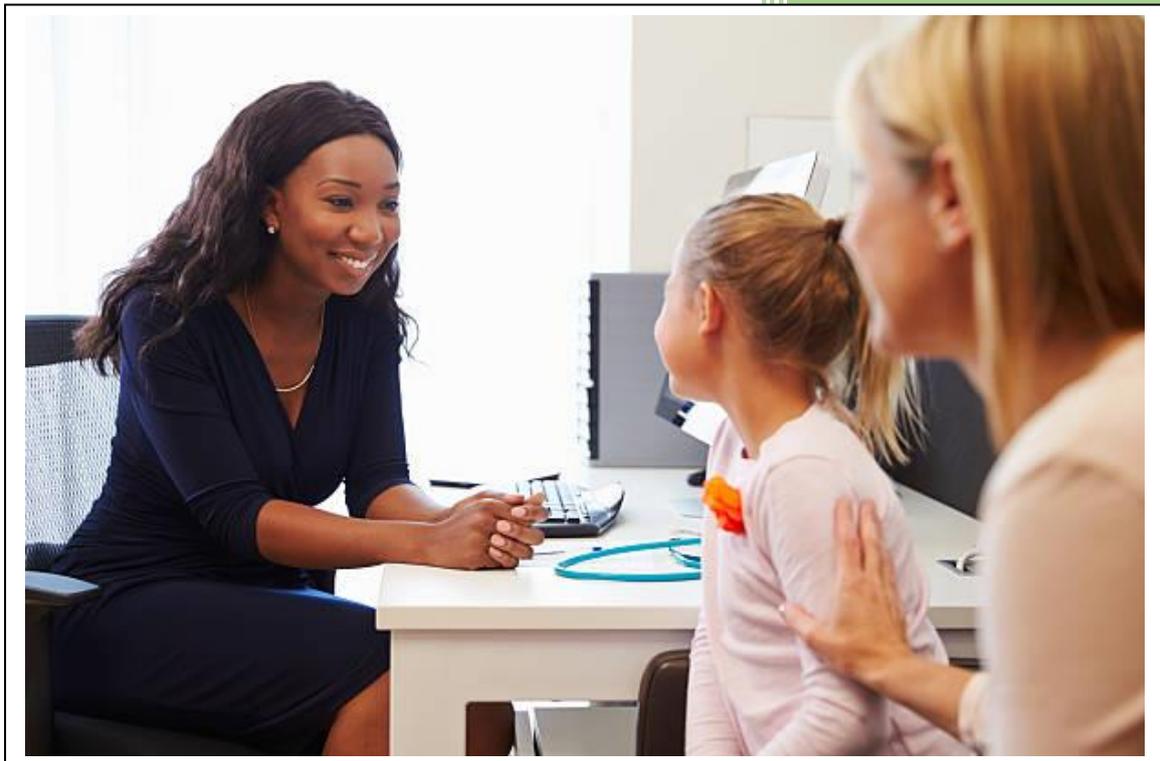




2023 Trainee
Recruitment
2023

GP Trainee Recruitment 2023 GUIDE TO APPLICANTS



www.beagp.com

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This document should be read in conjunction with

[**The National Specialist Programme in General Practice Training prospectus**](#)

Section 1: What's new in 2023?

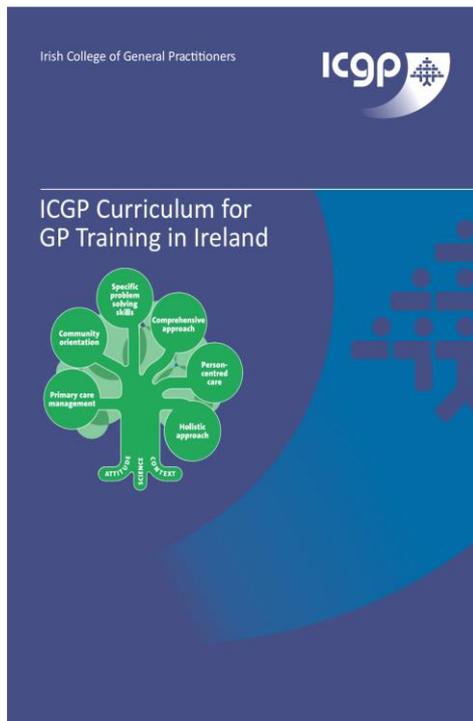
This year, the ICGP is using a new form of assessment for selection into general practice training. Following application, applicants will be required to complete an on-line [situational judgement \(SJT\)](#) and [clinical knowledge tests \(CKT\)](#). Selection for interview will be based on these tests and not, as in previous years, on the content of your application form.

Section 2: General Information on the National Specialist Training Programme in General Practice.

Doctors interested in applying for the 2023 intake of GP trainees are strongly advised to read the National Training Prospectus and the ICGP GP training curriculum in conjunction with this guide.

[GP Training Curriculum](#)

[2023 GP Training Prospectus](#)



Section 3: Applications & Intake into GP Training



Recruitment to general practice training in Ireland is a competitive process which is managed by the ICGP. As the number of applicants exceeds the number of training places available, not all applicants will be successful in gaining a place at the first attempt.

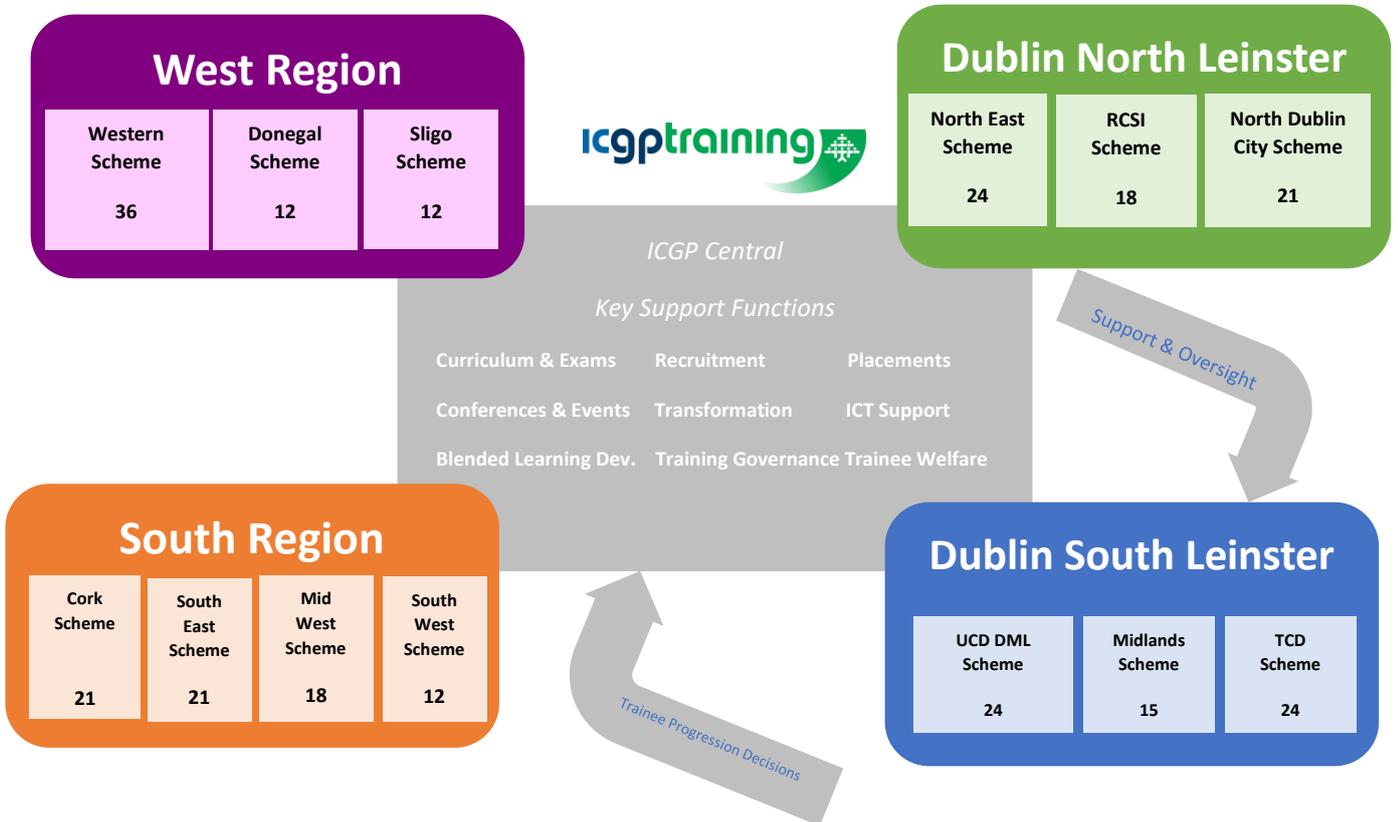
Applicants are assessed in a three-stage process:

- **Application** - applicants are required to complete an [online application form](#) and provide evidence at this stage of:
 1. [HSE English language competency requirements](#)
 2. [IMC trainee specialist register eligibility](#)
 3. Details of a minimum of nine months paid full time (or equivalent) postgraduate acute hospital based clinical experience, either as an interne or SHO by July 2023. Clinical must be a minimum of three months duration (the only exception is where they are part of a structured intern programme)
- **Shortlisting** - based on performance in online testing (SJT and CKT) and on the applicant having completed a minimum 9 months paid acute clinical hospital experience (by commencement of GP training)
- **Interview** - Applicants that meet the requirements at application and shortlisting stage will be invited to interview. Interviews will be held online on 8th & 9th February 2023.

Scores from completion of the application form plus SJT plus interview are combined to give the overall candidate score. Offers are made in rank order taking into the candidates scheme preference(s) and the [HSE policy on the allocation of training places](#).

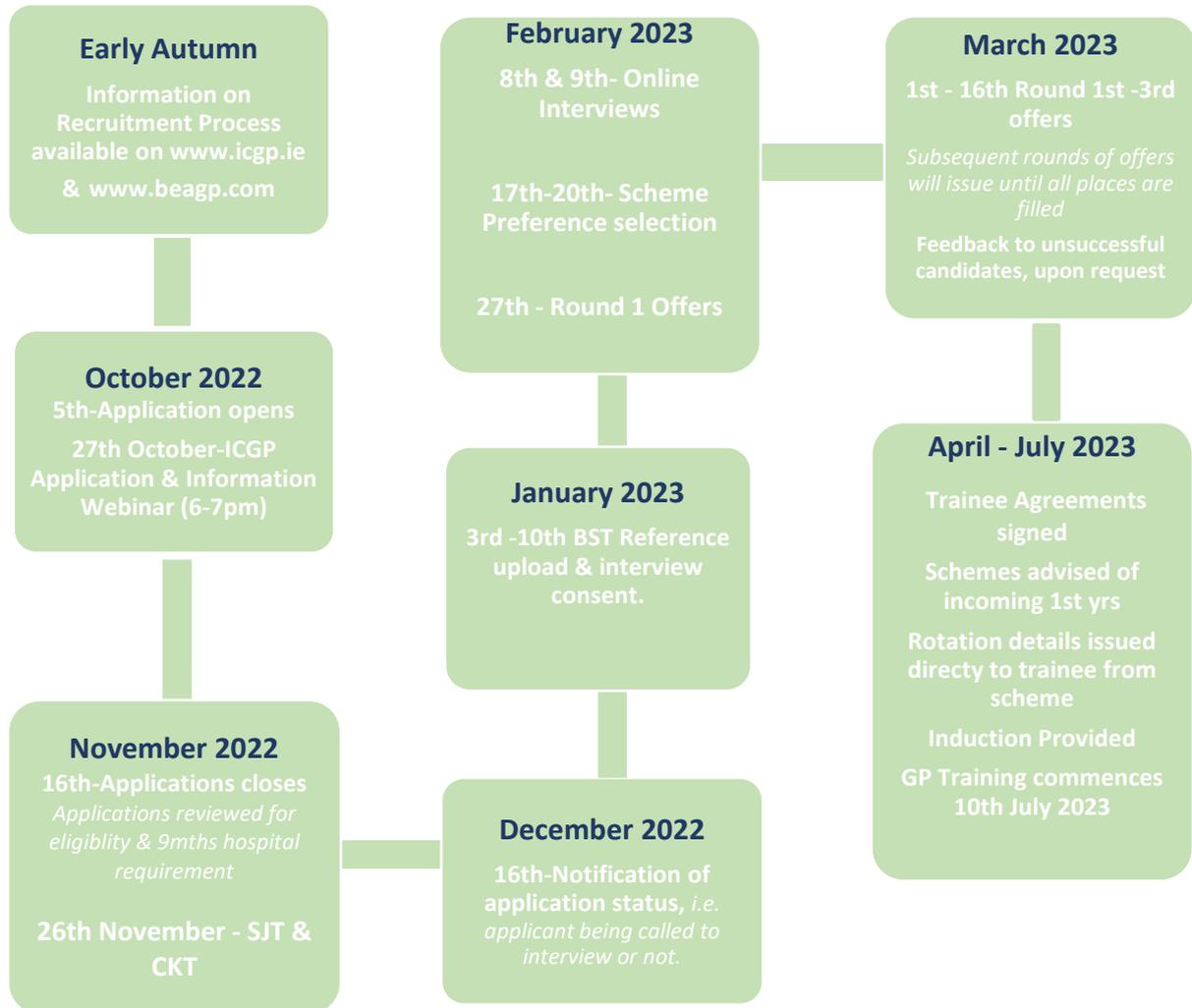
In 2022, 708 applications were received for 258 training places.

A breakdown of the region/scheme intake in 2022 is outlined below.



Section 4: Recruitment Process Timelines

The chart below outlines the timelines in the recruitment process. These steps are further explained throughout this guide.



Section 5: Overview of GP Trainee Recruitment Process

STEP 1

Application Submission of application form, fee & all relevant supporting documentation advertised closing date. This includes relevant supporting documentation for IMC & HSE eligibility criteria.

STEP 2

Eligibility Applications are reviewed to ensure the appropriate supporting documentation confirming that requirements for HSE English language competency & eligibility for the trainee specialist register are met.

STEP 3

Shortlisting Applicants with a minimum of 9 months paid postgraduate acute clinical hospital experience (by July 2023) will be shortlisted on performance in the SJT and CKT.

STEP 4

Reference Upload & Interview Consent Candidates invited to interview are required to complete an online validation and consent process prior to interview. This includes uploading BST references x 2. ID and declaration form.

STEP 5

Interview Candidates will be assessed on Core Competency for General Practice.

STEP 6

Scheme Selection Following interview successful candidates will be required to select their preferred training schemes (online).

STEP 7

Rank & Match A rank and match is undertaken, taking into account the number of available places on schemes, HSE national policy on the allocation of training places, and candidates' total overall score and training scheme preferences.

STEP 8

Offers Offers are made in rank order and in accordance with the HSE national allocation policy. Candidates may either **accept the offer, reject it or withdraw** from the process. Candidates that accept an offer will not receive any further offers. Candidates that reject their offer **may** receive another offer, but not for the same scheme or a scheme for which they have expressed a lower preference. This process will continue until all places are filled.

- ❖ There is no deferral of training. Offers made in 2023 are for commencement on 10th July 2023.
- ❖ Candidates are not permitted to exchange places/offers with other successful candidates.
- ❖ If a candidate rejects a training offer this does not impact on any future applications. If, however a candidate accepts a training offer and withdraws without a valid reason, having signed the GP trainee agreement, they may be referred to the Irish Medical Council for unprofessional behaviour. This may also impact on the success of future applications.
- ❖ Feedback is provided upon request to candidates who do not meet the eligibility criteria, are not shortlisted or are unsuccessful at interview.

Section 6: Eligibility Criteria

All applicants are required to provide evidence at application stage of their Irish Medical Council (IMC) eligibility for the trainee specialist register and of HSE English language competency requirements.

1. [Eligibility for the Trainee Specialist Register](#)
2. [HSE English language](#)

The tables below outline the criteria and appropriate supporting documentation for both sections:

1. Eligibility for the Trainee Specialist Register

Criteria	Required Supporting Documentation to support TSR
A. Doctors who have graduated from an Irish Medical School and have successfully completed their internship in Ireland	Certificate of experience from IMC <u>OR</u> a copy of previous IMC intern registration certificate
B. Doctors who have graduated from an Irish Medical School and will complete their internship in Ireland by July 2023	Certificate of registration from Medical Council indicating intern registration & Irish Medical Degree
C. Doctors who are currently registered with the IMC on the General or Trainee register	Current IMC registration certificate
D. Doctors who were previously registered with the IMC on the General or Trainee register	Previous IMC registration certificate
E. Doctors who have successfully completed their medical Qualification in one of the following countries – Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Latvia, Netherlands, Romania, Spain, Switzerland or Slovak Republic	Medical Degree from one of the listed EU Countries
Applicants that do not meet any of the criteria A - E must contact the IMC directly for confirmation of eligibility for registration in the General Division of the register. The ICGP <u>cannot</u> advise on eligibility outside the parameters as outlined	
F. Applicants that do not meet Criteria A-E e.g. -EU applicants not listed in option E -Non-EU applicants, including UK applicants	Email/letter confirmation from the IMC

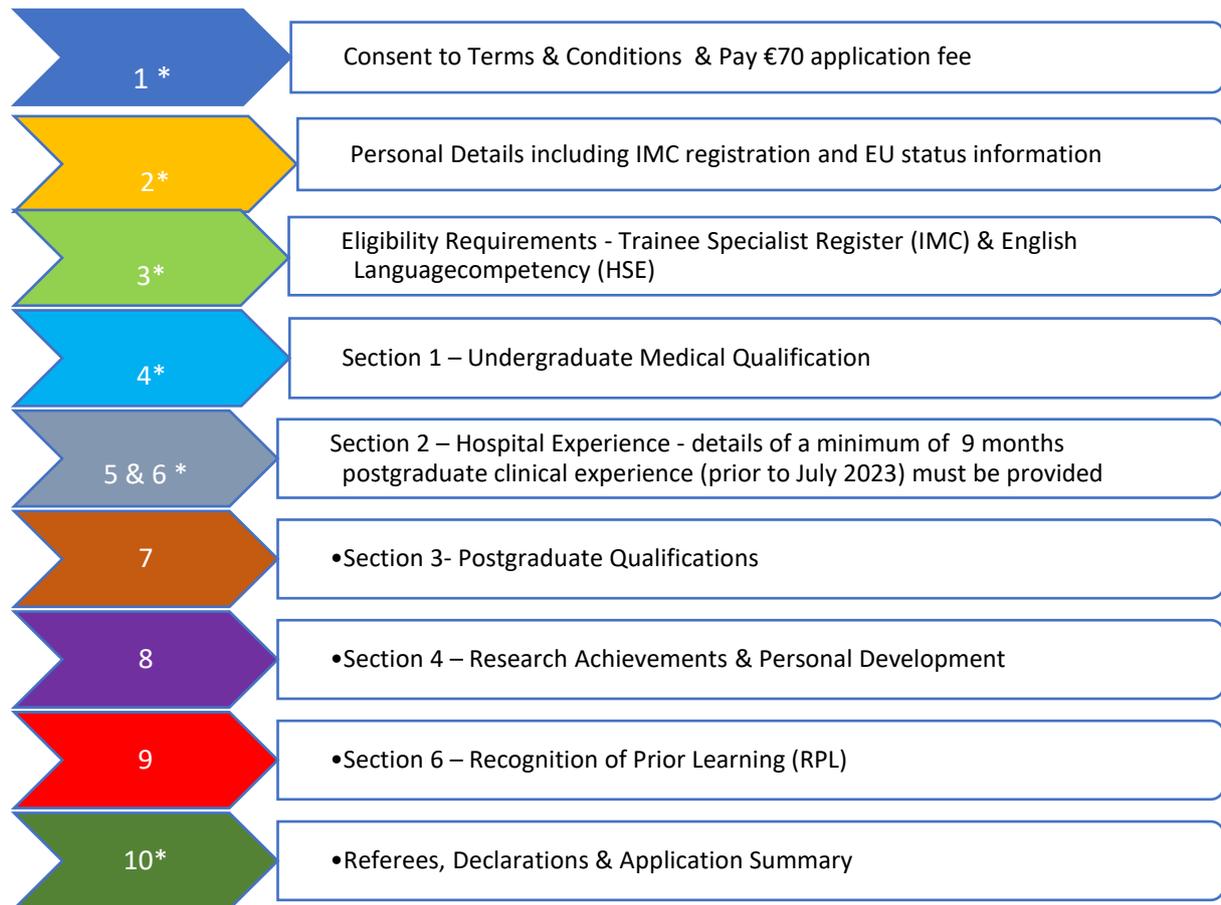
2. HSE English language

Criteria (Exemptions for IELTS/OET)	Required Supporting Documentation to support ELC
A. Registration with the IMC prior to 1 st January 2015	IMC certificate of registration (any division of the register) - dated prior 1 st January 2015
B. Completion of medical degree through English in Ireland, UK, Australia, Canada, New Zealand or USA	Copy of Medical Degree from Ireland, UK, Australia, Canada, New Zealand or United States
C. Completion of Irish state leaving certificate <u>or</u> A Levels (UK) and completion of a Medical Degree through English	Copy of Irish state leaving certificate <u>or</u> A Levels (UK) Copy of Medical Degree Confirmation from university that the medical degree was taught/examined solely in English
D. Currently employed as medical doctor by the HSE, whereby IELTS/OET was completed upon entering service to HSE	Copy of IELTS/OET submitted to HSE (this does not have to be dated within 2 years of application but is required to meet the minimum scoring as outlined here . Provision of current/previous HSE employment posts as MD on the application form.
Applicants that do not meet any of the above criteria are required to submit one of the following:	
E. IELTS Certificate–International English Language Testing System	IELTS certificate , dated within 2 years of the application to gp training. Overall score of 7 & min of 6.5 in reading, writing, listening & speaking.
F. OET Certificate –Occupational English Test	OET certificate , dated within 2 years of the application to gp training. Minimum grade of B & min. of B in reading, writing, listening & speaking.

Section 7: Online Application – section by section

The online application form comprises 10 steps, from payment of application fee on Step 1 to completion of declarations on Step 10.

The steps are listed below. Sections with and * are mandatory



[2023 Instructions for completing the online application form](#) will be available online on 5th October 2022

Section 8: Shortlisting Criteria

Shortlisting is based on applicants' performance on Situational Judgement Test and Clinical Knowledge test. Applicants must also provide details of a minimum level of postgraduate clinical hospital experience.

Hospital Experience

Applicants will be required **to have completed a minimum of 9 months paid full time (or equivalent) postgraduate acute hospital based clinical experience either as an intern or SHO at the time of starting GP training July 2023**. Clinical posts must be a minimum duration of 3 months each (the only exception to this is where they are part of a structured intern programme).

Situational Judgement Test (SJT)

The SJT will consist of approximately 35 questions describing situations which applicants would be likely to encounter in their work as a hospital doctor. Applicants will be asked to either rank a number of possible responses to each situation, or to choose the three most appropriate responses from eight. The test will take about 90 minutes and must be completed on-line in a single session. It will be followed immediately by a clinical knowledge test (see below).

The questions will assess attributes such as professionalism, empathy, coping with pressure and integrity, and will not measure clinical knowledge. There are no correct answers, although some responses will be more appropriate than others. Applicants who do not attain the required standard will not be shortlisted; for those who are successful, SJT scores will be carried forward to final ranking and assignment of training places.

Clinical Knowledge Test (CKT)

The CKT test will take approx. 30 minutes and must be completed on-line in a single session, following the SJT. An optional break will be possible between the SJT and CKT. The CKT will consist of approximately 20 single best answer (SBA) questions describing common situations in medicine and paediatrics, in some of the following areas:

- Cardiovascular
- Dermatology/ENT/Eyes
- Endocrinology/metabolic
- Gastroenterology/nutrition
- Infectious disease/haematology/immunology/allergies
- Musculoskeletal
- Neurology
- Paediatrics
- Pharmacology/therapeutics
- Renal/urology
- Respiratory

The questions may include investigation, diagnosis, emergencies, prescribing and other areas of patient management. Applicants will be required to select the most appropriate of a number of possible responses to each situation, for instance:

CKT example:

A 17-year-old student suddenly develops chest pain and dyspnoea after a morning swim. His trachea is deviated to the left. There is hyper-resonance and decreased breath sounds on that side.

Select the single most likely diagnosis from the list below. Select 1 option only.

1. Asthma
2. Left ventricular failure
3. Pneumothorax
4. Pulmonary Embolus
5. Pulmonary haemorrhage

Applicants who do not attain the required standard will not be shortlisted, but, unlike the SJT, CKT scores will not be carried forward to final ranking or assignment of training places.

Section 9: Validation, Consent & Reference Process

Applicants invited to interview will be required to complete an online validation and consent process in advance of interview. This is a mandatory process whereby applicants will be required to log onto www.icgp.ie to:

- Confirm contact details
- Upload identification
- Consent to terms & conditions of the online interview
- Consent to declaration and where relevant upload additional documentation
- Upload 2 fully completed [BST references](#)

Candidates invited to interview will be given further information regarding this during the course of the recruitment process but are encouraged to have their references completed and ready for early January 2023.

Section 10: Interviews

Online interviews will take place on **Wednesday 8th & Thursday 9th February 2023.**

Allocation to interview panels: Candidates who complete the online validation & consent process will be randomly allocated to an interview panel.

How do I find out details of my interview: Email notification of the interview time, date and relevant Zoom link will be issued to the candidate. On receipt of this the candidate will be asked to confirm attendance.

Interviews Content:

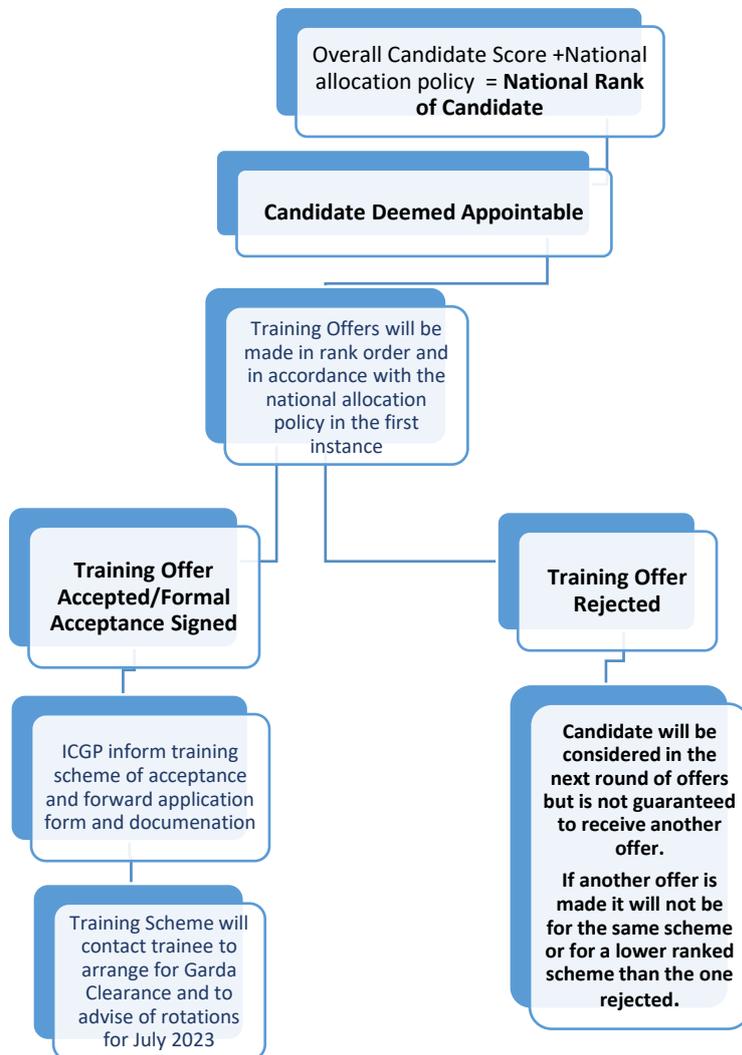
The core domains of competency for general practice will be assessed at interview. You will also be expected to have knowledge regarding the role and work of a General Practitioner. Most of the interview will be based on your responses to brief scenarios describing situations which you are likely to encounter in your current and recent posts.

Core Domains of Competency for General Practice



Patterson, F., Tavabie, A., Denney, M., Kerrin, M., Ashworth, V., Koczwara, A. and MacLeod, S., 2013. A new competency model for general practice: implications for selection, training, and careers. *Br J Gen Pract*, 63(610), pp.e331-e338.

Section 11: Offers Process



- **No deferrals to training places will be permitted in 2023.**
- **Training place swaps are not facilitated as part of the recruitment process.**
- **In the event that candidates are tied across all scores and scheme selection a random process for making offers to these candidates will be introduced.**

Section 12: Recognition of Prior Learning (RPL)

[Recognition of Prior Learning](#) is open to applicants that by commencement of training (July 2023) will have certification of completion of BST training in Medicine, Emergency Medicine or Paediatrics and have passed the appropriate examination.

The RPL requirements for each category are as follows:

<p>RPL Medicine Up to 1 Year Recognition</p>	<ul style="list-style-type: none"> • Hold a Certificate of Completion of Core Specialist Training (CSCST) in Basic Specialist Training in Medicine with the Royal College of Physician of Ireland (RCPI) and • Completed all appropriate assessments (MRCPI Examinations Part I & Part II - Written & Clinical), by commencement stage (July 2023) .
<p>RPL Emergency Medicine Up to 1 Year Recognition</p>	<ul style="list-style-type: none"> • Hold a CSCST in Emergency Medicine with the Royal College of Surgeons and • Completed all appropriate assessments (Fellowship Examination of the Royal College of Emergency (MRCEM) Primary and Intermediate examinations by commencement stage (July 2023) .
<p>RPL Paediatrics Up to max of 4 months recognition</p>	<ul style="list-style-type: none"> • Hold a CSCST in Basic Specialist Training in Paediatrics with the Royal College of Physician Ireland (RCPI) and • Completed all appropriate assessments (MRCPI Examinations Part I & Part II - Written & Clinical), by commencement stage (July 2023) .

- RPL application does not automatically confer eligibility for a right to either RPL or a place on a GP Training Programme.
- **RPL offers will be made on the basis of training schemes availability to accommodate RPL and on candidate rank.**
- Please note that all RPL decisions are final and are not open to appeal.



Section 13: Key Dates

2022	
5 th October	GP training application opens online - www.icgp.ie
27 th October	Application & Information Webinar (6-7pm)
16 th November	GP training application closes (5pm)
26 th November	SJT & CKT
16 th December	Online notification of status of application, i.e., called to interview or not
2023	
3 rd – 10 th January	Online validation, interview consent & reference upload
8 th & 9 th February	Interviews (online)
17 th – 20 th February	Scheme preference selection
27 th February	First round offers
7 th July	GP training induction session
10 th July	GP training commences



Section 14: Helpful Tips

- ❖ Review all information on https://www.icgp.ie/go/become_a_gp/gp_trainee_recruitment
- ❖ Talk to current/recently graduated trainees and review the real-life stories on www.beagp.com
- ❖ Attend the ICGP Application & Information Webinar on 27th October - to register [click here](#)
- ❖ Have your files prepared in PDF format prior to commencing the application. Please remember the maximum upload in each section is 3MB
- ❖ Check you have included all relevant documents before pressing submit
- ❖ Marks are awarded for submission of a fully completed application with all relevant supporting documentation by 16th November.
- ❖ A page by page outline of the 2023 application form is available [here](#)
- ❖ Do not leave it to the last minute to complete/submit your application!

Please contact gptraining@icgp.ie if you have any queries **following review of information available.**



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