

Irish Committee for Emergency Medicine Training

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National Emergency Medicine Training Programme

Progression from Core to Advanced training

1.0 Overview

From July 2014, Emergency Medicine (EM) specialist training in Ireland is delivered through a 7 year training programme – the National Emergency Medicine Training Programme (NEMTP). The programme comprises 2 elements – a three year Core Specialist Training in EM (CSTEM) programme and a four year Advanced Specialist Training in EM (ASTEM) programme.

The two elements are seamless in that NEMTP Core trainees can progress to Advanced training once criteria for progression are met (see below), without the need for additional training /experience prior to such progression.

While the aim of the programme is that Core trainees deemed suitable for Advanced training will progress, the number of Advanced training (SpR) posts available each year is determined in collaboration with HSE National Doctors Training and Planning (NDTP).

Where the numbers seeking to progress from Core to Advanced training exceeds the agreed number of SpR posts in any year, competition for the posts will apply. A goal of the programme is that, in a steady state, numbers entering Core training will be matched to ASTEM requirements to facilitate seamless progression.

There is provision for doctors who have not completed formal CSTEM training in Ireland to apply for ASTEM each year. Trainees in this category will need to present evidence of CSTEM equivalence (see below) and meet examination requirements to be considered for shortlisting. These trainees will compete for SpR posts not filled by NEMTP core trainees i.e. where the number of CSTEM year 3 trainees deemed suitable for progression to Advanced training is less than the total number of SpR posts available.

NEMTP CSTEM year 3 trainees deemed suitable for Advanced training will get preference for SpR posts over non-training programme applicants. It is not possible to predict with any degree of certainty the number, if any, of SpR posts that may be available to non-NEMTP doctors in any year. ICEMT strongly recommends CSTEM as the principal route to ASTEM.

This dual access to Advanced training will be facilitated by means of two separate processes:

1. An Assessment of Suitability for Advanced Training (ASAT) for NEMTP (CSTEM 3) trainees
2. A competitive Multi-station interview for non-CSTEM trainees

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The elements of both processes will be similar and the standard the same. Both will occur on the same day, with the ASAT process occurring first.

Note: These dual processes will apply from the July 2017 ASTEM intake onwards. The July 2016 ASTEM intake will be selected by means of the current process, whereby all applicants undergo a competitive multi-station interview.

2.0 Core to Advanced progression for NEMTP trainees

2.1 CSTEM Year 3 trainees are eligible to take the Assessment of Suitability for Advanced Training once the following criteria are met:

1. Successful completion of CSTEM posts with satisfactory CAPAs
2. Successful completion of the mandatory components of CSTEM:
 - a. Human Factors programme
 - b. CSTEM workshops
 - c. ATLS, ACLS, APLS
 - d. Workplace assessments of practical procedures
3. Possession of the Intermediate FRCEM/MRCEM*

Note: applications for Advanced training are sought in December of the year preceding appointment and the ASAT takes place in March. On that basis, the mandatory elements sought will be those that would be expected to be completed by the end of the first 6 month period of CSTEM 3.

* Trainees may apply for the ASAT without the Intermediate FRCEM/MRCEM in anticipation of sitting the relevant Spring diet and may be appointed to ASTEM subject to examination success. However, trainees may not progress to ASTEM without the Intermediate FRCEM/MRCEM.

2.2 Assessment of Suitability for Advanced Training

The ASAT consists of 8 elements assessed by means of a multi-station interview:

1. CV
2. Academic Emergency Medicine
3. Education in Emergency Medicine
4. Difficult Clinical Scenario
5. Challenges in Emergency Medicine
6. Clinical Error and Risk Management
7. Workforce planning in Emergency Medicine
8. Complaint handling

A structured CV submitted at the time of application is scored for EM relevant courses (excluding mandatory courses), audit, presentations and publications.

All stations are scored and the aggregate scores presented to the appointment panel at the end of the process. The panel will decide on trainees' suitability for progression to advanced training, taking account of the scores, appointment panel

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feedback and professional references. The score at which trainees are considered appointable will vary from cohort to cohort and there is no fixed score above which trainees are considered appointable.

CSTEM year 3 trainees who are not eligible to sit the ASAT will leave the NEMTP on completion of their third year. They may apply for Advanced training in subsequent years through the competitive process outlined below.

CSTEM year 3 trainees who are deemed not suitable for advanced training after the ASAT will leave the NEMTP on completion of their third year. Individual feedback on their ASAT will be provided on request. They may apply for Advanced training in subsequent years through the competitive process outlined below, although, based on their performance during CSTEM and the ASAT, feedback may suggest that their career interests would be better met in another specialty or at the non-Consultant grade in EM.

All trainees who successfully complete all elements of CSTEM, including examination requirements, will be awarded a Certificate of Completion of Core Training irrespective of whether they progress to Advanced training.

3.0 Access to Advanced training for non-NEMTP trainees

Doctors who have not completed the formal CSTEM programme may apply for ASTEM once the following criteria are met:

- Three years post-internship clinical experience with:
 - a minimum of 18 months in Emergency Medicine in Ireland, UK, South Africa or Australasia
 - a minimum of 6 months in Anaesthesia/Intensive Care Medicine
 - the remaining 12 months in EM or specialties relevant to EM – medicine, surgery, orthopaedics, paediatrics
- Current certification in ATLS, APLS, ACLS
- Letter of support from an Irish-based EM Consultant trainer recommending the applicant as suitable for Advanced training
- Possession of MRCEM/Intermediate FRCEM

The ASTEM selection process will consist of shortlisting using ICEMT criteria followed by a multi-station interview with 8 components:

1. CV
2. Academic Emergency Medicine
3. Education in Emergency Medicine
4. Difficult Clinical Scenario
5. Challenges in Emergency Medicine
6. Clinical Error and Risk Management
7. Workforce planning in Emergency Medicine

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8. Complaint handling

At the end of the interview process scores will be collated and appointable candidates identified by the selection panel. Highest scoring appointable candidates will be appointed to available posts. Appointable candidates not offered posts initially will be placed on a reserve list. The reserve list will not carry forward to the following year.

4.0 Further information

Any queries about Core to Advanced progression should be directed to Ms Orla Mockler, EM Administrator in the Surgical Training Office, RCSI (omockler@rcsi.ie)