**Subspecialty training person specification - Curriculum 2024**

| **Requirements** | **Essential subspecialty criteria for all subspecialties** | **Desirable subspecialty criteria for all subspecialties** | **Desirable subspecialty specific requirements** | | | |
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| **Gynaecological Oncology** | **Maternal and Fetal Medicine** | **Reproductive Medicine** | **Urogynaecology** |
| **Qualification**  Undergraduate |  |  | Special Interest Training Module (SITM) in Gynaecological Surgical Care / Advanced Training Skills Module (ATSM) in Oncology | SITM in Fetal Care / Prenatal Diagnosis / Maternal Medicine / ATSM in Fetal Medicine or Maternal Medicine | SITM in Management of Subfertility / ATSM in Subfertility and Reproductive Health | SITM in Urogynaecology and Vaginal Surgery / ATSM in Urogynaecology and Vaginal Surgery |
| Postgraduate |  | [MRCOG](https://www.rcog.org.uk/careers-and-training/exams/mrcog-our-specialty-training-exam/)  Evidence of further advanced clinical training in relevant subspecialties (e.g. SITM/ATSM, SIPM/ASM, Diplomas).  Evidence of further training in research, such as:   * Higher degree (MD/PhD) in relevant subspecialty * Special Interest Professional Module (SIPM) in Clinical Research / Advanced Professional Module (APM) in Clinical Research. | [BSCCP](https://www.bsccp.org.uk/) accreditation or equivalent |  | Completion of relevant [BFS](https://www.britishfertilitysociety.org.uk/) certification |  |
| **Eligibility** | Eligible to work in the UK and hold either:   * A UK national training number or equivalent, including successful completion of clinical training to ST4-6 level, confirmed by outcome 1 in most recent ARCP or equivalent.   or   * Hold a UK CCT (or Portfolio Pathway) and be on the UK Specialist Register in obstetrics and gynaecology, or hold a CCT or Portfolio Pathway that in due course will entitle you to enter the Specialist Register. |  |  |  |  |  |
| **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.*   or   * [*Occupational English test (OET) recognised by GMC*](https://www.gmc-uk.org/registration-and-licensing/join-the-register/before-you-apply/evidence-of-your-knowledge-of-english/using-your-oet-certificate)   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 four years of specialty training in obstetrics and gynaecology at time of appointment i.e. equivalent to ST5/6/7 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 (greater than 5000 deliveries) with solid basic surgical skills. | Good progress or completion of SITM/ ATSM or equivalent. | Show a clear aptitude for major gynaecology operating: open, laparoscopic and robotic.  Good progress or completion of RCOG Oncology SITM / 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 SITM in Fetal Care / Prenatal Diagnosis / Maternal Medicine / ATSM in Fetal Medicine or Maternal Medicine.  Attendance at relevant MFM courses / conferences. | Basic fertility / assisted conception experience.  Possess intermediate or advanced skills in laparoscopic surgery.  Good progress or completion of SITM in Management of Subfertility / ATSM in Subfertility and Reproductive Health. | Possess intermediate or advanced skills in minimal access laparoscopic surgery.  Good progress or completion of RCOG Urogynaecology SITM / 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 subspecialty.  Presentations (oral or poster) at international, national or regional meetings.  Completion or near completion of:   * MD / PhD thesis * SIPM in Clinical Research / APM in Clinical Research.   Completion of Good Clinical Practice (GCP) training.  Attendance 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 subspecialty. |  |  |  |  |
| **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 activity.  Participation 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 clinical supervisor.  Experience of giving formal lectures**.**  Evidence of leadership in education and training.  Evidence of completion or progress of SIPM in Medical Education / ATSM in Medical Education. |  |  |  |  |
| **Personal skills**  Communication and interpersonal skills  Empathy 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.  Evidence of completion or progress of SIPM in Leadership and Management |  |  |  |  |
| **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 integrity.  Understands 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 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. |  |  |  |  |  |

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