



APPLICANT GUIDE 2025

**ST1 Trauma & Orthopaedic
Surgery**

Round 1

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Introduction

Please ensure you read this Introduction before proceeding to the rest of the Guide.

Your application: Your Responsibility

The application process is dependent on you completing your application to Scotland comprehensively. Getting it right is an important part of maximising your chances in achieving entry to your preferred training programme. Therefore, please read this guide carefully - it contains all the information (or links to information) you need to take you through the application process.

NHS Education for Scotland (NES) will not be responsible for rejected applications due to applicants failing to follow the guidance provided.

This applicant guide must be used alongside the *Oriel Applicant User Guide* which is available on the [Oriel Resource Bank](#), as well as the UK Medical Specialty Recruitment Applicant guidance, available on the [MDRS website](#).

Plagiarism

Your application is yours and should be completed by you alone. Any incidences of plagiarism may invalidate your application. You are advised to keep a copy of your final submitted application.

Training Programme Places and Employment Contracts

You are applying for a place on an educational training programme not a specific post of employment. NES is responsible for the educational implementation of Scottish Medical Training. The role of NES is to manage the application and recruitment process of applicants to training programmes in Scotland in partnership with NHS Scotland Health Boards.

An offer of a place on a training programme does not constitute an offer of employment in a specific post. Employment offers are the responsibility of the employing NHS Scotland Health Board who issue the contract of employment, subject to satisfactory pre-employment checks. If you are not offered a contract of employment by a Board, you will not retain your training programme place.

Contracts of employment are issued by the Lead Employing Board for the duration of the training programme. The offer of an educational programme is offered as a continuous period of training. Continuation of training will depend on satisfactory completion of each specialty placement. All placements are provisional and subject to change within programmes. Placements may be geographically distant or separate.

Scottish Medical Training (SMT) – 2025 RECRUITMENT

Applying for Specialty Training

Applications to specialty training programmes will be made using the Oriel Recruitment Portal.

Oriel can be accessed at <https://www.oriel.nhs.uk/Web>

Applicant registration is available now via the link above. Registration provides the opportunity to enter core information to all application forms once. The information entered at registration will pre-populate future application forms at the point they are opened. Please read the *Oriel Applicant User Guide* for full details.

Training Programme Information

NHS Education for Scotland is recruiting to ST1 Trauma & Orthopaedic Surgery for a 6th August 2025 start date.

Further information on the ST1 Trauma & Orthopaedic Surgery training programme in Scotland can be found on the [specialty programme section](#) of the Scottish Medical Training website.

Recruitment Timeline

Recruitment to ST1 Trauma & Orthopaedic Surgery for posts commencing 6th August 2025 will follow the UK Medical Recruitment Round 1 timetable:

Date	Event	Comments
By 17:00 (GMT) on Wednesday 23 rd October 2024	Vacancies published	Oriel
At 10:00 (GMT) on Thursday 24 th October 2024	Applications OPEN	Late Applications <u>will not</u> be accepted
At 16:00 (GMT) on Thursday 21 st November 2024	Applications CLOSE	
Longlisting / Shortlisting / Selection Process		
By 17:00 (GMT) on Tuesday 25 th March 2025	All first offers released by this date across the UK	Offers can be Accepted / Rejected or Held
At 13:00 (BST) on Thursday 3 rd April 2025	Offers can be HELD until this date	
At 16:00 (BST) on Tuesday 8 th April 2025	Offers can be UPGRADED until this date	

SECTION A – THE APPLICATION PROCESS

Applications for ST1 Trauma & Orthopaedic Surgery in Scotland must be made via the [Oriel](#).

The *Oriel Applicant User Guide* can be found on the [Resource Bank](#), which includes all the information you require from registration to completing application forms, assessment and offers.

Contact regarding applications will be via direct messaging through Oriel. Applicants are therefore advised to log into their Oriel accounts regularly throughout the recruitment process. Most recruitment offices will also send applicants an email to a stated email address, however, these emails should not be relied upon, and delivery cannot be guaranteed as they are being sent external to Oriel.

Applicants will have the ability to set a recovery email address which is different to their registered Oriel email address and security questions. This can be undertaken in the *My Profile* area of their Oriel account. Applicants are strongly recommended to set this up as it will allow them to unlock their accounts outside of normal office hours, without needing to contact the recruitment office.

Information on the number of vacancies, person specifications and further information can be found on the [speciality recruitment](#) section Scottish Medical Training website.

How Many Applications Can I Make?

You may make one application to each specialty in which you are interested.

There is no limit to the number of specialties to which an applicant can apply. If you are making multiple applications, please ensure that you tailor each application to fit the specialty you are applying for - failure to do so may well affect your chances of being shortlisted for assessment.

While every effort will be made to avoid conflicting assessment dates, it will not be possible to change these. If you have made applications to multiple specialties, you may be unable to attend all assessment for which you are shortlisted.

Linked Applications

There is no facility to link applications.

The Application Form

Before starting an application, applicants should ensure that they:

Meet the minimum eligibility criteria

- All person specifications are available on the [Scottish Medical Training website](#).

Read all supporting documentation

- Applicants should ensure that they read all available documentation before commencing an application to understand what is required of them e.g. specialty specific applicant guidance, criteria contained within the person specification, any mandatory documentation that needs to be uploaded to the application form.

Gather evidence

- Applicants should ensure that they have gathered all evidence required to complete the application form e.g. dates and titles of qualifications, publications, presentations, research, audit etc.
- Please note: You **MUST NOT** contain patient identifiable data and should only include your own original work.

Career research

- Applicants need to be able to demonstrate reasons for applying for a specialty and what they can bring in terms of skills and personal attributes.

Plan time

- Work out how long it will realistically take to complete the application form, including getting feedback from colleagues.
- The application form will take some time to complete so applicants should ensure they allow enough time to complete the form and submit it ahead of the published deadline. Under no circumstances will late applications be considered.

Referees

- Referees should be contacted at the earliest opportunity to confirm that they are happy to support the application and provide a reference.
- Applicants will need to provide details, including up to date email addresses of three referees who have supervised their clinical training in the last 2 years. Those applying to more than one specialty may opt to nominate different referees for each specialty.
- It is important that applicants confirm referee email addresses prior to completing the application form. Once offers have been accepted, referees will be contacted by email with a link to allow them to complete the reference online. It is therefore important that email addresses provided are correct and for email accounts that are regularly accessed so that they do not miss any deadlines.

Key content of application forms

- Applicants **MUST** ensure that any work submitted or referenced is their own. Any plagiarism in applications will be treated extremely seriously and will result in further action being taken.
- The application form will be split into several sections:
 1. Part 1
 - Personal Information
 - Equality & Diversity Information
 - Employment History
 2. Part 2
 - Training History / Previous Training Details
 - References
 - Fitness to Practice
 - Competency / Eligibility
 - Declarations
 3. Supporting Information
 - Evidence - Statements to support the scores you have selected on your self-assessment form
 - Supporting - If you consider it may not be clear from your employment history that your T&O experience is 18months or less you have to opportunity to explain why in this section.
 4. Application form - Self-assessment
 5. Confirm & Submit

We recommend you read and complete each question carefully, paying particular attention to the mandatory fields. Remember to regularly save your application as the system will time out should the page remain inactive for 60 minutes.

Please note: Recruitment offices will not be able to make any changes to submitted application forms on Oriel. Applicants must therefore ensure that they check the content of their application form prior to submission as there will be no opportunity to correct mistakes at a later date.

Which Entry Level Do I Select?

Although specialty registrar training programmes follow the GMC approved specialty training curricula from Level 1 through to CCT, there may be opportunities to enter many of the specialty registrar training programmes at levels other than Level 1.

It is important that you study the [person specification](#) for each entry level for the specialties to which you are considering applying. The person specifications clearly state the entry requirements for each level and this will help you to decide which is the most appropriate for you. Applying to the most appropriate level will optimise your chances of success.

Please be aware that entry level requirements may differ between Scotland and other UK Nations, so it is important that you check you are reading the correct person specification.

You may also wish to discuss with your referees and educational supervisors which entry level is the most appropriate for you. The relevant medical royal college tutor may also be able to offer you advice on this matter.

Please note that if you apply to the wrong level by not following the guidance clearly given in all person specifications (for example, you have too much or too little experience for a particular ST or CT level), your application may not progress.

English Language Skills

If you are unable to provide evidence that the language of instruction and examination of your undergraduate training was English or that you have recently taken an appropriate English examination in an English-speaking country, you will be required to demonstrate you have the necessary knowledge of English by having an original International English Language Testing System (IELTS) certificate.

You may be required to evidence your IELTS certificate, evidence of undergraduate training in English or evidence of an appropriate English Examination at any assessment you attend.

Eligibility

Foundation competencies: The national person specification for entry to all ST1/CT1 specialty training programmes requires applicants to provide evidence of achievement of Foundation Competence within 3.5 years of the advertised post start date (6th August 2025). Further information on this can be found on the [Scottish Medical Training website](#).

Person Specification: Please ensure you read the person specification, available on the [Scottish Medical Training website](#) for further details of eligibility to ST1 Trauma & Orthopaedic Surgery .

General Medical Council (GMC) Registration

To be eligible to apply for specialty training, you will need to hold/be eligible for full registration with licence to practice with the UK GMC.

From 16 November 2009, in order to practice medicine in the UK, a doctor must be registered with the GMC and hold a licence to practice. If you wish to apply to undertake specialty training in Scotland, you will need to demonstrate that you hold full GMC Registration with Licence to Practice or are eligible for full registration and licence to practice.

Please read the guidance regarding GMC registration carefully, which can be found [here](#) on the GMC website.

You may be offered a place on a training programme if you are eligible but currently are without full GMC registration with licence to practice. However, you will NOT be eligible to take up the employment contract with the health board and hence unable to commence work, if you are not registered with licence to practice with the GMC by the start date of the training programme.

You will be unable to commence work without holding GMC registration and a licence to practice.

References

References will be submitted online via Oriel and will be sought once applicants have accepted the offer of a place on a training programme. If any references have not been completed by the required deadline, these will be requested by the health board carrying out pre-employment checks.

Programme Vacancies

Details on vacancies in individual programmes by specialty and level are available on the [Scottish Medical Training website](#).

Longlisting

When you enter your personal details, eligibility to work in the UK and other essential criteria are checked. Appropriate applications are then recorded as longlisted (or not) on the Oriel recruitment portal and applicants are notified via their applicant dashboard if they have or have not met the essential criteria.

Shortlisting

Some specialties will undertake shortlisting if applicant numbers are greater than assessment capacity. The number of applicants invited to interview will be dependent on the number of vacancies available and NOT on a specific score.

SECTION B – THE SELECTION PROCESS

Information in this section relates to applications to ST1 Trauma & Orthopaedic Surgery in Scotland.

Longlisting and Shortlisting

If the number of applications for 2025 recruitment continues to exceed capacity, then the following process will be adopted to withdraw applications **prior** to the selection process commencing:

- Applicants will be ranked based on their unverified self-assessment score.
- The number of posts, the related interview capacity and any tied rankings will determine the threshold to select the cohort of applicants whose applications will proceed.
- Any applicants whose unverified score is below this threshold will not proceed and their application will be withdrawn.
- Applicants whose unverified score meets the threshold will proceed to the longlisting stage and have their eligibility to apply checked against the person specification. Those that do not meet the minimum eligibility criteria will be longlisted out.
- Longlisted applicants will proceed to self-assessment verification and will be asked to upload evidence to the self-assessment portal.
 - Eligible applicants will be notified via email when they will be required to upload evidence and the process for this. Please also refer to the timeline published on the Scottish Medical Training website.
- Following the completion of evidence verification applicants will be provided with their verified self-assessment score and given 72hrs to submit any appeal regarding any change to their score, which will then be reviewed by the Clinical Lead
- Applicants whose verified score (after appeal) does not meet the threshold score, determined prior to longlisting, will have their application withdrawn at this stage.

Applicants will then be shortlisted based on the verified self-assessment score.

Applicants must consult the *2025 T&O Application Scoring Guidance and Evidence Verification Process* document available [here on the Scottish Medical Training website](#), ahead of completing their application so that they are familiar with the full selection process.

Online Interview

Shortlisted applicants will be invited to attend an online interview in rank order of their shortlisting score.

The interview process will consist of 3x10minute stations, covering cover 4 question areas:

- Handover & Presentation (10 mins)
- Communication (10 mins)
- Clinical (10 mins)

Presentation – Candidates will be required to give a presentation lasting no more than 3 minutes on the following topic:

“ How should we address the most significant challenges facing orthopaedic surgery currently? “

Please note that visual aids are **not** permitted and must be presented **verbally only**. The panel will not ask any follow up questions regarding your presentation.

Candidates must score at least 50% overall in the interview to be deemed appointable.

Appointability

Final ranking will be based on the candidate's performance at interview and shortlisting, using the following weightings:

- Interview 75%
- Shortlisting 25%

Interview Dates

Interview dates will be published [here](#) on the Scottish Medical Training website once available.

Feedback

Once the interview window has closed candidates will automatically be emailed feedback on their performance which will include their scores for each question area and comments provided by the assessors.

Interview Scoring Criteria

This can be found in Annex B

SECTION C – THE OFFERS PROCESS

All offers will be issued via the Offers section on Oriel. For more information on using this section of the Oriel please view the *Oriel Applicant User Guide* on the [Resource Bank](#).

Selecting Preferences

In the period between application and making initial offers, you will be asked to specify your region preferences.

You will have the facility, via your Oriel applicant home page to view a table showing the available training programmes for the specialty/specialties you have made applications to. These programmes can be ranked in a preferred order. Full instructions on how to select and confirm preferences is available in the *Oriel Applicant User Guide* on the [Resource Bank](#)

Your preferences are used to decide which programme is offered to you. If you are eligible for an offer after assessment, one will be made to you in the highest preference region where there are still posts available. The higher you are ranked at assessment, the more likely you are to be offered your preferred choice.

If you are not prepared to accept an offer of training for a certain post/region, then you should NOT rank it.

By ranking a certain post/region, you are stating that you would be prepared to undertake a training programme in that region if none of your other preferences are available to you. It is important that you think carefully about this choice when applying for posts.

Assessment panels will not have access to your preference order.

Please read the [programme descriptors](#) carefully, paying close attention to the initial sector (region) in which the post may be located.

Receiving an Offer

When an offer is received, a candidate may accept, reject or hold (until a set date) the offer. In responding this implies acceptance of certain conditions.

Response	Conditions attached to response
Accept	<p>When Accepting an offer, candidates may:</p> <p><u>Accept</u></p> <ul style="list-style-type: none">a) The candidate is excluded from any further offers from this and any other specialty in this round of recruitment.b) Pre-employment processes commence.c) If the offer is for a LAT then the candidate may still get an offer of a ST or CT educational programme placement, should one become available. <p><u>Accept with Upgrades</u></p> <p>Until 16:00 (BST) 8th April 2025 candidates receiving offers which are not their first preference can select the 'Accept with Upgrade option'</p> <ul style="list-style-type: none">a) The accepted offer will automatically be upgraded if a higher ranked preference becomes availableb) At the close of holding this option ensures a candidate who has accepted a specialty benefits from any preference upgrades availablec) No offers will be received from any other specialtyd) Upgrades will continue to be made until 16:00 (BST) 8th April 2025 <p><u>NOTE:</u></p> <p>Upgrades are automatic when opting to 'Accept with Upgrades'. If an improved sector becomes available your current offer sector will automatically be upgraded. Candidates are notified of this upgrade by email.</p>
Hold	<p>Only ONE offer can be held at any time.</p> <p>Until 13:00 (BST) 3rd April 2025 candidates may:</p> <p><u>Hold</u></p> <ul style="list-style-type: none">a) The candidate is reserving the offerb) No upgrades by preference will be madec) Offers from other specialties can still be receivedd) The held offer can be rejected or accepted at any time

	<p><u>Hold with Upgrades</u></p> <p>Candidates receiving offers which are not their first preference can select the ‘Hold with Upgrades’;</p> <ul style="list-style-type: none"> a) The candidate is reserving the offer b) The held offer preference will be automatically upgraded if a higher ranked preference become available. c) Offers from other specialties can still be received d) The held offer can be rejected or accepted at any time <p><u>Close of Holding</u></p> <p>Before 13:00 (BST) 3rd April 2025 offers must be confirmed as accept, accept with upgrades or reject – if no action is taken the held offer will be deemed to have been REJECTED and your offer will automatically be DECLINED on Oriel.</p> <p><u>NOTE:</u></p> <p>Upgrades are automatic when opting to ‘Hold with Upgrades’. If a higher ranked preference becomes available your current offer will automatically be upgraded. Candidates are subsequently notified of this upgrade by email.</p> <p>If a currently held offer is released as a result of moving the HOLD to another specialty offer then the previously held offer is rejected – please see the terms associated with rejecting an offer.</p>
Reject	<p>A Candidate choosing this option will have their offer removed and receive no further offers from this specialty. Candidates will continue to receive offers from other specialties if available.</p> <p>IF YOU DO NOT RESPOND TO YOUR OFFER WITHIN 48 HOURS, WE WILL INTERPRET THIS AS YOU HAVE REJECTED THE OFFER AND YOUR OFFER WILL AUTOMATICALLY BE DECLINED ON ORIEL.</p>

If you intend to reject, please do so as soon as possible as this will allow the offer to be made to another candidate.

If you were not offered a post in the initial release of offers, this does not mean you won’t be offered one later when further offers are made.

Further Offers

As rejected offers are returned:

- a) If you have opted to hold or accept with upgrades you may receive an automatically upgraded offer for a programme you have specified a higher preference for.
- b) You may receive your first offer from this specialty as offers cascade to your ranking.

IF YOU DO NOT RESPOND TO YOUR OFFER WITHIN 48 HOURS, WE WILL INTERPRET THIS AS YOU HAVE REJECTED THE OFFER AND YOUR OFFER WILL AUTOMATICALLY BE DECLINED ON ORIEL.

Note you may hold only one offer. Selecting 'Hold' on a new offer from another specialty will release your previous held offer.

Before 13:00 (BST) 3rd April 2025 candidates must decide whether to accept, accept with upgrades or reject their held offers.

IF YOU ARE STILL HOLDING AN OFFER AT 13:00 (BST) 3rd April 2025 YOU WILL BE DEEMED TO HAVE REJECTED YOUR OFFER AND YOUR OFFER WILL AUTOMATICALLY BE DECLINED ON ORIEL.

Any offers available from 13:00 (BST) 3rd April 2025 (after the holding date has passed) will be offered:

- a) To candidates who accepted an offer and requested upgrades to their accepted offer, upgrades are available until 16:00 (BST) 8th April 2025.
- b) To candidates who have not accepted or accepted with upgrades an offer from another specialty. The options to accept, accept with upgrades or reject the offer will be available until 16:00 (BST) 8th April 2025. After 16:00 (BST) 8th April 2025 the accept with upgrades option will no longer be available but upgrades by type of post will still be possible (e.g. LAT to ST).

Allocation to Rotations

Those who accept an offer will be contacted by the relevant training programme director (TPD) to discuss the details of your programme further, and to determine your first rotation, if not already confirmed in your offer.

Once you have been allocated your rotation, the relevant Employing and Placement Health Board will then contact you to start the pre-employment checks.

All training programme offers are subject to satisfactory pre-employment checks (see Section E).

Advice and Support

Doctors applying from Scotland - you can seek career advice and support from your postgraduate dean and clinical educational supervisor. There may also be further employment opportunities as the year progresses and as current trainees obtain their certificate of completion of training, go on maternity leave or out of programme for clinical/research experience. Further information can be found on the [Scotland Deanery website](#).

Doctors applying from outside Scotland - you should contact your local Deanery for support and advice.

Out with UK national recruitment rounds, medical vacancies in Scotland are advertised on the [NHS Scotland Jobs website](#).

SECTION D – FURTHER INFORMATION FOR APPLICANTS

Less Than Full Time Training (LTFT)

There is no guarantee that a LTFT appointment will be made available although if you accept an appointment, every effort will be made to accommodate your needs where this is practicable.

The process is as follows:

- apply for specialty training as normal,
- indicate on your personal details page that you wish to train less than full-time
- if appointed - this will be 'protected' information and WILL NOT be seen by selection panels; however, if your circumstances change after your application has been submitted and you need to apply for LTFT after your appointment, this is still possible
- if successful, discuss the details of your training needs with the responsible deanery

Further information on the process can be found on [here on the Scotland Deanery website](#).

Deferred Entry

Deferrals to commence training will not be available, other than for statutory reasons (e.g. personal ill health, maternity/paternity/adoption leave).

Once in a training post, applications to go out of programme (OOP) to undertake research, for example MD or PhD will be considered on a case-by-case basis. Further information on the OOP process can be found on [here on the Scotland Deanery website](#).

Applying to Specialty Training Having Previously Been Removed From a Training Programme In The Same Specialty

Applicants who have previously resigned or been removed from a training programme in any specialty must declare this on their application form.

At the time of application, a Support for Reapplication to Specialty Training form must be completed, signed by the Training Programme Director/Head of School and Postgraduate Dean from the region you previously undertook training in.

This must be uploaded and submitted with your application. Access to the form can be found [here](#) on the Scottish Medical Training website. Failure to provide this documentation will result in the application being rejected. No other evidence will be accepted in support of reapplication.

Notice Period

If you decide to give up a CT1/ST1 offer once you have confirmed your acceptance, then you must give three months' notice prior to your start date of 6th August 2025.

For LAT posts 1 months' notice must be given if revoking an accepted offer.

Immigration

The Home Office determine the legislation regarding eligibility for non-UK nationals to enter training programmes, prospective applicants must ensure they are aware of the changes in legislation and how this may impact on their eligibility to be considered for training posts if they are non-UK nationals.

Please ensure you visit the [UK Government website](#) for full details if this applies to you.

Please note: any notification of new legislation set down by Home Office which may impact on any of our applicants between recruitment opening and offers being issued will be deemed applicable to this recruitment process.

Military Applicants

Applicants currently employed by, and training in the armed forces will be recruited and selected for training programmes funded by the Defence Deanery using a UK national process, methodology and timetable. In this way, military applicants will be assessed against the NHS standards.

Military applicants are only eligible to apply for training opportunities funded by the Defence Deanery;

- Military applications will all be handled by the West Midlands Deanery which will carry out short-listing and selection on behalf of the Defence Deanery, with appropriate military representation on the assessment panels
- Military applicants will be able to apply to two specialties only, from a list approved by the Defence Deanery
- Military applicants will be matched to programmes and geographies by the Defence Deanery once all military applicants have been assessed

Applicants With a Disability

Consistent with the national policy framework; NHS Scotland is committed to deliver best practice in Equality and Diversity. Accordingly, we fully comply with our responsibilities under Disabilities legislation including the Disability Confident Scheme (providing the candidates meet the essential criteria of the post).

Other Applications

Can I Make an Application to England, Ireland and Wales?

Yes, websites and further information can be found on the [Recruitment Leads](#) page on Oriel.

Complaints

The Complaints and Appeals process for Scottish Medical Recruitment and Selection is available on the [Scottish Medical Training website](#).

SECTION E – THE EMPLOYMENT PROCESS

Employment Checks

It is essential that every doctor working in the NHS is fit and safe to work with patients. This is emphasised in the GMC publication “[Good Medical Practice](#)”.

You will be asked to make key declarations on your application form relating to your honesty and probity. In addition, further pre-employment checks will be carried out by the employing NHS Scotland Health Board on all successful applicants recommended for specialty training.

These checks will include, among other things; verification of references, Fitness to Practice updates from GMC, occupational health clearance, Disclosure Scotland PVG and immigration status checks. They may also include validation of the evidence provided at the point of application, such as English language proficiency.

The recruitment and selection process aim to match you to the most appropriate specialty training programme, but the contract of employment is issued by the employing NHS Scotland Health Board, including any required work visa submissions.

Offers of employment will be subject to satisfactory police records checks. Successful applicants will be required to provide evidence of Police checks if they have not been resident in the UK for the past 5 years, and in all other circumstances applicants will undergo an Enhanced Disclosure Scotland and/or PVG check.

Further information on pre-employment checks can be found [here on the TURAS Hub](#).

In Scotland, the actual start date for the first post within your training programme will be 6th August 2025.

ANNEXE A – Who's Who in Scottish Medical Training

Scottish Medical Training marked a major reform in postgraduate medical education. Two-year foundation programmes lead doctors through a holistic programme of training and education, dealing with areas as diverse as team-working and patient safety.

Foundation Programmes are followed by progressive or 'run-through' Specialty and General Practice Training Programmes leading to a Certificate of Completion of Training (CCT) and entry to the Specialist or General Practice Register of the General Medical Council.

The following are involved in directing and implementing recruitment of medical trainees in Scotland.

The Academy of Medical Royal Colleges and Faculties in Scotland

Co-ordinates the work of the Medical Royal Colleges and Faculties.

NHS Education for Scotland (NES) and its Deanery Regions

NES is a Special Health Board which designs, commissions, quality assures and where appropriate provides education for NHS Scotland staff. The Medical Directorate within NES is responsible for the commissioning and delivery of postgraduate medical education in Scotland.

Within the Scotland Deanery there are four regions:

- East – Dundee and surrounding area
- North – Aberdeen, Inverness and the Scottish Highlands and Islands
- South East – Edinburgh and surrounding area
- West – Glasgow and surrounding area

These regions are an integral part of NES and are the bodies responsible for overseeing and managing specialty training programmes. They do this with services in their area as well as with trainers, specialty advisers and training programme directors. They are responsible for assessing and signing off completion of an applicant's training.

Specialty Boards for Training

NES has established seven specialty-specific training Boards:

- Diagnostic specialties
- Emergency Medicine, Anaesthetics and Intensive Care Medicine
- General Practice / Broad Based Training / Public Health
- Medical specialties
- Mental Health specialties
- Obstetrics & Gynaecology and Paediatrics
- Surgical specialties

In addition, there is also a Foundation Training Board.

The purpose of the Boards is to support NHS Education for Scotland and its Deans as well as NHS Scotland in commissioning and delivering specialty training.

In particular they will:

- support the management of operational change
- facilitate the planning of education and training from a local to a national level
- advise NES

The Boards are non-executive and discharge specific responsibilities, they have a Scotland-wide remit and complement the work of the four regions within the Scotland Deanery which are responsible for managing the delivery of postgraduate education and training to individual trainees to standards set by GMC.

For further details please visit the [Scotland Deanery website](#).

ANNEXE B – Interview Scoring Criteria

CLINICAL		
1	Poor	Demonstrated incompetence in diagnosis and clinical management. Very poor basic knowledge and judgement. Significant errors that would result in patient harm. Raises issues for fitness to practice at current/applied for level.
2	Borderline	Failure to demonstrate knowledge and competence. Lack of understanding. Difficult in prioritizing. Gaps in knowledge. Significant errors.
3	Satisfactory	Competent knowledge and judgement. Essential points identified and mentioned. No major errors.
4	Good	Demonstration of ability and confidence above level of competence. Able to prioritise. Comfortable with difficult problems. Good decision making.
5	Excellent	Demonstration of ability and confidence very significantly above the level of competence. At ease with higher order thinking. Flawless judgement and knowledge

COMMUNICATION		
Knowledge & Judgement		
1	Poor	Demonstrated incompetence in assessing the situation. Very poor basic knowledge and judgement.
2	Borderline	Failure to demonstrate knowledge and judgement. Lack of understanding of the clinical/ethical issues. Gaps in knowledge. Significant errors.
3	Satisfactory	Competent knowledge and judgement. Essential points identified and mentioned. No major errors.
4	Good	Good knowledge and judgement. Demonstration of ability and confidence above level of competence. Able to prioritise. Comfortable with difficult problems. Good decision making.
5	Excellent	Demonstration of ability and confidence very significantly above the level of competence. At ease with higher order thinking. Understanding of breadth and depth of topic judgement and knowledge
Communication / Bedside Manner		
1	Poor	Abrupt/brusque manner, arrogant. Inappropriate attitude / behaviour. Patient felt very uncomfortable – no rapport developed.
2	Borderline	Unsympathetic. Unobservant of body language.
3	Satisfactory	Appropriate introduction. Shows respect. Responds to some of the patient's queries.
4	Good	Gains patient confidence quickly. Good awareness of patient's reaction. Puts patient at ease quickly.
5	Excellent	Exceptional communication/relationship with patient. Put patient completely at ease.

HANDOVER

Identification of Clinical Priority / Urgency

1	Poor	Failed to identify any of the urgent cases. Failed to understand why some patients may need priority.
2	Borderline	Failure to demonstrate knowledge and competence. Lack of understanding. Gaps in knowledge. Identified a single patient who required priority.
3	Satisfactory	Identified some of the critical situations that would require greater clinical priority. Gave too much priority to less critical situations.
4	Good	Demonstration of ability and confidence above level of competence. Identified most of the critical patients.
5	Excellent	Demonstration of ability and confidence very significantly above the level of competence. Identified all critical situations. Identified situations that did not require any priority.

Organisation and Planning

1	Poor	Very poor basic knowledge and judgement. Demonstrated dangerous planning that could cause serious harm.
2	Borderline	Attempted to prioritise. Identified a single patient. Identified a patient who could receive less priority.
3	Satisfactory	Managed to prioritise and sequence the most critical patients but some non-critical errors and omissions in prioritization.
4	Good	Demonstrated good higher order planning. Prioritised most of list in available time.
5	Excellent	Demonstrated fluent higher order thinking and planning. Could articulate will thought out reasons for all the priorities given. Evaluated and prioritised who list.

PRESENTATION			
Score		Content	Delivery
1	Poor	Extremely poor choice of content. Lacked any relevance to question	Extremely hesitant Demonstrated no preparation Very Poor Time Keeping (+/- 2 minute)
2	Borderline	Very superficial treatment of subject	Very Hesitant Poor eye contact
3	Satisfactory	Reasonable choice of content Failed to provide any depth to argument or analysis.	Reasonable delivery Reasonable eye contact A few hesitations Poor time keeping (+/-30s)
4	Good	Good choice of content Was able to demonstrate higher order thinking	Very good delivery, with a few minor hesitations Good eye contact
5	Excellent	Excellent choice of content Excellent relevance to question posed New and intelligent analysis of question	Excellent confident delivery Excellent eye contact Excellent time keeping (+/-10 seconds)