Torbay and South Devon **NHS**

NHS Foundation Trust

Certificate of Eligibility for Specialist Registration (CESR)

(MD 17)

If you require a copy of this policy in an alternative format (for example large print, easy read) or would like any assistance in relation to the content of this policy, please contact the Diversity & Inclusion Officer on 01803 656705.

Torbay and South Devon NHS
NHS Foundation Trust

This is a controlled document. It should not be altered in any way without the express permission of the author or their representative. On receipt of a new version, please destroy all previous versions.

Date of Issue:	August 2023	Next Review Date:	August 2025
Version:	2	Last Review Date:	June 2023
Author:	Medical Workforce		
Directorate:	Workforce and Organisational Development		

Approval Route	
Approved By:	Date Approved:
JLNC	22 May 2017
JLNC	July 2019
JLNC	Aug 2021
JLNC	July 2023
Links or overlaps with other policies:	

Amendment History

Issue	Date	Reason for Change
1	May 2017	Replaces Guidance on the Application of Article 14 for SAS
1.1	July 2019	General Review – no changes
1.2	August 2021	General Review – removal of use of Medical & Dental Levy funding
2	August 2023	General Review

Torbay and South Devon **NHS**
NHS Foundation Trust

Rapid Equality Impact Assessment

Policy Title (and number)		CESR		**Version and Date**		*v2 August 2023*
Policy Author		Medical Workforce Service				

An (e)quality impact assessment is a process designed to ensure that policies do not discriminate or disadvantage people whilst advancing equality. Consider the nature and extent of the impact, not the number of people affected.

Who may be affected by this document?							
Patients/ Service Users ☐		Staff ☒		Other, please state…			☐

Could the policy treat people from protected groups less favorably than the general population?
PLEASE NOTE: Any 'Yes' answers may trigger a full EIA and must be referred to the equality leads below

Age	Yes ☐ No☒	Gender Reassignment	Yes ☐ No☒	Sexual Orientation	Yes ☐ No☒
Race	Yes ☐ No☒	Disability	Yes ☐ No☒	Religion/Belief (non)	Yes ☐ No☒
Gender	Yes ☐ No☒	Pregnancy/Maternity	Yes ☐ No☒	Marriage/ Civil Partnership	Yes ☐ No☒

Is it likely that the policy could affect particular 'Inclusion Health' groups less favorably than the general population? (substance misuse; teenage mums; carers[1]; travellers[2]; homeless[3]; convictions; social isolation[4]; refugees)	Yes ☐ No☒

Please provide details for each protected group where you have indicated 'Yes'.

VISION AND VALUES: Policies must aim to remove unintentional barriers and promote inclusion	
Is inclusive language[5] used throughout?	Yes ☒ No☐ NA ☐
Are the services outlined in the policy fully accessible[6]?	Yes ☐ No☐ NA ☒
Does the policy encourage individualised and person-centered care?	Yes ☐ No☐ NA ☒
Could there be an adverse impact on an individual's independence or autonomy[7]?	Yes ☐ No☐ NA ☒

EXTERNAL FACTORS	
Is the policy a result of national legislation which cannot be modified in any way?	Yes ☒ No☒

What is the reason for writing this policy? (Is it a result in a change of legislation/ national research?)

Who was consulted when drafting this policy?				
Patients/ Service Users ☐		Trade Unions ☒	Protected Groups (including Trust Equality Groups)	☐
Staff ☐		General Public ☐	Other, please state…	☐

What were the recommendations/suggestions?

Does this document require a service redesign or substantial amendments to an existing process? *PLEASE NOTE: 'Yes' may trigger a full EIA, please refer to the equality leads below*	Yes ☐ No☒

ACTION PLAN: Please list all actions identified to address any impacts

Action	**Person responsible**	**Completion date**

AUTHORISATION:
By signing below, I confirm that the named person responsible above is aware of the actions assigned to them

Name of person completing the form	Medical HR Manager		
Validated by (line manager)			

Contents

1   Introduction

1.1   The Certificate of Eligibility for Specialist Registration is a route to entry onto the Specialist Register for those doctors who have not followed an approved training programme. It was previously known as article 14.

1.2   **The Specialist Register** is a list of doctors who are legally entitled to take up honorary, substantive or fixed term consultant posts in the NHS and is maintained by the General Medical Council (GMC).

1.3   Hospital doctors are included onto the Specialist Register after they have been awarded either a Certificate of Completion of Training (CCT) or a Certification of Eligibility for Specialist Registration (CESR).

1.4   Doctors who wish to join the specialist register who have not followed a full approved GMC training programme but who may have gained the same level of skills and knowledge as CCT holders can apply for a CESR.

1.5   If your CESR application is successful, you will be awarded the certificate and entered onto the Specialist Register.

2   Scope

2.1   This policy is aimed at Specialists and Specialty (SAS) doctors employed by the Trust wishing to seek entry onto the Specialist Register who have not followed an approved training programme.

3   Equality and Diversity Statement

3.1   The Trust is committed to preventing discrimination, valuing diversity and achieving equality of opportunity. No person (staff, patient or public) will receive less favourable treatment on the grounds of the nine protected characteristics (as governed by the Equality Act 2010): sexual orientation; gender; age; gender re-assignment; pregnancy and maternity; disability; religion or belief; race; marriage and civil partnership. In addition to these nine, the Trust will not discriminate on the grounds of domestic circumstances, social-economic status, political affiliation or trade union membership.

3.2   The Trust is committed to ensuring all services, policies, projects and strategies undergo equality analysis.

4   Roles and Responsibilities

4.1   Responsibilities of the Doctor

- The doctor should inform the Trust, via their Clinical Service Lead, of their intention to apply for their admission to the Specialist Register.
- Successful entry to the Specialist Register does not confer a right to an NHS Consultant post, merely the right to apply for one.

- The doctor will submit the recommendations from the GMC to their NHS employer.

4.2 **Responsibilities of Torbay & South Devon NHS Foundation Trust.**

- The Trust will endeavour to support the career development of the doctor as per any other employee.

- Development opportunities include annual appraisal and production of personal development plans. The doctor will have opportunities for clinical supervision and appropriate time and financial support for study leave in line with Trust policies.

- The ability of the Trust to support the development of applicants may be limited by the cost implications of such a process. It is important to recognise that for top-up training there will potentially be both the cost of training and the cost of replacement medical time to ensure on-going service provision. The funding for this task could theoretically be accessed from the following sources:-

  ❖ Trust internal resources – this will need to be balanced against the professional and personal developments of other Trust employees.
  ❖ Partial or total funding by the individual CSR applicant.
  ❖ Partial funding through the SAS Doctor's Development fund for specific needs such as top-up training and internal and external secondment opportunities.

4.3 Issues to be considered when decisions are made regarding support for applicants by NHS Trusts are as follows:-

- The existence within the Trust of a hard to fill Consultant appointment.

- Additional skills required by the Trust to meet NHS priorities and targets.

- Internal Trust development of additional Consultant grade staff

- Individual applicant's personal development.

- See Appendix A for flow chart for decision-making process.

5 What are the benefits of gaining access to the Specialist Register?

5.1 Specialist Registration is the hallmark of a doctor who requires no further training to practice independently and acts as the best assurance to the public that a doctor is qualified to practice without supervision.

5.2 Specialist registration provides recognition to other doctors that an individual is fit to practice as a specialist and enables that individual to apply for honorary, substantive or fixed term consultant posts in the NHS.

6   Who is eligible to apply for a CESR?

6.1   Doctors who are not in a UK CCT specialist training programme, but have gained the skills and experience required for the Specialist Register.

6.2   For SAS doctors there are two routes to entry onto the Specialist Register through the CESR process:

    a.   Entry onto the Specialist Register with a CESR in a CCT Specialty This option is available to doctors whose training, qualifications and experience has been gained either partially or completely outside of the UK and are in a specialty approved for the award of CCT by the GMC.

    b.   Entry onto the Specialist Register with a CESR in a non-CCT specialty This option is for individuals who have training, qualifications and experience in a specialty which is not one of those approved for the award of a CCT by the GMC and have gained this experience either partially or completely outside of an approved training programme (either partially or completely outside of the UK).

    List of CCT approved specialties (GMC)

7   Who manages the CESR application process?

7.1   The GMC oversee the application process to CESR. One of its functions is to decide whether doctors are eligible to be included in the Specialist Register through the equivalence pathway.

8   How does the application process work

8.1   All applications must be completed and submitted online via the GMC website. You can begin and re-open an application form to make alterations as many times as you like before final submission.

8.2   Speculative applicants are advised to open the application well before you are finally ready to make the submission, to allow yourself plenty of time to familiarise yourself with the process. You may withdraw an application at any stage before submission. This will not be counted against you in any later submission process. You will not be charged until you finally submit the application.

8.3   Before you begin your application, we strongly recommend you look at the GMC website which contains a helpful guide for doctors interested in applying for a CESR, including specialty specific guidance to help you to tailor your application and ensure your evidence is presented properly.

8.4   An applicant for a CESR in a CCT specialty must provide a portfolio of evidence that demonstrates that their training, qualifications and experience meet the requirements of the relevant CCT curriculum.

8.5   Applicants for a CESR in a non-CCT specialty must provide evidence that demonstrates their knowledge, skills and experience are at an equivalent standard to a current NHS Consultant. This means that this type of application is usually complex and time consuming. For those doctors who are applying in a non-cct specialty, you can refer to the guidance provided for the specialty most similar to yours.

Specialty specific guidance for CESR and CEGPR applicants (GMC)

9   Training and Awareness

9.1   Advice and support will be provided by the Medical Workforce Service to support staff and managers in adhering to this policy and their understanding of dealing with an application to CESR.

9.2   The Medical Workforce Service will raise awareness of this policy through the ratification processes and its Medial Policy intranet site.

10   References

11.1   BMA Certificate of Eligibility for Specialist Registration (CESR) guidance - https://www.bma.org.uk

11.2   http://www.gmc-uk.org/doctors/registration_applications/ssg.asp

11   Contact Details

11.1   Any queries regarding this policy should be directed to the Medical Workforce Service

- sdhct.medicalhr@nhs.net

12   Monitoring, Audit and Review Procedures

12.1   This policy will be monitored and audited on a regular basis. A full review will take place every two years by the Medical Workforce Service unless legislative changes determine otherwise.

Torbay and South Devon **NHS**

NHS Foundation Trust

13 Appendix 1 – *Management of CESR Applicants*

```
┌─────────────────────────────┐
│   Trust informed of SAS     │
│  doctors intention to apply │
│    for entry onto Specialist│
│           Register          │
└─────────────────────────────┘
                │
                ▼
┌─────────────────────────────┐
│ Trust to establish provisional│
│  view on internal need for an │
│ additional doctor in specialty│
│ on Specialist Register e.g.   │
│     Consultant vacancy        │
└─────────────────────────────┘
```

Identify need

Need not identified

```
┌─────────────────────┐          ┌─────────────────────┐
│ applicant provides  │          │ applicant provides  │
│ Trust with GMC      │          │ Trust with GMC      │
│ recommendation      │          │ recommendation      │
└─────────────────────┘          └─────────────────────┘
```

Additional assessment or training needed	Applicant enters Specialist Register without added training	Additional assessment training needed	Applicant enters Specialist Register

Trust identifies appropriate funding	Open advert to fill vacant Consultant post	Trust identifies appropriate funding	Doctor can apply nationally for appropriate posts

Applicant successful and enters Specialist Register	Trust cannot identify appropriate funding	Applicant successful and enters Specialist Register

Applicant informed of decision