

wish to make a recommendation for appointment subject to satisfactory medical examination.

The College reminds its representatives that it attaches great importance to the criteria set out above. If it is not possible to resolve disagreement at the Appointments Committee itself, it is open to College representatives to send a minority report to the Chairman of the relevant employing Trust if, in the light of the above criteria, they are in disagreement with the recommendations of the Committee. The same action would be apposite if the representative should be concerned about some irregularity of composition or procedure of the Appointments Committee.

If any of these difficulties arise, the College representative should recommend very strongly that the Appointments Committee should either delay its recommendations or else submit them to the employing Trust *without informing the candidates*. If this is not done, the Assessor should ask that his/her disagreement be min-

uted and, in the event of an appointment of a particular candidate proceeding to a vote, the College representative should vote against the appointment if the College's criteria have not been met.

If a candidate is appointed despite the objection of the College representative, that representative should telephone the College (Jane Hinton, extension 148) immediately after the meeting of the relevant Committee to notify the College of what has occurred and should forthwith submit a written summary specifying the reasons for the representative's objection to the appointment of the individual concerned. Prior to the conclusions of the Committee meeting the representative should tell the Appointments Committee what he/she proposes to do<sup>1</sup>.

The College Assessor, as other members of the Advisory Appointments Committee, should be prepared to counsel unsuccessful candidates.

College representatives are invited to keep the Registrar informed of any difficulty in interpreting these guidelines.

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1. In Scotland National Panel Members are asked to apply these guidelines and in cases of difficulty should inform the Chairman of the Scottish Division before writing to the Secretary to the National Panel.

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## Criteria for appointment to an NHS consultant post in psychiatry in the UK

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From 1 January 1997 it has been a legal requirement to be on the Specialist Register maintained by the General Medical Council (GMC) before taking up a substantive or honorary NHS consultant post. In order to be included in the GMC's Specialist Register a trainee must obtain a Certificate of Completion of Specialist Training (CCST) which is awarded by the Specialist Training Authority of the Medical Royal Colleges on the advice of the Royal College of Psychiatrists. In order to be recommended for the award of a CCST, the trainee should normally hold the MRCPsych or an equivalent qualification and have completed six years of training in psychiatry of which at least three years has been in the specialist registrar grade.

During higher training specialist registrars will be subject to annual appraisal involving the trainer, the scheme organiser and a representative of the local Postgraduate Dean's Office. If the final summative appraisal is satisfactory, the Royal College of Psychiatrists will be informed so the process leading to the award of a CCST can be triggered. Candidates may attend for interview at an Advisory Appointments Committee up to three months prior to completion of training but cannot take up post until they are on the Specialist Register.

Due weight should be attached to breadth of experience, participation in organised rotational schemes, periods spent abroad in relevant posts, and work in medical fields allied to psychiatry. The view of the College is that the responsibilities

of all consultant posts include training those in medical and related disciplines, so that some teaching experience and supervision of trainees is desirable. Experience in research, especially if this has proved worthy of publication, will enhance a candidate's application and deserves careful attention. The suitability of the candidate to be an educational supervisor should be given careful consideration.

**Specific requirements of higher training for various types of Consultant posts are as follows:**

*General psychiatry*

A candidate for a consultant post in general psychiatry should be on, or eligible for, the Specialist Register for general adult psychiatry. For appointment to a consultant post in the subspecialties of general psychiatry there are further requirements:

- (a) *Substance misuse* One year of higher training should have been spent in an approved placement in substance misuse to include drug and alcohol and their entry on the Specialist Register endorsed accordingly.
- (b) *Rehabilitation* One year of the higher training should have been spent in an approved placement in rehabilitation and their entry on the Specialist Register endorsed accordingly.
- (c) *Liaison psychiatry* One year of higher training should have been spent in an approved placement in liaison psychiatry and their entry on the Specialist Register endorsed accordingly.

*Psychiatry of old age*

A candidate for a consultant post in the psychiatry of old age should be on, or eligible for, the Specialist Register for psychiatry of old age.

*Child and adolescent psychiatry*

A candidate for a consultant post in child and adolescent psychiatry should be on, or eligible for, the Specialist Register for child and adolescent psychiatry.

*Psychiatry of learning disability*

A candidate for a consultant post in the psychiatry of learning disability should be on,

or eligible for, the Specialist Register for the psychiatry of learning disability.

*Forensic psychiatry*

A candidate for a consultant post in forensic psychiatry should be on, or eligible for, the Specialist Register for forensic psychiatry.

*Psychotherapy*

A candidate for a consultant post in psychotherapy should be on, or eligible for, the Specialist Register for psychotherapy.

*Consultants with responsibilities in two special areas*

A candidate for a consultant post with a substantial input to two specialist areas should usually have achieved dual certification and have their name on both of the appropriate Specialist Registers.

In certain circumstances, where the contribution to one of the speciality areas constitutes four sessions or less per week, one year of higher training in an approved placement may be considered acceptable without the candidate being on the Specialist Register.

*Recognition of research training*

This will be taken into consideration in the award of the CCST.

*Flexible training in psychiatry*

A candidate who has undertaken flexible training is subject to the same conditions as a full-time trainee, in that before they can take up a consultant post they must be on, or eligible for, the Specialist Register maintained by the GMC.

In unusual circumstances, such as a consultant changing speciality or with an European Economic Area training, a consultant may not necessarily be on the relevant List of the Specialist Register but may have had additional training as part of their continuing professional development, which is considered to equip them for appointment to a consultant post in another speciality area within psychiatry. Specialist registrar trainers will usually be on the relevant List of the Specialist Register. Where this is not the case, such as when a consultant has changed speciality within psychiatry, the Joint Committee for Higher Psychiatric Training will scrutinise any applications from such consultants for trainer status on an individual basis.