

## PAEDIATRIC EMERGENCY MEDICINE – SUB SPECIALTY

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? <sup>1</sup>
<p><b>Eligibility:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Be eligible for full registration with, and hold a current licence to practise<sup>ii</sup> from, the GMC at the advertised post start date<sup>iii</sup></li> <li>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.</li> <li>Evidence of achievement of: Core competences as outlined in 'Curriculum and Assessment Systems from Training in Emergency Medicine'.</li> </ul> <p><b>OR</b></p> <p>Level 1 competences as outlined in 'Curriculum for Paediatric Training, General Paediatrics, Level 1, 2 and 3 Training'.</p> <ul style="list-style-type: none"> <li>Be eligible to work in the UK</li> <li>Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances<sup>iv</sup>.</li> </ul>	<p>Application form</p> <p>Interview/selection centre/Reference</p>
<p><b>Qualifications:</b></p> <ul style="list-style-type: none"> <li>MBBS (or equivalent)</li> <li>MRCEM/FRCEM intermediate or MRCPCH (via MRCPCH examination – no equivalent)</li> </ul>	<p>Application form</p>
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	<p>Application form, References</p>
<p><b>Language skills:</b></p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council<sup>ii</sup></p>	<p>Application form</p> <p>Interview/selection centre</p>
<p><b>Health:</b></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>

<p><b>Career progression:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Completion or expected completion of ST4 Emergency Medicine training or Level 2 Paediatric training by the time of entry to the SST programme.</li> <li>• 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.</li> </ul>	<p>Application form Interview/selection centre</p>
<p><b>Application completion:</b></p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application form</p>

SELECTION CRITERIA		
Essential Criteria	Desirable Criteria	When is this evaluated?
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>• MBBS (or equivalent).</li> <li>• MRCEM/FRCEM intermediate or MRCPCH (via MRCPCH examination – no equivalent)</li> <li>• APLS or EPALS provider certificate by time of appointment</li> </ul>	<ul style="list-style-type: none"> <li>• Diploma in Child Health</li> <li>• APLS Instructor</li> </ul>	<p>Application form Interview/selection centre</p>
<b>Career Progression</b>		
<ul style="list-style-type: none"> <li>• Completion or expected completion of ST4 Emergency Medicine training or Level 2 Paediatric training by the time of entry to the SST programme.</li> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of Paediatric Emergency Medicine at any level.</li> </ul>	<p>Interview/selection centre</p>

<b>Clinical Experience</b>		
<ul style="list-style-type: none"> <li>3 months or more experience (at core or higher training level or equivalent level) in Paediatric Medicine or Paediatric Emergency Medicine.</li> </ul>	<ul style="list-style-type: none"> <li>Additional experience in one or more of other related specialities (paediatric medicine, paediatric intensive care medicine, paediatric surgery, anaesthesia, trauma and orthopaedics, plastic surgery).</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p>
<b>Clinical skills</b>		
<p><b>Clinical Knowledge and Expertise</b></p> <ul style="list-style-type: none"> <li>Understanding of clinical risk management.</li> <li>Competent to work without supervision where appropriate.</li> <li>Capacity to work co-operatively with others: work effectively in multi-professional teams and demonstrate leadership when appropriate.</li> <li>Clear, logical thinking showing an analytical/scientific approach</li> </ul>	<ul style="list-style-type: none"> <li>Experience in performing procedures relevant to Paediatric Emergency Medicine.</li> <li>Experience of clinical risk management.</li> </ul>	<p>Application form</p> <p>interview/selection centre</p> <p>References</p>
<b>Academic skills</b>		
<p><b>Research skills:</b></p> <ul style="list-style-type: none"> <li>Understanding of how research influences clinical practice.</li> <li>Understanding of ethical and consent issues</li> </ul>	<p><b>Research skills:</b></p> <ul style="list-style-type: none"> <li>Research experience, presentations, publications, prizes and honours.</li> <li>Evidence of understanding of research methods</li> <li>Evidence of quality of research/reflection on quality of research.</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p>

<b>Audit skills</b>		
<ul style="list-style-type: none"> <li>Shows understanding of the principles and value of audit.</li> <li>Documentation of audit projects which have been undertaken by the applicant</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of completed audit projects</li> <li>Demonstrates enthusiasm for audit projects</li> </ul>	Application form Interview/selection centre
<b>Teaching skills</b>		
<ul style="list-style-type: none"> <li>Demonstrates a commitment to education and training at undergraduate and postgraduate level.</li> <li>Demonstrates enthusiasm for teaching and education.</li> </ul>	<ul style="list-style-type: none"> <li>Shows understanding of the different approaches to learning.</li> <li>Undertaking/completed teaching qualification.</li> </ul>	Application form Interview/selection centre References
<b>Probity – professional integrity</b>		
<ul style="list-style-type: none"> <li>Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others</li> <li>Displays honesty, integrity, awareness of confidentiality and ethical issues</li> </ul>		Application form, interview/selection centre References
<b>Commitment to specialty – learning and personal development</b>		
<ul style="list-style-type: none"> <li>Demonstrates interest and realistic insight into Emergency Medicine</li> <li>Demonstrates self-awareness and ability to accept feedback</li> <li>Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</li> <li>Commitment to personal and professional development</li> <li>Evidence of attendance at organised teaching and training programme</li> <li>Evidence of self-reflective practice</li> <li>Evidence of achievements relevant to Emergency Medicine within and outside of medicine</li> </ul>	<ul style="list-style-type: none"> <li>Extracurricular activities/achievements relevant to Emergency Medicine</li> <li>Demonstrates commitment to pursuing specialty training in the UoA applied for</li> <li>Has an understanding of the NHS</li> <li>Demonstrates ability to organise one's own learning and time</li> <li>Demonstrates and appreciates the relationship between service and training in the NHS</li> </ul>	Application form Interview/selection centre References

<p><b>Personal skills</b></p>		
<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate.</li> <li>• Able to build rapport, listen, persuade and negotiate.</li> </ul> <p><b>Problem Solving and Decision Making:</b></p> <ul style="list-style-type: none"> <li>• Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.</li> </ul> <p><b>Empathy and Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in other perspectives and treat others with understanding; sees patients as people.</li> <li>• Demonstrates respect for all</li> </ul> <p><b>Managing Others and Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Able to work in multi professional teams and supervise junior medical staff.</li> <li>• 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.</li> <li>• Capacity to work effectively with others</li> </ul> <p><b>Organisation and Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage/prioritise time and information effectively</li> <li>• Capacity to prioritise own workload and organise ward rounds</li> <li>• Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</li> </ul>	<p><b>Vigilance and Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to monitor developing situations and anticipate issues.</li> </ul> <p><b>Coping with Pressure and Managing Uncertainty:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure.</li> <li>• Demonstrates initiative and resilience to cope with changing circumstances.</li> <li>• Is able to deliver good clinical care in the face of uncertainty.</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>• 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)</li> </ul> <p><b>Management and Leadership Skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience.</li> <li>• Demonstrates an understanding of NHS management and resources.</li> <li>• Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace based assessments.</li> <li>• Evidence of effective leadership in and outside medicine</li> </ul> <p><b>IT Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates information technology skills</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Evidence of achievement outside medicine</li> <li>• Evidence of altruistic behaviour e.g. voluntary work</li> </ul>	<p>Application form Interview/selection centre References</p>

## PERSON SPECIFICATION 2023

'When evaluated' is indicative, but may be carried out at any time throughout the selection process.

# 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.

# '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.

# 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.

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