



Irish Committee for Emergency Medicine Training

ASTEM selection process

Score Guide

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Background

The National Emergency Medicine Training Programme (NEMTP) is a seven year programme that takes doctors from internship (or later) through to Certificate of Completion of Training (CCT) in Emergency Medicine. The programme has two elements – three years of Core Specialist Training in Emergency Medicine (CSTEM) and four years of Advanced training (ASTEM). The programme is seamless in that trainees can progress from CSTEM to ASTEM without the need for additional training or experience.

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 and meet examination requirements to be considered for shortlisting. Each year a small number SpR of posts is ringfenced for those who have either not completed formal CSTEM or who have previously completed CSTEM but haven't yet progressed to ASTEM.

The ASTEM appointment process for those applying from outside the NEMTP (including those who previously completed CSTEM) involves application on a structured form, competitive shortlisting and a competitive multi-station interview. The purpose of this document is to outline the scoring process for shortlisting and interview.

After interview for this process, applicants who have successfully completed CSTEM within two years of the intake date will be ranked ahead of those who have not completed formal CSTEM. ICEM strongly recommends CSTEM as the principal route to ASTEM.

Overview of the recruitment process

1. Applications are invited in October of each year
2. Applications of eligible candidates undergo shortlisting by means of the scoring system outlined below.
3. Shortlisted candidates undergo a multi-station interview. The marks of the shortlisting process **do not** carry over to the interview.

1. Eligibility Criteria – CSTEM equivalence

- a. 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
 - the remaining 6 to 12 months in EM or specialties relevant to EM – medicine, surgery, orthopaedics
- b. Current certification in ATLS, APLS, ACLS
- c. Possession of MRCEM/Intermediate FRCEM

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- d. 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.

2. Shortlisting scoring

These scores will be derived from the structured ASTEM application form submitted by the applicant. The application is scored in a number of domains:

- a. Clinical experience
- b. Relevant courses
- c. Qualifications
- d. Presentations
- e. Publications
- f. Audit

a. Clinical experience (Max 15 marks)

Marks will be awarded for relevant clinical experience that the candidate has undertaken pre-ASTEM. Posts must be recognised for training by ICEMT (this might include EM experience in posts in Ireland, UK, Australia and New Zealand typically, but might also include posts in Canada or the USA). Only clinical experience within the last 5 years will be counted. Full marks are awarded per 6 month post, half marks for 3 to 6 months experience in a post and no marks will be awarded if the post is less than 3 months duration.

Emergency Medicine and other acute specialties	
Post	Score
Emergency Medicine	1.5 marks per six months to a maximum of 6 marks (i.e. 2 years)
Registrar in Emergency Medicine	0.5 mark bonus (in addition to the mark above) for each six months at registrar level to a maximum of 1 mark
Anaesthesia or Intensive care medicine	1.5 marks per 6 months; max 1.5 marks
Paediatric Emergency Medicine or Acute paediatrics	1.5 marks per 6 months; max 1.5 marks
Trauma & orthopaedics or Plastic surgery	1.5 marks per 6 months; max 1.5 marks
Acute medicine including: General internal medicine, Cardiology, Medicine for elderly, Respiratory medicine, CDU medicine	1.5 marks per 6 months; max 1.5 marks

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Experience in other specialties	
Post	Score
Medicine <ul style="list-style-type: none"> • Infectious diseases • Dermatology • Rheumatology • Diabetes & endocrinology • Nephrology 	0.25 marks per 6 months; max 0.25 marks
Surgery <ul style="list-style-type: none"> • General surgery • Neurosurgery • Urology • Ophthalmology • ENT surgery 	0.25 marks per 6 months; max 0.25 marks
Psychiatry	0.25 marks per 6 months; max 0.25 marks

b. Relevant courses (Max 5 marks)

Up to 5 marks may be awarded for attendance at courses relevant to EM. This does not include the mandatory life support courses – ATLS, APLS, ACLS. In addition, no marks will be awarded for similarly themed courses e.g. PALS etc.

Candidates will be awarded 1 mark per relevant course. 1 day courses will be scored 0.5 marks. Courses must be of direct relevance to EM to be considered. Applicants should ensure that the duration of the course is recorded on their application.

Courses scored include (but are not exclusive to):

- MIMMS
- HMIMMS
- Level 1 ultrasound
- Level 2 ultrasound
- CSTEM workshops

Courses that will not be considered include:

- Basic surgical skills
- Exam preparation courses
- CcRISP
- Any other courses not relevant to clinical practice in Emergency Medicine

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c. Qualifications (Max 10 marks)

Marks are awarded for qualifications obtained in the four years prior to commencement of ASTEM e.g. during internship and the three years of CSTEM for those who commenced CSTEM directly after internship

PhD	7 marks
MD	5 Marks
Postgraduate MSc	3 marks
MBA (health services related)	3 marks
Postgraduate BSc or M Med Sci	2 marks
Postgraduate diploma	1 mark

d. Publications (Max 10 marks)

Must be relevant to Emergency Medicine and/or be published in high impact journals. If the publication is not directly relevant, half marks may be awarded. The front page of each listed publication must be submitted with the application.

Type of publication	Author status		
	1 st author	2 nd author	3 rd author
Original peer reviewed scientific papers	3 marks	2 marks	1 mark
Book chapter	3 marks	2 marks	1 mark
Invited article	2 marks	1 mark	0.5 marks
Evidence-based publications			
Cochrane review	3 marks	2 marks	1 mark
Cochrane protocol	2 marks	1 mark	0.5 marks
Best Bet	1 mark	0 marks	0 marks
Electronic (peer reviewed) publications	2 marks	1 mark	0.5 marks
Case report	1 mark	0.5 marks	0 marks

e. Presentations at scientific meetings (Max 5 marks)

International oral	2 marks
National oral	1 mark
International moderated poster	1 mark
International/national poster	0.5 mark

Presentations **must** be of direct relevance to Emergency Medicine. Otherwise, no marks are awarded. The same topic presented twice (or more) will only be counted once. Where applicable, the higher mark (e.g. international conference) will be awarded. National meetings include IEMTA meetings and CSTEM presentation days. Oral and moderated poster presentations will only be counted where the applicant has presented personally.

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f. Audit (Max 3 marks)

1 mark for each completed audit. To achieve the mark, the applicant must specify all of the following:

- Title
- Standard used
- Intervention
- Evidence of two audit cycles

Note: the cut-off date for the award of marks in this section will be the date of shortlisting. Under no circumstances will marks be given after that date for publications, presentations, qualifications etc.

3. Performance during the ASTEM interview process (Max 160 marks)

There are eight mini-interview stations, each covering a different area relevant to Emergency Medicine training and practice. Among the domains covered are:

- CV and suitability for Emergency Medicine
- Academic Emergency Medicine
- Complaint handling
- Education in Emergency Medicine
- Difficult clinical scenario
- Risk management in Emergency Medicine
- Challenges in Emergency Medicine
- Workforce planning in Emergency Medicine
- Communication
- Knowledge of Emergency Medicine and the health system

Each of the eight stations scores a maximum of 20 marks.