

# Neurosurgery

# ST1 & ST3 National

# Recruitment

**2020 Applicant Handbook**



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# Introduction

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The national Recruitment Office for ST1 & ST3 Neurosurgery is Heath Education England - Yorkshire and the Humber. We are recruiting to ST1 & ST3 posts across the United Kingdom / England, Northern Ireland, Scotland and Wales.

This handbook aims to provide applicants with information regarding all aspects of the 2020 Neurosurgery recruitment process.

General information about applying to specialty training posts is available on the [Specialty Training website](#) and in the [Medical Specialty Recruitment Applicant Handbook](#). We recommend that all applicants read this document in full.

## Timeline and Key Dates

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Recruitment to ST1 & ST3 Neurosurgery in 2020 will follow the timeline below:

Activity	Date(s)
Applications open	10:00 on 7 <sup>th</sup> November 2019
Application deadline	16:00 on 28 <sup>th</sup> November 2019
Shortlisting	3 <sup>rd</sup> January 2020
Multi-Specialty Recruitment Assessment (ST1 and ST3)	3 <sup>rd</sup> – 11 <sup>th</sup> January 2020
Interview Invites Released	22 <sup>nd</sup> January 2020
Interviews	29 <sup>th</sup> – 30 <sup>th</sup> January 2020
Initial offers released	No later than 17:00 on 9 <sup>th</sup> March 2020
Holding deadline	13:00 on 13 <sup>th</sup> March 2020
Upgrade Deadline	16:00 on 20 <sup>th</sup> March 2020

*Please note: all dates are subject to change at any time*

## Contact details

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We have a recruitment helpdesk to assist applicants through the recruitment process. You can contact the recruitment helpdesk in the following ways:

**By email:** [NeurosurgeryRec.YH@hee.nhs.uk](mailto:NeurosurgeryRec.YH@hee.nhs.uk)

Please put Neurosurgery in the subject box to help us answer your email efficiently. We aim to respond to all emails within 48 working hours.

**By telephone (for urgent enquiries only):** For urgent enquiries we have a telephone helpdesk, which is available between 10.00am and 4.00pm Monday to Friday. The Neurosurgery recruitment helpdesk number is 0113 887 1716\*

\* Please refer to the person specification and the information available on our website to determine your own eligibility as we are unable to offer individual eligibility advice to applicants.

# Vacancies

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Health Education England (HEE) is responsible for educating and training doctors, dentists, nurses and all healthcare professionals in England. Medical and Dental training programmes are managed locally by HEE's Local Offices. Training programmes in Northern Ireland, Scotland and Wales continue to be managed by Deaneries. Links to the individual Local Offices and Deaneries are provided in [Appendix 2](#).

Vacancy numbers will be published on the [Neurosurgery recruitment webpage](#) once confirmed.

## LAT Vacancies

Recruitment to Locum Appointment for Training (LAT) posts in England ceased on 1<sup>st</sup> January 2016 for all specialties. Scotland, Wales and Northern Ireland may continue to recruit to LAT posts.

*All vacancy numbers are indicative and are subject to change at any time.*

# Application

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Applications will only be accepted through the [Oriel recruitment system](#). For further guidance on creating an account, registering and submitting your application using the system please refer to the Oriel Applicant User Guide which can be downloaded from the Oriel [Resource Bank](#).

## Completing your application

The application form for Neurosurgery will open at 10:00 on 7<sup>th</sup> November 2019. Use the Vacancy Search tool to navigate to the national Neurosurgery vacancy and click “Apply”

There are a number of sections within the application form:

- Personal Details
- Eligibility to Apply
- Fitness to Practise
- References
- Competences and Experience
- Employment History
- Evidence of Selection Criteria
- Supporting Information
- Equality and Diversity
- Declarations

Please complete all sections in full before submitting your application. Once you have submitted your application, the only sections you will be able to change are your personal details and your referee details.

## Application Deadline

The deadline for submitting applications is **16:00 on Thursday, 28<sup>th</sup> November 2019**. After this time no applications will be accepted. **There will be no exceptions to this deadline**. You are advised to complete and submit your application at least 24 hours ahead of the deadline to allow for any unforeseen problems.

When you submit your application, you should receive an automatic confirmation email. If you do not receive this email within two hours you should check to ensure that you have successfully submitted your application

## Academic Benchmarking

Applicants that have applied for local Neurosurgery Academic Clinical Fellowship (ACF) vacancies at ST1 or ST3 and require clinical benchmarking must complete a National Neurosurgery application and be deemed appointable at interview.

For more information about clinical benchmarking and the ACF process please see the [Specialty Recruitment Applicant Handbook](#).

# Eligibility and Longlisting

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The eligibility criteria for Neurosurgery are listed in the [2020 Person Specification](#). It is an applicant's responsibility to demonstrate that they meet the eligibility criteria. All applications will be assessed against the eligibility criteria during longlisting. Any applications which do not meet the eligibility criteria will be longlisted out of the process and will not progress to the next stage.

By allowing applicants to progress to the interview stage, Health Education England DOES NOT accept or confirm that applicants meet all eligibility requirements. This includes immigration status, evidence of achievement of core competencies or equivalent, and requisite length of time in training as per the national [Person Specification](#). This list is not exhaustive and is applicable to all eligibility criteria.

Applicants may still be withdrawn from the application process at any stage, including after the interviews have taken place, if the evidence pertaining to an eligibility criterion is found to be unsatisfactory.

## GMC Registration and Licence to Practice

Applicants will need to hold full General Medical Council registration status and a current licence to practice by the time of appointment<sup>1</sup> (in most cases this will be 5<sup>th</sup> August 2020). You will be asked to confirm that you will meet this requirement on page 2 of your application form. Any offers made will be subject to you meeting this requirement by the time of appointment.

## MRCS (ST3 only)

Applicants must have successfully completed all parts of the MRCS at the time of application. If you are invited to attend an interview you must provide evidence that you have successfully completed MRCS when you attend.

## Courses

You must have ALS by intended start date of the post.

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<sup>1</sup> The time of appointment refers to the start date of the post to which you are appointed.

## Assessment of Competency

ST1 applicants must have achieved Foundation competences by the time of appointment. Evidence of these competencies must be provided at the time of application and interview. If you are currently achieving these competences then any offer will be made on the basis you achieve the relevant competence by the start date of the post.

ST3 Applicants must have achieved the relevant ST1 & ST2 competencies in Neurosurgery as described in the Neurosurgery specialty curriculum by start of post. Evidence of these competencies must be provided at the time of application and interview. If you are currently achieving these competences then any offer will be made on the basis you achieve the relevant competence by the start date of the post.

**Scanned copies of each piece of evidence must be uploaded to your application as a single document.**

## Immigration/Right to Work

With effect from 6 October 2019, all medical practitioners are on the Shortage Occupation List. This means that with the exception of all applicants to Public Health, all specialty recruitment applicants will be exempt from the RLMT; there will be no restriction on their appointment.

## Career Progression and Experience

You must provide a complete employment history going back to completion of your primary medical degree on your application form. If you are in a rotational training programme, please also list posts that you are *due* to rotate to up until the end of July 2020 or until completion of your Core Training Programme if this is later. You must provide an explanation for employment gaps of more than four weeks.

## **Trainees released or removed from a training post or programme**

Specialty training posts and programmes are not normally available to anyone who has previously relinquished or been released/removed from a training post/programme in that specialty. When applying for a post you will be asked if you have previously relinquished or been released or removed from a training programme in the specialty to which you are applying.

If you answer yes to this question, you will need to upload a completed “Support for Reapplication to a Specialty Training Programme - Exclusion Policy Support Form” to your application no later than the application deadline. This form can be downloaded from the Oriel [Resource Bank](#).

## **Trainees applying to continue training in a different region**

Applicants who are currently undertaking a specialty training programme (and who have a National Training Number), who are reapplying to continue their training in a different region must declare this on their application form.

If you are reapplying to continue your training in a different region, you must also upload a completed “Support for Reapplication of Specialty Training in a Different Region - Support Form” to your application no later than the application deadline. This form can be downloaded from the Oriel [Resource Bank](#).

## **Applicants on the Specialist Register**

You are not eligible to apply if you already hold, or are eligible to hold a Certificate of Completion of Training (CCT) in Neurosurgery. You are not eligible to apply if you are currently on the specialist register in any EU member state.



## Criminal Records and Fitness to Practise

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Page 3 of the application form is a Criminal Records and Fitness to Practise Declaration Form. This form contains 10 questions. If you answer Yes to any of the questions in this form you must provide full details by email to [fitnesstopractice@yh.hee.nhs.uk](mailto:fitnesstopractice@yh.hee.nhs.uk) **This must be received no later than 16:00 on Wednesday, 28<sup>th</sup> November 2019**. Please mark your email “**CONFIDENTIAL – Neurosurgery**”.

The Declaration Form and any information provided in relation to your responses will be kept securely and in confidence, and access to it will be restricted to designated persons within the Recruitment Office and other persons who need to see it as part of the selection process and who are authorised to do so.

If you are successfully appointed to a training post, this information will be passed to designated persons in the HEE local office / Deanery which will be responsible for your training and subsequently to your employing organisation and any organisations through which you rotate as part of the training programme.

No information relating to your declaration form will be made available to any members of the selection panel at any time during the recruitment process.

## Applying for a Deferred Start Date

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Applicants can request deferred entry to specialty training programmes on statutory grounds (e.g. maternity leave, ill health etc.) only. Deferred entry to training programmes is not permitted for any other reason. Refer to the [Gold Guide](#) for more information about deferring start dates.

If you wish to request a deferred start date you should indicate this on page 1 of your application form. If you are appointed to a training post, this information will be passed to the HEE local office / Deanery which will be responsible for your training however, we recommend that you also contact them directly to discuss your needs.

The final decision regarding any deferment will be made by the HEE local office / Deanery which will be responsible for your training according to their local policies.

## Applying for Less Than Full Time Training

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Trainees may train on a Less Than Full Time (LTFT) basis for a variety of well-founded reasons. Refer to the [Gold Guide](#) for more information about Less Than Full Time Training.

**All posts offered through this recruitment process will be offered as full time posts.** If you wish to request Less Than Full Time Training you can indicate this on page 1 of your application form. If you are appointed to a training post, this information will be passed to the HEE local office / Deanery which will be responsible for your training; we recommend that you also contact them directly to discuss your needs. You will only be able to apply for Less Than Full Time Training once you have accepted a full time post.

The final decision regarding Less Than Full Time Training will be made by the HEE local office / Deanery which will be responsible for your training according to their local LTFT policies.

## Shortlisting

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All applications that have been successful at the longlisting stage will proceed to shortlisting on the 3<sup>rd</sup> January 2020. Each application will be marked by 2 trained assessors. The results of the shortlisting will not be released until on or after the 22<sup>nd</sup> January 2020

All applicants will be required to sit the MSRA.

## MSRA

The Multi-Specialty Recruitment Assessment (MSRA) is a computer-based assessment, delivered in partnership with Work Psychology Group and Pearson VUE, has been designed to assess some of the essential competences outlined in the CT/ST1 Person Specifications and is based around clinical scenarios.

The purpose of the MSRA in the neurosurgery shortlisting process is to give applicants the opportunity to demonstrate the knowledge and skills that they have acquired during foundation training and medical school. It also tests professional capabilities and decision making which are key components of neurosurgical practice and complements the selection centre. It will account for 40% of the total shortlisting score. Further details about the MSRA is to be found in the MSRA Applicant Guide and MSRA Test Blueprint Information that is available on the Neurosurgery page of our website.

All neurosurgery applicants are required to sit the MSRA in the first recruitment round of any given recruitment year. There are no exceptions or exemptions to this requirement.

The MSRA is delivered on a number of consecutive days throughout the whole of the UK in a large number of Pearson VUE Computer Testing Centres.

All applicants who reside in or, are in employment in the UK (including the Channel Islands and the Isle of Man) during the assessment window are expected to attend a UK test centre.

# Interviews

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## Booking an Interview Slot

Applicants who are invited to attend and interview will need to book an interview slot using their Oriel account. Interview slots are offered on a first come first served basis. You must book your interview slot by the deadline stated in the invite email. Please refer to the [Oriel Applicant User Guide](#) for instructions on booking your interview slot.

You should receive an automatic confirmation email once you have booked your interview slot. If you do not receive this email within two hours of booking, please check your Oriel account to ensure that you did successfully book a slot.

If you experience problems booking your interview slot please contact [NeurosurgeryRec.YH@hee.nhs.uk](mailto:NeurosurgeryRec.YH@hee.nhs.uk) for assistance.

## Interview Dates and Venue

The interviews for 2020 Neurosurgery will take place **29<sup>th</sup> & 30th January 2020** at Elland Road Football Stadium, Leeds.

## Applicants with Disabilities

If you have a disability which may require specific arrangements or adjustments to enable you to attend an interview please indicate this on page 1 of your application form and contact [NeurosurgeryRec.YH@hee.nhs.uk](mailto:NeurosurgeryRec.YH@hee.nhs.uk) to discuss your requirements.

## Documents Required at Interview

There are a number of documents that you are required to bring with you when you attend your interview. Please ensure that all copies provided are on loose A4 white paper, (no plastic wallets, folders, staples or paperclips). Please bring the original documents and copies as listed below:

- Your Portfolio containing evidence to substantiate your application form responses. You should place the checklist provided on the national Neurosurgery recruitment webpage at the front to ensure your evidence can be easily identified.
- Original passport **AND 1 COPY OF the signature/photograph page.**
- Original proof of current GMC Registration **AND 1 COPY**
- Original evidence of right to work in the UK **AND 1 COPY**
- ST3 only - Evidence that you have been awarded or successfully completed all parts of MRCS **AND 1 COPY**
- Structured Educational Supervisors Report – This report must be completed and inserted into the front of your portfolio as failure to include it could affect your score for the portfolio station

These documents will be checked against a checklist and the photocopies will be retained on your recruitment file.

Please note that if you lose your Portfolio or/and evidence that substantiates your application, you will not be given the opportunity to provide it after your interview. Your score will be based on what evidence you have presented and will be adjusted accordingly.

## References

References will only be requested through the Oriel system once an offer of training has been accepted. Referees will be contacted by email with details of their referee accounts, so it is important that the contact details provided are correct.

## Interview Format

The interviews will consist of five stations which have been designed to assess the selection criteria detailed on the 2020 Person Specification. You will rotate round all five stations during the interview process.

- **Portfolio Station**

There are two parts to the Portfolio Station:

The Portfolio Interview will consist of interview questions based on your portfolio and career to date.

This station will be assessing your motivation and understanding of a career in neurosurgery, your communication skills and your problem-solving skills.

**You will be scored independently by two interviewers and the total time in the Portfolio Station will be 15 minutes.**

- **Clinical Station**

In this station, you will be given a clinical scenario.

This station is intended to assess your applied medical knowledge, problem solving and communication skills.

**You will be scored independently by two interviewers and the total time allocated for this station is 15 minutes.**

- **Simulated Consultation**

This station is intended to assess your communication skills, judgement under pressure and professional integrity.

**You will be scored independently by two interviewers and the total time allocated for this station is 15 minutes.**

- **Telephone Consultation**

This station is intended to assess your judgment under pressure, professional integrity and technical knowledge and clinical expertise.

**You will be scored independently by two interviewers and the total time allocated for this station is 15 minutes.**

- **Management**

This station is intended to assess the candidate's judgement under pressure, problem solving and professional integrity

**You will be scored independently by two interviewers and the total time allocated for this station is 15 minutes.**

- **Practical Stations**

You will rotate around 3 practical stations where your practical skills will be assessed.

**You will be scored independently by one assessor.**

## **Scoring and Ranking**

Your performance in each station will be scored using a structured scoring system. The scores from each interview station will be combined to produce your overall interview score.

Your ranking will be based upon your overall interview score and your individual station scores. HEE may set a minimum required score in any individual station and should your score in an individual station not meet that requirement you will be ranked 0.

## **Appointability**

Applicants at ST1 who achieve 65% of the marks available will be considered to be appointable. Applicants at ST3 who achieve a score of 74% of the marks available will be considered to be appointable. A higher score is expected of ST3 applicants as this reflects their increased experience at the time of application. All appointable applicants will be ranked in order of their overall interview score.

Applicants who do not achieve the scores described above will not be ranked. This will show as a rank of 0 on the Oriel system.

## **Tied Scores**

In the event of tied overall interview scores, individual station scores will be used to differentiate between applicant rankings.

## **Lay Representatives**

A Lay Representative will be present on each interview day. The Lay Representative may sit in some of your interview stations to observe the process. The Lay Representative will not score or assess your performance in the station; they are there to ensure the process is fair and consistent.

## **Confidentiality**

You should ensure that the content of the interview assessments remains confidential and must not be discussed with other applicants or published where they can be accessed by other applicants. This includes on websites, online forums or discussion groups and all other forms of social media.

Remember, this is a competitive process and you may reduce your own chances of appointment by giving an unfair advantage to other applicants.

## **Travel and Subsistence expenses**

Applicants attending interviews are entitled to claim travel and subsistence allowance. Details of the process for claiming expenses will be published on the national Neurosurgery recruitment webpage.

## Reporting Issues During Your Interview

The vast majority of interviews are conducted without issue. However, if there are any issues during your interview which may affect your assessment, it is vital that you report them to a member of the HEE Recruitment Administration Team.

Any issues must be reported as soon as possible and before you leave the venue. This will give us the best possible chance to investigate and, if necessary, take action to remedy the issue. It is not usually possible to investigate issues or take remedial action after you leave the venue.

# Offers

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All recruitment offices will be using the Oriel system to make offers to training posts in all specialties. Oriel can be accessed at <https://www.oriel.nhs.uk/Web/>. You can download a copy of the Oriel Applicant Guide from the Oriel Resource Bank.

## Selecting Your Preferences

You will be asked to rank your preferences using the Oriel Recruitment System. You will receive an email when Preferencing opens.

Once preferencing is open, it will remain open constantly so that candidates can change their preferences at any point in the process, including during and after the offers process.

For guidance on submitting your preferences please refer to the [Medical Specialty Recruitment Applicant Handbook](#) and the [Oriel Applicant User Guide](#).

## Receiving and Responding to Offers

If you are offered a post you will have 48 hours from the time of your offer (excluding weekends but not holidays) to decide whether to accept, reject or hold it. You must respond to the offer through the Oriel system. No other form of response will be accepted.

For guidance on responding to offers, please refer to the [Medical Specialty Recruitment Applicant Handbook](#) and the [Oriel Applicant User Guide](#).

## Withdrawing from the Recruitment Process

An applicant may withdraw completely from the process up until offers are released and should do so via their Oriel account.

Once an offer has been accepted, applicants wishing to withdraw will need to contact the recruitment office directly.

Applicants are reminded of the GMC's Good Medical Practice guidance which states: "Patient safety may be affected if there is not enough medical cover. So you must take up any post you have formally accepted, and work your contractual notice period before leaving a job, unless the employer has reasonable time to make other arrangements."

# Feedback

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Feedback will be provided at three stages of the recruitment process:

## Longlisting

If you are not longlisted you will be provided with the reasons for this. If you are longlisted you will receive an email inviting you to book an interview.

## Interview Ranking

You will be able to view your total interview score and rank online through their Oriel account once offers are released. Please note that a thorough Quality Assurance and validation process is carried out on all applicants' scores following the interviews. No scores will be released until this process is complete.



## Interview Scores

Following the conclusion of the offers process, all applicants will be able to view a breakdown of their interview scores including the scores they achieved in each interview station online through their Oriel account.

## Evaluation of the Selection Process

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Following the conclusion of the 2020 recruitment process, an evaluation of the recruitment process will be carried out.

### Feedback Forms

Feedback about the recruitment process will be collected from the following groups:

- Applicants
- Interviewers
- Lay Representatives

This feedback will be analysed and will help to inform changes and improvements to the recruitment process for 2021.

### Privacy Notice

In order to manage and quality assure your training, Health Education England needs to collect, store and process information about you. This is done in compliance with the Data Protection Act 1998, and in accordance with the data protection principles set out in the Act. Among other matters, these require that your data must be processed fairly and lawfully.

We will process data about you in accordance with the Data Protection Act 1998, and will do so for three main purposes:

1. Processing your data during the recruitment process.
2. Processing of successful applicants' data by Health Education England's local offices, Deaneries and Royal Colleges.
3. Use of recruitment data for evaluation, research and testing purposes

For more information about how we safeguard and process your data please see our [Privacy Notice](#).

## Complaints and Confidential Concerns

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### Complaints

However hard we try to respond to the wishes and aspirations of the healthcare professionals accessing our recruitment services, we do recognise that, on occasion, our service may fall short of expectations. The Complaints Procedure explains how you can make a complaint and how it will be handled.

### Confidential Concerns

Where applicants have a concern that falls outside of the national complaints policy e.g. fraudulent submissions by other applicants. Applicants can confidentially email the Central HEE Recruitment Team on [mdrs.confidential@hee.nhs.uk](mailto:mdrs.confidential@hee.nhs.uk). This address can not to be used as a way of raising a complaint and bypassing the process detailed in the complaints policy.

## Appendix 1: Probity Panel Procedure

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An applicant may be referred to a Probity Panel for a variety of reasons including when the veracity of the information contained in an applicant's application form or documentation provided at interview is brought into question.

In the event of such an occurrence the applicant will be asked to explain in writing and provide copies of any supporting documentation upon which they will seek to rely. When a response is received, or in the absence of a response within the deadline, a Probity Panel will be convened. The panel will be made up of at least three people including a Postgraduate Dean or their representative and a medical workforce/HR professional.

The Probity Panel will decide whether or not the applicant should remain in the recruitment process. The panel will also recommend whether any further action should be taken which may include referral to the GMC.

## Appendix 2: Useful Links

### Online Recruitment Systems

System	Link
Oriel recruitment portal	<a href="https://www.oriel.nhs.uk/web/">https://www.oriel.nhs.uk/web/</a>

### HEE Local Offices and Deanery Websites

HEE Local Office / Deanery	Link
Health Education England East Midlands	<a href="https://www.eastmidlandsdeanery.nhs.uk/">https://www.eastmidlandsdeanery.nhs.uk/</a>
London Recruitment	<a href="http://www.londondeanery.ac.uk/">http://www.londondeanery.ac.uk/</a>
Health Education England North West	<a href="http://www.nwpgmd.nhs.uk/">http://www.nwpgmd.nhs.uk/</a>
Health Education England South West	<a href="http://www.severndeanery.nhs.uk/">http://www.severndeanery.nhs.uk/</a>
	<a href="http://www.peninsuladeanery.nhs.uk/">http://www.peninsuladeanery.nhs.uk/</a>
Health Education England Thames Valley	<a href="http://www.oxforddeanery.nhs.uk/">http://www.oxforddeanery.nhs.uk/</a>
Health Education England Wessex	<a href="http://www.wessexdeanery.nhs.uk/">http://www.wessexdeanery.nhs.uk/</a>
Health Education England West Midlands	<a href="https://www.westmidlandsdeanery.nhs.uk/">https://www.westmidlandsdeanery.nhs.uk/</a>
Health Education England Yorkshire and the Humber	<a href="http://www.yorksandhumberdeanery.nhs.uk/home/">http://www.yorksandhumberdeanery.nhs.uk/home/</a>
NHS Education for Scotland	<a href="http://www.nes.scot.nhs.uk/">http://www.nes.scot.nhs.uk/</a>
Health Education England East of England	<a href="https://heeo.ee.nhs.uk/recruitment_home_new">https://heeo.ee.nhs.uk/recruitment_home_new</a>
Health Education England North East	<a href="http://www.northerndeanery.nhs.uk/">http://www.northerndeanery.nhs.uk/</a>
Health Education and Improvement Wales	<a href="https://www.walesdeanery.org/">https://www.walesdeanery.org/</a>
Northern Ireland Medical & Dental Training Agency	<a href="http://www.nimdt.a.gov.uk/">http://www.nimdt.a.gov.uk/</a>

## Other Useful Organisations

Organisation	Link
General Medical Council	<a href="http://www.gmc-uk.org/">http://www.gmc-uk.org/</a>
Health Education England	<a href="http://specialtytraining.hee.nhs.uk">http://specialtytraining.hee.nhs.uk</a>
The Intercollegiate Surgical Curriculum Programme	<a href="https://www.iscp.ac.uk/">https://www.iscp.ac.uk/</a>
NHS Employers	<a href="http://www.nhsemployers.org/">http://www.nhsemployers.org/</a>
Royal College of Surgeons of England	<a href="http://www.rcseng.ac.uk/">http://www.rcseng.ac.uk/</a>
Royal College of Surgeons of Edinburgh	<a href="http://www.rcsed.ac.uk/">http://www.rcsed.ac.uk/</a>
Royal College of Physicians and Surgeons of Glasgow	<a href="http://www.rcpsg.ac.uk/">http://www.rcpsg.ac.uk/</a>
Scottish Medical Training	<a href="http://www.scotmt.scot.nhs.uk/">http://www.scotmt.scot.nhs.uk/</a>
UK Visas and Immigration	<a href="https://www.gov.uk/government/organisations/uk-visas-and-immigration">https://www.gov.uk/government/organisations/uk-visas-and-immigration</a>

