

PAEDIATRIC EMERGENCY MEDICINE – SUB SPECIALTY

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p style="text-align: center;">Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱ from, the GMC at the advertised post start dateⁱⁱⁱ • Paediatric Emergency Medicine subspecialty training is only open to trainees holding an NTN in the UK and those in an equivalent training programme within the EEA. • Evidence of achievement of: Core competences as outlined in 'Curriculum and Assessment Systems from Training in Emergency Medicine'. OR Level 1 competences as outlined in 'Curriculum for Paediatric Training, General Paediatrics, Level 1, 2 and 3 Training'. • Be eligible to work in the UK • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances^{iv}. 	<p>Application form Interview/selection centre Reference</p>
<p style="text-align: center;">Qualifications</p> <ul style="list-style-type: none"> • MBBS (or equivalent). • MRCEM/FRCEM intermediate or MRCPCH (via MRCPCH examination – no equivalent) • APLS or EPALS provider certificate by time of appointment 	<p>Application form</p>
<p style="text-align: center;">Language Skills</p> <p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> • that applicants have undertaken undergraduate medical training in English; OR • have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7. <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence.</p>	<p>Application form Interview/selection centre</p>
<p style="text-align: center;">Fitness to Practise</p> <p>Is up to date and fit to practise safely</p>	<p>Application form. references</p>
<p style="text-align: center;">Health</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>Application form, pre-employment health screening</p>

PERSON SPECIFICATION 2020

Career Progression	
<ul style="list-style-type: none"> • Completion or expected completion of ST4 Emergency Medicine training or Level 2 Paediatric training by the time of entry to the SST programme. • For those in Paediatric post core (SpR) or post Level 2(ST) training; must be able to complete sub-specialty training by anticipated CCT date and if needed have the relevant CSAC approval for any completed sub-specialty posts. 	<p>Application form</p> <p>Interview/selection centre</p>
Application completion	
ALL sections of application form to be FULLY completed according to written guidelines.	Application form

SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
Qualifications		
<ul style="list-style-type: none"> • MBBS (or equivalent). • MRCEM/FRCEM intermediate or MRCPCH (via MRCPCH examination – no equivalent) • APLS or EPALS provider certificate by time of appointment 	<ul style="list-style-type: none"> • Diploma in Child Health • APLS Instructor 	Application form, interview/selection centre
Career Progression		
<ul style="list-style-type: none"> • Completion or expected completion of ST4 Emergency Medicine training or Level 2 Paediatric training by the time of entry to the SST programme. • For those in Paediatric post core (SpR) or post Level 2(ST) training; must be able to complete sub-specialty training by anticipated CCT date and if needed have the relevant CSAC approval for any completed sub-specialty posts. 	<ul style="list-style-type: none"> • Experience of Paediatric Emergency Medicine at any level. 	Interview/selection centre
Clinical Experience		
<ul style="list-style-type: none"> • 3 months or more experience (at core or higher training level or equivalent level) in Paediatric Medicine or Paediatric Emergency Medicine. 	<ul style="list-style-type: none"> • Additional experience in one or more of other related specialities (paediatric medicine, paediatric intensive care medicine, paediatric surgery, anaesthesia, trauma and orthopaedics, plastic surgery). 	Application form, interview/selection centre
Clinical Skills		
<ul style="list-style-type: none"> • Understanding of clinical risk management. • Competent to work without supervision where appropriate. • Capacity to work co-operatively with others: work effectively in multi-professional teams and demonstrate leadership when appropriate. • Clear, logical thinking showing an analytical/scientific approach. 	<ul style="list-style-type: none"> • Experience in performing procedures relevant to Paediatric Emergency Medicine. • Experience of clinical risk management. 	Application form, interview/selection centre References
Academic skills		

PERSON SPECIFICATION 2020

<ul style="list-style-type: none"> Understanding of how research influences clinical practice. Understanding of ethical and consent issues. 	<ul style="list-style-type: none"> Research experience, presentations, publications, prizes and honours. Evidence of understanding of research methods. Evidence of quality of research/reflection on quality of research. 	Application form, interview/selection centre
Audit skills		
<ul style="list-style-type: none"> Shows understanding of the principles and value of audit. Documentation of audit projects which have been undertaken by the applicant. 	<ul style="list-style-type: none"> Evidence of completed audit projects Demonstrates enthusiasm for audit projects. 	
Teaching skills		
<ul style="list-style-type: none"> Demonstrates a commitment to education and training at undergraduate and postgraduate level. Demonstrates enthusiasm for teaching and education. 	<ul style="list-style-type: none"> Shows understanding of the different approaches to learning. Undertaking/completed teaching qualification. 	Application form Interview/selection centre Reference
Probity – Professional Integrity		
<ul style="list-style-type: none"> Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality). Capacity to take responsibility for own actions 		Interview/selection centre
Commitment to Specialty – Learning and Personal Development		
<ul style="list-style-type: none"> Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative). Demonstrable interest in and understanding of specialty. Commitment to personal and professional development. Evidence of self-reflective practice. 	<ul style="list-style-type: none"> Extracurricular activities / achievements relevant to the specialty. Evidence of participation at meetings and activities relevant to the specialty. Evidence of attendance at organised teaching and training programme(s). 	Application form Interview/selection centre References

ESSENTIAL CRITERIA	WHEN EVALUATED
Personal Skills	
<p>Communication Skills:</p> <ul style="list-style-type: none"> Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate. Able to build rapport, listen, persuade and negotiate. <p>Problem Solving and Decision Making:</p> <ul style="list-style-type: none"> Capacity to use logical/lateral thinking to solve problems/make decisions, indication an analytical/scientific approach. <p>Empathy and Sensitivity:</p>	<p>Vigilance and Situational Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor developing situations and anticipate issues. <p>Coping with Pressure and Managing Uncertainty:</p> <ul style="list-style-type: none"> Capacity to operate under pressure. Demonstrates initiative and resilience to cope with changing circumstances. Is able to deliver good clinical care in the face of uncertainty.
	Application form Interview/selection centre References

PERSON SPECIFICATION 2020

<ul style="list-style-type: none"> Capacity to take in other perspectives and treat others with understanding; sees patients as people. Demonstrates respect for all <p>Managing Others and Team Involvement:</p> <ul style="list-style-type: none"> Able to work in multi professional teams and supervise junior medical staff. Ability to show leadership, make decisions, organise and motivate other team members; for the benefit of patients through, for example, audit and quality improvement projects. Capacity to work effectively with others. <p>Organisation and Planning:</p> <ul style="list-style-type: none"> Capacity to manage/prioritise time and information effectively. Capacity to prioritise own workload and organise ward rounds Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) 	<p>Values:</p> <ul style="list-style-type: none"> Understands, respects and demonstrates the values of the NHS (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) <p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> Evidence of involvement in management commensurate with experience. Demonstrates an understanding of NHS management and resources. Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace based assessments. Evidence of effective leadership in and outside medicine <p>IT Skills:</p> <ul style="list-style-type: none"> Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> Evidence of achievement outside medicine Evidence of altruistic behaviour e.g. voluntary work
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ⁱ 'When evaluated' is indicative, but may be carried out at any time throughout the selection process.

ⁱⁱ The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

ⁱⁱⁱ 'The advertised post start date' refers to the first date from which posts recruited in a round can commence. This will be specified clearly within the published advertisement for that recruitment round.

^{iv} Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the LETB / Deanery that the training took place. No other evidence will be accepted.