



## Selection Criteria - References

### 1. General Information

The references provided for Selection into the FACEM Training Program have been designed to inform the Selection Subcommittee of an applicant's suitability to commence and succeed in the training program, as well as their likelihood to realise a successful career in Emergency Medicine.

Referees are asked to respond to several statements that align with six of the domains identified in ACEM's Curriculum Framework. These responses are then compared against the standard that has been deemed appropriate for doctors beginning the specialist training program.

In addition, referees are asked to provide a global recommendation about whether an applicant is recommended for the training program at this time. They are also encouraged to supply additional comments to support their responses and recommendation.

### 2. Curriculum Domains

#### 2.1 Medical Expertise

Medical expertise is the core of a FACEM's professional work and provides the foundation for all of the other domains of practice. This domain identifies the applicant's capacity to gather and synthesise information, including red flags, to effectively assess and manage patients presenting to the emergency department.

#### 2.2 Decision Making

In Emergency Medicine, safe patient care requires timely and medically appropriate decision making, often based on limited but evolving information. This domain identifies the applicant's capabilities in making such decisions, managing ambiguity, identifying priorities, and proactivity in seeking and applying solutions.

#### 2.3 Communication

Effective communication is particularly challenging in Emergency Medicine where multiple exchanges occur with different people in a busy environment. This part of the reference aims to assess an applicant's competency in communicating with patients, their families and care givers, and the health care team, as well as record keeping and the handover of patients.

#### 2.4 Teamwork & Collaboration

Teamwork and collaboration in Emergency Medicine is of pivotal importance both within and beyond the Emergency Department. Applicants will be assessed on their collaboration with patients, families, and their colleagues in the ED team, their aptitude to identify when the assistance of senior ED clinicians may be necessary and their awareness and respect for the culture of colleagues and patients

#### 2.5 Scholarship

A FACEM maintains and enhances their professional activities through a lifelong commitment to education and research. This domain identifies an applicant's involvement in this area by asking

about participation in ED learning activities, acquisition and application of knowledge and skills, response to feedback, and self-awareness.

## **2.6 Professionalism**

Professionalism means demonstrating ethical practice, high personal standards of behaviour and adhering to a profession's regulations and duties. This section on the reference aims to assess the applicant's initiative and behaviour in the workplace, towards other staff, and particularly with reference to the stressors and difficult situations specific to Emergency Medicine.