

PRE HOSPITAL EMERGENCY MEDICINE (SUB SPECIALTY)

BASE SPECIALTIES: ANAESTHETICS, EMERGENCY MEDICINE, INTENSIVE CARE MEDICINE

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? ⁱ
<p><i>Qualifications:</i></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent • Anaesthetic applicants; Stage 2 / Final FRCA • Emergency Medicine applicants; MRCEM or FRCER intermediate • Intensive Care Medicine applicants; Stage 1 of the ICM curriculum 	Application form, pre-employment check
<p><i>Eligibility:</i></p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Hold full registration with, and a current licence to practiseⁱⁱ from, the GMC at intended start dateⁱⁱⁱ • Hold a UK National Training Number (NTN) in a base specialty • Be eligible to work in the UK 	Application form, pre-employment check ^{iv}
<p><i>Clinical Experience:</i></p> <p>Applicants must:</p> <ul style="list-style-type: none"> • 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 	Application form, pre-employment check

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

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

PERSON SPECIFICATION 2026

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

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

ⁱⁱ 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.

ⁱⁱⁱ '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.

^{iv} '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.

^v Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.