Urogynaecology (sub-specialty)

|  |
| --- |
| **ENTRY CRITERIA** |
| **Essential Criteria*****Qualifications:***Applicants must have:* MBBS or equivalent
* MRCOG part 1 and 2
 | **When is this evaluated?[[1]](#endnote-1)**Application Form  |
| ***Eligibility:***Applicants must:* 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 date[[2]](#endnote-2)
* 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
 | **When is this evaluated?**Application Form  Interview/Selection Centre[[3]](#endnote-3) |
| ***Fitness to practise:***Is up to date and fit to practise safely | **When is this evaluated?**Application form, references |
| ***Language skills:***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 Councilvi | **When is this evaluated?**Application form, interview/selection centre |
| ***Health:***Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice). | **When is this evaluated?**Application form, pre-employment health screening |
| ***Career progression:***Applicants must:* 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
* Complete MRCOG Part 3 exam (desirable)
 | **When is this evaluated?**Application form Interview/selection centre |
| ***Application completion:***ALL sections of application form to be FULLY completed according to written guidelines. | **When is this evaluated?**Application form |

|  |
| --- |
| **SELECTION CRITERIA** |
| ***Qualifications*** |
| **Essential Criteria*** As above
 | **Desirable Criteria*** 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
* Higher degree (MD/PhD) in relevant subspecialty
* Advanced Professional Module (APM) in Clinical Research.
* Advanced Training Skills Module (ATSM) in Urogynaecology.
 | **When is this evaluated?**Application form Interview/selection References  |
| ***Career Progression*** |
| **Essential Criteria*** As above
 | **Desirable Criteria*** Further training complementary to chosen career path.
 | **When is this evaluated?**Application form Interview/selection References  |
| ***Clinical Experience and Skills*** |
| **Essential Criteria*** 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
* 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.
 | **Desirable Criteria*** Good progress or completion of ATSM or equivalent.
* Possess intermediate or advanced skills in minimal access laparoscopic surgery.
* 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
 | **When is this evaluated?**Application form Interview/selection References  |
| ***Academic skills*** |
| **Essential Criteria*** Demonstrates understanding of basic science research or clinical trial methodology.
 | **Desirable Criteria*** 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:
* 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.
 | **When is this evaluated?**Application form Interview/selection References  |
| ***Teaching*** |
| * Evidence of active participation in undergraduate and/or postgraduate teaching with feedback.
 | * Completion of formal teaching course or qualification.
* Completion of educational supervision/mentoring course or experience as educational supervisor.
* Experience of giving formal lectures**.**
* Evidence of leadership in education and training.
 | **When is this evaluated?**Application form Interview/selection References  |
| ***Clinical Governance and Service Improvement*** |
| **Essential Criteria*** Experience of active involvement in clinical governance to high standard.
* Evidence of participation in clinical audit.
* Experience of active involvement in service improvement.
 | **Desirable Criteria*** 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.
 | **When is this evaluated?**Application form Interview/selection References  |
| ***Personal skills*** |
| **Essential Criteria****Management:*** 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).

**Communication:*** 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 adapt language as appropriate to the situation.

**Problem solving, decision making and situational awareness:*** Demonstrate problem solving, decision making and situational awareness.

**Coping with pressure:*** 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.

**IT skills:*** Evidence of IT skills
 | **Desirable Criteria****Management:*** 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.

**Communication:*** Extracurricular activities/achievements

**IT skills:*** Evidence of IT skills or qualifications
 | **When is this evaluated?**Application form Interview/selection References  |
| ***Probity – professional integrity*** |
| **Essential Criteria*** 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.
 |  | **When is this evaluated?**Application form Interview/selection References  |
| ***Commitment to specialty – learning and personal development*** |
| **Essential Criteria*** 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 demonstration of clear career planning.
* Clear commitment to postgraduate education.
 |  | **When is this evaluated?**Application form Interview/selection References  |

1. ‘When is this evaluated?’ is indicative but may be carried out at any time throughout the selection process. [↑](#endnote-ref-1)
2. 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. [↑](#endnote-ref-2)
3. 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. [↑](#endnote-ref-3)