

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

Entry Criteria	Essential	Desirable	Assess by
<b>Qualifications</b>	MBBS or equivalent medical qualification	Success in one of the following: <ul style="list-style-type: none"> <li>• MRCPCH</li> <li>• MCEM</li> <li>• MRCP</li> <li>• Equivalent qualification (eg FRACP)</li> </ul>	A,C
<b>Eligibility</b>	<p>GMC registration</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"> <li>• Make the care of your patient your first concern</li> <li>• Protect and promote the health of patients and of the public</li> <li>• Provide a good standard of practice and care</li> <li>• Treat patients as individuals and respect their dignity</li> <li>• Work in partnership with patients</li> <li>• Be honest and open and act with integrity</li> </ul> <p>By the time of appointment, achievement of one of the following or equivalent;</p> <ul style="list-style-type: none"> <li>• Level 1 training competences in Paediatrics.</li> <li>• CT1, CT2 &amp; CT3 Acute Common Care Stem (ACCS) Emergency Medicine (EM) competences at Core Trainee level</li> <li>• 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.</li> </ul> <p>Eligibility to work in the UK</p>		<p>A</p> <p>A,I</p> <p>A,I</p> <p>A</p>
<b>Fitness to practise</b>	Is up to date and is fit to practise safely		A, R
<b>Language skills</b>	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"> <li>that applicants have undertaken undergraduate medical training in English;</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>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.</li> </ul> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>		
<b>Health</b>	Meets professional health requirements (in line with GMC standards in Good Medical Practice)		A, HS
<b>Career progression</b>	<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"> <li>at least 24 months experience in Paediatrics,</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>at least 36 months experience in ACCS and CT3 specialties</li> </ul>	<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
<b>Application completion</b>	ALL sections of application form FULLY completed		A
<b>Clinical skills</b>	<p><b>Competencies in acute paediatric care:</b> Up-to-date APLS/EPALS Out of hours experience relevant to the job</p> <p><b>Relevant speciality clinical knowledge:</b> Capacity to apply sound clinical knowledge relevant to the job</p> <p><b>Clinical judgement:</b> Experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need</p> <p><b>Practical skills:</b> Shows aptitude for practical skills required in the job</p>	APLS/EPALS instructor ATLS/ETC provider	A, P, C, I, R

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

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

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