



## National Emergency Medicine Training Programme

### Introduction

Emergency Medicine training in Ireland is delivered by means of a seven year National Emergency Medicine Training Programme (NEMTP) comprising 3 years of Core Specialist Training (CSTEM) and 4 years of Advanced Specialist Training (ASTEM). In 2014, the NEMTP adopted a seamless approach whereby trainees could progress from Core to Advanced Training without the need for intervening 'Registrar' experience and preference for ASTEM (SpR) posts was given to those seeking to progress from Year 3 of CSTEM.

From 2017, ASTEM recruitment has been by means of 2 processes – an Assessment of Suitability for Advanced Training (ASAT) for Year 3 CSTEM trainees and an ASTEM interview (dubbed side entry) for those who had either previously completed CSTEM or who presented CSTEM equivalence (as defined by ICEMT). Both processes use an 8 station mini-interview format and consideration of references, with the addition of CSTEM activity scores and trainer feedback for the ASAT. Preference for all available posts was given to ASAT candidates, with the second process filling any posts left vacant after the ASAT.

The ASTEM recruitment process in 2017 and 2018 saw increasing numbers of Year 3 CSTEM trainees eligible for and seeking to progress to ASTEM. In addition, the number of former CSTEM trainees seeking to access ASTEM by the side entry route significantly increased. In light of the increased demand for ASTEM and the national need to expand Consultant in EM numbers, ICEMT and National Doctors Training and Planning (NDTP) have agreed an increase in annual SpR numbers from 10 (historically determined principally by the number exiting the programme) to 14, effective from July 2019. The recruitment process for the increased number of SpR posts is outlined below. As at present, the process provides for 2 routes into ASTEM – the ASAT and an ASTEM interview, held separately. A key feature is that the greater number of SpR posts now allows some posts each year to be ring-fenced for the ASTEM interview process so that former CSTEM trainees have a realistic second chance at ASTEM progression without impacting the current progression prospects of Year 3 trainees.

### Route 1 - Assessment of Suitability for Advanced Training

#### Eligibility

- Year 3 CSTEM with satisfactory CAPA outcomes
- All parts of MRCEM/Intermediate FRCEM passed by the time of application (October of the year prior to ASTEM commencement)

#### Application

- All Year 3 CSTEM trainees are invited to apply for the ASAT
- All eligible trainees (see above) are invited to the ASAT interview
- Eligibility is determined at an ASTEM recruitment meeting attended by the RCSI Chair of the recruitment process, the Dean, Vice Deans and two other members of the interview panel.
- Applicants' CSTEM activity scores will be agreed at this meeting using the pre-defined marking scheme

### **ASAT interview process**

- The inputs to the ASAT are:
  - Scores from the 8 mini-interview stations
  - CSTEM activity scores
  - Consideration of references
  - Consideration of interviewer feedback
  - Consideration of trainer feedback (solicited by means of a structured feedback form)
- Eligibility for appointment is decided by the panel based on consideration of all inputs, not simply on the basis of the interview score

### **Appointment**

- A maximum of 11 posts are ring-fenced for the ASAT each year
- Appointable applicants are ranked based on the quantitative elements of the ASAT (interview and CSTEM activity scores combined)
- Where the number of appointable applicants exceeds 11, the top 11 ranked candidates are offered posts and the remainder are placed on a reserve panel
- Where the number of appointable applicants is less than 11, the remaining posts are made available to the ASTEM interview process

### **Route 2 – ASTEM interview – second chance and side entry**

#### **Eligibility**

##### **Either**

- Completed CSTEM with satisfactory final CAPA
- All parts of MRCEM/Intermediate FRCEM passed by the time of application

##### **Or**

- CSTEM equivalence, defined by ICEMT as follows:
  - 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 *or* evidence that the applicant has achieved the CSTEM competencies in this area by submission of the relevant work place assessments (emnow.ie – airway management, rapid sequence intubation, organ support, central venous cannulation, arterial cannulation).
    - a minimum of 6 months in Paediatric EM or acute paediatrics (desirable 2017 intake, mandatory 2018 intake)
    - the remaining 12 to 18 months in EM or specialties relevant to EM – medicine, surgery, orthopaedics
  - Experience must be within 5 years of application for ASTEM (the closing date for applications)
  - Applicants will be requested to seek and submit a structured appraisal form from their supervising Consultant for each post
  - 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 by the time of application
- For doctors working in Ireland, evidence of engagement with the workshops and Human Factors training delivered as part of the Continuous Professional Development Support Scheme (formerly PDP scheme) is highly desirable.

### **Application**

- The process is advertised in October of the year prior to ASTEM commencement
- Eligibility is determined at an ASTEM recruitment meeting attended by the RCSI Chair of the recruitment process, the Dean, Vice Deans and two other members of the interview panel
- Applicants' shortlisting scores are agreed at this meeting using the pre-defined marking scheme
- To facilitate a realistic second chance for those who have completed CSTEM, applicants within 24 months of CSTEM completion are ranked in order of shortlisting score ahead of other applicants
- The top 12 ranked applicants are shortlisted for interview
- There is no limit to the number of times an individual may apply via Route 2

### **ASTEM interview process**

- The inputs to the ASTEM interview process are:
  - Scores from the 8 mini-interview stations
  - Consideration of references
  - Consideration of interviewer feedback
- Eligibility for appointment is decided by the panel based on consideration of all inputs, not simply on the basis of the interview score

### **Appointment**

- A minimum of 3 posts are ring-fenced for the ASTEM interview each year
- If the ASAT process has not filled its 11 ringfenced posts any unfilled posts are added to the 3 ASTEM interview posts
- Appointable applicants are ranked based on the interview score – shortlisting scores are not used for this stage in the process
- Where the number of appointable applicants exceeds the number of available posts, the top ranked candidates are offered posts and the remainder are placed on a reserve panel