

**PERSON SPECIFICATION FOR SENIOR CLINICAL FELLOWS (MIDDLE GRADE)
IN PAEDIATRIC EMERGENCY MEDICINE**

Entry Criteria	Essential	Desirable	Assess by
Qualifications	MBBS or equivalent medical qualification	Success in one of the following: <ul style="list-style-type: none"> • MRCPCH • MCEM • MRCP • Equivalent qualification (eg FRACP) 	A,C
Eligibility	<p>Eligible for full registration with the GMC at time of appointment</p> <p>Evidence of achievement of Foundation competencies from a UKFPO affiliated Foundation Programme or equivalent by the time of appointment in line with GMC standards in <i>Good Medical Practice</i> including:</p> <ul style="list-style-type: none"> • Make the care of your patient your first concern • Protect and promote the health of patients and of the public • Provide a good standard of practice and care • Treat patients as individuals and respect their dignity • Work in partnership with patients • Be honest and open and act with integrity <p>By the time of appointment, achievement of one of the following or equivalent;</p> <ul style="list-style-type: none"> • Level 1 training competences in Paediatrics. • CT1, CT2 & CT3 Acute Common Care Stem (ACCS) Emergency Medicine (EM) competences at Core Trainee level • Evidence of 36 months training at CT1, CT2 and CT3 level in the specialties that make up the ACCS and CT3 EM programme, but must include a minimum of 6 months in EM and a minimum of 3 months in specialties other than EM. If musculoskeletal has not been completed then a minimum of 9 months EM is required. <p>Eligibility to work in the UK</p>		<p>A</p> <p>A,I</p> <p>A,I</p> <p>A</p>
Fitness to practise	Is up to date and is fit to practise safely		A, R
Language skills	All applicants to have demonstrable skills in written and		A,I

	<p>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; <p>or</p> <ul style="list-style-type: none"> 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>		
Health	Meets professional health requirements (in line with GMC standards in Good Medical Practice)		A, HS
Career progression	<p>Ability to provide a complete employment history</p> <p>Evidence that career progression is consistent with personal circumstances</p> <p>Evidence that present achievement and performance is commensurate with totality of period of training</p> <p>By the time of appointment (and not including Foundation modules), either:</p> <ul style="list-style-type: none"> at least 24 months experience in Paediatrics, <p>or</p> <ul style="list-style-type: none"> at least 36 months experience in ACCS and CT3 specialties 	<p>At least 3 months experience in Paediatrics for EM/ACCS-trained applicants</p> <p>At least 3 month's experience in EM for paediatric-trained applicants</p>	A, I
Application completion	ALL sections of application form FULLY completed		A
Clinical skills	<p>Competencies in acute paediatric care: Up-to-date APLS/EPALS Out of hours experience relevant to the job</p> <p>Relevant speciality clinical knowledge: Capacity to apply sound clinical knowledge relevant to the job</p> <p>Clinical judgement: Experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need</p> <p>Practical skills: Shows aptitude for practical skills required in the job</p>	APLS/EPALS instructor ATLS/ETC provider	A, P, C, I, R

Clinical governance research/teaching skills	Clinical governance: <ul style="list-style-type: none"> • Demonstrates understanding of importance of risk management • Track record of engaging in clinical governance • Evidence of active participation in audit • Aware of own limitations and can demonstrate experience in learning from errors 	Has completed personal audits	A,I,P
	Research: <ul style="list-style-type: none"> • Demonstrates understanding of importance of research 	<p>Evidence of degrees, prizes, awards, distinctions, or additional evidence based medicine & e-learning modules</p> <p>Evidence of contribution to departmental guidelines.</p> <p>Evidence of active participation in research publications in peer review journals, presentations at academic meetings or poster presentations</p>	A,I,P,C
	Teaching: Evidence of interest and experience in teaching.	<p>Instructor (or a recommendation for Instructor) status in an advanced life support course (ALS, ATLS, ETC, EPALS, APLS) or equivalent course</p> <p>Evidence of receiving positive structured feedback for teaching</p> <p>Evidence of completion of a teaching course</p>	A,I,P,C

Personal skills	<p>Communication Skills:</p> <ul style="list-style-type: none"> Capacity to communicate effectively at different levels, e.g. with babies, young people and their families <p>Empathy & Sensitivity:</p> <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> Capacity to work cooperatively with others & work effectively in a multidisciplinary team <p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> Demonstrates an analytic approach to practice. Capacity to bring a range of approaches to solving problems <p>Coping with Pressure:</p> <ul style="list-style-type: none"> Capacity to manage acute situations under pressure. Demonstrates initiative & resilience to cope with changing circumstances <p>Organisation & Planning:</p> <ul style="list-style-type: none"> Capacity to achieve a balance between urgent and important demands <p>Vigilance & Situational Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor acute situations that may change rapidly 	Management: Evidence of interest and experience in management and leadership	A,I,R
Probity	<p>Professional Integrity & Respect for Others:</p> <ul style="list-style-type: none"> Takes responsibility for own actions. Displays honesty, integrity & awareness of ethical issues Understands importance of advocacy, children's rights, safety, confidentiality & consent 		A,I,R
Commitment to specialty	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> Demonstrates interest and realistic insight into paediatric emergency medicine Understanding & awareness of particular requirements & demands of working with children & their parents Demonstrates reflective approach to practice & commitment to personal development 	Extracurricular activities/achievements relevant to paediatrics and/or EM	A,I,R

Key	
A	Application form
HS	Pre-employment check and health screening
I	Interview
P	Portfolio
C	Other documented evidence e.g. certificate, exam
R	References