

## MATERNAL AND FETAL MEDICINE (SUB-SPECIALTY)

<b>ENTRY CRITERIA</b>	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent</li> <li>• MRCOG</li> </ul>	<p><b>When is this evaluated?<sup>i</sup></b></p> <p>Application Form</p>
<p><b>Eligibility:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be eligible to work in the UK</li> <li>• Be eligible for registration with, and hold a current licence to practise from, the GMC at the advertised post start date<sup>ii</sup></li> <li>• Hold an NTN in the 'parent specialty', including successful completion of clinical training to ST5 or ST6 level, confirmed by outcome 1 in most recent ARCP and have passed the Part 3 MRCOG</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application Form</p> <p>Interview/Selection Centre<sup>iii</sup></p>
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely</p>	<p><b>When is this evaluated?</b></p> <p>Application form, references</p>
<p><b>Language skills:</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>vi</sup></p>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p>
<p><b>Health:</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p><b>When is this evaluated?</b></p> <p>Application form, pre-employment health screening</p>
<p><b>Career progression:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be able to provide complete detailed of employment history</li> <li>• Be able to evidence that career progression is consistent with personal circumstances</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>

<ul style="list-style-type: none"> <li>Demonstrate clear interest in chosen sub specialty in career pathway to date</li> </ul>	
<p><b>Application completion:</b></p> <p>ALL sections of application form to be FULLY completed according to written guidelines.</p>	<p><b>When is this evaluated?</b></p> <p>Application form</p>

<b>SELECTION CRITERIA</b>		
<b>Qualifications</b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>As above</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Evidence of distinction at university or postgraduate examinations.</li> <li>Evidence of further advanced clinical training in relevant sub-specialties (e.g. ATSM, ASM, Diplomas).</li> <li>Evidence further training in research, such as                             <ul style="list-style-type: none"> <li>Higher degree (MD/PhD) in relevant subspecialty</li> <li>Advanced Professional Module (APM) in Clinical Research.</li> </ul> </li> <li>Advanced Training Skills Module (ATSM) in Fetal Medicine or Maternal Medicine</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection References</p>
<b>Career Progression</b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>As above</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Further training complementary to chosen career path.</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection References</p>
<b>Clinical Experience and Skills</b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Completion of a minimum of 5 years of specialty training in Obstetrics and Gynaecology at time of appointment i.e. equivalent to ST6/7 with successful ARCPs</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Good progress or completion of ATSM or equivalent.</li> <li>Good progress or completion of RCOG Fetal Medicine/Maternal Medicine ATSM.</li> <li>Possess intermediate skills in obstetric ultrasound.</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection References</p>

<ul style="list-style-type: none"> <li>• Experience of dealing with complex obstetrics and gynaecology emergencies.</li> <li>• Comprehensive general training and experience of working in busy obstetrics and gynaecology unit at senior level of training with solid basic surgical skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance at relevant MFM courses/conferences.</li> </ul>	
<p><b>Academic skills</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of basic science research or clinical trial methodology.</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Evidence of academic prizes or honours at postgraduate level.</li> <li>• Demonstrable output from previous research experience.</li> <li>• Evidence of relevant peer reviewed papers and other publications (e.g. book chapter, book editor, case reports), within chosen sub-specialty</li> <li>• Presentations (oral or poster) at international, national or regional meetings.</li> <li>• Completion or near completion of:             <ul style="list-style-type: none"> <li>➤ MD/PhD thesis</li> <li>➤ Advanced Professional Module in Clinical Research</li> </ul> </li> <li>• Completion of Good Clinical Practice (GCP) training</li> <li>• Attendance at course on research methodology, statistics or evidence-based medicine.</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection References</p>
<p><b>Teaching</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Evidence of active participation in undergraduate and/or postgraduate teaching with feedback.</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Completion of formal teaching course or qualification.</li> <li>• Completion of educational supervision/mentoring course or experience as educational supervisor.</li> <li>• Experience of giving formal lectures.</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection References</p>

	<ul style="list-style-type: none"> <li>Evidence of leadership in education and training.</li> </ul>	
<b>Clinical Governance and Service Improvement</b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Experience of active involvement in clinical governance to high standard.</li> <li>Evidence of participation in clinical audit.</li> <li>Experience of active involvement in service improvement.</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Evidence of ongoing participation in clinical governance activity in chosen subspecialty with demonstrable output.</li> <li>Evidence of completion of audit cycle, presentation of audit and supervision of audits.</li> <li>Participation in risk management activity</li> <li>Participation in complaints process</li> <li>Evidence of ongoing participation in relevant service or quality improvement projects in chosen subspecialty with demonstrable output.</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection References</p>
<b>Personal skills</b>		
<p><b>Essential Criteria</b></p> <p><b>Management</b></p> <ul style="list-style-type: none"> <li>Relevant contribution to management within obstetrics and gynaecology (rotas, committees, etc.).</li> <li>Understands and have experience of risk management.</li> <li>Capacity to work cooperatively with others and demonstrate leadership when appropriate.</li> <li>Capacity to work effectively in a multi professional teams (particularly within obstetrics and gynaecology).</li> </ul> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>Capacity to communicate effectively with patients and staff both verbally and written.</li> <li>Capacity to take in others' perspectives and treat others with understanding and sensitivity.</li> <li>Capacity to discuss sensitive issues effectively with others and</li> </ul>	<p><b>Desirable Criteria</b></p> <p><b>Management</b></p> <ul style="list-style-type: none"> <li>Attendance at a medical management course.</li> <li>High quality output evident from management activities.</li> <li>Evidence of activities and achievements with demonstrable output, relevant to chosen subspecialty.</li> <li>Demonstrates strong leadership skills with clear output from projects.</li> </ul> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>Extracurricular activities/achievements</li> </ul> <p><b>IT skills</b></p> <ul style="list-style-type: none"> <li>Evidence of IT skills or qualifications</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection References</p>

<p>adapt language as appropriate to the situation.</p> <p><b>Problem solving, decision making and situational awareness</b></p> <ul style="list-style-type: none"> <li>• Demonstrate problem solving, decision making and situational awareness.</li> </ul> <p><b>Coping with pressure</b></p> <ul style="list-style-type: none"> <li>• Organising working and learning time.</li> <li>• Capacity to manage acute situations and remain calm under pressure.</li> <li>• Demonstrates initiative and resilience to cope with changing circumstances.</li> <li>• Ability to prioritise demands.</li> </ul> <p><b>IT skills</b></p> <ul style="list-style-type: none"> <li>• Evidence of IT skills</li> </ul>		
<p><b>Probity – professional integrity</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others.</li> <li>• Display honesty and integrity</li> <li>• Understands the importance of advocacy, safety, confidentiality and consent, with awareness of key cultural and religious factors in obstetrics and gynaecology practice.</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection References</p>
<p><b>Commitment to specialty – learning and personal development</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Clearly demonstrates drive and initiative.</li> <li>• Demonstrates realistic insight into subspecialty as practised in the UK.</li> <li>• Commitment to personal and professional development, including capacity for reflective practice and learning</li> <li>• Awareness of own training needs.</li> <li>• Sound reasons for applying to this particular post with</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection References</p>

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demonstration of clear career planning. <ul style="list-style-type: none"><li>• Clear commitment to postgraduate education.</li></ul>		
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<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> '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>vi</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.