

# Generic Person Specification for Specialist Doctor in Anaesthesia

Examples of evidence that can be used; not all required.

	Essential	Desirable	Evidence
Professional values and behaviours, skills and knowledge	<ul style="list-style-type: none"> <li>■ Full registration and a License to Practice with the General Medical Council</li> <li>■ Minimum of 12 years medical experience since primary medical qualification</li> <li>■ Minimum of 6 years as SAS grade or equivalent in anaesthesia</li> <li>■ Adheres to professional requirements of annual appraisal, job planning and reviews of performance and progression</li> <li>■ Demonstrates the professional values and behaviours set out in Good Medical</li> <li>■ Practice Provides safe and effective general and regional anaesthesia, and procedural sedation, independently for all patients<sup>1</sup></li> <li>■ Demonstrated ability to manage patients with complex needs whilst remaining aware of their own limitations<sup>1</sup></li> <li>■ Provides safe and effective care for critically ill patients with specialist help and guidance<sup>2</sup></li> <li>■ Ability to lead resuscitation teams and safely transfer critically ill patients<sup>1</sup></li> <li>■ Communicates effectively with patients, relatives and carers, placing them at the centre of the care pathway<sup>1</sup></li> <li>■ Capable of working with patients to reduce the risks associated with surgery<sup>2</sup></li> <li>■ Previous experience working in the NHS.</li> </ul>	<ul style="list-style-type: none"> <li>■ Post-graduate professional qualification in anaesthesia</li> <li>■ Demonstrated ability to provide safe and effective immediate care for critically ill patients of all ages.<sup>1</sup></li> </ul>	<ul style="list-style-type: none"> <li>■ Yearly appraisal documents</li> <li>■ Job plan</li> <li>■ Autonomous practice sign off</li> <li>■ CV</li> <li>■ Logbook</li> <li>■ LLP WBA</li> <li>■ ATLS/APLS/ALS</li> <li>■ Patient feedback</li> <li>■ Colleague feedback</li> <li>■ Preassessment clinic or evidence of discussions with surgeons or patients re risk assessment</li> <li>■ CPD summary</li> <li>■ Interview (if appropriate)</li> <li>■ Higher qualifications</li> <li>■ Reflective pieces</li> </ul>

	Essential	Desirable	Evidence
Leadership and teamworking	<ul style="list-style-type: none"> <li>Ability to lead diverse teams within all areas of the hospital<sup>1</sup></li> <li>Understands own leadership style and its impact on others<sup>1</sup></li> <li>Demonstrated ability to develop effective relationships across teams, contributing to their successful working<sup>1</sup></li> <li>Demonstrates ability to challenge others, escalating concerns when necessary<sup>1</sup></li> <li>Critically reflects on decision-making explaining them effectively to others.<sup>1</sup></li> </ul>	<ul style="list-style-type: none"> <li>Undertaken training in management and / or teamworking.</li> </ul>	<ul style="list-style-type: none"> <li>Additional Roles</li> <li>Colleague feedback</li> <li>ES WBA completed</li> <li>MTR in LLP</li> <li>Leadership CPD.</li> </ul>
Patient safety and quality improvement	<ul style="list-style-type: none"> <li>Takes prompt action to ensure a high standard of safety and quality of patient care<sup>1</sup></li> <li>Ability to collaborate with hospital teams to manage risk</li> <li>Understanding of clinical governance systems</li> <li>Active and consistent engagement with local quality improvement projects.</li> </ul>	<ul style="list-style-type: none"> <li>Participates in regional or national quality improvement projects</li> <li>Implements evidence-based change to improve patient care</li> <li>Undertaken training in quality improvement methodology.</li> </ul>	<ul style="list-style-type: none"> <li>QI projects</li> <li>Audits completed</li> <li>Examples of change management, guideline production or review</li> <li>Human factors training</li> <li>Reflection on critical incidents</li> <li>M&amp;M meetings</li> </ul>
Safeguarding	<ul style="list-style-type: none"> <li>Evaluates and instigates initial management of safeguarding concerns.<sup>1</sup></li> </ul>		<ul style="list-style-type: none"> <li>Critical incidents completed and reflected on</li> <li>Safeguarding training</li> </ul>
Education and training	<ul style="list-style-type: none"> <li>Meets the requirements of a Sessional Supervisor, as defined by the RCoA<sup>3</sup></li> <li>Critically assesses learning requirements for self and others<sup>1</sup></li> <li>Evaluates, reflects and acts on the effectiveness of education and learning<sup>1</sup></li> <li>Creates effective learning opportunities for medical and para-medical colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>Plans and provides effective teaching and training activities</li> <li>Meets the requirements of a clinical/ educational supervisor, as defined by the GMC</li> <li>Formal educational qualification</li> <li>Life support instructor.</li> </ul>	<ul style="list-style-type: none"> <li>ES/CS training</li> <li>Examiner undergraduate or post graduate</li> <li>Interviewer local or national</li> </ul>
Research and scholarship	<ul style="list-style-type: none"> <li>Keeps up-to-date with current research and best practice</li> <li>Locates and uses clinical guidelines appropriately</li> <li>Critically appraises and understands the relevance of research evidence in anaesthesia<sup>2</sup></li> <li>Supports any research activities being undertaken within the Trust as required.</li> </ul>	<ul style="list-style-type: none"> <li>Undertakes significant involvement in clinical research</li> <li>Presentations at regional and national meetings</li> <li>Publications in peer reviewed journal</li> <li>Undertaken training in research methodology.</li> </ul>	<ul style="list-style-type: none"> <li>Departmental research lead</li> <li>Departmental meeting organization</li> <li>Research papers</li> <li>Articles</li> <li>Departmental journal clubs</li> </ul>

## References

- 1 Equivalent to stage 3 capability, RCoA 2021 Anaesthetics Curriculum
- 2 Equivalent to stage 2 capability, RCoA 2021 Anaesthetics Curriculum
- 3 [Guidance on supervision arrangements for anaesthetists, RCoA \(2025\)](#)

[NHS employer guidance](#)

[BMA guidance](#)