

2012 Person Specification
Application to enter Specialty Training at ST1: Obstetrics & Gynaecology

Entry Criteria		
	Essential	When Evaluated ¹
Qualifications	MBBS or equivalent medical qualification	Application form
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment² and hold a current licence to practice.³ • Minimum of 2 years of postgraduate medical experience by August 2012 (equivalent to that obtained in a UK Foundation Training programme) <p>Either</p> <ul style="list-style-type: none"> • Evidence of current employment in a UKFPO affiliated Foundation Programme <p>OR</p> <ul style="list-style-type: none"> • 12 months experience after full GMC registration or equivalent and evidence of achievement of Foundation competences between 31st July 2009 and 1st August 2012 from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> ○ <i>Make the care of your patient your first concern</i> ○ <i>Protect and promote the health of patients and of the public</i> ○ <i>Provide a good standard of practice and care</i> ○ <i>Treat patients as individuals and respect their dignity</i> ○ <i>Work in partnership with patients</i> ○ <i>Be honest and open and act with integrity</i> <p>(Details of the specific competences are detailed within the Foundation Learning Portfolio, one of several relevant documents available for download at: http://www.foundationprogramme.nhs.uk/pages/home/keydocs)</p> <ul style="list-style-type: none"> • Eligibility to work in the UK • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances⁴ 	<p>Application form</p> <p>Application form Interview / Selection centre⁵</p> <p>Application form</p>
Fitness To Practise	Is up to date and fit to practise safely	Application form References
Language Skills	<p>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:</p> <ul style="list-style-type: none"> ○ <i>that applicants have undertaken undergraduate medical training in English; or</i> ○ <i>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.</i> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>	Application form Interview / Selection centre

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

² Time of appointment refers to the date at which the post commences

³ The GMC introduced a licence to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice at time of appointment.

⁴ Examples might include ARCP outcome 4 or failure to progress after two or more failed RITA Es. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.

⁵ A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

Health	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening
Career Progression⁶	<ul style="list-style-type: none"> Ability to provide a complete employment history Evidence that career progression is consistent with personal circumstances Evidence that present achievement and performance is commensurate with totality of period of training 18 months or less experience⁷ in Obstetrics and Gynaecology (not including Foundation modules) by time of appointment² 	Application form
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As above	<ul style="list-style-type: none"> Intercalated BSc, BA, MSc involving time taken out from standard five year undergraduate medical curriculum. MD or PhD (Note: will only score if awarded for defending a thesis; not for primary or secondary medical degree. This usually equates to 2-3 years spent in pure research with minimal clinical activity) 	Application form Interview / Selection centre
Clinical Experience, Training & Skills	<ul style="list-style-type: none"> Evidence of completion of formal 'hands on' training in Basic Life Support (BLS) techniques in the 12 months prior to submitting an application (which may be completed 'in house' or on a recognised course, but MUST INCLUDE FORMAL 'HANDS ON' TRAINING USING ADULT RESUSCITATION MANNEQUINS). An acceptable alternative would be evidence of TEACHING practical 'hands on' BLS skills within 12 months of application Awareness of own training needs 	<ul style="list-style-type: none"> Shows aptitude for practical skills, e.g. manual dexterity Relevant experience in other specialties which would complement a career in Obstetrics and Gynaecology Extracurricular activities / achievements relevant to obstetrics & gynaecology 	Application form Interview / Selection centre References
Academic / Research Skills	<ul style="list-style-type: none"> Demonstrates understanding of the basic principles of research Experience of active involvement in Audit (clear description, outcomes & appropriate experience for level of application) 	<ul style="list-style-type: none"> Formal academic achievement is not a pre-requisite for application to Obstetrics and Gynaecology at ST1 level, but <i>relevant</i> achievements will be considered as part of the overall assessment of an application 	Application form

⁶ All experience in posts at any level in this specialty count irrespective of the country the experience is gained in

⁷ Any time periods specified in this person specification refer to full time equivalent

Awards and Prizes		Evidence of: <ul style="list-style-type: none"> • Other relevant degrees or diplomas • Academic prizes and honours <i>at undergraduate or postgraduate level</i> 	Application form Interview / Selection centre
Personal Skills	<p>Communication Skills:</p> <ul style="list-style-type: none"> • Capacity to communicate effectively <p>Empathy & Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> • Contribution to team work (may be within or out with the working environment) <p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> • Demonstrates problem-solving, decision-making & situational awareness <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Relevant contribution to management <i>within or out with</i> the working environment (rotas, committees etc) • IT skills <p>Coping with Pressure:</p> <ul style="list-style-type: none"> • Capacity to manage acute situations under pressure • Demonstrates initiative & resilience to cope with changing circumstances 		Application form Interview / Selection centre References
Probity	<p>Professional Integrity & Respect for Others:</p> <ul style="list-style-type: none"> • Clearly demonstrates drive and initiative • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others • Displays honesty, integrity, awareness of confidentiality & ethical issues 		Application form Interview / Selection centre References
Commitment To Specialty	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Demonstrates realistic insight into Obstetrics and Gynaecology as practiced in the UK • Commitment to personal and professional development, including capacity for reflective practice & learning • Sound reasons for applying to this particular post 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to Obstetrics and Gynaecology 	Application form Interview / Selection centre References