

2012 Person Specification
Application to enter Specialty Training at ST3: Obstetrics & Gynaecology

Entry Criteria		
	Essential	When Evaluated ¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Successful completion of part 1 MRCOG at time of application 	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 • Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment² 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> • Evidence of achievement of ST1 competences in Obstetrics & Gynaecology at time of application & ST2 competences in Obstetrics and Gynaecology by time of appointment², supported by evidence from work-based assessments of clinical performance (OSATS, DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent. Details are described in the Matrix of Educational Progression. • 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/ Interview / Selection centre</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
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form
Career Progression⁶	<ul style="list-style-type: none"> • Ability to provide complete details of 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 • At least 24 months' experience⁷ in Obstetrics & Gynaecology (not including Foundation modules) by time of appointment² 	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As above	<ul style="list-style-type: none"> • Intercalated BSc, BA or equivalent • MSc involving time taken out from standard five year undergraduate medical curriculum • Other relevant degrees or diplomas • 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

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

<p>Clinical Experience, Training & Skills</p>	<p>Clinical Knowledge & Expertise:</p> <ul style="list-style-type: none"> Shows aptitude for practical skills, e.g. manual dexterity 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 Completion of the RCOG Basic Practical Skills course in Obstetrics and Gynaecology by time of appointment². <u>No other equivalent qualification will be accepted</u> (this includes RCS Basic Surgical skills courses) 	<ul style="list-style-type: none"> Relevant experience in other specialties that would complement a career in Obstetrics and Gynaecology e.g. Paediatrics, GUM, surgery, anaesthetics Extracurricular activities/achievements relevant to career in obstetrics and gynaecology Completion of formal obstetric skills/drills training course (e.g. ALSO, PROMPT) by time of appointment² 	<p>Application form Interview / Selection centre</p>
<p>Academic/ Research Skills/ Teaching/ Management</p>	<p>Research Skills:</p> <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) <p>Management:</p> <ul style="list-style-type: none"> Relevant contribution to management within Obstetrics and Gynaecology (rotas, committees etc) 	<ul style="list-style-type: none"> Evidence of academic prizes and honours <i>at postgraduate level</i> Research experience Evidence of relevant peer-reviewed papers and other publications (eg book chapter, book editor, case report – not abstracts or letters) Presentations (oral <u>or</u> poster) at international, national or regional meetings – not local meetings <p>Teaching</p> <ul style="list-style-type: none"> Teaching achievement (including attendance at teaching courses, etc) 	<p>Application form Interview / Selection centre</p> <p>Application Form</p>

Personal Skills	Communication & Interpersonal Skills: <ul style="list-style-type: none"> Capacity to communicate effectively Empathy & Sensitivity: <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding Managing Others & Team Involvement: <ul style="list-style-type: none"> Contribution to team work (particularly within Obstetrics and Gynaecology) Problem Solving, Decision Making & Situational Awareness <ul style="list-style-type: none"> Demonstrates problem-solving, decision-making & situational awareness Coping with Pressure: <ul style="list-style-type: none"> Capacity to manage acute situations under pressure. Demonstrates initiative & resilience to cope with changing circumstances Organisation & Planning: <ul style="list-style-type: none"> Capacity to achieve a balance between urgent and important demands IT skills 		Application form Interview / Selection centre References
Probity	Professional Integrity & Respect for Others: <ul style="list-style-type: none"> 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	Learning & Personal Development: <ul style="list-style-type: none"> Clearly demonstrates drive and initiative Demonstrates realistic insight into Obstetrics and Gynaecology as practised in the UK & the demands of an Obstetrics and Gynaecology lifestyle. Commitment to personal and professional development, including capacity for reflective practice & learning Awareness of own training needs 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