Urogynaecology (sub-specialty)

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| **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 |

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| **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)