



**Key:**

Common competency framework competences Medical leadership framework competences Health inequality framework competences

Royal College of Obstetricians and Gynaecologists

# RCOG Generic Subspecialty Curriculum 2013

Updated 12 August 2013 (format but not content)



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**Generic Module 1: Communication, team working and leadership skills**

**Learning outcomes:**

- To demonstrate effective communication with patients and colleagues
- To demonstrate good working relationships with colleagues
- To demonstrate the ability to work in clinical teams and have the necessary leadership skills

Knowledge criteria	GMP	Clinical competency	GMP	Professional skills and attitudes	GMP	Training support	Evidence/assessment
<p>Communication:</p> <ul style="list-style-type: none"> <li>• How to structure a patient interview to identify:               <ul style="list-style-type: none"> <li>• Concerns and priorities</li> <li>• Expectations</li> <li>• Understanding an acceptance</li> </ul> </li> <li>• Breaking bad news</li> <li>• Bereavement process and behavior</li> </ul> <p>Team working:</p> <ul style="list-style-type: none"> <li>• Roles and responsibilities of team members</li> <li>• Factors that influence and inhibit team development</li> <li>• Ways of improving team working including:               <ul style="list-style-type: none"> <li>• Objective setting and planning</li> <li>• Motivation and demotivation</li> <li>• Organization</li> <li>• Respect</li> </ul> </li> <li>• Contribution of mentoring and supervision</li> </ul> <p>Leadership:</p> <ul style="list-style-type: none"> <li>• Qualities and behavior</li> <li>• Styles</li> <li>• Implementing change and change management (see 7.5)</li> </ul>	3	<p>Communicate both verbally and in writing with patients and relatives, including:</p> <ul style="list-style-type: none"> <li>• Breaking bad news</li> <li>• Appropriate use of interpreters</li> </ul> <p>Communicate effectively with colleagues both verbally and in writing</p>	3	<p>Ability to communicate effectively with: Colleagues Patients and relatives</p> <p>Ability to break bad news appropriately and to support distress</p> <p>Ability to work effectively within a subspecialty team.</p> <p>Ability to lead a clinical team.</p> <p>Ability to respect others' opinions.</p> <p>Ability to deal with difficult colleagues</p>	3	<p>Observation of and discussion with senior medical staff</p>	<p>STPS report</p> <p>Team observations (TO1/2 forms)</p>



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**Module 1: Communication, team working and leadership skills**

Year 1					
Summary of team observations	Unable to comment	Unsatisfactory	Improvement needed	Satisfactory	Good
Treats women politely and considerately					
Involves woman in decisions about her care					
Respects patient's privacy and dignity					
Respects confidentiality					
Responds when asked to review a patient					
Liaises with colleagues about continuing care of patient					
Works as a member of a team					
Accepts criticism and responds constructively					
Keeps records of acceptable quality					
Keeps up to date with administrative tasks					
Acts with own capability, seeks advice appropriately					
Delegates work/supervises junior staff appropriately					
Manages time effectively					



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Comments	



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**Module 1: Communication, team working and leadership skills**

Year 2					
Summary of team observations	Unable to comment	Unsatisfactory	Improvement needed	Satisfactory	Good
Treats women politely and considerately					
Involves woman in decisions about her care					
Respects patient's privacy and dignity					
Respects confidentiality					
Responds when asked to review a patient					
Liaises with colleagues about continuing care of patient					
Works as a member of a team					
Accepts criticism and responds constructively					
Keeps records of acceptable quality					
Keeps up to date with administrative tasks					
Acts with own capability, seeks advice appropriately					
Delegates work/supervises junior staff appropriately					
Manages time effectively					



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<b>COMPLETION OF GENERIC MODULE 1</b> <b>I confirm that all components of the module have been successfully completed:</b>		
<b>Date</b>	<b>Name of subspecialty training programme supervisor</b>	<b>Signature of subspecialty training programme supervisor</b>



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**Generic Module 2: Good Medical Practice and Maintaining Trust**

**Learning outcomes:**

- To inculcate the habit of lifelong learning and continued professional development
- To acquire the knowledge, skills and attitude to act in a professional manner at all times

Knowledge criteria	GMP	Clinical competency	GMP	Professional skills and attitudes	GMP	Training support	Evidence/assessment
Continuing professional development Doctor-patient relationship Personal health Understanding of relevance of: <ul style="list-style-type: none"> <li>• Royal College of Obstetricians and Gynaecologists</li> <li>• General Medical Council, British Medical Association</li> <li>• Specialist Societies</li> <li>• Specialty Training Committee and Postgraduate Dean</li> <li>• Defence Union</li> </ul> Ethical principles: <ul style="list-style-type: none"> <li>• Respect for autonomy</li> <li>• Beneficence and non-maleficence</li> <li>• Justice</li> </ul> Informed consent Confidentiality Legal issues: <ul style="list-style-type: none"> <li>• Death certification</li> <li>• Mental illness</li> <li>• Advance directives, living wills</li> </ul>	4	Recognise and use learning opportunities Gain informed consent for: <ul style="list-style-type: none"> <li>• Patient care and procedures</li> <li>• Research</li> </ul>	4	Ability to recognise and use learning opportunities Ability to learn from colleagues and experience Ability to work independently but seek advice appropriately Ability to deal appropriately with challenging behaviour Ability to understand: Ethical issues relevant to subspecialty Legal responsibility Ability to recognise: Own limitations When personal health takes priority over work pressure Ability to gain informed consent	4	Observation of and discussion with senior medical staff	STPS report Team observations





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**COMPLETION OF GENERIC MODULE 2**

**I confirm that all components of the module have been successfully completed:**

Date	Name of subspecialty training programme supervisor	Signature of subspecialty training programme supervisor



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**Generic Module 3: Teaching**

**Learning outcomes:**

- To understand and demonstrate appropriate skills and attitudes in relation to teaching

Knowledge criteria	GMP	Clinical competency	GMP	Professional skills and attitudes	GMP	Training support	Evidence/assessment
Teaching strategies appropriate to adult learning  RCOG core and advanced training relevant to subspecialty  Identification of learning principles, needs and styles  Principles of evaluation	1,3	Prepare and deliver a teaching session: <ul style="list-style-type: none"> <li>Small group (less than 10 people)</li> <li>Large group ( more than 20 people)</li> <li>At the bedside</li> </ul> Teach practical procedures, including ultrasound	1,3	Ability to communicate effectively  Ability to teach postgraduates on topic(s) relevant to subspecialty using appropriate teaching resources  Ability to organise a programme of postgraduate education, e.g. short course or multidisciplinary meeting	1,3	Observation of and discussion with senior medical staff  Appropriate postgraduate courses	Log of experience and competence



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Module 3: Teaching			
Teaching	Date	Signature	Comments
Prepare and deliver a teaching session: small group			
Prepare and deliver a teaching session: large group			
Organise short course or multidisciplinary meeting			



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**COMPLETION OF GENERIC MODULE 3**

**I confirm that all components of the module have been successfully completed:**

Date	Name of subspecialty training programme supervisor	Signature of subspecialty training programme supervisor



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**Generic Module 4: Research**

**Learning outcomes:**

- Understand and demonstrate appropriate skills and attitudes in relation to research relevant to the subspecialty

Knowledge criteria	GMP	Clinical competency	GMP	Professional skills and attitudes	GMP	Training support	Evidence/assessment
Epidemiological techniques, population parameters, sampling techniques and bias  Randomised trials and meta-analysis  Statistical tests: <ul style="list-style-type: none"> <li>Parametric tests</li> <li>Non-parametric tests</li> <li>Correlation and regression</li> <li>Multivariate analysis</li> <li>Chi-squared analysis</li> </ul>	1	Perform a scientific experiment:: <ul style="list-style-type: none"> <li>Review advice</li> <li>Develop a hypothesis and design experiment to test hypothesis</li> <li>Define sample</li> <li>Conduct experiment</li> <li>Perform statistical analysis of data</li> <li>Draw appropriate conclusions from results</li> </ul>	1	Ability to design and conduct a scientific experiment  Ability to critically appraise scientific studies  Ability to write up research (as evidence by award o MD or PhD thesis or two first-author papers in citable refereed MEDLINE journals)  Ability to present a piece o scientific research	1,3	Discussion with senior staff (clinicians, scientists, statisticians)  Attendance at scientific meetings  Personal study  Appropriate postgraduate courses (e.g. research methods, statistics)	Peer-reviewed publications and/or higher degree



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Generic Module 4: Research	
Papers published in citable refereed MEDLING journals during training	
Full reference	





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Generic Module 4: Research		
Scientific presentations during training		
Date	Meeting	Title of presentation





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<b>COMPLETION OF GENERIC MODULE 4</b>		
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## Generic Module 5: Clinical Governance and Risk Management

**Learning outcomes:**

- To understand and demonstrate appropriate knowledge and skills in relation to clinical governance and risk management

Knowledge criteria	GMP	Clinical competency	GMP	Professional skills and attitudes	GMP	Training support	Evidence/assessment
<p>Clinical governance:</p> <ul style="list-style-type: none"> <li>• Organisational framework at local, strategic health authority and national levels</li> <li>• Standards, e.g. National Service Framework, National Institute for Health and Clinical Excellence, RCOG guidelines</li> </ul> <p>Clinical effectiveness:</p> <ul style="list-style-type: none"> <li>• Principles of evidence-based practice</li> <li>• Types of clinical trial and evidence classification</li> <li>• Grades of recommendation</li> <li>• Guidelines and integrated care pathways               <ul style="list-style-type: none"> <li>○ Formulation</li> <li>○ Advantages and disadvantages</li> </ul> </li> <li>• Clinical audit</li> <li>• Patient/user involvement</li> </ul> <p>Risk management:</p> <ul style="list-style-type: none"> <li>• Incident and near-miss reporting</li> <li>• Complaints management</li> <li>• Litigation and claims management</li> </ul> <p>Appraisal and revalidation:</p> <ul style="list-style-type: none"> <li>• Principles</li> <li>• Process</li> </ul>	1, 2	<p>Perform clinical audit:</p> <ul style="list-style-type: none"> <li>• Define standard based on evidence</li> <li>• Prepare project and collate data</li> <li>• Reaudit and close audit loop</li> <li>• Formulate policy</li> </ul> <p>Develop and implement a clinical guideline:</p> <ul style="list-style-type: none"> <li>• Purpose and scope</li> <li>• Identify and classify evidence</li> <li>• Formulate recommendations</li> <li>• Identify auditable standards</li> </ul> <p>Participate in risk management:</p> <ul style="list-style-type: none"> <li>• Investigate a critical incident</li> <li>• Assess risk</li> <li>• Formulate recommendations</li> <li>• Debrief staff</li> </ul> <p>Perform appraisal</p>	1, 2, 3	<p>Ability to practice evidence-based medicine</p> <p>Ability to perform a clinical audit relevant to subspecialty</p> <p>Ability to develop and implement a clinical guideline relevant to subspecialty</p> <p>Ability to report and investigate a critical incident</p> <p>Ability to respond to a complaint in a focused and constructive manner</p> <p>Ability to perform appraisal</p>	1,2,3	<p>Observation of and discussion with senior medical staff and clinical governance team</p> <p>Attendance at risk management meetings</p> <p>Department of Health, RCOG and NHS trust publications</p>	<p>Log of experience and competence</p> <p>STPS report</p>





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### Module 5: Clinical Governance and Risk Management

Guideline(s) developed			
Title	Date	Signature	Comments



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**Module 5: Clinical Governance and Risk Management**

	Date	Signature	Comments
Report and investigation of a critical incident			
Respond to a complaint in focused and constructive manner			
Performance of appraisal			



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<b>COMPLETION OF GENERIC MODULE 5</b>		
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## Generic Module 6: Administration and Service Management

**Learning outcomes:**

- To understand the structure and organisation of the NHS nationally and locally
- To understand and demonstrate appropriate skills and attitudes in relation to administration and management

Knowledge criteria	GMP	Clinical competency	GMP	Professional skills and attitudes	GMP	Training support	Evidence/assessment
Organisation of NHS services <ul style="list-style-type: none"> <li>• Directorate, NHS trusts</li> <li>• Primary care trust, strategic health authorities</li> </ul> Manage clinical network for subspecialty service Health and safety Management: <ul style="list-style-type: none"> <li>• Strategy development</li> <li>• Business planning</li> <li>• Project management</li> </ul> Financial resource management Human resources: <ul style="list-style-type: none"> <li>• Team building</li> <li>• Appointments procedures</li> <li>• Disciplinary procedures</li> </ul> Scrutiny of organization: <ul style="list-style-type: none"> <li>• Healthcare Commission</li> <li>• GMC /educational visits</li> </ul>	1, 3	Develop and implement organisational change: <ul style="list-style-type: none"> <li>• Develop strategy</li> <li>• Formulate a business plan</li> <li>• Manage project</li> </ul> Participate in recruitment: <ul style="list-style-type: none"> <li>• Job specification</li> <li>• Interview</li> <li>• Selection</li> </ul>	1, 3	Ability to develop and implement organisational change  Ability to collaborate with: <ul style="list-style-type: none"> <li>Other professions</li> <li>Other agencies</li> </ul> Ability to develop interviewing techniques and those required for performance review	1, 3	Observation of and discussion with senior medical and management staff  Attendance at directorate management meetings and interviews  Management course	Logbook of experience and competence  STPS report



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<b>COMPLETION OF GENERIC MODULE 6</b>		
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## Generic Module 7: Information use and management

**Learning outcomes:**

- To achieve competence in the use and management of health information

Knowledge criteria	GMP	Clinical competency	GMP	Professional skills and attitudes	GMP	Training support	Evidence/assessment
Input, retrieval and use of data recorded on clinical systems relevant to subspecialty  Main local and national projects and initiatives in information technology (IT) and its applications <ul style="list-style-type: none"> <li>Npfit and Connecting for Health</li> </ul> Confidentiality of data: <ul style="list-style-type: none"> <li>Principles and implementation</li> <li>Role of Caldicott guardian</li> </ul>	1	Be able to use relevant: <ul style="list-style-type: none"> <li>Software</li> <li>Databases</li> <li>Websites</li> </ul>	1	Ability to apply principles of confidentiality in context	1	Observation of and discussion with senior medical staff  World wide web	STPS report



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<b>COMPLETION OF GENERIC MODULE 7</b>		
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<b>Date</b>	<b>Name of subspecialty training programme supervisor</b>	<b>Signature of subspecialty training programme supervisor</b>