



Standardised Selection Process for Specialty Training

Guide to the Marking System

July 2024 Intake

Sports & Exercise Medicine

Important: Please note that the *Guide to the Marking System for Specialty Training Intake 2025* may be subject to change. Notification of any changes will be published on our website as early as possible.

A	Professional Development	50%
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1. Clinical Experience **25%**

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| a) Structured Reference Forms x 3 | 3% |
| b) Relevant Clinical Experience with Teams / Sport environment | 10% |
| c) Relevant <u>Technical</u> Skills Courses | 5% |
| d) Validated logbook / consolidated sheets (*) | 7% |

(*) logbook – please select best 25 cases from past clinical experience

2. Research and Academia ()** **25%**

- **Higher Degree by Thesis** 15% (max)
 - Awarded
 - PhD 15%
 - MD 12%
 - MCh 10%
 - Other postgraduate degrees 8%
 - Submitted
 - with verification 5%
- **Relevant Diplomas** 5%
- **Diplomas** (not related to Sports & Exercise Medicine) 2%
- **Publications** 25% (max)
 - Original Peer Reviewed scientific papers
 - Book Chapters
 - Review Articles
 - Case Reports
- **Oral presentations at Scientific Meetings** 5% (max)
 - International 2%
 - National 1%
- **Poster presentations at Scientific Meetings** 2% (max)
 - International/national 0.5% / poster
- **Research Prizes / Research Grants** 5% (max)
 - International 5%
 - National 2%
- **Clinical Audits** (SEM-related) 1%
- **Clinical Audits** (not SEM-related) 0.5%

(**) a minimum score of 5% needs to be achieved in this category by all applicants.

B	Interview / Suitability for Sports & Exercise Medicine Training	50%
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Emotional stability / emotional intelligence Self-awareness / Insight Interpersonal Skills / Communication Skills Team Work / Leadership Professional Integrity Organisational abilities / Time & Workload management Work Ethic Adaptability Empathy Negotiation Skills / Conflict Resolution Knowledge of current issues related to SEM practice	Commitment to lifelong learning Situational awareness Error Recognition / Error Recovery Critical Decision Making Problem Solving Verbal & Numeric Reasoning Strategy Development Perseverance Endurance in difficult situations Evidence of preparation for interview Drive, enthusiasm, and general disposition
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Introduction

The Sports and Exercise Medicine Specialist requires a broad range of skills to manage acute or chronic exercise related injuries, medical problems associated with sport and exercise, doping related issues, as well as exercise prescription for healthy people, but also for those suffering from chronic illness.

The purpose of the selection process for specialist training in Sports and Exercise Medicine is to identify and select those trainees who are most likely to become the best SEM specialists of the future.

The process should also identify and select out those who are likely to be unsuccessful or problematic as future SEM specialists, and discourage them from pursuing a career pathway in this speciality.

The selection process for Higher Specialist Training in Sports and Exercise Medicine is an objective process which has been agreed by the FSEM Training Committee. The process is based on an objective marking scheme and is designed to be fair and equitable to all trainees across medical specialties. The process is also intended to be completely transparent and the selection criteria will be made available to SEM trainees.

Applications for Higher Specialist Training will be made on a standard application form which contains all of the information required to objectively assess trainees. Submission of a separate curriculum vitae is not required. Documentary evidence of the various components of the educational and academic record should be submitted with the application form. Any trainee who provides misleading or false information in an attempt to improve their score will be automatically disqualified and will not be allowed to make any future applications for Higher Specialist Training in Sports and Exercise Medicine.

The marking system for the selection process for Specialty Training is based on two separate sections:

- A. Professional Development
- B. Suitability for Specialty Training

A	Professional Development	50%
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	1. Clinical Experience	25%
	a) Structured Reference Forms x 3	3%

Each candidate should submit three detailed structured reference (SRF) on an official trainer's assessment form.

One reference should be from a trainer at the time the candidate was undertaking his/her previous specialist training, and the two other references should be from current or most recent trainers/colleagues (Consultant level, GP Trainer or NGB officer/international level). A set of detailed descriptors will be given to the referees to assist completion of these forms. Referees who award an overall grade of '5' or '1' (5= strongest possible support; 1=very little support) on the structured reference form should clarify this decision in writing at the end of the form. It will be the responsibility of the candidate to ensure that the structured reference forms are submitted to the FSEM Office in time for consideration by the short-listing panel.

b) Relevant Clinical Experience with Teams / Sport environment 10%

Marks up to 10% will be awarded to the candidate, based on his/her involvement and clinical experience with teams/in a sport environment (either past or current).

c) Relevant Technical Skills Courses 5%

Up to 5% may be awarded under this heading for participation in approved technical skills courses. Marks will only be awarded under this heading for practical technical skills courses and not didactic courses. FSEM will produce a list of approved technical skills courses. It is suggested that 0.5% is awarded for each day on a technical skills course.

d) Validated logbook/consolidated sheets 7%

Candidates will be required to submit a validated consolidated logbook, with their 25 best cases. Candidates should note that submission of false or misleading information on their consolidated logbook sheet will lead to automatic disqualification from the HST selection process. A nominated person will assess and score all of the submitted consolidated logbooks and will compile a report for the short-listing panel.

2. Research & Academia 25%

A maximum of 25% may be awarded in this section. It is theoretically possible for candidates to accumulate more than 25% based on thesis, publications and presentations but **the maximum mark which may be awarded stands at 25%. Furthermore, a minimum score of 5% is also required in this category for all applications.**

Previous Prizes and Grants for Research

The maximum score under this section is 5%. A mark of 5% may be awarded for international research prizes or grants, and a mark of 2% may be awarded for national research prizes or grants. Marks for research grants will only be given for grants awarded by a recognised research funding body to actually conduct research (eg. Health Research Board grants) and will not be awarded for travelling fellowships (unless such fellowships specifically include funding to conduct research abroad) or for industry sponsored grants. Marks in this section may be cumulative, up to a maximum of 5%. FSEM will compile its own list of recognised prizes and grants.

Higher Degree by Thesis

Awarded:	PhD	15%
	MD	12%
	MCh	10%
	Other Post Grad Degree	8%
Submitted <u>with verification</u>:		5%

Candidates who have completed a Thesis must submit a summary of the Thesis with the application process. Candidates who have been awarded a Higher Degree by Thesis through a non-Irish university **must** produce sufficient documentation to satisfy the Short-listing panel that their Thesis is equivalent to a Thesis which would be submitted to an Irish university.

Other Higher Degrees

A mark of up to 8% may be awarded for degrees in Sports & Exercise Medicine related disciplines, which are obtained through full-time study of at least one year and are **relevant to the specialty**. The same mark (8%) may be awarded for specialty relevant degrees which are obtained through part-time study of at least two years.

Relevant Diplomas

A mark of up to 5% may be awarded for SEM relevant diplomas, and 2% for non-SEM relevant diplomas.

FSEM will devise its own list of degrees and diplomas which are relevant to the specialty of sports and exercise medicine and for which marks will be awarded.

Marks are only awarded for degrees or diplomas which are awarded by universities or educational establishments recognised by the Irish Medical Council or by the Royal College of Surgeons in Ireland / Royal College of Physicians of Ireland. Marks are not awarded for any degree obtained as a matter of course during medical school. Degrees obtained during medical school may only be scored if the candidate has taken time out of medical school to obtain the degree on a full-time basis.

Marks in this section are not cumulative, and candidates will only be credited for the highest scoring degree. For example, if a candidate has an MD degree (12%) and also a specialty relevant MSc degree (8%) their total score in this section will be 12%.

Please note that the FSEM UK Membership exam (part 1 & 2) is recognised in this category (old FSEM UK "Diploma in SEM").

Publications

A candidate may submit any number of publications for consideration for scoring. However, the maximum mark of 25% in this entire section stands. Only publications in peer reviewed scientific journals will be considered. The marks allocated will be based on the impact factor of the journal as follows:

- Impact factor < 1: 0.5%
- Impact factor > 1: 1%
- Impact factor > 2: 2%
- Impact factor > 3: 5%
- Impact factor > 5: 10%

The full mark described above will be awarded for first author or senior author; one half of that mark will be awarded for co-author. All publications for consideration **must have** a PMID number submitted with the application. If the publication is not yet on PubMed, there must be a letter of acceptance from the editor of the journal submitted with the application.

FSEM will produce a list of "premium journals" relevant to the specialty which will be marked as if their impact factor is >3 (i.e. 5% for a first author publication)

A sub-committee of the selection panel will assess and grade the publications in order to allocate a suitable mark.

Book Chapters: 2% - First Author (**Must** include ISBN number of book)
1% - Co-Author (Must include ISBN number of book)

Invited Review Articles: 1%

Case Reports: 1% (irrespective of impact factor of journal) / per case report

Candidates may not be rewarded twice for a presentation which is published automatically because it has been presented at an SEM meeting. No points will be awarded for abstracts.

Presentations

A maximum of 5% may be awarded for presentations at scientific meetings. A mark of 2% may be awarded for presentation at an international meeting; a mark of 1% may be awarded for presentation at a national meeting. Marks in this section may be cumulative up to the total of 5%. Marks are only awarded if the candidate has actually made the presentation at the meeting; should the candidate make the same presentation at two or more meetings either at national or international level, points will only be allocated once. No marks are awarded for being a co-author of a presentation. A mark of 0.5% may be awarded for poster presentations at international/national meetings; candidates cannot score more than 2% for poster presentations. FSEM will compile its own list of international and national meetings which are recognised for scoring under this heading.

Audits

A score of 1% will be allocated for a SEM-related clinical audit, and 0.5% for a non-SEM related clinical audit.

B	Suitability for Sports & Exercise Medicine Training	50%
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The interview is the 2nd stage of this selection process for Specialist Training in Sports and Exercise Medicine. The purpose of the interview is to assess the personal qualifications and general suitability of a candidate for Specialist Training and for a career in Sports and Exercise Medicine.

Interviews will be conducted by a properly constituted interview panel, according to the regulations of the FSEM Training Committee. The interview panel may only award marks for the interview and may not under any circumstances change marks already allocated to other sections at the shortlisting meeting. All documents relating to the selection process will remain in the possession of FSEM. A maximum global mark of 50% may be awarded at interview.

The interview will cover a broad range of areas related to suitability for Higher Specialist Training in Sports and Exercise Medicine. These will be grouped under 3 principal headings:

Personal attributes

- Emotional stability / emotional intelligence
- Self-awareness / Insight
- Interpersonal Skills / Communication Skills
- Team Work / Leadership
- Professional Integrity
- Organisational abilities / Time & Workload management
- Work Ethic
- Adaptability
- Empathy
- Negotiation Skills / Conflict Resolution
- Knowledge of current issues related to SEM practice
- Commitment to life-long learning

Management of Critical Events

- Situational awareness
- Error Recognition / Error Recovery / Patient Safety awareness
- Critical Decision Making
- Problem Solving / Verbal & Numeric Reasoning
- Strategy Development
- Perseverance / Endurance in difficult situations

Interview Performance

Evidence of preparation for interview

Drive, enthusiasm, and general disposition

Each interviewer will mark each candidate at the end of each interview by silent voting. The mark sheets for each candidate will then be collected and the marks awarded by each interviewer will be displayed at the end of the interview process. Any significant discrepancies in marking will be discussed by the Chairman. A list of suggested questions for the various topics of the interview will be presented to the interview panel. However, these questions are simply for assistance to interviewers and are not mandatory questions. Interviewers are free to ask any questions they like related to the headings to be marked.

At the end of the selection process, the marks obtained in each section will be added together to give the total mark in the selection process. Candidates will then be ranked and will be appointed according to their rank and the number of positions available.

All information contained in documents relating to the selection process is deemed to be a record held by FSEM and is subject to the provisions of the Freedom of Information Acts 1997 and 2003.