

2017 Person Specification
Application to enter Paediatric Emergency Medicine Sub-specialty Training

	Essential	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MRCEM or MRCPCH (via MRCPCH examination – no equivalent) 	Application form Interview Reference
Eligibility	<ul style="list-style-type: none"> • Paediatric Emergency Medicine subspecialty training is only open to UK trainees holding an NTN and those in an equivalent training programme within the EEA • Eligible for full registration with the GMC at time of appointment and hold a current licence to practise • Eligibility to work in the UK • Evidence of achievement of Core competencies as outlined in 'Curriculum and Assessment Systems for Training in Emergency Medicine'² or • Level 1 competences as outlined in 'Curriculum for Paediatric Training, General Paediatrics, Level 1, 2 and 3 Training'² 	Application form Interview Reference
Fitness to Practise	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 	Application Form Reference
Language Skills	<ul style="list-style-type: none"> • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: a) that applicants have undertaken undergraduate medical training in English; or b) have evidence of adequate communication skills, including outcomes of any IELTS sittings 	Application Form Interview / Selection Centre
Health	<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards / Good Medical Practise) 	Application Form Pre-employment health screening
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 	Application form Interview Reference
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form Interview

	Essential	Desirable	When Evaluated¹
Career Progression	As above	<ul style="list-style-type: none"> • Experience of Paediatric Emergency Medicine at any level 	Application form Interview Reference

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

² Curriculum and Assessment Systems for Training in Emergency Medicine, RCEM, August 2015

² Curriculum for Paediatric Training, General Paediatrics, Level 1, 2 and 3 Training, RCPCH, September 2010.

<p>Clinical Skills</p>	<ul style="list-style-type: none"> • Has the clinical knowledge, skills and attributes to complete training in the sub-specialty and function as a tertiary consultant in the future • Shows commitment to the specialty <p>Clinical Knowledge & Expertise:</p> <ul style="list-style-type: none"> • Patient/family centred approach • Able to manage acute paediatric emergencies appropriate to level of experience • Experience and competence in common practical procedures • Satisfactory assessments from supervisors • Reference supports quality of skills • Shows evidence of reflection on personal skill development <p>Personal Attributes:</p> <ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity • Demonstrates the value of multi-disciplinary working • Awareness of cross specialty issues such as child protection 		<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p>Management Skills</p>	<ul style="list-style-type: none"> • Experience of administrative duties, e.g. duty rotas, committees • Able to prioritise own workload • Basic understanding of clinical risk management in relation to NHS and personal activities • Demonstrates understanding of non clinical issues and the bearing on clinical performance 	<ul style="list-style-type: none"> • Evidence of leadership skills 	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p>Audit Skills</p>	<ul style="list-style-type: none"> • Contribution to clinical audit on a regular basis • Evidence that understands the role of audit in changing clinical practice • Shows understanding of the principles and value of audit 	<ul style="list-style-type: none"> • Evidence of completed audit projects • Evidence of own role in change through audit process • Demonstrates enthusiasm for audit projects 	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p>Teaching Skills</p>	<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 	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p>Academic Achievements</p>		<ul style="list-style-type: none"> • Prizes • Academic distinctions • Demonstrates relevance of academic achievements to post applied for 	<p>Application form</p> <p>Interview</p> <p>Reference</p>

<p>Research/ Publications</p>	<ul style="list-style-type: none"> • Understanding of how research influences clinical practice • Understanding of ethical and consent issues • Ability to use Internet to find relevant information 	<ul style="list-style-type: none"> • Research project completed • Involved in significant way with research project • Presentations/publications • Evidence of training in critical appraisal skills • Evidence of understanding of research methods • Evidence of quality of research/ reflection on quality of research 	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p>Transferable Skills</p>	<ul style="list-style-type: none"> • Experience of organising / communication skills/ leadership positions • Demonstrates an awareness of importance of working in a team and other team members needs • Motivated • Disciplined • Resilient 	<ul style="list-style-type: none"> • Evidence of magazines edited, conferences organised, etc • Healthy balance between work and outside activities • Evidence from reference for holistic approach to life 	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p>Interpersonal and communication skills</p>	<ul style="list-style-type: none"> • Those qualities defined in GMC Duties of a Doctor • Polite and considerate • Recognition of limits of professional competence • Respect for other points of view and for patient involvement • Honest and trustworthy • Ability to work with colleagues in ways that best serve patients interests 	<ul style="list-style-type: none"> • Flexible approach • Empathy • Openness • Genuineness • Awareness of non-verbal and verbal communications skills 	<p>Interview</p> <p>Reference</p>