. If you have recently had a career break and cannot nominate referees from the past three years, then your referees must include your two most recent supervisors.

It is important that you confirm with your referees the email address that they would like you to provide on your application form. Referees will be contacted by email with details of their referee accounts, so it is important that the contact details provided are correct.

If you are offered, and accept a training programme, your employer will not be able to issue a contract without references.

7. Key content of application forms

Your application form will need to pass the first stage eligibility check before it is considered for shortlisting and/or interview. The appropriate administrative teams will check that you meet the eligibility criteria including;

• Immigration status and Right to Work in the UK
• GMC (and GDC) registration, if required
• English language skills as per the eligibility criteria
• Any examination/competency/experience requirements in line with the post

It is important to note that by allowing applicants to progress to the shortlisting and/or interview stage, LETBs/Deaneries and Royal Colleges have not accepted or confirmed that applicants meet eligibility requirements. This includes immigration status, evidence of achievement of foundation/core/specialty competences or equivalent and requisite length of time in training as per the relevant national person specification. This list is not exhaustive and is applicable to all eligibility criteria. Applicants may still be withdrawn from the application process at any stage, including after the interviews have taken place, if the evidence pertaining to an eligibility criterion is found by the recruiting LETB/Deanery and/or Royal College to be unsatisfactory.

When completing the employment history section of the form all previous experience in the particular specialty or specialty group must be declared. This includes experience outside the UK and all experience in the UK, whether within educationally approved posts or not.

You must also give the reasons for any time you have spent out of work, such as maternity leave or relocation to the UK, so that there are no unexplained career gaps on your application form.
4 Stage 3: Interviews and offers

Some interviews in 2016 for specialty training will be arranged locally by LETBs/Deaneries, however many specialties now arrange national centres. In some areas, NHS Trusts may lead recruitment for particular specialties.

Most specialties recruit by means of a national process handled by a lead LETB/Deanery, or College on behalf of all LETBs/Deaneries and these processes may vary in arrangements.

You should be given at least five working days’ notice of any interview, however notice may be less if late gaps arise due to other applicants withdrawing from the interview process. You will be informed of the reason for the late notice if this occurs.

LETBs/Deaneries will publicise all their assessment centre/interview dates and you must consider this when applying for posts.

You should be aware that there may only be a short time during which you will be expected to confirm whether you will be attending the interview. If you subsequently accept another offer, please let the LETB/Deanery know so that you may be withdrawn from the interview.

You should check the LETB/Deanery’s policies on equality and diversity, for example, whether they have a Guaranteed Interview Scheme for applicants with a declared disability who meet the person specification criteria. You will be asked to show on your application form if you consider yourself disabled as set out in the Equality Act 2010 and whether you wish to be considered under the Guaranteed Interview Scheme. This information will not be available to short-listing panels. For further information visit:

Recruiters will ensure, where possible, that reasonable adjustments are made at interview to meet the needs of applicants with disabilities. Applicants must ensure that they enter into an early dialogue with the recruiting organisation.

4.1 Shortlisting

In shortlisting, applications are scored according to their content, i.e. applicants’ experience, achievements, qualifications, etc. The scoring systems used are based upon the nationally agreed person specification.

Not all specialty recruitment processes use shortlisting because:

- Applicants are invited to a selection centre based on their score at an assessment centre, e.g. Public Health, GP; or
- Interview capacity is sufficient that all eligible applicants can be invited to a selection centre.

Where applicable, details of the scoring scheme should be made available to you.

Where shortlisting takes place those who pass the eligibility checks will go ahead to be scored. The top-scoring applicants will be invited to interview or assessment. Typically, the LETB/deanery will invite more people to interview than there are posts available.
If you are not successful at the shortlisting stage, you will receive feedback from the LETB/Deanery managing the recruitment process. If you feel your application has not been managed correctly and have evidence of a failure in the process, there is a national complaints procedure. You should contact the recruitment office to which you applied if you have any concerns about your application, or you would like to know more about the complaints procedure.

### 4.2 How interview panels and selection centres run

Many specialties publish information about interviews and selection centres on their recruitment websites – check these for up to date information. You will usually know prior to the interview or selection centre what kind of format it will take and the number of “stations” or “tasks” you are likely to encounter.

Interviews last for a minimum of 30 minutes. The interview panel’s main aim is to find out whether you meet the requirements of the person specification for the post for which you are applying, and to make sure that only the best candidates are selected in this highly competitive process.

The structure and content of interviews will vary across LETBs/deaneries, specialties and levels. The interview could include a scenario where you are asked to respond to a clinical professional situation, or other tasks relevant to that specialty. This could be through oral questions or through a written exercise before you meet the interview panel. In some instances, you may be asked to demonstrate a practical skill. The invitation to interview should detail the interview panels and the competences that will be assessed in each.

Prior to the interview, members of the panel will have had access to your (anonymised) application form. However, they will not have access to the equal opportunities or personal data section of your application form.

Panel members will individually complete a score sheet for each candidate and make any comments. The aggregate score given by all the panel members will be the final score of the interview.

### 4.3 What to prepare and take with you

The LETB/Deanery will give you clear information about what will be required from you at interview. As a minimum, expect to take the following documents and you may be required to take several copies:

- Original proof of identity (e.g. passport or other photo-ID)
- Original proof of address (x2)
- Original evidence of all qualifications listed on your application form (translated if necessary)
- Original evidence showing full GMC registration with a licence to practice
- Verified evidence of competences cited on your application form – your professional portfolio
- Evidence of educationally approved posts cited on your application form
- Evidence of nationality / immigration status
- Evidence of skills in written and spoken English

This is not an exhaustive list. You will need to check the LETB or Deanery’s requirements.
If you are shortlisted, you will need to consider ways to provide evidence of having met Foundation and other required competences. You will be asked to bring your professional portfolios to the interview.

Relevant evidence may include:

- Trainers’ reports
- Log book of clinical activity
- Audits
- Written workplace assessments, e.g. min-PAT, mini-CEX, CbD, DOPS.

These are just some examples and should not be taken as an exhaustive list; many specialties openly publish information so you should check for any specific guidance from the specialty or specialties to which you are applying.

Be prepared to answer questions on which parts of your professional portfolio link to statements made in your application form. You should be prepared to provide evidence for any and every statement made on your form.

**NB Your portfolio MUST NOT contain patient identifiable data and must only include your own original work. In previous years there have been examples where some applicants have presented work which is not their own. If this happens evidence will be collected and the person concerned reported to the General Medical Council.**

### 4.4 Planning your approach to the interview

LETBs/Deaneries and Royal Colleges will publish in advance the timetable they are working to, including opening, closing and interview dates.

- You should inform your current employer of potential leave requirements for attending interviews in anticipation of being shortlisted, and coordinate with colleagues wherever possible.
- You may find it helpful to discuss with your clinical tutor or local consultants within the specialty for which you have applied about the type of areas the interviewers might seek to address.
- Arrive at your interview in plenty of time – aim to arrive at least half an hour before your interview is due to start.
- If you are driving, make sure you know where you are going to park – not all interview locations will have parking available.
- If you have to be somewhere after the interview, for example you are scheduled to be on call, you should alert the interview coordinator as soon as possible, as interview schedules may unavoidably run behind time.
- You may be eligible to apply for travel expenses for the interview. You should ask about this prior to attending the interview. It should not be assumed that all costs would be reimbursed.
4.5 Training offers

Appointments to training programmes or posts will be offered in rank order, based on interview scores.

Not all candidates deemed eligible for appointment by their interview panel would be offered a post. This is because there could be several eligible applicants for a particular post, in which case, the post will be offered to the person with the highest score who gave the programme the highest ranking.

Following your interview and/or assessment, the relevant college or LETB/Deanery will contact you, if you are successful, with news of an offer. If you are unsuccessful, you will receive a message to let you know this.

For 2016 recruitment to specialty training, all initial offers will be issued UK wide by Thursday 10th March 2016 for Round 1 and Thursday 12th May 2016 for Round 2.

If you are deemed eligible for appointment but ranked below the number of vacancies available, you could still receive an offer if offers have been rejected by higher-scoring applicants.

4.6 Accepting, holding, upgrading and rejecting an offer

The UK health departments have been working with trainee doctors and other stakeholders to put in place an offers process allowing applicants to receive all their training offers electronically. The process for making offers for specialty training posts will coordinate all first offers across all specialties so that applicants can accept, reject or hold an offer.

All specialty training offers will be made through Oriel.

Selecting Preferences (LETB/Deanery or specific programmes within a LETB/Deanery)

In the period between submitting your application and initial offers being made, you will be asked to specify your preferences. Depending on the specialty you have applied to, a preference may mean a LETB/Deanery or it may refer to specific programmes available at a LETB/Deanery. Preferences can be ranked on Oriel.

The process of ranking programmes varies across specialties and you may be asked to rank programmes at the point of application, or after you have been shortlisted.

Your preferences along with your final rank are used to determine which offer, if any, you receive. If you are deemed to be appointable after interview, then you may be made an offer of your highest available preference. The higher you are ranked at interview, the more likely you are to be offered your preference, although all offers are subject to eligibility and post availability.

If you are not prepared to accept an offer of training in a certain LETB/Deanery, then you should not rank it.

By ranking a preference (for a LETB/Deanery or specific programmes within a LETB/Deanery), you are stating that you would be prepared to undertake a training programme in that area. It is important that you think carefully about this choice when applying for posts.
Interview panels will not have access to your preferences.

Please read the programme descriptions carefully, paying close attention to the LETB/Deanery in which the post is actually located as this may not be within the LETB/Deanery that manages the recruitment to the post.

Receiving an Offer

If you receive an offer through Oriel, you will be able to accept, reject or hold (until a set date). In responding, this implies acceptance of certain conditions. You will have 48 hours from the time of your offer, excluding weekends, to decide whether to accept, reject or hold it.

**IF YOU DO NOT RESPOND TO YOUR OFFER WITHIN 48 HOURS, THE OFFER WILL EXPIRE AND IT WILL BE OFFERED TO ANOTHER APPLICANT.**

However if you intend to reject, please do so as soon as possible as this will allow the offer to be made to another applicant. If you were not offered a post in the initial release of offers, this does not mean you will not be offered one later on, as offers are recycled if other applicants reject them.

Upgrading

If you receive an offer through Oriel you will automatically receive upgrades if you accept or hold an offer AND opt in for upgrades. This means that should a higher ranked preference become available in a LETB/Deanery where you have held or accepted an offer, and you are the next ranked applicant in line for this preference you will be upgraded to this offer with no option to revert to your original offer.

You can opt out of upgrades at any point. If you choose to accept or hold your offer with upgrades, then you will be directed to an additional page, which shows you all your higher preferences. You will be able to edit your higher preferences at this point by opting out of ones you are no longer interested in.

Upgrades to offers are processed once all other offers for the specialty have been responded to. Upgrades will not be processed at the weekend or on bank holidays.

Upgrading will continue until Thursday 24th March 2016 for CT/ST1 core and run-through training posts and Friday 20th May 2016 for CT2/ST3 higher specialty training posts and Friday 27th May 2016 for re-advertised CT/ST1 posts. Upgrading of offers will not take place after the stated deadlines, even if a preferred post becomes available at a later date.
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<th>Response</th>
<th>Conditions attached to response</th>
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| **Accept**       | **Accept**  
|                  | • The applicant is excluded from any further offers from this and any other specialty within this round, with the exception of hierarchical upgrades (up until the hierarchical upgrade deadline).  
|                  | • Pre-employment processes commence.  

**Accept with upgrades**  
Until 4.00pm on Thursday 24th March 2016 for Round 1 and 4.00pm on Friday 20th May 2016 for Round 2, applicants receiving offers which are not their first choice preference can choose the ‘Accept with upgrade’ option.

• The applicant will have their offer **automatically** upgraded if a higher ranked preference becomes available. If an applicant has opted into upgrades, no contact will be made with them prior to this action taking place.
• The upgraded offer becomes the accepted offer and the previously accepted post is released and offered to another applicant.
• This option ensures an applicant benefits from any preference upgrades available at the close of holding as other offers might become available.
• No offers will be received from any other specialty unless the offer is a hierarchical upgrade (up until the hierarchical upgrade deadline).
• Upgrades will continue to be made until the upgrade deadline for the recruitment round.

**NOTE**: If an improved preference becomes available your current offer will automatically be upgraded. Applicants are notified of this upgrade by message within their Oriel account. You can opt out of upgrades at any point in your Oriel account. Applicants should not preference posts that they would not want to be upgraded to.

| Hold             | Only **ONE** offer can be held at any time.  
|                  | Until 1.00pm on Thursday 17th March 2016 for Round 1 and 1.00pm on Wednesday 18th May 2016 for Round 2, candidates may:  
|                  | **Hold (without upgrades)**  
|                  | • The applicant is reserving the offer.  
|                  | • No upgrades by preference will be made.  
|                  | • Offers from other specialties can still be received.  
|                  | • The held offer can be rejected or accepted at any time until the holding deadline.  
|                  | **Hold (with upgrades)**  
|                  | Applicants receiving offers which are not their first choice preference can select the ‘Hold with upgrades’ option  
|                  | • The candidate is reserving the offer  
|                  | • The held offer preference will be automatically upgraded if preferred preferences become available. Offers from other specialties can still be received. Applicants who opt into upgrades will have their offer upgraded without further contact.  


Allocation to Rotations & Pre-employment Checks

If you accept an offer you will be contacted by the relevant LETB/Deanery to discuss the details of your programme further, and to determine your first rotation, if not already confirmed within your offer. All offers are subject to satisfactory pre-employment checks.

Clearing

Depending upon the specialty and the number of posts left at the end of the offer process, a clearing process of matching remaining candidates to available posts will be undertaken. You will have the option to re-preference the remaining posts and the offers will then be made in rank order, if you are eligible. The relevant College or LETB/Deanery will be in contact if you are eligible for clearing.

Notes:

- Upgrades are automatic when opting to ‘Hold with Upgrades’. If an improved preference becomes available your current offer will AUTOMATICALLY be upgraded. Applicants are subsequently notified of this upgrade by email. You can opt out of upgrades at any point in your Oriel account.

- If a currently held offer is released as a result of moving the HOLD to another specialty’s offer then the previously held offer is rejected.

Reject

An applicant choosing this option will have their offer removed and receives no further offers from this specialty within that round. Applicants will continue to receive offers from other specialties if available.

NOTE: If you do not respond to your offer within 48 hours, we will interpret this as meaning you have rejected the offer and it will be offered to another applicant.

Withdraw

An applicant may withdraw completely from the process at any point, and should do so via Oriel.
Hierarchical Upgrades

Up until 29\textsuperscript{th} March 2016 in Round 1 and 25\textsuperscript{th} May in Round 2, applicants who have accepted posts can continue to receive hierarchical upgrade offers. The following table shows the circumstances in which applicants will be able to receive offers.

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<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
After you have accepted a position

Any offers made are conditional upon the necessary pre-employment checks being carried out successfully.

Once you have confirmed your acceptance of a training place, the LETB/Deanery will match you to a specific programme/post, if not already confirmed via the offer process. This will take into account the training and educational needs of yourself and others in the programme, the workforce needs of the local NHS and your personal preferences.

Once this information has been confirmed, you will receive an offer of employment from your employer (subject to pre-employment checks). This will include the following information about your potential employment:

- Contact details for further information
- Your place of work
- Duration of the post
- Working hours, pattern of work and duty hours, including out of hours rota
- Basic pay as described by national salary scales
- Any specific pay supplement
- London weighting or recruitment incentive, where applicable
- Pension arrangements
- Annual leave entitlement and statutory days
- Sick pay arrangements with reference to national terms and conditions
- Notice period
- Study leave arrangements
- Local employer’s policy on expenses
- Requirements of pre-employment procedures and checks
- Professional registration requirements
- Local policies on health and safety
- Proposed salary deductions (e.g. mess fees)
- Details of educational supervisor and clinical supervisor
- Accommodation details
- Induction arrangements for new starters.

The offer of employment is distinct from your training agreement with the LETB/Deanery. You may change employers several times during your training period.

The first employer will need to complete pre-employment checks before you can begin working for them. Pre-employment checks are designed to ensure that every doctor working in the NHS is fit and safe to work with patients. You will be asked to make declarations on your application form relating to your honesty and probity.

Checks will include verification of references, fitness to practise updates from the General Medical Council (GMC) or other regulatory bodies, occupational health clearance, Disclosure and Barring Service (DBS) and immigration status checks. They may also include validation of the evidence you presented at the interview, such as English language proficiency.

Once pre-employment checks have been completed successfully, the employer will confirm new starter details with you.

You should receive your contract within two months of starting in post, as per NHS Employers’ guidance.
You are expected to take up any employment you have formally accepted and to work your contracted notice period. Agreed terms, such as the notice period, will apply even if you have not yet received your contract.

You have a responsibility for patients and services. As the GMC’s *Good Medical Practice* points out, patient care may be compromised if there is insufficient medical cover. The better approach would be to make sure your employer has a reasonable time to make other arrangements (as a minimum, the contractual notice period).

Failure to arrive for work on the start date previously notified by your employer could affect patient services and their care, and may have an adverse impact on the working conditions of medical colleagues. You may be in breach of contract if you do not comply with the minimum contractual notice.

### 4.7 Feedback

All applicants will be given feedback on the following stages of recruitment:

- Longlisting
- Shortlisting (if applicable)
- Interview/selection centre

This will be given no later than 7 days after the national offer deadline. Where available, the feedback will include the following:

- Your score per station
- Your total score
- Maximum score available
- Your appointability and the minimum score required for appointability (as appropriate)

### 4.8 Deferring the start of a specialty training programme

You can only defer the start of your training programme on statutory grounds such as ill health or maternity leave. You can no longer defer your start date for reasons such as research.

### 4.9 Avoiding problems

- Ensure that you log into Oriel regularly throughout the recruitment process, and particularly during the offer window to ensure that you do not miss any important information or messages concerning your application.

- Make sure that you provide a reliable email address for communications. It is essential that you do not share an email address with another applicant.

- Inform the recruiting office of any reason that may cause you to be non-contactable, for example, if you are going on holiday, or are going to be on call. Most LETBs/Deaneries will consider this, but you must tell them this in advance and make alternative arrangements with them.

- Some applicants experience problems with the email accounts they use. Make sure that correspondence from recruitment offices is not automatically filtered to your spam/junk email folder by adding LETB/Deanery contacts to your safe senders list. All recruitment offices will send messages regarding your application to your Oriel
account. Emails will normally be sent as a secondary form of communication. However, as emails are external to the Oriel system, delivery cannot be guaranteed and therefore this method of communication should not be relied upon.

4.10 About the different rounds of recruitment to specialty training

Applicants, who are still waiting for offers following interviews, should not be alarmed to see the same specialties advertised again at the beginning of the year. No offers will be made until clearing has closed. LETBs/Deaneries are advertising based on the knowledge that there will still be opportunities available. This does not in any way disadvantage your application in the first round of recruitment.

Please note that if you have accepted a Round 1 post and decide to apply again in Round 1 re-adverts or Round 2, you will need to give the required period of notice before you can take up the new post.

4.11 Applicants subject to the Resident Labour Market Test (RLMT)

During the second round of recruitment, competition will be open to non-UK/EEA applicants subject to the RLMT. All eligible applicants will be interviewed in accordance with UK immigration rules. Priority will be given to UK/EEA applicants and posts will only be offered to non-UK/EEA applicants who are subject to the RLMT if they cannot be filled by UK/EEA applicants.

For more information, please see Annex C for Information for Overseas Nationals.

4.12 Applying in Round 2 when you have already accepted a post in Round 1

You can still apply for vacancies in the next advertisement for 2016 recruitment, even if you have already accepted a post in the first round of recruitment.

If you have already received and accepted an offer of employment, you must make it known to the LETB/Deanery to which you are applying that you have already secured a post in the first round and you will also need to notify the LETB/Deanery where you had originally accepted the training offer. You need to do this at the time of applying and at your interview. This will not prejudice your application. This is purely for the benefit of the organisations that are providing patient care, so that they can manage services and maintain standards.

You will also be required to give notice before you can take up the new post. Even though you may not have received your written contract, you should discuss the notice required with the employing organisation.

You have a responsibility for patients and services. As the GMC’s Good Medical Practice points out, patient care may be compromised if there is insufficient medical cover. The better approach would be to make sure your employer has a reasonable time to make other arrangements (as a minimum, the contractual notice period).

Failure to arrive for work on the start date previously notified by your employer could affect patient services and their care, and may have an adverse impact on the working conditions of medical colleagues. You may be in breach of contract if you do not comply with the minimum contractual notice.
4.13 Options available to you if you do not gain a training post

Your Educational Supervisor may be able to offer individual careers advice and suggest options to you. You may decide to take time out, apply for locum posts or spend time abroad. You may also be able to speak to the Clinical Tutor or Director of Medical Education in your local hospital. Many of the Colleges have general advice on their websites for doctors considering a career in their specialty. Some of the Colleges and specialty organisations also offer a counselling/advisory service for individuals with career difficulties. The BMA offer a careers guidance service. For a list of useful links, see Annex A.

5 Support for Applicants

5.1 Support from your local LETB/Deanery

As an applicant, you may need support, career information and guidance to help you make the best choices in entering the next round of recruitment.

The LETB/Deanery in which you are currently working should be able to offer careers advice, in addition to the advice you can get from your existing senior colleagues and mentors. Trust consultants, clinical tutors and others should be well informed by LETBs/Deaneries with up to date process details.

If you are not sure about your local arrangements, check your LETB/Deanery website or ask for information about how to get confidential advice and support. This information should include for example, contact details for your local Occupational Health Department, employment assistance programmes and other organisations. The British Medical Association’s Doctors for Doctors Unit, for example, gives doctors in distress or difficulty the choice of speaking in confidence to another doctor about a wide variety of issues including the pressures and stresses of work and of the application process.

In summary, the best ways for you to receive support at the application or interview stage are as follows:

Current doctors in training should contact their:

- educational supervisor or postgraduate clinical tutor
- Trust careers lead
- Trust Director of Medical Education
- LETB/Deanery careers advisor/support team
- College Tutors

Doctors in service posts in the UK should contact their:

- Clinical Supervisor
- Trust Director of Medical Education
- LETB/Deanery careers support centre
- College tutors

Doctors from outside the UK or not in current medical employment who are considering applying for specialty training should contact the LETB/Deanery they are applying to, and/or relevant Royal College for advice.
5.2 Support from the LETB/Deanery to which you are applying

You should expect to receive helpful information from the LETB/Deanery to which you are applying.

National guidance for LETBs/Deaneries recommends the following basic elements of applicant support throughout the recruitment process.

LETB/Deanery websites will provide clear guidance to applicants including:

- Up to date information on all recruitment activity; details of posts on offer and application requirements; shortlisting and interview timeframes.
- Information about posts in the rotation (where possible)
- An updated Frequently Asked Questions section.
- Information about shortlisting criteria and weightings, and any scoring scheme used.

Email helpdesk services will be available in each LETB/Deanery. The email address will be advertised on the LETB/Deanery websites and on Oriel.

- Helpdesks will respond via email to applicants’ queries within three working days.
- Applicants should receive an automated response to any emails sent to the LETB/Deanery, so they know their email has been received.
- If resources allow, there should also be a dedicated recruitment telephone helpline, details will be advertised on LETB/Deanery websites.

5.3 Other sources of information

There are many sources of information and advice, such as the Royal Colleges, British Medical Association, BMJ Careers, GMC, NHS Employers and NHS Medical Careers website (to be known as "Health Careers" from autumn 2015).

See Annex B for useful links to further information.

5.4 Fair, legal and equitable

All recruitment processes must meet legal requirements. Patient care and safety are the priority concern.

The minimum standards shown below are part of a short set of national rules for LETBs/Deaneries and employer organisations. Any variation from the national rules would have to be a reasonable and proportionate response to local circumstances and not lead to conspicuously unfair results.

- As a minimum, all posts must be advertised on NHS Jobs
- All posts must be advertised for a minimum of four calendar weeks
- Advertisements, information for applicants and application forms must be clearly structured so that they are accessible to applicants with disabilities and so that applicants can easily find relevant details when carrying out a search
- All applications must be made electronically
- Application forms and the interview processes must map to the national person specifications
- The nationally agreed application form should be used except where specific agreement has been given not to do so
- Applicants will be able to apply for multiple training programmes.
Random recruitment and selection processes should not be used
All applications submitted before the deadline will be considered, provided they meet eligibility requirements as outlined in the relevant person specification
Shortlisters and interviewers must get a copy of the application form, but must not have access to the equal opportunities information or personal data.
Interviewers will take account of applicants' portfolios, their structured CV and the summary of their portfolio of evidence
Depending on the particular specialty process, applicants may be asked to bring their portfolios to the interview.

Complaints procedure
Recruitment offices and LETBs/Deaneries use a nationally agreed process for handling complaints about recruitment. You should contact the recruitment office to which you applied if you have any concerns about your application, or you would like to know more about the complaints procedure.
Annex A: Frequently Asked Questions for ACF Applicants

The following guidance is for NIHR ACF recruitment into all General Medical Council (GMC) specialties apart from General Practice and Cardiothoracic Surgery, who follow standard specialty recruitment. Further information for General Practice (https://gprecruitment.hee.nhs.uk/) and Cardiothoracic Surgery (http://www.wessexdeanery.nhs.uk/recruitment/core_specialty_recruitment.aspx) recruitment can be found on their websites.

I wish to apply for an NIHR ACF post to commence in 2016. What is the process? NIHR ACF posts are allocated annually to Integrated Academic Training (IAT) partnerships comprising a Local Education Training Board (LETB), Higher Education Institute and NHS organisation. The recruitment process is managed by the relevant LETB in the IAT partnerships and advertisements will appear on their websites from October 2015. You will need to apply for NIHR ACF posts using the Oriel online application system (https://www.oriel.nhs.uk/Web/).

**ACF application form:** Applicants will need to complete the ACF application form for the ACF posts advertised in the relevant specialties and levels through Oriel.

**Specialty Training application form:** ACF applicants who would require clinical benchmarking if they were successful at the ACF interview will need to complete the relevant specialty training application, when the national application window opens. *Specialty training application form options and a definition of those applicants requiring clinical benchmarking is detailed in FAQ 2 and 3.*

Following assessment of the ACF application forms, shortlisted applicants will be invited for ACF interviews (11<sup>th</sup> November - 23<sup>rd</sup> December 2015) organised by the LETB hosting the ACF post. The ACF interview will have an academic and clinical component; you will be required to pass all components of the interview. Appointable applicants at the ACF interviews will be ranked, with the top ranked applicant being offered the ACF post (conditionally if clinical benchmarking is required) when the offers window opens on 11<sup>th</sup> January 2016. The process is summarised in Appendix A.

Conditional offers will be given to successful applicants at the ACF interviews that do not already hold a National Training Number (NTN) or Deanery Reference Number (DRN) in the GMC specialty and level to which they are applying. The condition of the offer relates to clinical benchmarking in the GMC specialty of the ACF post for which you are applying. *Clinical benchmarking is defined in FAQ 2.*

If the top ranked applicant at the ACF interviews requires clinical benchmarking then reserve appointable applicants, at the ACF interview, will also be invited for clinical benchmarking if required. An unconditional offer to the reserve applicants, who pass clinical benchmarking, is dependent on the applicants ranked higher at the ACF interviews withdrawing or failing clinical benchmarking.
It is up to each applicant to decide whether they would like to hold or accept the ACF offer based on their individual circumstances. Please see section 4.6 Accepting, holding, upgrading and rejecting an offer of the 2016 Applicant handbook for more details.

**What is clinical benchmarking?**
Clinical benchmarking relates to reaching the threshold of appointability at the national standard clinical interviews/assessments for the GMC specialty and level of ACF post for which you are applying. Only applicants successful at the ACF interviews that do not hold an NTN/DRN in the GMC specialty and level to which they are applying need to be clinically benchmarked.

Applicants who hold a DRN in a core specialty, who are applying for an ACF at ST3/4 will be required to attend clinical benchmarking at the higher level. The clinical interview that resulted in the award of the DRN will not be acceptable for clinical benchmarking.

Applicants, who fail to reach the appointability threshold at clinical benchmarking, will be ineligible for appointment to the ACF post in that recruitment round. Under these circumstances the conditional ACF offer will be withdrawn. If applicants require clinical benchmarking at national clinical assessment/interviews then the LETB hosting the ACF post will arrange this.

Withdrawal of a conditional ACF offer does not prevent the affected applicants from reapplying in future recruitment rounds.

**Do I need to submit a separate application for standard clinical training in that specialty in order to be able to attend an interview for clinical benchmarking?**
If you require clinical benchmarking then you are required to fill out a separate standard clinical application form. You will be asked on your standard clinical application form whether you wish to be considered for academic recruitment only (i.e. clinical benchmarking only) or whether you wish your standard clinical application to be considered for both academic and clinical appointments. The two options are described below, once you have made your selection and submitted the standard clinical application form you will not be able to change this decision.

**Standard clinical application form options:**
- **Academic Recruitment only:** This option informs the LETB that you wish your standard clinical application form to be only used for clinical benchmarking for the ACF post you have applied for. You will only be invited to standard clinical interviews if you were appointable at the ACF interviews and thus invited for clinical benchmarking. This selection informs the LETB that they should remove you from the offers process for the standard clinical training posts. Your score will only be used to assess whether you reached the level of appointability, you should be informed of the outcome as soon as possible.

- **Academic Recruitment and Specialty Training:** This option advises the LETB that in addition to using the standard clinical application for clinical benchmarking as part of the ACF recruitment process, (option 1), you would also like to be considered for a standard clinical training post in the related specialty. Your score will be used to assess whether you reached the level of appointability for...
the ACF post offer and you should be informed of the outcome as soon as possible. If your score is also high enough to be appointed to a standard clinical training post then you will receive this offer when the national standard clinical training offers window opens. *Guidance on accepting ACF posts is detailed below*

I currently hold a clinical NTN in the GMC specialty associated with the ACF I am applying for. Do I need to be clinically benchmarked?
No. You will have already passed the assessment at the national clinical interview for this GMC specialty and therefore will not have to do so again.

I currently hold a Deanery Reference Number (DRN) having previously successfully applied for core level training. Will I still need to be clinically benchmarked?
If you hold a DRN whilst applying for a post linked to a GMC specialty that has relevant core level training (e.g. core trainee in Anaesthetics, Core Medical Training for medical specialties and Core Surgical Training for surgery), then you will have already passed the assessment at the clinical interview previously and therefore will not have to do so again.

However, if you hold a DRN for core training but are applying to academic training at a higher training level (i.e. ST3/4) you will need to attend a national clinical assessment/interview at the appropriate level.

If the core level training you are undertaking is not relevant to the GMC specialty you will be applying for in the NIHR ACF round then you will need to undergo clinical benchmarking.

I hold a National Training Number, but not in the same GMC specialty that I am applying for academic training. Will I still need to be clinically benchmarked?
Yes. Although you have met the required standard in a national clinical interview before, it was not in the same GMC specialty. Therefore, to ensure a consistency of approach with all applicants, you will need to undergo clinical benchmarking for this GMC specialty.

When will ACF offers be released?
Academic round 1 offers will be released in January 2016. If you already hold an NTN in the relevant GMC specialty and are the preferred candidate following the ACF interview then you can be offered the post. If you require clinical benchmarking then the offer will be conditional upon meeting the required standard in the standard clinical assessment/interview.

What is the process of accepting an ACF post after clinical benchmarking?
If, after confirmation of clinical benchmarking you choose to accept your ACF post, you must ensure that you withdraw from all other applications that you have submitted. It is your responsibility to contact the appropriate lead recruiter(s) and inform them that you would like to withdraw your application. This should be done within 5 working days of confirmation of clinical benchmarking. Withdrawal from other applications will not automatically occur through Oriel.

What happens if I do not reach the required standard at clinical benchmarking?
Your NIHR ACF offer will be withdrawn by the relevant LETB. Would I receive a rank at clinical interviews when being clinically benchmarked?
It depends on the option selected in the standard clinical application form. ACF applicants who select:

- **Academic recruitment only** will not receive a rank at the standard clinical assessments/interviews.

- **Academic recruitment and specialty training** will receive a rank at the standard clinical assessments/interviews.

**What will be the likely delay between my round 1 ACF interview and clinical benchmarking?**

It depends on the level of the NIHR ACF post that you are applying for. Round 1 NIHR ACF interviews will take place in November/December 2015. Standard clinical assessments/interviews for ST1 specialties will take place between January and March 2016. ST3/4 standard clinical assessment/interviews take place between March and May 2016.
Annex B: Links to further information

Local Education and Training Boards (LETBs)

Health Education East Midlands
http://em.hee.nhs.uk
Health Education East of England
http://eoe.hee.nhs.uk
Health Education Kent, Surrey and Sussex
http://kss.hee.nhs.uk
Health Education South London
http://southlondon.hee.nhs.uk
Health Education North Central and East London
http://ncel.hee.nhs.uk
Health Education North West London
http://nwl.hee.nhs.uk
Health Education North East
http://ne.hee.nhs.uk
Health Education North West
http://nw.hee.nhs.uk
Health Education Thames Valley
http://thamesvalley.hee.nhs.uk
Health Education South West
http://southwest.hee.nhs.uk
Health Education Wessex
http://wessex.hee.nhs.uk
Health Education West Midlands
http://wm.hee.nhs.uk
Health Education Yorkshire and the Humber
http://yh.hee.nhs.uk

Royal Colleges

The Royal College of Anaesthetists
http://www.rcoa.ac.uk
College of Emergency Medicine
http://www.collemergencymed.ac.uk
The Royal College of General Practitioners
http://www.rcgp.org.uk
The Royal College of Nursing
http://www.rcn.org.uk
The Royal College of Obstetricians and Gynaecologists
http://www.rcog.org.uk
The Royal College of Ophthalmologists
http://www.rcophth.ac.uk
The Royal College of Paediatrics and Child Health
http://www.rcpch.ac.uk
The Royal College of Pathologists
http://www.rcopath.org
The Royal College of Physicians in Edinburgh
http://www.rcpe.ac.uk
The Royal College of Physicians in London
http://www.rcplondon.ac.uk
The Royal College of Physicians and Surgeons of Glasgow
http://www.rcpsg.ac.uk
The Royal College of Psychiatrists
http://www.rcpsych.ac.uk
The Royal College of Radiologists
http://www.rcr.ac.uk
The Royal College of Surgeons of Edinburgh
http://www.rcsed.ac.uk
The Royal College of Surgeons in Ireland
http://www.rcsi.ie
The Royal College of Surgeons of England
http://www.rcseng.ac.uk
The Royal Society of Medicine
http://www.rsm.ac.uk
Academy of Medical Royal Colleges
http://www.aomrc.org.uk
Academy of Medical Sciences
http://www.acmedsci.ac.uk
Faculty of Intensive Care Medicine
http://www.ficm.ac.uk
Faculty of Occupational Medicine (of the Royal College of Physicians)
http://www.fom.ac.uk
Faculty of Pharmaceutical Medicine (of the Royal Colleges of Physicians of the United Kingdom)
http://www.fpm.org.uk
Faculty of Public Health
http://www.fph.org.uk
Faculty of Sexual and Reproductive Healthcare
http://www.fsrh.org

Other Links
British Medical Association
http://bma.org.uk
BMA Counselling and Doctor Advisor Service
http://bma.org.uk/practical-support-at-work/doctor-well-being
Committee of General Practice Education Directors (COGPED)
http://www.cogped.org.uk
Committee of Postgraduate Dental Deans and Directors (COPDenD)
http://www.copdend.org.uk
Conference of Postgraduate Medical Education Deans of the UK (COPMeD)
http://www.copmed.org.uk
Core Surgery Recruitment
www.surgeryrecruitment.nhs.uk
Department of Health
https://www.gov.uk/government/organisations/department-of-health
e-learning for Healthcare
www.e-lfh.org.uk
Foundation Programme
http://www.foundationprogramme.nhs.uk/pages/home
General Medical Council (GMC)
http://www.gmc-uk.org
Medical Schools Council
http://www.medschools.ac.uk
Medical Training Scotland
http://www.scotmt.scot.nhs.uk
Medical Research Council
http://www.mrc.ac.uk
National Association of Clinical Tutors (NACT)
http://www.nact.org.uk
National Association of Medical Personnel Specialists (NAMPS)
http://www.namps.org.uk
National Institute for Health Research Trainees Coordinating Centre
http://www.nihrtcc.nhs.uk
National Medical Careers Fair
http://careersfair.bmj.com
National Recruitment Office for GP training
http://gprecruitment.hee.nhs.uk

National School of Occupational Health (Medical Recruitment)
http://www.fom.ac.uk/education-and-training/national-school-of-occupational-health-recruitment

NHS Careers
http://www.nhscareers.nhs.uk

NHS Confederation
http://www.nhsconfed.org

NHS Employers
http://www.nhsemployers.org

NHS Improving Quality
http://www.nhsiq.nhs.uk

NHS Jobs
http://www.jobs.nhs.uk

Northern Ireland Medical and Dental Training Agency
http://www.nimdta.gov.uk

Oncology Recruitment
http://oncologyrecruitment.nhs.uk

ROSE (website for refugee doctors)
http://www.rose.nhs.uk

Skills for Health
http://www.skillsforhealth.org.uk

Wales Deanery
http://walesdeanery.org
Annex C: Information for Overseas Nationals

If you are subject to immigration control (including limited leave to remain), you will be required to provide evidence of your immigration status as at the closing date of the post to which you are applying.

If you have limited leave to remain, you will be considered for the post as long as your immigration category allows you to take up a training programme and is valid on the closing date of the post to which you are applying.

The Resident Labour Market Test will be applied if you are in a relevant immigration category which does not allow you to take up a training programme, and you need to "switch" your status to the Tier 2 category. For further details please visit: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/428196/Tier_2__5_Sponsor_Guidance__v_1_1.pdf

If you need to "switch" your immigration status, you should check the UK Visas and Immigration website to see if you may switch within the UK - https://www.gov.uk/tier-2-general

Categories that are not cited in the above guidance will require a "restricted" Certificate of Sponsorship (RCoS) from the sponsor. You will be required to return to your home country to make an application out of country. If you are unsure of the correct route to follow, please gain immigration advice from an authorised advisor/lawyer. We cannot provide advice regarding leave applications. Applications requiring RCoS cannot be guaranteed as they are dependent on the monthly allocation panel and there are a limited number of places available.

Non UK / EEA nationals who have graduated from a UK medical or dental school will have an additional exemption from the Resident Labour Market Test when moving from their Foundation Programme (in Tier 4) directly into specialty training (in Tier 2). This is a one off exemption when switching from Tier 4 to Tier 2. Nationally sponsored trainees (i.e. those sponsored by Health Education England or NHS Education for Scotland) requiring sponsorship for Core training /Higher Specialty Training will be classed as extension applications and will also be exempt from the Resident Labour Market Test within their sponsorship area. Nationally sponsored trainees will need to meet the Resident Labour Market Test when they apply for posts outside of their sponsorship area.

All applicants for specialty training must hold or be eligible to hold full registration with the GMC/GDC.

Please note it is the applicant’s responsibility to inform us of any changes to their immigration status during the process.
The tables below set out the main categories of limited leave to remain and eligibility to take up specialty training programmes.

### UK/EEA

<table>
<thead>
<tr>
<th>Category</th>
<th>Status</th>
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<tbody>
<tr>
<td>UK national</td>
<td>Can apply to a training programme</td>
</tr>
<tr>
<td>Partner / civil partner or spouse of a UK national on a probationary period</td>
<td>Applicant will be given an initial grant of 5 years – then can apply for Indefinite Leave to Remain if the relationship is considered genuine by UKVI. Can apply to a training programme and be considered.</td>
</tr>
<tr>
<td>Fiancé(e)s of a UK national</td>
<td>Can apply to a training programme, Will need to meet RLMT and assigned RCoS. Will need to apply outside of UK</td>
</tr>
<tr>
<td>EEA nationals (^2) (excluding Croatian nationals)</td>
<td>Can apply to a training programme and be considered</td>
</tr>
<tr>
<td>Croatian nationals</td>
<td>Can apply to a training programme, but if appointed (working in the UK for the first 12 months) employer will need to assign a Certificate of Sponsorship, which the trainee can then use to apply for a Purple Registration Certificate. <a href="https://www.gov.uk/croatian-national/overview">https://www.gov.uk/croatian-national/overview</a></td>
</tr>
<tr>
<td>Partner / civil partner or spouse of an EEA national resident in the UK</td>
<td>Can apply to a training programme and be considered</td>
</tr>
<tr>
<td>Swiss nationals</td>
<td>Can apply to a training programme and be considered</td>
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### Tier 1 Visas

<table>
<thead>
<tr>
<th>Category</th>
<th>Status</th>
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<tr>
<td>Tier 1 (Post Study Work) no restriction on employment as a doctor or dentist in training – UK graduates only</td>
<td>Can apply to a training programme. Applicant will have to switch to Tier 2 visa once their current leave expires – but will be RLMT exempt – see <a href="https://www.gov.uk/tier-2-general/eligibility">https://www.gov.uk/tier-2-general/eligibility</a></td>
</tr>
<tr>
<td>Tier 1 (Post Study Work) – with endorsement &quot;no employment as a Doctor or Dentist in Training&quot;</td>
<td>Can apply to a training programme. Applicant will have to switch to Tier 2 visa – will need to satisfy RLMT see <a href="https://www.gov.uk/tier-2-general/eligibility">https://www.gov.uk/tier-2-general/eligibility</a></td>
</tr>
</tbody>
</table>
| Tier 1 (General) – no restriction on employment as a doctor or dentist in training | Can apply to a training programme. If applicant’s Tier 1 visa is about to expire, they will have to switch to Tier 2 visa or apply for Indefinite Leave to Remain – will need to satisfy RLMT unless applying to continue a training programme under the same NHS training number – see [https://www.gov.uk/tier-2-](https://www.gov.uk/tier-2-)

\(^2\) Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Republic of Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, The Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom
<table>
<thead>
<tr>
<th>Category</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 1 (General) – with endorsement “no employment as a Doctor or Dentist in Training”</td>
<td>Can apply to a training programme. Applicant will have to switch to Tier 2 visa – will need to satisfy RLMT – see <a href="https://www.gov.uk/tier-2-general/eligibility">https://www.gov.uk/tier-2-general/eligibility</a></td>
</tr>
<tr>
<td>Tier 1 (Entrepreneur) – with endorsement “no employment as a Doctor or Dentist in Training”</td>
<td>Can apply to a training programme. Applicant will have to switch to Tier 2 visa – will need to satisfy RLMT – see <a href="https://www.gov.uk/tier-2-general/eligibility">https://www.gov.uk/tier-2-general/eligibility</a></td>
</tr>
<tr>
<td>Tier 1 (Investor) – with endorsement “no employment as a Doctor or Dentist in Training”</td>
<td>Can apply to a training programme. Applicant will have to switch to Tier 2 visa – will need to satisfy RLMT – see <a href="https://www.gov.uk/tier-2-general/eligibility">https://www.gov.uk/tier-2-general/eligibility</a></td>
</tr>
<tr>
<td>Tier 1 (Exceptional Talent) with endorsement “no employment as a Doctor or Dentist in Training”</td>
<td>Can apply to a training programme. Applicant will have to switch to Tier 2 visa – will need to satisfy RLMT – see <a href="https://www.gov.uk/tier-2-general/eligibility">https://www.gov.uk/tier-2-general/eligibility</a></td>
</tr>
<tr>
<td>Dependant of Tier 1 with endorsement “no employment as a Doctor or Dentist in Training”</td>
<td>Can apply to a training programme. Applicant will have to switch to Tier 2 visa – will need to satisfy RLMT – see <a href="https://www.gov.uk/tier-2-general/eligibility">https://www.gov.uk/tier-2-general/eligibility</a></td>
</tr>
<tr>
<td><strong>Tier 2</strong></td>
<td></td>
</tr>
<tr>
<td>Category</td>
<td>Status</td>
</tr>
<tr>
<td>Dependant of a PBS – Tier 2 (General) – no endorsement about employment as a Doctor or Dentist in training</td>
<td>Can apply to a training programme. Can retain current visa status as a dependant. However, please be aware that if you wish to be employed under your own immigration status you will be required to meet RLMT and issued a RCOS. Candidates will need to apply outside of the UK</td>
</tr>
<tr>
<td>Dependant of PBS – Tier 2 (General) – with endorsement “no employment as a Doctor or Dentist in Training”</td>
<td>Can apply to a training programme. Applicant will have to switch to Tier 2 visa – will need to satisfy RLMT – see <a href="https://www.gov.uk/tier-2-general/eligibility">https://www.gov.uk/tier-2-general/eligibility</a> Applicant cannot switch visa status in country. Restricted CoS will be required. Candidate can only apply from outside the UK.</td>
</tr>
</tbody>
</table>
### Tier 4 / Student Visa

<table>
<thead>
<tr>
<th>Category</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 4 / Student visa holder – graduates of UK medical / dental school – currently FY2</td>
<td>Can apply for a training programme. Applicant will have to switch to Tier 2 visa – but will be RLMT exempt</td>
</tr>
<tr>
<td>Dependant of Tier 4 / Student visa holder – no endorsement about employment as a Doctor or Dentist in Training</td>
<td>Can apply for a training programme but will be RLMT exempt</td>
</tr>
<tr>
<td>Tier 4 (Adult Student) – not a graduate of a UK Medical / Dental School but who would have qualified for Tier 1 (PSW)</td>
<td>Can apply for a training programme. Applicant will have to switch to Tier 2 visa</td>
</tr>
<tr>
<td>Dependant of Tier 4 (Adult Student) – with endorsement – &quot;no employment as a Doctor or Dentist in Training&quot;</td>
<td>Can apply to a training programme. Applicant will have to switch to Tier 2 visa – will need to satisfy RLMT and Restricted CoS will be required.</td>
</tr>
</tbody>
</table>

### Tier 5

<table>
<thead>
<tr>
<th>Category</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>PBS – Tier 5 (Government Authorised Exchange) – Medical Training Initiative</td>
<td>Can apply for a training programme. Applicant cannot switch visa status in country. Will need to satisfy RLMT. Restricted CoS will be required. Candidate can only apply from outside the UK.</td>
</tr>
<tr>
<td>Youth Mobility Scheme</td>
<td>Can apply for a training programme. Applicant cannot switch visa status in country. Will need to satisfy RLMT. Restricted CoS will be required. Candidate can only apply from outside the UK.</td>
</tr>
</tbody>
</table>

### Other immigration status

<table>
<thead>
<tr>
<th>Category</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indefinite Leave to Remain/Settled Status</td>
<td>Can apply for a training programme</td>
</tr>
<tr>
<td>Dependant of a person with Indefinite Leave to Remain/Settled Status</td>
<td>Can apply for a training programme</td>
</tr>
<tr>
<td>British National (Overseas) with Right of Abode</td>
<td>Can apply for a training programme</td>
</tr>
<tr>
<td>British National (Overseas) with no Right of Abode</td>
<td>Can apply for a training programme. Applicant cannot switch visa status in country. Will need to satisfy RLMT. Restricted CoS will be required. Candidate can only apply from outside the UK.</td>
</tr>
<tr>
<td>PLAB/Clinical Attachment/ Business</td>
<td>Can apply for a training programme, but</td>
</tr>
<tr>
<td>Visa/Visitor</td>
<td>cannot be considered until RLMT has been met. Will need to satisfy RLMT Restricted CoS will be required. Candidate can only apply from outside the UK.</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Refugee status awarded by UK, and partner/civil partner or spouse</td>
<td>Can apply for a training programme</td>
</tr>
<tr>
<td>UK Ancestry visa holder</td>
<td>Can take up a training programme</td>
</tr>
<tr>
<td>Dependant of UK Ancestry visa holder</td>
<td>Can take up a training programme</td>
</tr>
</tbody>
</table>
## Annex D: Confidential Enquiries (Contact Details)

<table>
<thead>
<tr>
<th>Recruiting Office</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Education East Midlands</td>
<td></td>
</tr>
<tr>
<td>For Public Health applicants:</td>
<td><a href="mailto:heem.publichealthrecruitment@nhs.net">heem.publichealthrecruitment@nhs.net</a></td>
</tr>
<tr>
<td>For all other specialties:</td>
<td><a href="mailto:heem.medicalrecruitment@nhs.net">heem.medicalrecruitment@nhs.net</a></td>
</tr>
<tr>
<td>Health Education East of England</td>
<td><a href="mailto:HEEE.recruitmenthelpdesk@nhs.net">HEEE.recruitmenthelpdesk@nhs.net</a></td>
</tr>
<tr>
<td>Health Education Kent, Surrey and Sussex</td>
<td><a href="mailto:declaration@kss.hee.nhs.uk">declaration@kss.hee.nhs.uk</a></td>
</tr>
<tr>
<td>Health Education North East</td>
<td><a href="mailto:lethelpdesk@ne.hee.nhs.uk">lethelpdesk@ne.hee.nhs.uk</a></td>
</tr>
<tr>
<td>Health Education North West – Mersey</td>
<td><a href="mailto:lead.employer@sthk.nhs.uk">lead.employer@sthk.nhs.uk</a></td>
</tr>
<tr>
<td>Health Education North West – North Western</td>
<td><a href="mailto:norwest-dean.ftp@nhs.net">norwest-dean.ftp@nhs.net</a></td>
</tr>
<tr>
<td>Health Education South West – Peninsula</td>
<td><a href="mailto:PEN.STRHelpdesk@southwest.hee.nhs.uk">PEN.STRHelpdesk@southwest.hee.nhs.uk</a></td>
</tr>
<tr>
<td>Health Education South West – Severn</td>
<td><a href="mailto:severn.stsupport@southwest.hee.nhs.uk">severn.stsupport@southwest.hee.nhs.uk</a></td>
</tr>
<tr>
<td>Health Education Thames Valley</td>
<td><a href="mailto:recruitment@thamesvalley.hee.nhs.uk">recruitment@thamesvalley.hee.nhs.uk</a></td>
</tr>
<tr>
<td>Health Education Wessex</td>
<td></td>
</tr>
<tr>
<td>For Cardiothoracic Surgery applicants:</td>
<td><a href="mailto:ctsurgery.recruitment@wessex.hee.nhs.uk">ctsurgery.recruitment@wessex.hee.nhs.uk</a></td>
</tr>
<tr>
<td>For Paediatric Cardiology applicants:</td>
<td><a href="mailto:paediatric.cardiologyrecruitment@wessex.hee.nhs.uk">paediatric.cardiologyrecruitment@wessex.hee.nhs.uk</a></td>
</tr>
<tr>
<td>For all other specialties:</td>
<td><a href="mailto:wessex.recruitment@wessex.hee.nhs.uk">wessex.recruitment@wessex.hee.nhs.uk</a></td>
</tr>
<tr>
<td>Recruiting Office</td>
<td>Email Address</td>
</tr>
<tr>
<td>------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Health Education West Midlands</td>
<td>For GP applicants to the West Midlands only: <a href="mailto:gpdeaneryadmin@wm.hee.nhs.uk">gpdeaneryadmin@wm.hee.nhs.uk</a></td>
</tr>
<tr>
<td></td>
<td>For applicants to Anaesthetics: <a href="mailto:nationalrecruitment@wm.hee.nhs.uk">nationalrecruitment@wm.hee.nhs.uk</a></td>
</tr>
<tr>
<td></td>
<td>For applicants to Intensive Care Medicine: <a href="mailto:icm@wm.hee.nhs.uk">icm@wm.hee.nhs.uk</a></td>
</tr>
<tr>
<td></td>
<td>For applicants to Clinical Genetics: <a href="mailto:mmcteam@wm.hee.nhs.uk">mmcteam@wm.hee.nhs.uk</a></td>
</tr>
<tr>
<td></td>
<td>For all other applicants applying to posts in the West Midlands: <a href="mailto:mmcteam@wm.hee.nhs.uk">mmcteam@wm.hee.nhs.uk</a></td>
</tr>
<tr>
<td>Health Education Yorkshire and the Humber</td>
<td><a href="mailto:specialty.recruitment@yh.hee.nhs.uk">specialty.recruitment@yh.hee.nhs.uk</a></td>
</tr>
<tr>
<td>London Recruitment</td>
<td><a href="mailto:confidentialenquiries@southlondon.hee.nhs.uk">confidentialenquiries@southlondon.hee.nhs.uk</a></td>
</tr>
<tr>
<td>General Practice National Recruitment Office</td>
<td>N/A – emails to be sent to LETB/Deanery preference</td>
</tr>
<tr>
<td>Royal College of Obstetrics and Gynaecologists</td>
<td>N/A – emails to be sent to LETB/Deanery preference</td>
</tr>
<tr>
<td>Royal College of Paediatrics and Child Health</td>
<td><a href="mailto:paedjobs@rcpch.ac.uk">paedjobs@rcpch.ac.uk</a></td>
</tr>
<tr>
<td>Royal College of Physicians</td>
<td>N/A – emails to be sent to LETB/Deanery preference</td>
</tr>
<tr>
<td>NHS Education for Scotland</td>
<td><a href="mailto:RecruitmentConfidential@nes.scot.nhs.uk">RecruitmentConfidential@nes.scot.nhs.uk</a></td>
</tr>
<tr>
<td>Northern Ireland Medical and Dental Training Agency</td>
<td><a href="mailto:hr.nimdta@hscni.net">hr.nimdta@hscni.net</a></td>
</tr>
<tr>
<td>Wales Deanery</td>
<td><a href="mailto:confidentialenquiries@cf.ac.uk">confidentialenquiries@cf.ac.uk</a></td>
</tr>
</tbody>
</table>
# Annex E: Fitness to Practise Declarations (Contact Details)

<table>
<thead>
<tr>
<th>Recruiting Office</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Education East Midlands</td>
<td>For Public Health applicants:</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:Heem.fitnesstopractise@nhs.net">Heem.fitnesstopractise@nhs.net</a></td>
</tr>
<tr>
<td></td>
<td>For all other specialties:</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:Heem.fitnesstopractise@nhs.net">Heem.fitnesstopractise@nhs.net</a></td>
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</tr>
<tr>
<td>Health Education South West – Severn</td>
<td><a href="mailto:severn.fitness@southwest.hee.nhs.uk">severn.fitness@southwest.hee.nhs.uk</a></td>
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<td><a href="mailto:wessex.recruitment@wessex.hee.nhs.uk">wessex.recruitment@wessex.hee.nhs.uk</a></td>
</tr>
<tr>
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<td><a href="mailto:fitnessstopractise@wm.hee.nhs.uk">fitnessstopractise@wm.hee.nhs.uk</a></td>
</tr>
<tr>
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<td>N/A – emails to be sent to LETB/Deanery preference</td>
</tr>
<tr>
<td>Royal College of Paediatrics and Child Health</td>
<td><a href="mailto:Fitness.ToPractise@rcpch.ac.uk">Fitness.ToPractise@rcpch.ac.uk</a></td>
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<td><a href="mailto:FTPWales@cardiff.ac.uk">FTPWales@cardiff.ac.uk</a></td>
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