

## PRE HOSPITAL EMERGENCY MEDICINE (SUB SPECIALTY)

BASE SPECIALTIES: ANAESTHETICS, EMERGENCY MEDICINE, INTENSIVE CARE MEDICINE

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? <sup>i</sup>
<p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent</li> <li>• Anaesthetic applicants; Stage 2 / Final FRCA</li> <li>• Emergency Medicine applicants; MRCEM or FRCEM intermediate or equivalent</li> <li>• Intensive Care Medicine applicants; Stage 1 of the ICM curriculum or equivalent</li> </ul>	<p>Application form, pre-employment check</p>
<p><b>Eligibility:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Hold full registration with, and a current licence to practise<sup>ii</sup> from, the GMC at intended start date<sup>iii</sup></li> <li>• Hold a National Training Number (NTN) in a base specialty</li> <li>• Be eligible to work in the UK</li> </ul>	<p>Application form, pre-employment check<sup>iv</sup></p>
<p><b>Clinical Experience:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Have minimum of six months training in each of Anaesthesia, Emergency Medicine, Intensive Care Medicine and Acute Internal Medicine in posts approved for training at or above CT 1 level or equivalent by intended start date</li> </ul>	<p>Application form, pre-employment check</p>

PERSON SPECIFICATION 2025

<p><b><i>Fitness to practise:</i></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><i>Language skills:</i></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>1</sup>.</p>	<p>Application form, interview/selection centre</p>
<p><b><i>Health:</i></b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Meet professional health requirements (in line with GMC standards / Good Medical Practice)</li> <li>• Fitness level consistent with ability to perform a full range of pre-hospital duties.</li> </ul>	<p>Application form, pre-employment health screening, IBTPHEM fitness test</p>
<p><b><i>Career progression:</i></b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Hold an NTN in base specialty (Anaesthesia, Emergency Medicine or Intensive Care Medicine)</li> <li>• Have successful ARCP in base specialty (Anaesthesia – ST5, Emergency Medicine – ST4 or Intensive Care Medicine – ST4)</li> </ul>	<p>Application form, interview/selection centre</p>
<p><b><i>Application completion:</i></b></p> <p>ALL sections of application form completed FULLY according to written guidelines</p>	<p>Application form</p>



<p><b>SELECTION CRITERIA</b></p>		
<p><b>Essential Criteria</b></p>	<p><b>Desirable Criteria</b></p>	<p><b>When is this evaluated?</b></p>
<p><b><i>Qualifications</i></b></p>		
<ul style="list-style-type: none"> <li>• As above</li> </ul>		<p>Application form, pre-employment check</p>
<p><b><i>Clinical experience / skills</i></b></p>		

PERSON SPECIFICATION 2025

<ul style="list-style-type: none"> <li>Competence in essential medical and trauma clinical skills across all age groups</li> </ul>	<ul style="list-style-type: none"> <li>Clinical experience in PHEM</li> <li>Paediatric critical care and transfer experience</li> <li>Formal supervising or instructing clinical skills teaching</li> <li>Pre-hospital clinical skills training, provision or supervision</li> </ul>	Application form, interview/selection centre
<b>Academic skills</b>		
<ul style="list-style-type: none"> <li>Evidence of scholarly activity to support training</li> </ul>	<ul style="list-style-type: none"> <li>Publications / presentations related to PHEM</li> </ul>	Application form, interview/selection centre
<b>Probity</b>		
<ul style="list-style-type: none"> <li>Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</li> <li>Capacity to take responsibility for own actions</li> </ul>		Application form, interview/selection centre, references
<b>Commitment to Specialty</b>		
<ul style="list-style-type: none"> <li>Demonstrable interest in and understanding of the specialty</li> </ul>		Application form, interview/selection centre, references
<b>Personal skills</b>		
<ul style="list-style-type: none"> <li>Self-motivated</li> <li>Good management of own training to date</li> </ul>	<ul style="list-style-type: none"> <li>Training in team resource management</li> </ul>	Application form, interview/selection centre

<sup>i</sup> 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

<sup>ii</sup> 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.

<sup>iii</sup> 'Intended 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.

<sup>iv</sup> 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

<sup>v</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.