

OBSTETRICS AND GYNAECOLOGY – ST3

ENTRY CRITERIA

| ESSENTIAL CRITERIA | WHEN EVALUATED ⁱ |
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| <p style="text-align: center;">Qualifications</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Successful completion of Part 1 MRCOG at time of application | Application form |
| <p style="text-align: center;">Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱ from, the GMC at intended start dateⁱⁱⁱ • Have evidence of achievement of foundation competences from a UKFPO-affiliated foundation programme or equivalent, by time of appointment, in line with GMC standards / Good Medical Practice; including: <ul style="list-style-type: none"> ➢ make the care of your patient your first concern ➢ provide a good standard of practice and care ➢ take prompt action if you think that patient safety, dignity or comfort is being compromised ➢ protect and promote the health of patients and of the public ➢ treat patients as individuals and respect their dignity ➢ work in partnership with patients ➢ work with colleagues in the ways that best serve patients' interests ➢ be honest and open and act with integrity ➢ never discriminate unfairly against patients or colleagues ➢ never abuse your patients' trust in you or the public's trust in the profession. • Evidence of achievement of ST1 and ST2 competences in this specialty by time of appointment, supported by evidence from work-based assessments of clinical performance (OSATS, DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback or equivalent. Details are described in the Matrix of Educational Progression (https://www.rcog.org.uk/globalassets/documents/careers-and-training/assessment-and-progression-through-training/training_matrix.pdf). • Be eligible to work in the UK | <p>Application form</p> <p>Application form, interview/selection centre^{iv}</p> <p>Application form, interview/selection centre</p> <p>Application form</p> |
| <p style="text-align: center;">Fitness to practise</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p> | Application form, references |
| <p style="text-align: center;">Language skills</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^v</p> | Application form, interview/selection centre |
| <p style="text-align: center;">Health</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p> | Application form, pre-employment health screening |

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| Career progression | |
| <p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • At least 24 months' experience^{vi} in Obstetrics and Gynaecology^{vii} (not including Foundation modules) by time of intended start date. <ul style="list-style-type: none"> • Applicants must have notified the Training Programme Directory of the specialty training programme they are currently training in if applying to continue training in the same specialty in another region.^{viii} • Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, except if they have received an ARCP outcome 1 or under exceptional circumstances^{ix} • Not already hold, nor be eligible to hold, a CCT/CESR; and must not currently be eligible for the specialist register for the specialty to which they are applying • For those wishing to be considered for Locum Appointment for Training posts (where available): no more than 24 months experience in LAT posts in the specialty by intended start date | <p>Application form Interview/selection centre</p> |
| Application completion | |
| <p>ALL sections of application form completed FULLY according to written guidelines.</p> | <p>Application form</p> |

SELECTION CRITERIA

| ESSENTIAL CRITERIA | DESIRABLE CRITERIA | WHEN EVALUATED |
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| Qualifications | | |
| <ul style="list-style-type: none"> • As above | <ul style="list-style-type: none"> • Intercalated degree, BSc, BA or equivalent • MSc involving time taken out from standard 5 year undergraduate medical curriculum • Other relevant degrees or diplomas • MD or PhD (Note: will only be considered if awarded for defending a thesis. This equates to undertaking 2 to 3 years full time equivalent spent in research with minimal daytime clinical activity) | <p>Application form, interview/selection centre' References</p> |
| Clinical skills – clinical knowledge & expertise | | |
| <ul style="list-style-type: none"> • Evidence of competence in Basic and Advanced Life support as described in the present Foundation Programme curriculum. LETBs/Deaneries will have to be satisfied that the relevant competences will be achieved in advance of the commencement of the post • Completion of the RCOG Basic Practical Skills course in Obstetrics and Gynaecology by time of appointment. No other equivalent qualification will be accepted (this includes RCS Basic Surgical Skills courses) • Shows aptitude for practical skills e.g. manual dexterity | <ul style="list-style-type: none"> • Completion of formal obstetric skills/drills training course (e.g. ALSO) by time of appointment • Relevant experience in other specialties which would complement a career in Obstetrics and Gynaecology • Extracurricular activities/achievements relevant to Obstetrics and Gynaecology | <p>Application form, interview/selection centre, References</p> |

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| Academic skills | | |
| <p>Research and audit skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of research • Experience of <i>active involvement</i> in quality improvement measures (clear description, outcomes and appropriate experience for level of application). This can include audit, guideline development, implementation of health policy, improved team working, leadership etc. | <p>Research and audit skills:</p> <ul style="list-style-type: none"> • Evidence of academic prizes and honours at postgraduate level • Research experience • Evidence of relevant peer-reviewed papers and other publications (e.g. book chapter, book editor, case report – not abstracts or letters) • Presentations (oral or poster) at international, national or regional meetings – not local meetings <p>Teaching:</p> <ul style="list-style-type: none"> • Teaching achievement (including attendance at teaching courses etc.) | <p>Application form Interview/selection centre</p> |
| Personal skills | | |
| <p>Communication skills:</p> <ul style="list-style-type: none"> • Capacity to communicate effectively <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Demonstrates problem solving, decision making and situational awareness <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Contribution to teamwork (particularly within Obstetrics and Gynaecology/medicine) • Relevant contribution to management within Obstetrics and Gynaecology (rotas, committees etc.) <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Capacity to achieve a balance between urgent and important demands • IT skills <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Capacity to manage acute situations under pressure • Demonstrates initiative and resilience to cope with changing circumstances <p>Values:</p> <ul style="list-style-type: none"> • Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) | | <p>Application form Interview/selection centre References</p> |
| Probity – professional integrity | | |
| <ul style="list-style-type: none"> • Displays honesty, integrity, awareness of confidentiality and ethical issues • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others | | <p>Application form, interview/selection centre, references</p> |

| Commitment to specialty – learning and personal development | |
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| <ul style="list-style-type: none"> • Demonstrates a realistic insight into a career in Obstetrics and Gynaecology as practiced in the UK • Clearly demonstrates drive and initiative • Awareness of own training needs • Commitment to personal and professional development, including capacity for reflective practice and learning • Sound reasons for applying to this particular post | <p>Application form</p> <p>Interview/selection centre</p> <p>References</p> |

ⁱ 'When 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 date at which the post commences, not (necessarily) the time an offer is accepted.

^{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.

^{vi} Any time periods specified in this person specification refer to full time equivalent.

^{vii} All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

^{viii} The '**support for application to another region**' form, signed by the Training Programme Director of their current specialty training programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

^{ix} Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the LETB / Deanery that the training took place. No other evidence will be accepted.