

Examiner Person Specification

MRCS Clinical Examiner

A. Essential Criteria

1. **Experience:** At least eight years of post-MRCS surgical experience.
 2. **College Standing:** Must be in good standing with the relevant college (verified by the college).
 3. **Regulatory Registration:** Registered with the appropriate medical regulatory body. UK applicants must hold a valid license to practice.
 4. **Training:** Completion of a structured training program or an equivalent pathway.
 5. **Substantive Surgical Post:** Holds a substantive (permanent) surgical position (non-training, not locum or fellowship) at the time of application.
 6. **Reference Requirements:** References must confirm the applicant's ability and competence to undertake unsupervised patient care across the following settings:
 - Outpatient clinics.
 - Inpatient care.
 - Operating sessions (day-case and inpatient surgery).
 - Emergency on-call duties.
 7. **Governance and CPD:** Active participation in governance activities and Continuous Professional Development (CPD) at local, national, or international levels.
 8. **Surgical Practice:** Experience must include:
 - Independent outpatient work.
 - Inpatient care, including leading ward rounds.
 - Elective surgery.
 - Emergency on-call responsibilities.
 9. **Training Commitment:** Involvement in and dedication to the education and training of surgical trainees.
 10. The Chair may, at their discretion and based on the information provided on the application form, reduce the 8-year interval if the IMG has recently completed the MRCS, followed by the FRCS, as outlined in the FRCS ad addendum.
 11. **Understanding of Standards:** Familiarity with the knowledge, skills, and behaviours required to meet the MRCS exam standards, equivalent to completion of core surgical training (entry into higher surgical training).
 12. **Communication:** Excellent verbal and written communication skills.
- NB 6 to 12 Experience, Knowledge, and Skills are Verified by Reference**

B. Desirable Criteria

1. **Consultant Status:** Substantive consultant appointment with a Certificate of Completion of Training (CCT), Certificate of Satisfactory Completion of Surgical Training (CSCST), or Portfolio Pathway (formerly Certificate of Eligibility for Specialist Registration [CESR]).
2. **Postgraduate Education Qualification:** Holds a postgraduate educational degree or certificate.
3. **Research and Communication:** Demonstrates ability through publications and presentations.
4. **Leadership Training:** Evidence of training responsibilities or leadership in training.
5. **Recognition as Trainer:** Recognized by the medical regulator as a trainer.

FRCS (ad eundem) Clinical Examiner

Holders of FRCS ad eundem are eligible to become examiners for the MRCS provided they meet the above criteria and have had 8 years surgical practice after their postgraduate medical degree that led to the FRCS ad eundem.

MRCS Core Science Examiner (Basic Science)

Examiner applicants in core sciences like anatomy physiology pathology, anaesthetist etc. are appointed based on equivalent qualifications and experience in their respective fields in line with clinical examiners.

MRCS Lay Examiners

Lay examiner applicants must:

- Possess excellent communication skills and a strong command of the English language.
- Have no medical or paramedical training or experience in frontline healthcare or patient-facing role.

Expectations of Examiners

Professional Requirements:

1. **College Standing:** Clinical examiners must remain in good standing with their college, including maintaining up-to-date annual fees.
2. **Regulatory Registration:** Must hold full, unrestricted registration with the relevant regulatory body. UK applicants must have a valid license to practice. This must be maintained throughout their examiner career but subject to regulation by the GMC and RCS.
3. **Probationary Review:** All examiners undergo a role review after completing three initial examinations.
4. **Tenure:** Examiners are expected to serve a minimum of six years and a maximum of 21 years. Role reviews are conducted every five years based on performance feedback.

Professional and Occupational Training:

1. **CPD and Appraisal:** Adherence to CPD, annual appraisal, and revalidation requirements (specific to the applicant's jurisdiction).
2. **Ongoing Development:** Commitment to continual assessment, training, and professional development as an examiner/trainer.
3. **Equality and Diversity Training:** Completion of mandatory training at the start of the role and at specified intervals (currently every three years).
4. **Feedback and Adaptability:** Willingness to respond constructively to performance feedback and demonstrate required changes based on feedback.

Personal Attributes (Verified by Reference):

1. **Motivation:** Highly motivated and proactive.
2. **Attention to Detail:** Meticulous and precise in approach.
3. **Interpersonal Skills:** Ability to build excellent working relationships at all levels.
4. **Respect and Collaboration:** Demonstrates respect, friendliness, and a collaborative attitude.
5. **Diplomacy:** Capable of managing challenging situations tactfully and diplomatically.
6. **Integrity:** Acts with probity at all times.
7. **References:** Must provide structured references from two current senior colleagues holding substantive consultant (or equivalent) posts in surgery. Preferably, one should have managerial oversight of the applicant. Both referees must be from the applicant's current organization.

PRIVATE & CONFIDENTIAL

**STRUCTURED REFERENCE IN SUPPORT OF APPLICATION FOR
MRCS CLINICAL EXAMINERSHIP**

Applicant: _____

Please provide your professional opinion within this structured reference regarding the suitability of the applicant for appointment as an Examiner for the Membership of the Royal College of Surgeons (MRCS) examination.

1. **Surgical Practice Experience:** Please provide a detailed assessment of the applicant's experience across all aspects of surgical practice, including:
 - Outpatient work.
 - Inpatient work, including leading ward rounds.
 - Independent elective and emergency operating.
 - Emergency on-call duties.

Your comments should include:

- The level at which they have been practicing.
- The length of time they have been practicing at this level.

2. **Educational Enthusiasm and Effectiveness:** Provide detailed observations on the applicant's enthusiasm, motivation, and effectiveness as an educator and trainer. This includes their ability to:
 - Demonstrate a comprehensive understanding of the Core Surgical Training programme.
 - Recognize and work towards the standard required for progression from this level.

3. **Collaborative Abilities:** Comment on the applicant's ability to:
- Work collaboratively with others.
 - Build and maintain constructive relationships with individuals across various levels.

4. **Professional Integrity and Ethics:** Provide an evaluation of the applicant's probity, focusing on:
- Honesty and integrity.
 - Awareness of ethical and professional responsibilities

5. **Duration and Recency of Professional Relationship:**
- Indicate how long you have known the applicant.
 - State how recently you have worked with them.

6. Awareness of Investigations:

- Confirm whether you are aware of any outstanding investigations by the regulator or employer against the applicant.
- Alternatively, indicate whether there have been any upheld internal investigations related to behaviours of concern (e.g., bullying, harassment, etc.)

Thank you for completing this reference, which forms an integral part of the evaluation process for potential MRCS examiners.

Please confirm your relationship to the applicant by selecting an option from the drop-down menu below

Choose an item.

Choose an item.

Signed:

Date:

Name:

Position:

Trust:

Contact Email:

Contact Tel: