

**Matrix of Annual Expectation of Educational Progression ST1 to 6 in Community Sexual and Reproductive Health -
(Version 1 June 2012 - Revised to Version 5 July 2017)**

	ST1	ST2	ST3	ST4	ST5	ST6
Clinical skills and curriculum completion	Progress with signing off basic competences	Progress with signing off basic competences	Completion of basic log competences See appendix 1	Progress with signing off intermediate competences	Completion of intermediate competences +/- additional competency development as determined by programme director	Complete advanced competencies
Examinations / Qualifications	DFSRH		MFSRH part 1 (required to progress to ST4)		MFSRH part 2 (required to progress to ST6)	
WPBA <u>evidence of progress</u> to competencies being achieved during the training year	These WPBAs should be obtained throughout the year not just in the weeks before ARCP. The WPBAs should reflect a level of complexity expected at that year of training and should show progression of competency. It is advised that trainees use examples for mini-CEX and CBDs that give evidence of progress in training with reference to the curriculum.			As per previous		As per previous

	Trainees should have a mixture of module WBAs and the ratio should reflect the nature of the attachments undertaken.			
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<p>WPBAs <u>Confirming competence</u></p> <p>= X3 per skill, with at least 2 by consultant (or equivalent when non-consultant/ non-medical trainers)</p>			<ul style="list-style-type: none"> •IUD/IUS insertion •SDI fitting & removal •Endometrial biopsy •ERPC •Hysteroscopy 		<ul style="list-style-type: none"> •Transvaginal scan skills (modules 4&6) •Therapeutic hysteroscopic procedure techniques, using methods available in local unit •techniques, using methods available in local unit. •Vac Asp under GA up to 14 weeks •Manual Vac Asp under LA 	<ul style="list-style-type: none"> •Removal of impalpable contraceptive implant •Insertion of IUD/IUS when a LA and cervical dilation required and removal when 'lost threads.' •Ultrasound localisation of impalpable contraceptive implant & intrauterine contraceptives •Biopsy of genital lesion
			<p>WPBAs <u>confirming continuing competency</u>* X2 per annum.</p>		<ul style="list-style-type: none"> •IUD/IUS insertion 	As for ST4

<p>Maintaining competence is a continuous process leading to development of expertise. It is necessary that trainees have evidence of this across ALL completed modules where Level 3 competency has been achieved. For the listed procedural skills the requirement is for 2 OSATs per annum. For non-procedural skills/areas of SRH/curriculum modules, there will be an expectation that WBPAs or other evidence will be collected EACH YEAR to demonstrate some continued exposure to or consideration of those areas of the curriculum. (Collection of evidence should commence the year after competency is achieved i.e. before the identified year if competency is achieved early in training).</p>	<ul style="list-style-type: none"> •SDI fitting & removal •Endometrial biopsy •ERPC •Hysteroscopy 		<p>(modules 4&6) see footnote</p> <ul style="list-style-type: none"> •Endometrial ablation •Vac Asp under GA up to 14 weeks •Manual Vac Asp under LA
<p>FOOTNOTE re WBPAs confirming continuing competency for transvaginal scan skills (modules 4&6) A total of at least 2 WBPAs in scanning skills must be completed and <u>each</u> specified element listed below must appear at least once within these WBPAs. Measure endometrial thickness Diagnose uterine fibroids and endometrial polyps Diagnose ovarian cysts and polycystic ovarian syndrome (or polycystic ovaries) Assess gestation, viability and diagnose intrauterine pregnancy with ultrasound</p>			

	ST1	ST2	ST3		ST4	ST5		ST6
Mini-CEX * (minimum)	6*	6*	6*		6*	6*		6*
CBDs* (minimum)	6*	6*	6*		6*	6*		6*
Reflective practice*	4	4	4		4	4		4

(minimum)						
PSQ	1		1			
DOC					2*	1
TO2	2	2	2	2	2	2
Obligatory Courses	<p>Basic practical skills in O&G</p> <p>Mandatory trust teaching</p> <p>Attendance at regional teaching programme as per regional guidelines.</p>	<p>Basic ultrasound</p> <p>Mandatory trust teaching</p> <p>Specific courses required as per curriculum. to achieve basic competencies</p>	<p>Mandatory trust teaching</p> <p>Specific courses required as per curriculum to complete basic competencies</p>	<p>Mandatory trust teaching</p> <p>Specific courses required as per curriculum. to achieve intermediate competencies</p>	<p>Mandatory trust teaching</p> <p>Specific courses required as per curriculum to complete intermediate competencies</p>	<p>Mandatory trust teaching</p> <p>Specific courses required as per curriculum to complete advanced competencies</p>
Quality improvement/ risk management	1 completed and presented audit	As per ST1	<p>As per ST1</p> <p>Evidence of attendance at local risk management meetings</p>	As per ST3	<p>1 completed audit cycle. (Can include supervising more junior doctors)</p> <p>Involvement with critical incident analysis.</p>	<p>As per ST5</p> <p>Leading governance meetings, dealing with complaints etc.</p>

					Evidence of regular attendance at local risk management meetings	
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	ST1	ST2	ST3	ST4	ST5	ST6
Teaching experience	Formal for medical students / foundation trainees	As per ST1	As per ST1	As per ST1 with extension to teaching in different learning environments. Formal feedback expected from teaching events.	As per ST4	Meets the standards expected for Clinical Supervisors training as determined by the Deanery
Leadership and Management experience		Departmental responsibility after 1 st 18 months e.g: developing guidelines, rostering, in-house training co-ordination etc	Departmental and operational management exposure and responsibility	As per ST3	Shadow consultant in leadership/ management role. Introduce/shadow strategic responsibilities.	Deputise for consultant in leadership/ management role

Presentations Publications etc	Departmental presentation.	As per previous annual review discussion	As per previous annual review discussion Presentation outside own local department	As per previous annual review discussion and ST3 Poster/ free comms at national/ international meeting	As per previous annual review discussion and ST4	As per previous annual review discussion Ensure CV is competitive for consultant interviews
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*2 x DOCs to be completed by end of ST5, one of which may be in ST4

Appendix 1 DURING BASIC TRAINING, COMPETENCIES TO BE ACHIEVED ARE

Module 1 Basic Clinical Skills

All - except "Clinical examination and investigation of a man" which is intermediate

Module 2 Contraception

Basic = level 1 only

- ▶ Removal of deep/impalpable implants
- ▶ U/S Localisation of impalpable contraceptive implant
- ▶ Insertion of intra-uterine contraception when a local anaesthetic block and cervical dilation is required
- ▶ Removal of intrauterine contraception including those with 'lost threads'

Basic = level 2

- ▶ U/S Localisation of IUD / IUS
- ▶ Complications secondary to all methods of contraception including failure
- ▶ Able to provide contraception for special groups

Module 3 Unplanned pregnancy

Unplanned pregnancy issues to level 3

Medical & Surgical abortion skills to level 2

Module 4 Gynaecology & 5 Specialist Gynaecology & 6 Pregnancy (obstetrics)

ALL except TV scanning, colposcopy and therapeutic hysteroscopic procedures should be level 2 by the end of basic training – and level 3 by end of intermediate training. Genital Biopsy should be Level 2 by the end of intermediate training and Level 3 by the end advanced training. Module 8 GUM – basic complete✓

BASIC competencies are; Level 1

- ▶ Follow locally agreed patient care pathways and prescribe drug treatment appropriately
- ▶ Demonstrate non-judgmental attitude to all clients
- ▶ Demonstrate appropriate level of clinical decision making in daily clinical practice
- ▶ Work effectively in conjunction with colleagues and in liaison with other specialties and departments

Level 3

- ▶ Take an appropriate history and assess an individual's risk of STIs
- ▶ Take appropriate samples from asymptomatic women requesting sexual health screening (SHS), giving suitable explanation and obtaining informed consent

Module 11 Ethic and Legal Issues

Basic are

Level 1

- ▶ Undertake consultations with empathy and compassion
- ▶ Obtain valid written consent for operative procedure
- ▶ Obtain valid verbal consent for minor procedure
- ▶ Demonstrate ability to treat vulnerable adults
- ▶ Demonstrate ability to discuss clinical risk

Level 2

- ▶ Demonstrate ability to adhere to Fraser guidelines

- ▶ Liaise with Child Protection team

Module 12 Leadership, Management & Governance

Few basic components;

- ▶ Level 1 OBSERVE

Be able to manage time, balancing clinical and managerial demands

Demonstrate ability to **organise a group meeting**, including agenda setting, chairing and minuting

Demonstrate effective **public presentation** skills

Understand managed care networks and demonstrate ability to develop care pathways and agree protocols

Demonstrate ability and enthusiasm for team working, including partnership working with non-NHS sectors

Understand the **appraisal and revalidation** processes, and participate in appraisal, both as appraisee and appraiser*

Demonstrate ability to carry out **service user consultation**, and utilise results to effect service change

Demonstrate development of **media skills**, and be able to present to both professional and lay audiences

- ▶ Level 2 OBSERVE & DIRECT SUPERVISION

Demonstrate ability to design, undertake and complete appropriate audit projects level 3

Appendix 2 DURING INTERMEDIATE TRAINING, COMPETENCIES TO BE ACHIEVED ARE all of the following modules:

Complete modules 3, 4 and 8

And all of:

Mod 7 Menopause & PMS

Mod 13 IT, audit and Research

And some of:

Mod 2 Basic Conception

Mod 9 Public Health

Mod10 Teaching, Appraisal & Assessment

Mod 11 Ethics & legal
Mod 12 Leadership, Management & Governance
Mod14 Sexual Assault
Mod 15 Sexual Problems to level 2

Appendix 3 DURING ADVANCED TRAINING, COMPETENCIES TO BE ACHIEVED ARE

Module 2

Localisation and removal of deep/ impalpable contraceptive implant
Insertion of IUD/IUS when a LA and cx dilation required
Removal of intrauterine contraception including those with 'lost threads'
Counselling and management of complex contraceptive requirements
Contraception for individuals with complex medical or social needs

And the remainder of

Mod 9 Public Health
Mod10 Teaching, Appraisal & Assessment
Mod 11 Ethics & legal
Mod 12 Leadership, Management & Governance
Mod14 Sexual Assault
Mod 15 Sexual Problems