

## FETAL MATERNAL MEDICINE - SUB SPECIALTY

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<b>Qualifications and Training</b>		
<ul style="list-style-type: none"> <li>• MBBS (or equivalent).</li> <li>• MRCOG (or equivalent)</li> <li>• Completed clinical training to ST5.</li> </ul>	<ul style="list-style-type: none"> <li>• PhD, MD, BSc (or equivalent)</li> <li>• Other degrees / qualifications</li> </ul>	Application form
<b>Eligibility</b>		
<ul style="list-style-type: none"> <li>• Eligibility to work in the UK.</li> <li>• Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances.</li> <li>• Hold a National Training Number or meets criteria on RCOG website</li> </ul>		Application form
<b>Clinical Experience</b>		
<ul style="list-style-type: none"> <li>• Relevant experience at appropriate level, covering all aspects of Obstetrics and Gynaecology.</li> <li>• Completed core training.</li> <li>• A proven interest in Fetal Maternal Medicine.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a tertiary obstetric unit</li> </ul>	Application form Interview/selection centre
<b>Clinical Skills</b>		
<ul style="list-style-type: none"> <li>• Understanding of clinical risk management.</li> <li>• Competent to work without direct supervision where appropriate.</li> <li>• Clear, logical thinking showing an analytical/scientific approach.</li> </ul>		Application form Interview/selection centre References
<b>Knowledge</b>		
<ul style="list-style-type: none"> <li>• Appropriate defined level of clinical knowledge.</li> <li>• Shows knowledge of evidence informed practice.</li> <li>• Shows awareness of own limitations</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates breadth of experience and awareness in and outside specialty / medicine.</li> <li>• Demonstrates use of evidence informed practice.</li> </ul>	Application form Interview/selection centre References

# PERSON SPECIFICATION 2020



<b>Organisation and Planning</b>		
<ul style="list-style-type: none"> <li>Ability to prioritise clinical need.</li> <li>Ability to organise oneself and own work.</li> <li>Evidence of experience in audit.</li> <li>Experience and ability to work in multi-professional teams.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of NHS, clinical governance &amp; resource constraints; management / financial awareness; experience of committee work.</li> <li>Active involvement in audit.</li> <li>Appropriate Information Technology skills.</li> </ul>	Application form Interview/selection centre References
<b>Teaching skills</b>		
<ul style="list-style-type: none"> <li>Evidence of teaching experience.</li> </ul>	<ul style="list-style-type: none"> <li>Enthusiasm for teaching; exposure to different groups/teaching methods.</li> </ul>	Application form Interview/selection centre
<b>Academic / Research</b>		
<ul style="list-style-type: none"> <li>Able/will be able to attain research exemption for subspecialty training.</li> </ul>	<ul style="list-style-type: none"> <li>Publications in recognised journals</li> <li>Research projects relating to obstetrics.</li> </ul>	Application form Interview/selection centre
<b>Career Progression</b>		
	<ul style="list-style-type: none"> <li>Progression of career consistent with personal circumstances.</li> </ul>	Application form
<b>Physical Requirements</b>		
<ul style="list-style-type: none"> <li>Meets professional health requirements.</li> </ul>		Pre-employment health screening
<b>Fitness to Practice</b>		
<ul style="list-style-type: none"> <li>Is up to date and fit to practice safely.</li> </ul>		Application form References
<b>Audit</b>		
<ul style="list-style-type: none"> <li>Understanding of the principles</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of latest 'Report on confidential enquiries into Maternal deaths in the UK'</li> </ul>	Application form Interview/selection centre
<b>Language Skills</b>		
<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"> <li>that applicants have undertaken undergraduate medical training in English;</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>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 7.5, Speaking 7, Listening 7, Reading 7, Writing 7.</li> </ul> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples, they must provide supporting evidence<sup>1</sup>.</p>		Application form Interview/selection centre

ESSENTIAL CRITERIA		WHEN EVALUATED
<b>Personal Skills</b>		
<ul style="list-style-type: none"> <li>• <b>Communication and Language Skills</b> – the ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade, negotiate.</li> <li>• <b>Decisiveness / Accountability</b> – ability to take responsibility, show leadership, make decisions, exert appropriate authority.</li> <li>• <b>Interpersonal Skills</b> – see patients as people, empathise, work cooperatively with others open and non-defensive, sense of humour.</li> <li>• <b>Uses a non-judgemental approach to patients and colleagues</b> regardless of their sexuality, ethnicity, disability, religious beliefs or financial status.</li> <li>• <b>Flexibility</b> – able to change and adapt, respond to rapidly changing circumstances.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Resilience</b> – able to operate under pressure, cope with setbacks, self-aware.</li> <li>• <b>Thoroughness</b> – is well prepared, shows self-discipline/commitment, is punctual and meets deadlines.</li> <li>• <b>Show initiative / drive / enthusiasm</b> – self-starter, motivated, shows curiosity, initiative.</li> <li>• <b>Probity</b> – displays honesty, integrity, aware of ethical dilemmas, respects confidentiality.</li> </ul>	<p>Interview/selection centre References</p>

<sup>i</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.