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| **Requirements** | **Essential Sub-Specialty Criteria**Essential Criteria for all sub-specialties | **Desirable Sub-Specialty Criteria**Desirable Criteria for all sub-specialties | **Desirable Subspecialty Specific Requirements** |
| **Gynaecological Oncology** | **Maternal and Fetal Medicine** | **Reproductive Medicine** | **Urogynaecology** |
| **Qualifications**Undergraduate | MBBS or equivalent | Evidence of distinction at university or postgraduate examinations. | Advanced Training Skills Module (ATSM) in Gynaecological Oncology | Advanced Training Skills Module (ATSM) in Fetal Medicine or Maternal Medicine | Advanced Training Skills Module (ATSM) in Subfertility and Reproductive Health | Advanced Training Skills Module (ATSM) in Urogynaecology |
| Postgraduate | MRCOG | 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.
 | BSCCP or equivalent  |  | BFS certification |  |
| **Eligibility** | Eligible to work in the UKand hold either:* A a UK NTN (national training number) or equivalent, including successful completion of clinical training to ST5 or ST6 level, confirmed by outcome 1 in most recent ARCP or equivalent, and have passed the Part 3 MRCOG.

or* Hold a UK CCT (or CESR) and be on the UK Specialist Register in O&G, or hold a CCT or CESR that in due course will entitle you to enter the Specialist Register
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| **Fitness to practise** | Is up to date and fit to practise safely |  |  |  |  |  |
| **Language skills** | All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:* *that applicants have undertaken undergraduate medical training in English;*

*or** *have achieved the following scores in the academic international English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7.*

If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence. | Attendance at an Advanced Communication Skills course.  |  |  |  |  |
| **Health** | Meets professional health requirements (in line with GMC standards/Good Medical Practice). |  |  |  |  |  |
| **Application completion** | All sections of application form completed fully in accordance with submission guidelines |  |  |  |  |  |
| **Career progression** | Ability to provide complete details of employment history.Evidence that career progression is consistent with personal circumstances.Demonstrate clear interest in chosen subspecialty in career pathway to date. | Further training complementary to chosen career path. |  |  |  |  |
| **Clinical experience, training and skills** | 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 (or CCT in O&G post-dependant)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 (>5000 deliveries) with solid basic surgical skills. | Good progress or completion of ATSM or equivalent. | Show a clear aptitude for major gynaecology operating: both open and laparoscopic.Good progress or completion of RCOG Gynaecological Oncology ATSM or equivalent.Completion of RCOG intermediate gynaecology ultrasound module or equivalent.Intermediate or advanced skills in transvaginal gynaecology ultrasound.Attendance at relevant Gynaecological Oncology courses/conferences.Registered for BSCCP colposcopy training. | Good progress or completion of RCOG Fetal Medicine/Maternal Medicine ATSM.Possess intermediate skills in obstetric ultrasound.Attendance at relevant MFM courses/conferences. | Basic fertility experienceUltrasound experienceATSM Subfertility and Reproductive Health | 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. |
| **Academic/ research**  | Demonstrates understanding of basic science research or clinical trial methodology. | 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-specialtyPresentations (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) trainingAttendance at course on research methodology, statistics or evidence-based medicine. |  |  |  |  |
| **Management:** | Relevant contribution to management within obstetrics and gynaecology (rotas, committees, etc.).Understands and have experience of risk 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. |  |  |  |  |
| **Clinical Governance:** | Experience of active involvement in clinical governance to high standard. Evidence of participation in clinical audit. | 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 activityParticipation in complaints process |  |  |  |  |
| **Service Improvement:** | Experience of active involvement in service improvement.  | Evidence of ongoing participation in relevant service or quality improvement projects in chosen subspecialty with demonstrable output. |  |  |  |  |
| **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. |  |  |  |  |
| **Personal skills**Communication and interpersonal skillsEmpathy and sensitivity | 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. | Extracurricular activities/achievements |  |  |  |  |
| **Managing others and team involvement** | 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). | Demonstrates strong leadership skills with clear output from projects. |  |  |  |  |
| **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 | Evidence of IT skills or qualifications |  |  |  |  |
| **Probity -professional integrity and respect for others** | Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others.Display honesty and integrityUnderstands the importance of advocacy, safety, confidentiality and consent, with awareness of key cultural and religious factors in obstetrics and gynaecology practice.  |  |  |  |  |  |
| **Commitment to specialty, learning and personal development:** | 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 learningAwareness of own training needs.Sound reasons for applying to this particular post with demonstration of clear career planning.Clear commitment to postgraduate education. |  |  |  |  |  |