



fom

Faculty of Occupational Medicine
of the Royal College of Physicians

SOM OM Jobs Fair

CESR

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CESR pathway

- Soon to be known as Portfolio pathway
- To be distinguished from Training (leading to CCT)
- Alternative and not “back door” route to specialist register
- Also an alternative route to obtain MFOM (“ad eundem”)
- Previously known as “Article 14”

“Equivalence”

- CESR and CCT routes to specialist registration clearly different, but require equivalent evidence of training, experience, competencies etc.
- CESR applicants have not completed a CCT programme (or did before 12.1.1996). **Can be from overseas**
- CESR applied for after at least 4 years in OM; applicants for CESR often more (and more broadly) experienced than CCT applicants
- CESR suitable for those who have constructed own OM career – normally have done no formal training, although may have done some
- **The new standard: Applicants will need to demonstrate that they have the knowledge, skills, and experience (KSE) to practise as a specialist or GP in the UK**

Would you go for CESR?

- Specialty training is the main/preferred route to becoming a Specialist/Consultant **but**
- Does not suit all
- (CESR exists for all specialties)
- Advantages and disadvantages

Key differences from specialty training

- No application to NSOH
- No NTN/NTN(I) issued
- No GMC approval of post
- No HEE (NHS) LETB/TPD oversight
- No ARCPs
- No need to complete within four years

Other differences. With CESR...

- You have to find suitable work
- You have to find supervision
- You will need to ensure you find time for educational input and preparation (exams, CESR application process)
- You may not have interim progress checks

Ways of proceeding to CESR

- In 'mid career' – one “designed” by you and followed over a number of years, at which point you decide to apply for a CESR
- From the outset – structured approach, with the intention of working towards applying for CESR from the time you begin your OM career

In either case...

- You must have done suitable work prior to OM
- No need to have postgrad diplomas from that time (although *must* demonstrate capabilities)
- You will need some sort of supervision
- You have to collect evidence which shows you have covered the FOM training curriculum
- You should have worked in OM for at least 4 years (WTE) before applying for CESR (but no upper limit)
- You are expected to pass OM exams and do/have done research

Involvement with FOM

- Register
- Check time 'served' before OM practice
- Is your job/work 'suitable' for CESR
- Aim to have supervisor and employer support
- Attend Coaching Day
- Use of e-portfolio
- Exams

OM qualifications

- (MFOM Part 1)
- MFOM Part 2

- D Occ Med
- AFOM – old and new (MFOM I)

- Advanced Diploma
- MSc

The evidence

- Entirely documentary
- Standard requirements e.g. structured CV (GMC format), qualifications, identity, (training curriculum)

4 main sections as per GMC domains:

1. Knowledge, skills and performance (75% weight)
2. Safety and Quality (20%)
3. Communications, partnership and teamwork (5% for both 3 and 4)
4. Maintaining Trust

although will soon be arranged according to 2022 curriculum i.e. Learning Outcomes

Study the curriculum !

The evidence

- Some evidence from overseas must be authenticated (solicitor/ETB)
- Most must be verified (local senior colleague) and anonymised (be warned!)
- Relatively recent
- How much? ~ 150 uploads (guidance) (usually more than 1,000 pages)

Types of evidence

- Primary – actual examples of your work or direct indications of it e.g. timetables, your reports, teaching plans, audits
- Secondary e.g. referees' reports, testimonials

Primary evidence

- Evidence of breadth and volume of work
- **Clinical work** – your reports, referrals to others, advice on sources of support
- All need to show clarity, sound OM and clinical advice, case variety
- Also ethics e.g. consent, confidentiality

Primary evidence: other key examples

- Health surveillance – your involvement
- Workplace visits – your own work
- CPD
- Understanding and application of legislation
e.g. H&S, disability
- Teaching – who was taught, content,
evaluation
- Audit – including outcome and repeat

Primary Evidence: a few more items

- Research – FOM curriculum
- Health Promotion
- Teamwork – involvement, Management
- (RITA/ARCP assessments)
- Pre-OM experience (FYs and ‘Core’ training – *equivalent to ST3 Person Spec*)

WBAs/SLEs (use standard trainee materials)
must be included

Research

- You may have done an MSc or published, **or**
- You can do a dissertation “for purpose” **or**
- Alternatives
- Supervisor/Mentor’s advice
- Other, specialist support
- Guidance on FOM website
- FOM dissertation library

Referees

- Provide secondary evidence
- Find four (soon to be three)
- First: “Medical Director” or alternative
- Two OM specialist colleagues
- If you have been in formal training, should use (most recent) ES/RSA/TPD
- Non-medical referees permitted (“equivalent standing”)

Referees

- Must provide structured report (template)
- Discuss your recent practice
- Should ideally have directly observed it
- In some instances, provide the only evidence under some headings e.g. probity

Before applying, you should

- (well before) Find a mentor/supervisor (specialist)
- Have a 'logbook' – paper/electronic (what you did)
- Look at GMC website – general guidance & **SSG**
- Contact FOM, look at website, 'GOMP,' also..
- ..SOM support groups
- “Do what you haven't done and should” (e.g. research)
- Take time to prepare (lot of information needed)
- Identify referees

Application for a CESR

- Apply online to GMC (12 months max.)
- GMC reviews and seeks more evidence, if needed, from applicant
- GMC obtains referees' reports
- When complete, application sent to FOM
- Two evaluators consider, independently first
- FOM advises GMC (time limit of 7 weeks)

Outcome/Options

- FOM advise, but GMC decide that...
- ...CESR be awarded, or not
- If evidence unclear or incomplete – Not
- Recommendations for further training or assessment
- GMC may refer application to panel
- GMC inform you if not successful and why
- Can seek review (12 months) or appeal (28 days)

So, to begin with

Find an OM job where you:

- Can gain reasonably broad experience and...
- Can get supervision or mentoring and...
- Will be allowed some time for CPD and study

Start gathering evidence – do it as you go along

With your mentor/supervisor

- Meet when you can to discuss progress
- Review what you've done & what's still to do
- (Before applying) – check and re-check evidence:

Is there enough (or too much)?

Does it cover the curriculum?

Is it of the right quality?

Pitfalls (and how to avoid)

- Planning (lack of)
- Evidence lost/not obtainable
- Too much of some/not enough of...
- How to keep or store it
- Lack of local senior OPs
- Preparation for exams
- Problems with research
- Gaps in your application

Perceptions/concerns about CESR

- It's (terribly) difficult
- It takes so long
- Who can I get help from?
- Brexit!?

CESR - summary

- Are you keen to be recognised as a specialist?
- Consider carefully and read up about process
- Seek advice
- Obtain support
- Take time
- Be thorough
- Quality more important than quantity

Sources of support and information

- FOM website
- GMC website
- FOM – training section (training@fom.ac.uk)
- SOM support groups and services
- FOM coaching day
- **Specialty Specific Guidance**