

Invited Reviewer Role Profile

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1. Introduction

- 1.1. This document provides information and guidance for individuals who are considering applying for the role of a RCPCH invited reviewer.
- 1.2. The information provided in this document is within the context of the background, aims and scope of the RCPCH Invited Reviews Programme (IRP) and its governance. It sets out the tools, training and resources available from the College to support reviewers in this, but specifically:
 - Details the role profile and person specification of an RCPCH invited reviewer
 - Outlines the requirements for the role of invited reviewer including qualifications, experience, skills and knowledge
 - Provides details of the recruitment and training processes.
- 1.3. Further information is available on our website (www.rcpch.ac.uk/invitedreviews) which is regularly updated in response to feedback received, to reflect current information and guidance and when any new and relevant material is available/published. Invited reviews will be carried out in accordance with the latest guidance, standards and recommendations from government, educational and regulatory authorities. Where a reference in this document has been superseded, the latest version stands.
- 1.4. If you have any concerns about the service you have received from the RCPCH Invited Reviews Service, in the first instance, please contact invited.reviews@rcpch.ac.uk, explaining why you are unhappy and what action is needed. Alternatively, or, if you are still dissatisfied, please refer to the RCPCH complaints procedure, the details for which are found at; www.rcpch.ac.uk/contact-us/complaints.

2. Primary audience

- 2.1. All current and potential invited reviewers including:
 - paediatric reviewers (Consultant and Specialty, Associate Specialist and Staff Grade (SAS) paediatricians)
 - nursing reviewers
 - quality assurers.
- 2.2. Others who may be interested in this document include:
 - those employing, line managing or appraising current and potential invited reviewers
 - those commissioning the College to undertake an invited review
 - those being interviewed as part of an invited review
 - service users/parents/carers/advocates.

3. The Invited Reviews Programme

- 3.1. The Invited Reviews Programme (IRP) provides healthcare organisations with an opportunity to adopt a proactive approach in seeking assurances on the care provided, address areas of concern and identify scope for quality improvement. It supports healthcare organisations, through invited peer review to achieve and sustain the highest standards of health care for children and young people and to improve the safety, effectiveness, and patient experience of clinical services.
- 3.2. Invited reviews support, but do not replace neither the processes of the various health and social care regulatory bodies nor the healthcare organisation's own procedures for addressing and managing patient safety, clinical performance, and service provision.
- 3.3. Invited reviewers provide assessments of paediatric healthcare, including identifying and considering issues of concern about child health service provision and areas for improvement. In doing so, they utilise expert clinician in-depth knowledge of standards, national guidelines, and service models, and recognised best practice.
- 3.4. The IRP in undertaking invited reviews follows the guidance documented in the 'Framework of operating principles for managing invited reviews within healthcare'¹.
- 3.5. The governance, operation and development of the IRP is overseen by the Invited Reviews Programme Board (IRPB).

4. Types of Invited Reviews

- 4.1. The RCPCH Invited Reviews Service is able to consider requests for the following types of invited review:
 - (i) **Service review:** This will consider the quality and safety of current arrangements for service provision and make recommendations for making and sustaining improvements. The whole paediatric service may be reviewed or a specific/defined element of the service, for example, neonatal services or emergency care.

¹ 'Framework of operating principles for managing invited reviews within healthcare'. Academy of Medical Royal Colleges, March 2022 ([link here](#))

- (ii) **Case note review:** This will consider and analyse an agreed number of documented clinical records to provide an independent expert opinion on the management of these cases. This type of review may be standalone or conducted alongside a service review. Discussion of the case or cases with the clinician(s) involved may or may not be included depending upon the purpose of the review.
- 4.2. Each review undertaken is specifically tailored to the needs of the client, with bespoke terms of reference (ToR), and have a review team that best fits the requirements and composition of the organisation involved. Reviews will be uniquely designed within the scope of this guidance to be robust yet fair to all concerned, and to answer the questions and concerns set out in the agreed ToR.
- 4.3. Review teams will include a clinical lead reviewer, paediatric reviewer and RCPCH review manager (staff lead). Depending on the scope of the review, reviews may also include a nursing reviewer, lay reviewer and/or a specialist reviewer.
- 4.4. All reviews undergo a quality assurance process which is undertaken by a minimum of two quality assurers who are separate from the main review team; these roles are explained in more detail in [Section 5](#).

5. Roles in the review team

5.1 Clinical lead reviewer

- 5.1.1. The clinical lead reviewer is an experienced paediatric reviewer with responsibility alongside the RCPCH review manager (see Section 5.6) assigned to the review, for the successful delivery of the review, including supporting all members of the review team to enable them to perform their roles effectively.
- 5.1.2. This role requires excellent organisational, leadership and communication skills and has overall clinical leadership of the review, including:
 - (i) Managing, from the clinical perspective, the expectations of the commissioning healthcare organisation, those participating in the review from the healthcare organisation, and the review team.
 - (ii) Recognising and effectively utilising the specific areas of clinical expertise of each member of the review team.
 - (iii) Ensuring that the review team's decision-making regarding findings conclusions and recommendations is clinically sound and supported by standards, national guidelines, service models, and recognised best practice.
 - (iv) Facilitating (alongside the invited review manager) review team

discussion to arrive at a collective agreement regarding the initial feedback provided to the healthcare organisation at the conclusion of the review and the subsequent final report.

- (v) Supporting the review team in identifying any serious concerns, potential immediate risks to patient safety or staff well-being and safeguarding concerns and leading discussion amongst the review team.

5.1.3. The clinical lead reviewer will typically chair the interviews which take place during the review visit (on site and remotely via MS Teams). They work with the review manager assigned to the review and is jointly responsible for processing (in line with the RCPCH Invited Reviews escalation processes) any identified serious concerns or immediate risks, particularly if they consider that patient safety has, or might be, affected. This responsibility includes processing any identified disclosure /safeguarding concerns identified, by escalating to the healthcare organisation's designated safeguarding lead in line with standard internal procedures.

5.1.4. At the conclusion of the review visit, the clinical lead reviewer (supported by the review manager) provides, on behalf of the review team, brief initial feedback verbally to the Medical/Nursing Director, Chief Executive and other agreed representatives. This includes:

- (i) Advising of any immediate patient safety concerns, serious concerns about the service or in respect of staff health and well-being.
- (ii) Highlight areas of good practice identified.
- (iii) Advising of any issues raised which fall outside of the TOR, which the Review Team consider raise significant concerns in relation to patient safety and/or the health, well-being, conduct or probity of healthcare organisation staff involved in the review. This is provided, on behalf of the clinical reviewers as part of their responsibilities as registered healthcare practitioners. Where appropriate, the review team may make recommendations for further investigation and/or action. This information will be provided in writing as a letter (separate to the letter referred to above) from the Chair of the Invited Reviews Programme Board, on behalf of the review team, once they have confirmed its contents accurately reflect the feedback given verbally. It may be necessary and appropriate to request a response from the Medical or Nursing Director/Chief Executive.

5.2 Paediatric reviewer

5.2.1. A paediatric reviewer is a senior paediatrician (Consultant or Specialty and Specialist (SAS) doctor) with strong leadership experience and a comprehensive understanding of NHS strategy and UK-wide delivery of services.

- 5.2.2. They are fluent in the application of relevant standards, regulations, and guidance.
- 5.2.3. Within the review team they will bring specialist expertise relevant to the review (e.g., neonatology, workforce planning etc.) and may act as an alternate lead in interviews or meetings.
- 5.2.4. They have a responsibility to notify the review manager and Lead Reviewer at the earliest opportunity during the review process if they identify a serious concern or immediate risk, particularly if they consider that patient safety has, or might be, affected, or if they identify a safeguarding disclosure.

5.3 Nursing reviewer

- 5.3.1. A nursing reviewer will have senior nursing experience, bringing clinical expertise and leadership skills to explore all elements of the review affecting the nursing workforce. This includes compliance with nursing standards, assessing staffing projections, network and logistical considerations, training, and supervision, as well as interrelationships with other services (e.g., maternity/midwifery).
- 5.3.2. Nursing reviewers are usually sourced from outside of the RCPCH, for example from the Royal College of Nursing (RCN) or Royal College of Midwifery (RCM).
- 5.3.3. They bring specialist nursing expertise and may also perform the role of clinical lead reviewer.
- 5.3.4. They have a responsibility to notify the review manager and lead reviewer at the earliest opportunity during the review process if they identify a serious concern or immediate risk, particularly if they consider that patient safety has, or might be, affected, or if they identify a safeguarding disclosure.

5.4 Non-paediatric and specialist reviewers

- 5.4.1. A non-paediatric or specialist reviewer provides specific input relevant to their area of practice, and is sourced from outside the College (e.g., Royal College of Obstetricians and Gynaecologists (RCOG), The Royal College of Surgeons (RCS), Royal College of Anaesthetists (RCoA), or the RCM).
- 5.4.2. They have a responsibility to notify the review manager and lead reviewer at the earliest opportunity during the review process if they identify a serious concern or immediate risk, particularly if they consider that patient safety has, or might be, affected, or if they identify a safeguarding disclosure.
- 5.4.3. All members of the review team in addition to the specific responsibilities outlined under each role in Sections 5.1, 5.2 and 5.3, have a responsibility to:
 - Contribute to the production of the report, collectively agreeing and signing off the final version

- Consider and provide feedback on the updates provided by the healthcare organisation on actions it is/has taken to address the report's recommendations.

5.5 Quality assurance reviewers

- 5.5.1. Independent of the review team, a quality assurance (QA) reviewer provides an impartial and objective assessment of the final report, evaluating the quality and consistency of the review teams' findings and conclusions and the appropriateness of the recommendations made.
- 5.5.2. A quality assurance reviewer does not necessarily have a clinical background (although all reviews have at least one clinical quality assurance reviewer) but will bring excellent attention to detail and an understanding of the wider strategic delivery of NHS services.
- 5.5.3. They may also hold another College Invited Reviewer role although this is not mandatory.
- 5.5.4. All invited reviewers and quality assurance reviewers undertake the role on a self-employed or seconded basis on behalf of the College and should ensure that they factor in all elements of the review process in which they have a role to play when considering their capacity.

5.6 RCPCH review manager

- 5.6.1. The review manager is a member of the RCPCH's Invited Reviews Service staff team who will have responsibility for project management and team liaison, client and stakeholder liaison, seeking and processing data, evidence and information, establishing meetings (where required) and development and delivery of the report.
- 5.6.2. They work with the lead clinical reviewer being jointly responsible for:
- (i) The successful delivery of the review, including supporting all members of the review team to enable them to perform their roles effectively.
 - (ii) Processing (in line with the RCPCH Invited Reviews escalation processes) any identified serious concerns or immediate risks, particularly if they consider that patient safety has, or might be, affected.
 - (iii) Providing, on behalf of the review team, brief initial feedback verbally to the Medical/Nursing Director, Chief Executive and other agreed representatives at the conclusion of the review.

- (iv) Facilitating review team discussion to arrive at a collective agreement regarding the initial feedback provided to the healthcare organisation at the conclusion of the review and the subsequent final report.

6. The skills and experience required for the role of reviewer

6.1. Our clinical reviewers display core skills and experience relating to the specific review in question and all benefit from working with colleagues in other units.

6.2. Reviewers are most effective in this role with a range of specific skills and experience, including:

- Excellent communication skills
- Experience of chairing interviews effectively
- Ability to identify and analyse a large volume of written and verbal sources of information to address the ToR. This includes seeking confirmation/cross-checking of what is reported, verbally and in documentation from more than one source (triangulation) and actively looking for evidence to substantiate, validate or refute issues and comments raised or conclusions drawn.
- Maintaining an objective and non-judgmental stance, delivering fair and constructive feedback at an appropriate time
- Ability to work collaboratively and effectively as part of the review team, utilising their specific expertise and experience and recognising that of the other reviewers. Ability to contribute to making difficult decisions, providing their own viewpoints with clear reasoning (including, where appropriate drawing on accepted standards, guidelines and recognised best practice) and listening to those of other members of the review team.
- Confidence in negotiating
- Ability to contribute to the production of reports to ensure that they provide the information required to facilitate action for change and improvements
- Ability to draw on their own experience, knowledge and clinical expertise to provide an independent evaluation, draw conclusions and make recommendations for the resolution of the issues raised.

7. Reviewer role details

7.1 Period of appointment

- 7.1.1. The term of appointment of a reviewer is not restricted to any maximum period, however, reviewers would normally serve for at least three years to ensure consistency of approach across all reviewers and to justify investment in training.
- 7.1.2. Reviewers who are no longer able to fulfil their commitments may resign from their role via formal notification to the Invited Reviews team at any time.

7.2 Accountability

- 7.2.1. Reviewers are appointed by and are accountable to the Invited Reviews Programme Board.

7.3 Time commitment

- 7.3.1. Face to face, fully remote and hybrid working approaches will be considered for each review undertaken, and with this comes differing time commitments alongside that required for pre-reading, review team meetings and input into the report produced after the invited review. The different elements of the time commitments required for an invited review are outlined in section 7.1.2 of the RCPCH 'Information and Guidance Handbook for Reviewers.' The number of days for the review visit and details regarding onsite/remote/hybrid will be detailed in the contract issued to the reviewer(s) for the review in question. As a general guide:
- (i) Onsite review visits usually comprise two to three full days, including overnight stays (where required). Additional time will be required for travel
 - (ii) Reviews undertaken remotely via MS Teams, whilst will not require travel or overnight stays will have the other same time commitments as onsite reviews
 - (iii) Reviews undertaken as a hybrid of onsite and remote may require travel and overnight stays and will have the other same time commitments as onsite reviews.
- 7.3.2. Reviewers should ensure they have adequate capacity to undertake the requirements of the role for each review. Reviewers may be asked on occasion to represent the Invited Reviews Programme Board at other internal or external meetings of the College on behalf of the Invited Reviews Programme.

7.4 Conflicts of interest

- 7.4.1. When invited to take part in a review an individual should declare any current investigation or medico-legal complaint against themselves in which they are involved. This is important to maintain the credibility of the programme.
- 7.4.2. Review team members are required to make a declaration of Conflicts of Interest for each review they agree to undertake. This includes disclosing any identified potential conflicts of interest in respect of the client organisation and/or individuals known to be participating in the review.

7.5 Confidentiality

- 7.5.1. Reviewers are required to comply with the Invited Reviews Programme protocols on confidentiality as set out in the '*Information and Guidance Handbook for Reviewers*'.

8. Eligibility and requirements

8.1 Clinically active individuals

- 8.1.1. Clinically active applicants, from all paediatric specialties, should ensure they meet the eligibility criteria stated below and the Person Specification (see [Appendix 1](#)) before proceeding to apply. They should also have a primary mailing address in the UK/Ireland.
- 8.1.2. The following eligibility criteria and requirements are essential and will remain as requirements throughout the reviewer's term of service. You must notify the Invited Reviews Service staff team of any change in status that would make you no longer eligible to undertake invited reviews.
- 8.1.3. To be eligible for appointment as a clinical reviewer, you must fulfil the following criteria:
- Be on the GMC or Nursing and Midwifery Council (NMC) register with a licence to practise/professional registration and remain actively involved in clinical practice
 - Be up to date with their Continuing Professional Development (CPD) or be **no more than three years post-retirement** and uphold registration with the GMC or NMC
 - Be in a substantive consultant (or equivalent) post for **at least two years**
 - Be a Fellow, Senior Fellow, Ordinary Member or Senior Member of the RCPCH (for paediatric reviewers)
 - Reside in the UK or Republic of Ireland
 - Be in good standing with the RCPCH
 - The College must receive at least one (ideally two) positive substantive

- reference(s) for the applicant
- Attend and complete appropriate RCPCH-approved reviewer training.

Note: *It is expected that reviewers are available for at least one review within the first year of training; however, while we endeavour to involve as many of our reviewers as possible, due to the nature of requests and areas of specialty it may not be possible to match individuals to a review immediately and the College is unable to guarantee any work as an invited reviewer or quality assurance reviewer.*

8.2 Retired individuals

- 8.2.1. Reviewers who are retired from medical/clinical practice must fully or in part, continue to hold GMC registration with a licence to practice.
- 8.2.2. Holding registration with a licence to practice means reviewers who are retired from medical practice must still take part in revalidation, requiring annual appraisal and collection of supporting information relevant to an examiner's scope of practice.
- 8.2.3. Reviewers may continue to undertake invited reviews if they are no more than **three years post-retirement from active NHS clinical practice** if they meet the criteria above.
- 8.2.4. If reviewers are **more than three years post-retirement** but wish to remain involved with the Invited Reviews Service, there may be several opportunities for consideration that are not direct participation in reviews. If this is the case, please enquire with the Invited Reviews team.

8.3 Standing with the GMC

- 8.3.1. Where a medical practitioner has been referred to the GMC for investigation, they should inform the Invited Reviews Service staff team **immediately** if an interim order has been issued, conditions have been placed on their practice or they have been suspended.

9. Recruitment process

- 9.1. Recruitment for clinical reviewers is undertaken on a periodic basis; however, paediatricians are welcome to contact the Invited Reviews Service to express their interest in the role at any time.
- 9.2. Eligible applicants should seek the agreement of their organisation/line manager to participate and complete an application form via:
<https://www.rcpch.ac.uk/work-we-do/invited-review-service/peer-reviewers>

- 9.3. Applications will be considered and screened against the eligibility criteria set out in [Section 10](#) and [Appendix 1](#) by a panel including the:
- Invited Reviews Service staff team;
 - Clinical representatives from the Invited Reviews Programme Board (i.e., Chair and Clinical Lead).
- 9.4. Eligible applicants will be sent a conditional letter, asking for the contact details of two references, with one ideally being their Trust's Medical Director, and will subsequently be invited to attend the next available training and development event.
- 9.5. Where non-paediatric, specialist skills or expertise are required for a specific review, recruitment of specialist reviewers is typically sought from other professional bodies (e.g., the relevant College [Specialty Groups](#) or [Special Interest Groups](#) may be approached requesting specialist reviewer nominations).
- (i) The Invited Reviews Service will contact the relevant professional body and provide a simple personal specification outlining the key attributes to the role in question (i.e., experience in reviews, good standing etc.) and the link to the application form (<https://www.rcpch.ac.uk/work-we-do/invited-review-service/peer-reviewers>).
 - (ii) Where a nominee has been recommended by another Royal College, the individual should have ideally undergone an induction and/or reviewer development training through the nominating organisation.
 - (iii) Specialist reviewers, who are likely to undertake several reviews for the service, may be invited to join a future training and development day.

10. What can reviewers expect from the College

10.1 Information and ongoing support

- 10.1.1 The RCPCH '*Information and Guidance Handbook for Reviewers*' is provided to all reviewers along with the '*Technical Support and Guidance Handbook*'. There is also a reviewer Hub, in which reviewers are given access to a variety of relevant resources.
- 10.1.2 Reviewers will receive ongoing support in their responsibilities by the other members of their review team, the wider pool of reviewers, the Clinical Lead for Invited Reviews and the Invited Reviews Service staff team.

10.2 Training and development opportunities

- 10.2.1 Upon appointment, reviewers will receive full training and be expected to attend a one-day face to face training session, as well as a half-day remote session, prior to undertaking their first invited review. After completing the initial training, reviewers will then become part of the RCPCH invited reviewers' pool.
- 10.2.2 Reviewer training and development events will be provided to enable reviewers to fulfil the requirement to attend refresher training at least every three years. This will ensure that reviewers remain up to date with the Invited Reviews Programme and processes, have the opportunity to provide feedback and share experiences, and contribute to discussions on topics relating to the Invited Reviews Programme.
- 10.2.1. The training and development events provide an overview and explanation of the Invited Reviews Programme and aim to:
- share and consolidate knowledge and expertise
 - facilitate interactive peer-group learning and relationship building
 - improve negotiation, discussion, communication, interview, and interpretive skills
 - provide an opportunity for the Invited Review Programme Board to meet and build relationships with new reviewers.
- 10.2.2. Training and development events, normally include presentations and discussion sessions to support self-study and facilitate group work. Case studies are often used to enable exploration and improvement of skills and to share expertise and experiences.
- 10.2.3. As noted above, reviewers must attend an RCPCH-approved refresher event at least every three years in order to receive refresher training and remain current with the Invited Reviews Programme and processes. This training provides reviewers with the opportunity to give feedback, share experiences and participate in conversations about the Invited Reviews Programme.

10.3 Continued Professional Development (CPD)

- 10.2.1. As of September 2016, the Revalidation and CPD team of the Royal College of Paediatrics and Child Health no longer allocates a number CPD credits to courses or events.
- 10.2.2. The removal of credits associated with events allows delegates to record the educational benefit of the activity through written reflection, in contrast to quantifying the significance based on the time duration of the course.
- 10.2.3. This is in accordance with changes made to the CPD Scheme guidelines published in April 2016. Detailed information and scheme guidance can be found on the [RCPCH website](#).

- 10.2.4. When recording the activity, delegates should focus on the reflection and detail the following:
- What did you learn?
 - What effect has/will the learning had/have on your current practice?
 - What further learning or action, if any, is needed as a result of the original learning activity?
- 10.2.5. Joining as a Reviewer brings the opportunity to work with and learn from colleagues across the England, Scotland, Wales and to develop quality Improvement (QI) skills.

10.3 Reimbursement

- 10.3.1. Reviewers, or their employing organisations, will receive a fee for their time spent on reviews, plus reimbursement of reasonable expenses incurred for travel and subsistence. These costs are directly charged by the College to the contracting organisation and do not constitute any form of employment of the reviewer by the College.
- 10.3.2. Further details can be found in Appendix 3 of the *Information and Guidance Handbook for Reviewers*.

Appendix 1: Person specification

This specification sets out the requirement for reviewers working with the RCPCH Invited Reviews Programme.

All areas are essential to the role, however, some may be developed through training (see sections highlighted in blue below). As described in [Section 10.2](#), it is a requirement that **all** applicants undertake training prior to undertaking reviews.

	Reviewer type			
	Paediatric	Nursing	Specialist	Quality Assurer
Qualifications / membership / registration				
Has completed RCPCH Invited Reviews training (this is not required prior to application but must be completed prior to undertaking a review). <i>Note: a specialist reviewer must have undergone an induction and/or reviewer development training through the nominating organisation</i>	✓	✓		✓
Holds ordinary membership or Fellowship of RCPCH and at the time of appointment as an invited reviewer, be a Member in good standing of the RCPCH	✓			
Has current registration with the GMC, NMC or Health and Care Professions Council (HCPC) (as applicable) and is not subject to any sanctions. NOTE – anyone carrying out a case note review must also have a license to practice	✓	✓	✓	✓
Experience				
Is currently working in active clinical practice in the NHS, or within three years of retirement (see Section 8 for eligibility and requirements)	✓	✓	✓	

	Reviewer type			
	Paediatric	Nursing	Specialist	Quality Assurer
Has at least two years working in active clinical practice within the NHS (in a substantive consultant (or equivalent) post), for example: <ul style="list-style-type: none"> Paediatric consultant or equivalent (paediatric reviewers) Paediatric, neonatal/community nurse (nursing reviewers) Specialist reviewer 	✓	✓	✓	
Is up to date with Continuing Professional Development (CPD)	✓	✓	✓	✓
Has direct experience of the NHS as either a manager, commissioner or similar				
Has experience in a similar role, e.g., as a reviewer for Practitioner Performance Advice (PPA, previously NCAS), GMC or National Clinical Advisory Team (England) (NCAT)				
Skills				
Has good interpersonal and communication skills, with tact and diplomacy, and the ability to listen and engage effectively	✓	✓	✓	
Can conduct interviews sensitively using careful questioning appropriate for the audience	✓	✓	✓	
Is able to see beyond their own working environment and experience, and can think broadly about issues encountered during a review	✓	✓	✓	
Has good organisational and planning skills, and can meet deadlines	✓	✓	✓	✓
Works within own limits of competence and understands sources of potential support and expertise and how to access this	✓	✓	✓	✓
Can seek out, interpret and reference relevant standards and guidance	✓	✓	✓	✓

	Reviewer type			
	Paediatric	Nursing	Specialist	Quality Assurer
Is able to judge the relevance of information collected during a review and is able to give weight to (prioritise importance of) relevant information collected	✓	✓	✓	✓
Is able to foster, contribute to and promote a collaborative team environment	✓	✓	✓	
Is able to remain impartial, non-judgemental and objective	✓	✓	✓	✓
Can provide clear and logical feedback	✓	✓	✓	✓
Is able to record accurately information obtained during interviews	✓	✓	✓	
Is able to judge/review against standards	✓	✓	✓	✓
Has intermediate IT skills (e.g., email management, document editing/proofreading skills)	✓	✓	✓	✓
Knowledge				
Understands the role and scope of a reviewer	✓	✓	✓	✓
Understands the current political and managerial structures within the NHS and policies which underpin them	✓	✓	✓	✓
Has up to date knowledge of relevant service standards, guidelines and publications, and their application	✓	✓	✓	
Knowledge of mechanisms for service user involvement	✓	✓	✓	
Knowledge of outcome measures for service delivery and design	✓	✓	✓	
Understands NHS information governance requirements	✓	✓	✓	✓
Attitudes				
Is motivated and conscientious	✓	✓	✓	✓

	Reviewer type				
	Paediatric	Nursing	Specialist	Quality Assurer	
Is aware of their own and others' biases/prejudices. Demonstrates objectivity and neutrality whilst conducting a review and is able to develop their own strategies for dealing with potential challenges to this	✓	✓	✓	✓	✓
Demonstrates respect of and for colleagues	✓	✓	✓	✓	✓
Is resilient and objective particularly in situations of conflict	✓	✓	✓	✓	
Is committed to keeping up to date and fit to practice in the role of a reviewer	✓	✓	✓	✓	✓