

UROGYNAECOLOGY (SUB-SPECIALTY)

ENTRY CRITERIA	
<p>Essential Criteria</p> <p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent • MRCOG 	<p>When is this evaluated?ⁱ</p> <p>Application Form</p>
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible to work in the UK • Be eligible for registration with, and hold a current licence to practise from, the GMC at the advertised post start dateⁱⁱ • 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 	<p>When is this evaluated?</p> <p>Application Form Interview/Selection Centreⁱⁱⁱ</p>
<p>Fitness to practise:</p> <p>Is up to date and fit to practise safely</p>	<p>When is this evaluated?</p> <p>Application form, references</p>
<p>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^{vi}</p>	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p>
<p>Health:</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>When is this evaluated?</p> <p>Application form, pre-employment health screening</p>
<p>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete detailed of employment history • Be able to evidence that career progression is consistent with personal circumstances • Demonstrate clear interest in chosen sub specialty in career pathway to date 	<p>When is this evaluated?</p> <p>Application form Interview/selection centre</p>

<p>Application completion:</p> <p>ALL sections of application form to be FULLY completed according to written guidelines.</p>	<p>When is this evaluated?</p> <p>Application form</p>
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<p>SELECTION CRITERIA</p>		
<p>Qualifications</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> As above 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Evidence of distinction at university or postgraduate examinations. Evidence of further advanced clinical training in relevant sub-specialties (e.g. ATSM, ASM, Diplomas). Evidence further training in research, such as <ul style="list-style-type: none"> ➤ Higher degree (MD/PhD) in relevant subspecialty ➤ Advanced Professional Module (APM) in Clinical Research. ➤ Advanced Training Skills Module (ATSM) in Urogynaecology. 	<p>When is this evaluated?</p> <p>Application form Interview/selection References</p>
<p>Career Progression</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> As above 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Further training complementary to chosen career path. 	<p>When is this evaluated?</p> <p>Application form Interview/selection References</p>
<p>Clinical Experience and Skills</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> 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 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Good progress or completion of ATSM or equivalent. Possess intermediate or advanced skills in minimal access laparoscopic surgery. 	<p>When is this evaluated?</p> <p>Application form Interview/selection References</p>

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

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

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

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demonstration of clear career planning. <ul style="list-style-type: none">• Clear commitment to postgraduate education.		
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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 '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.

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