

The GUM/GIM Curriculum & Recruitment



National Genitourinary Medicine Taster Day
6th October 2025

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Consultant Genitourinary Medicine
Leeds Teaching Hospitals Trust
GUM SAC co-Chair



Objectives

- Recruitment
 - Process, timelines, application & interview
- Curriculum
 - Content, dual accreditation GUM/GIM, implementation
- Q&A

GUM is...

**meaningful and
rewarding**

The impact that a single sexual health consultation can have on patients' mental and physical health is significant and can be long-lasting.

Recruitment 2025/6

- March/April R1, Oct R2: England, Wales & Scotland
- Physician Higher Specialty Training Recruitment is managed and coordinated by the Physician Specialty Recruitment Office (PSRO) based in NHS England
- <https://www.phstrecruitment.org.uk/specialties/genitourinary-medicine>
- GUM: co-ordinated virtually by E Midland Deanery
- Rotational info available on Deanery webpage e.g. London: <https://london.hee.nhs.uk/specialty-schools/medicine-and-medical-specialties/genitourinary-medicine>
- Academic: ACF/ACLs separate process

2025 R1 timeline

Timeline for 2025 HST recruitment (round 1)	
Specialty advertisements published	By 5pm Wednesday 13 November 2024
Applications	Open at 10am Thursday 14 November 2024 Close at 4pm Thursday 5 December 2024
Long/shortlisting	Long and short-listing for each specialty will be completed no later than seven days prior to the first interview date for that specialty
Interviews held	Thursday 2 January to Friday 11 April 2025
It is advised that you check the specific interview date for your preferred specialty prior to applying. Individual interview dates will be published before applications open.	
First offers deadline	By 5pm Tuesday 15 April 2025
Offer holding deadline	At 1pm on Wednesday 23 April 2025
Offer upgrade deadline	At 4pm on Thursday 24 April 2025
Interview feedback release date	By 5pm on Thursday 24 April 2025
Advertised post start date	Wednesday 6 August 2025

[PHST Recruitment - Full, comprehensive guidance on applying to HST posts](#)

Academic GUM Training

-  <https://www.catch.ac.uk>
- GUM: J.Vera@bsms.ac.uk – Academic Lead
 - Imperial
 - UCL
 - Brighton
 - <https://www.bsms.ac.uk/research/global-health-and-infection/research-areas/hiv-sexual-and-womens-health.aspx>
- ‘GUM SpR Training Experiences: Academia & Research’ - Dr Manik Kohli, GUM ST & Academic Clinical Fellow @ 13.35 today

Recruitment 2025/6

- **Full MRCP is a requirement for entry to ST4 programmes**
- **Candidates self-score their application form according to set criteria for several domains**
 - e.g. qualifications, presentations, publications, teaching, quality improvement. **NB** Commitment to speciality is not in the application form for GUM – just in the interview
- **Candidates upload evidence to verify self-score**
- **Self-score is then checked by GUM recruitment leads, who can amend self-scores up or down**
- **Applicants rank preference of Deanery & post**
- **Interview**
- **Discussion & ranking**
- **Offers to highest scoring first**
- **Holding period**



Summary of changes

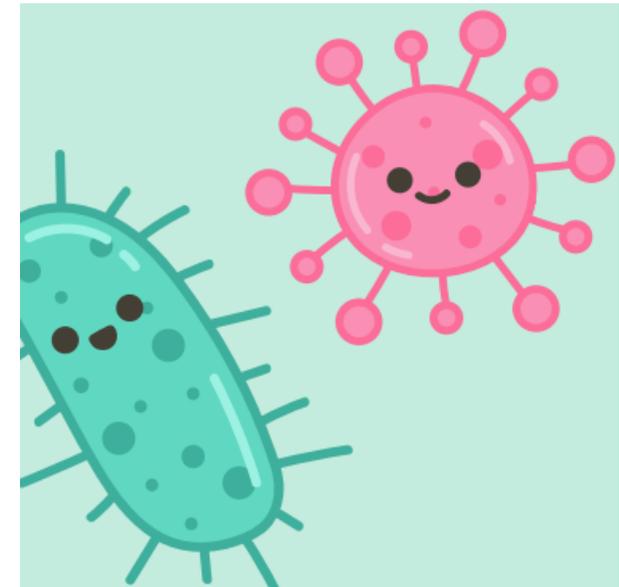
No further changes to scoring for 2026

The table below summarises the main changes from 2024 recruitment:

Domain	Summary	2024 max points	2025 max points
Postgraduate degrees	<ul style="list-style-type: none"> Whilst teaching qualifications continue to be excluded from this domain, it has been clarified that qualification relating to the field of education more broadly can be claimed in this section, if it meets the criteria for that scoring option. 	4	4
Additional achievements	<ul style="list-style-type: none"> Domain is being removed 	3	0
Presentations	<ul style="list-style-type: none"> One point reduction to most of the options. Changes to guidance around the requirements for a presentation/poster to qualify and evidence needed. 	7	6
Publications	<ul style="list-style-type: none"> No change 	8	8
Teaching experience	<ul style="list-style-type: none"> Amendments to the guidance on the evidence required to demonstrate feedback and your specific role in the organisation of a teaching programme for the highest scoring option. One point reduction for the top-scoring option. 	6	5
Training in teaching	<ul style="list-style-type: none"> The highest scoring masters-level option has been removed, these can now be claimed in the postgraduate section if they are related to education more generally rather than being teaching focussed. Points increase from 2 to 3 for a higher qualification in teaching, such as PG Cert or PG Diploma. The guidance on the requirements for this type of qualification have been strengthened. The guidance on the one-point option has been amended to specify that the training must have included a minimum of six hours (one day) of synchronously delivered teaching; (i.e. being taught live by a teacher) 	3	3
Quality improvement	<ul style="list-style-type: none"> One point reduction for the top-scoring option. 	5	4
Leadership and management	<ul style="list-style-type: none"> Domain is being removed 	4	0
MRCP(UK)	<ul style="list-style-type: none"> No change 	8	8
Total		48 (40 for IMT)	38 (30 for IMT)

GUM Recruitment 2025/6

- Still a high number of vacancies
- High chance of being appointed into preferred geographical area for suitably qualified candidates
- Prior experience in GUM is not essential!
- Candidates should be
 - Keen to learn
 - Passionate about sexual health
 - Motivated to seek out learning opportunities



Competition ratios for 2025

- <https://medical.hee.nhs.uk/medical-training-recruitment/medical-specialty-training/competition-ratios/2025-competition-ratios>

Specialty	Genitourinary Medicine ST4
Applications	46
Posts	45
Competition ratio	1.02

What makes a GREAT application?

- Carefully read & follow the guidance e.g. certain evidence is essential to be awarded points = no points will be awarded for teaching if no evidence of formal feedback
- Knowing what the specialty is about
- (Experience)
- Sitting in clinics / taster days
- Teamwork in MDT
- Communication skills
- Courses – STIF, DFSRH
- Teaching - participation with feedback & qualification/training
- Audit/QIMP/SSC
- Research/Publications/Book chapters
- Evidence should be well organised (2 points available for this)
 - Label documents with specific domains
 - Avoid over-scoring: honesty is better than awarding a higher self-score than is merited
 - All documents are thoroughly checked and points can only be awarded on the basis of the evidence provided





STASHH

Student & Trainee
Association
for Sexual Health
and HIV



What do we do?

Projects

Facilitating access to Audit, QIP, research and clinical shadowing



Mentoring

Careers counselling and personal & professional development

Careers

Hosting and signposting careers events



Podcast

Sexy Health podcast on spotify with amazing guest speakers



Education

Monthly webinars

Dr Nuala Hurst Marshall @ 12.10 today

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Interview process - virtual

- 2 interview panels, 2 question stations per panel, 10 mins per question station
- Interview pair 1
 - Station 1
 - Clinical scenario and communication skills
 - 5 mins reading time, 10 mins Qs
 - Station 2
 - Suitability for Medical Registrar role
 - Scenario given to all ST4 medical specialties who are dual training with GIM
 - Draws on core skills via real life examples of managing patients seen in acute medicine
 - 10 mins Qs
- Interview pair 2
 - Station 3
 - Ethical scenario
 - 5 mins reading time, 10 mins Qs
 - Station 4
 - Suitability for and commitment to specialty
 - Interviewers can see application forms
 - 4 min verbal presentation, 6 mins Qs



What makes a GREAT interview?

Gets you the job!

- Enthusiasm
- Demonstrating knowledge about specialty
- Communication skills
- Case scenarios
 - Organised, senior support
 - Clinically competent, patient safety
- Non-judgemental
- Team player in MDT
- Aware of current issues relating to specialty
 - E.g. recent journal article, conference round up, commissioning, PREP, STI Ab resistance, GC vax, doxyPEP
- Transferable skills outside medicine/specialty



GUM is...

varied and holistic

The variation in GUM enables people to shape the consultant they want to be.

Any Qs on Recruitment?

GUM is...

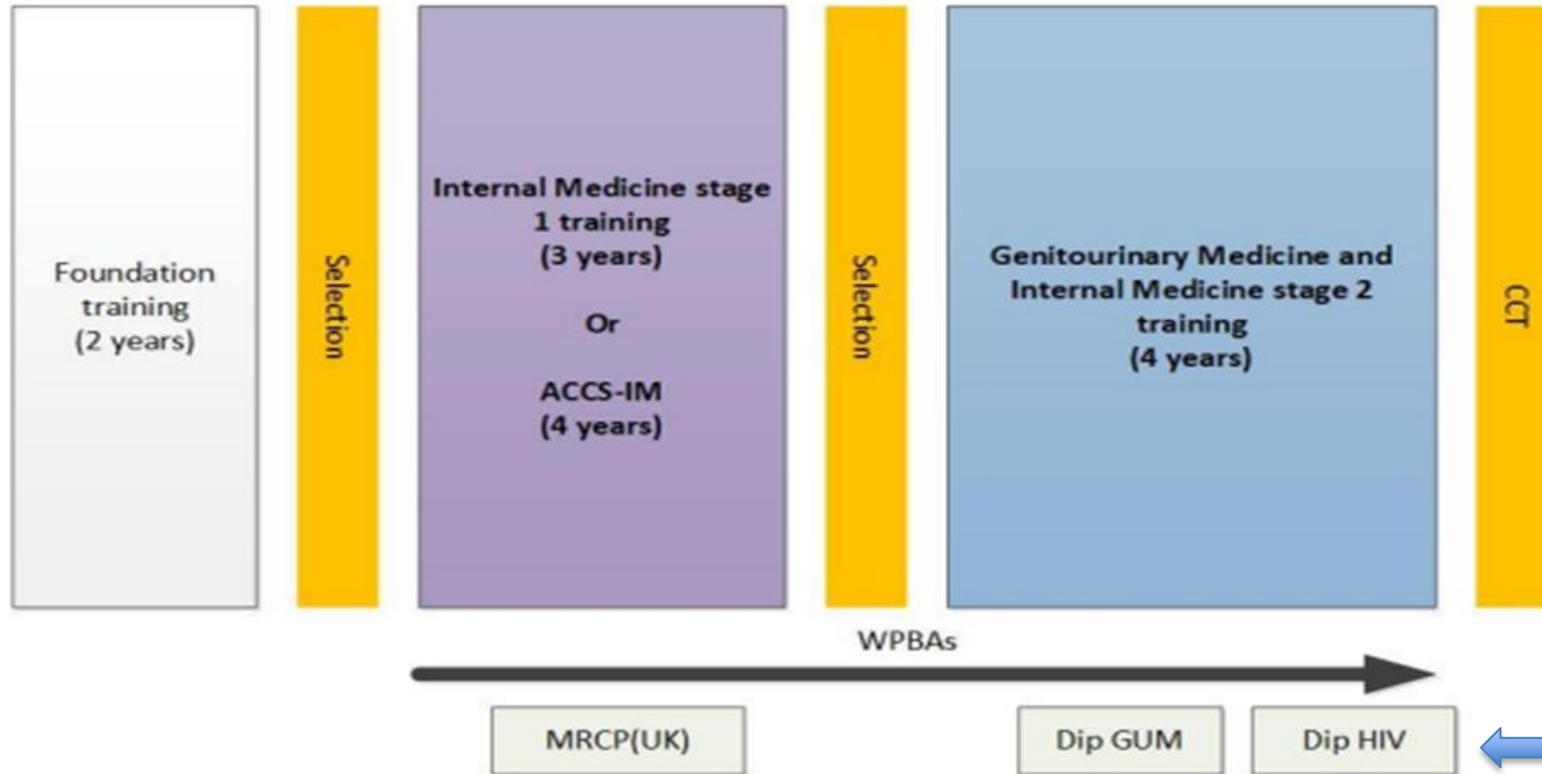
**a specialty known for its
autonomous, fun, and
collaborative culture**

The culture in GUM is passionate and supportive.

The current (2022) GUM/GIM Curriculum

The new (since August 2022) GUM training pathway

Figure 1: The training pathway for GUM and achievement of a CCT in GUM/IM



- STs now enter training at ST4 vs ST3
- 4-year programme including 1-year GIM
- Acute take in addition to speciality take
- Specialty specific exams

Group 1 specialities
dual CCT with GIM – single accreditation is not an option

Group 1 specialities (dual train with Internal Medicine)	Group 2 specialities (single CCT)
Acute Internal Medicine	Allergy
Cardiology	Audio vestibular Medicine
Clinical Pharmacology and Therapeutics	Aviation and Space Medicine
Endocrinology and Diabetes Mellitus	Clinical Genetics
Gastroenterology	Clinical Neurophysiology
Genitourinary Medicine	Dermatology
Geriatric Medicine	Haematology
Infectious Diseases	Immunology
Neurology	Infectious Diseases*
Palliative Medicine	Medical Oncology
Renal Medicine	Medical Ophthalmology
Respiratory Medicine	Nuclear Medicine
Rheumatology	Paediatric Cardiology
	Pharmaceutical Medicine
	Rehabilitation Medicine
	Sport and Exercise Medicine

Group 2 specialities
single CCT = specialty accreditation only

*When dual with Medical Microbiology or Virology



JRCPTB

Joint Royal Colleges of Physicians Training Board

<https://www.thefederation.n.uk/training/specialties/genitourinary-medicine>



Training

Home > Training > Specialties > Genitourinary Medicine

<https://www.thefederation.uk/training/specialties/internal-medicine>

Genitourinary Medicine Curriculum

Implementation August 2022



JRCPTB

Joint Royal Colleges of Physicians Training Board

Curriculum for General Internal Medicine
(Internal Medicine Stage 2) Training
Implementation August 2022



ROYAL COLLEGE OF
PHYSICIANS AND
SURGEONS OF GLASGOW



Royal College
of Physicians

The GUM Curriculum

- Years 1 & 2 = ST 4 & 5
 - GUM
 - HIV
 - Gynaecology
 - Contraception
 - Audit / QIMP
 - Teaching

CLINICAL EXPERIENCE



Out of Programme (OOP) – usually years 2/3

- Formal temporary break from an approved training program
- Needs planning and approval
- Should be discussed with your training programme director and educational supervisor as early as possible
- Different types
 - Career break
 - Clinical experience
 - Clinical training
 - Research
- GUM SpR Training Experiences: Out of Programme Experience - Dr Holly Middleditch @ 2pm today & Research - Dr Claire Norcross Academic @ 13.30 today



Less than full time training

- Allows postgraduate doctors and dentists in training to work part-time for various reasons including personal, caring, health needs, work-life balance etc.
- LTFTT applications and trainees welcomed and supported in GUM
- Requires formal approval and some planning
- Should be discussed with your training programme director and educational supervisor as early as possible



The GUM Curriculum

- Years 3 & 4 = ST 6 & 7
 - Complex GUM
 - Complex HIV
 - Dermatology
 - Lab block
 - Public health
 - Audit / QIMP
 - Teaching
 - Research
 - Management / Leadership
 - Dip GUM - end ST6, Dip HIB - end ST7

COMPLEXITY

NB DFSRH, LoC SDI, LoC IUT – recommended but not mandatory



Dual accreditation in GUM/GIM - the GIM Curriculum

- Indicative minimum 12 months training in continuing ward care of patients admitted with acute medical problems (Internal Medicine Stage 2) and 3 years specialty GUM training
- Indicative 750 patients presenting with acute unselected medical problems, 100 in final year
- IMTS2 “blocks” during 4 years of training
 - ‘Blocks’ at least 3 months long and at least 3 months IMTS2 in final year
 - Flexible models for local amendments and implementations
 - 3 months of HIV/ID attachment can count towards IMTS2
- Longitudinal aspects maintained to prevent need for repeated RTT periods e.g. GUM/HIV clinics during IMT, AMU shifts during GUM
- Need for HDU/ITU contact-during HIV or IM attachments
- Palliative care attachment highly recommended
- 20 outpatient clinics in non-parent specialty



Implementing the new GUM/GIM Curriculum

- GUM Educational Supervisor & IM Educational Supervisor
- Annual ARCP for both GUM and GIM required
- WPAs proportionately representing time spent in IMS2 or GUM
- Timing of Dip GUM & Dip HIV will need to be planned for by trainees & trainers
- Trainees may need to work between different providers when the GUM service is not in the acute sector



New GUM/GIM Curriculum

- Update GUM curriculum in line with the GMC's Excellence by Design standards (2017)
- Incorporating Generic Professional Capabilities (GPCs).
- Curricula now required to be based around high level learning outcomes (Competencies in Practice = CiP)
- CiP: A task/responsibility entrusted to a learner to execute unsupervised once enough competence has been achieved



Capabilities in Practice (CiPs)

Capabilities in practice

Capabilities in practice (CiPs) describe the professional tasks or work within the scope of a curriculum

Each CiP is further broken down into:

- descriptors
- the expected levels of performance
- how the CiP is mapped to the relevant Generic Professional Capabilities (GPC)
- the evidence that may be used to inform entrustment decisions
 - Only the ES makes entrustment decisions. Detailed comments must be given to support entrustment decisions that are below the level expected. It is good practice to provide a narrative for all ratings given.



Capabilities in practice

The CiPs are grouped into three categories

Generic CiPs = 6

Covering the universal requirements of all specialties as described in Good Medical Practice (GMP) and Generic Professional Capabilities (GPC) frameworks

Internal Medicine Clinical CiPs = 8

Covering the clinical tasks or activities which are essential to the practice of internal medicine

Specialty CiPs = 8

Covering the clinical tasks or activities which are essential to the practice of that particular specialty



The nine domains of the GMC's Generic Professional Capabilities



Embedded within generic, IM & specialty CiPs



Generic CiPs

1. Able to successfully function within NHS organisational and management systems
2. Able to deal with ethical and legal issues related to clinical practice
3. Communicates effectively and is able to share decision making, while maintaining appropriate situational awareness, professional behaviour and professional judgement
4. Is focussed on patient safety and delivers effective quality improvement in patient care
5. Carrying out research and managing data appropriately
6. Acting as a clinical teacher and clinical supervisor

In completing the ESR, assessments are made for each **generic CiP** using the following anchor statements:

Below expectations for this year of training; may not meet the requirements for critical progression point

Meeting expectations for this year of training; expected to progress to next stage of training

Above expectations for this year of training; expected to progress to next stage of training



Internal Medicine Clinical CiPs

1. Managing an acute unselected take
2. Managing the acute care of patients within a medical specialty service
3. Providing continuity of care to medical inpatients, including management of comorbidities and cognitive impairment
4. Managing patients in an outpatient clinic, ambulatory or community setting (including management of long term conditions)
5. Managing problems in patients in other specialties and special cases
6. Managing a multi-disciplinary team including effective discharge planning
7. Delivering effective resuscitation and managing acutely deteriorating patients
8. Managing end of life and applying palliative care skills



GUM Specialty CiPs

1. Managing patients with non-complex GUM presentations in out-patient or community settings
2. Managing patients with complex GUM presentations in a specialist out-patient or community setting
3. Providing specialist care for individuals living with HIV in an out-patient or community setting
4. Providing specialist care for individuals with diagnosed HIV/AIDS in a hospital inpatient setting
5. Delivering interventions to prevent transmission of HIV, other blood borne viruses and STIs
6. Supporting early detection of STIs and HIV in all settings
7. Safeguarding of public health and delivering GUM/HIV services and information for specific populations in a range of settings
8. Ability to successfully lead, manage and work with specialist service commissioning in acute and community settings.



GUM vs CSRH

GUM Physicianly specialty focused on sexual health, HIV and STIs	CSRH Gynaecological specialty, focused on reproductive health and contraception
• Complex STI care	• Basic STI care
• Basic contraception care	• Complex contraception care
• Specialist HIV prevention	• Abortion Services
• Specialist HIV care	• Menopause/PMS care
• Internal Medicine	• Medical gynaecology



Final tips



- Rough guides and decision aids are really useful and easy to read
 - [Rough guide to GUM Aug 2025.pdf](#)
 - [Genitourinary Medicine \(GUM\) 2022 ARCP Decision Aid updated Aug 2025.pdf](#)
 - [IMS2 Rough guide updated March 2024.pdf](#)
 - [IMS2%20ARCP%20Decision%20Aid%202022%20150921.pdf](#)
- Lots of really useful information on our LoveGUM website including names & email addresses for all of our GUM TPDs who would love to hear from you! [Resources - LOVE GUM: What is Genitourinary Medicine?](#)



Thank you – any questions?



Learn more
about a career in
Genitourinary
Medicine (GUM)



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