

**Job Title: Sub-Speciality Trainee Reproductive Medicine & Surgery**

**Location: Aberdeen Fertility Centre Aberdeen Maternity Hospital**

**Ref No: PM020426**

**Closing Date: 31 May 2020**

**JOB DESCRIPTION**

**Job Title : Subspecialty Trainee Reproductive Medicine & Surgery**

**Hours: 40 hours per week**

**Location: Aberdeen Fertility Centre, Aberdeen Maternity Hospital**

**Salary: £32,961-£51,828**

**Contract: Temporary**

**Base: Aberdeen Fertility Centre, Aberdeen Maternity Hospital & Aberdeen Royal Infirmary**

**Aberdeen – the city**

With a population of approximately 250,000, the city stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other British cities - e.g. flying time to London is just over one hour with regular daily flights; road and rail links to all points north and south are excellent. Many new housing developments have taken place in surrounding villages providing a wide choice of housing within easy commuting distance by car.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, Museums and Beach Leisure centre. Education facilities are excellent and in addition to Regional Education Authority schools, there are two fee-paying schools for girls and one co-educational college. All three cater for primary and secondary pupils.

To find out more about Aberdeen, visit the Website at http://www.aberdeen.net.uk/

**Aberdeen Fertility Centre**

The Aberdeen Fertility Centre, comprising the amalgamation of the NHS administered General Infertility and Reproductive Endocrine Clinics and the University of Aberdeen administered Assisted Reproduction Unit, is located within Aberdeen Maternity Hospital. The Centre received ISO 9001 -2015 certification, first in Scotland to achieve. Andrology Laboratory has ISO15189 accreditation (first in Scotland to achieve).

The Department is recognised as a subspecialty-training centre in Reproductive Medicine. Historically, the RM unit in Aberdeen has produced seven accredited subspecialists in the past 22 years. The eighth one I son track to finish training at end of September.

In-patient and operating facilities are based in the gynaecology department in ARI. The facilities here also include relevant diagnostic services such as Radiology and Medical Imaging and the clinics relevant to subspecialty training (such as Recurrent miscarriage and Gynae endocrine), Medical Genetics and Paediatric Endocrinology.

The Fertility/Endocrine Clinic serves as both the secondary and tertiary referral centre for the entire Region. There is an established internal referral system from gynaecological colleagues in Aberdeen, as well as referrals from outside the region, mainly Highland (Inverness). Within Grampian one other District General Hospital is in existence (Elgin, Moray District) from which referrals for secondary and tertiary level Reproductive Medicine services are made. Fertility/endocrine support is provided to both Orkney and Shetland with nursing staff liaison on site in both islands. Each year there are over 1200 new couples referred with infertility. There is a rise in referral rate in Gynaecological Endocrinology, at present approximately 120 per year. Two combined Reproductive Endocrinology Clinic shared with a consultant physicians are held per month. Donor insemination, ovulation induction with gonadotrophins and microsurgery are carried out exclusively under the auspices of the Infertility/Endocrine Clinic. Collaboration with Paediatric endocrine and SARH colleagues facilitate the delivery of paediatric gynaecology services to which one of the RM consultants leading the PAG services with dedicated Paediatric adolescent Gynaecology clinic at Royal Aberdeen Children`s hospital, joint transition clinics with adult and paediatric endocrinologists and joint clinics with endocrinologists for adolescent.

The Assisted Reproduction Unit (ARU) carries out more than 500 fresh cycles of IVF & ICSI per year with a further 350 cryopreserved embryo transfer cycles in addition. Many referrals from outside the Region are direct to the Unit bypassing the more common channel of referral via the Infertility Clinic. An active oocyte and sperm donation programme exists, largest in Scotland. The ARU is run in close collaboration with the NHS Clinic, but runs on its own self-funded budget.

Comprehensive surgical facilities include equipment relevant to advanced laparoscopic and hysteroscopic surgery. Out-patient diagnostic services include hydro-contrast sonosalphingography (HyCoSy) and out-patient hysteroscopy.

There is a regular Friday lunchtime in-house educational session incorporating audit reports, feedback from scientific projects and meetings attended. In addition, there are inhouse subspecialty CPD is scheduled for the subspecialist consultants, Clinical Research Fellows, and the subspecialty trainee on Friday afternoons.

There are regular multidisciplinary team meetings:

* Endometriosis MDT: with colorectal surgeons, minimal access team, urologists and Reproductive Medicine team to discuss complex endometriosis cases, which serves as a platform for teaching.
* With obstetric consultant specializing in maternal medicine to discuss high risk cases undergoing fertility treatment.
* With genetics team to discuss patients with any genetic abnormality undergoing fertility treatments
* With Urologists to discuss patients with male infertility requiring Urology input

Quality management is integral to the organisation of the Unit with two ISO accreditation and encompasses an effective communication strategy with University and NHS.

Research Links

Funding from the Chief Scientist Office Scotland, Wellcome Trust and NIHR HTA and EME has allowed a programme of work in a number of key areas, including systematic reviews of interventions in infertility, epidemiology of reproductive failure and clinical trials. The resources of the Fertility Centre are also geared towards this research programme, including the funding of Research Fellows. The research objectives are aligned to the strategic aims of the Institute including the Health Services Research Unit, the Health Economics Research Unit, medical statistics and epidemiology. There is close interaction between research staff and NHS clinicians. This has led to a number of externally funded projects led by NHS staff. Consultants in Aberdeen are active members of the RCOG Clinical Studies Group in Reproductive medicine and have extensive research links with clinical and research colleagues nationally. Internationally, through its interaction with the FIGO Committee for Reproductive Medicine, Aberdeen has extensive links with colleagues in the developing world (India, South Africa and Chile) and has hosted a number of Commonwealth Fellows wishing to undergo research and clinical training in the U.K.

The Reproductive Medicine Research Group in Aberdeen leads a number of multicentre clinical trials in collaboration with the other academic partners in the U.K. (Edinburgh, Oxford, Birmingham, Cambridge, Liverpool, Sheffield, Southampton and London). There is also extensive collaboration with researchers in Auckland, London, Athens, Nottingham, Sao Paolo, Egypt and the Netherlands in the context of Cochrane reviews.

In addition, the Aberdeen Fertility Centre supports laboratory based reproductive biology research through its close links with the Institute of Medical Sciences and the Rowett Research Institute in Aberdeen and external collaborators in the Universities of Glasgow, Edinburgh and INRA Jouy en Josas (France).

**The department of Obstetrics and Gynaecology**

The department provides a specialist obstetric and gynaecological service for the whole of the Grampian area. There is a University Department of Obstetrics and Gynaecology with 3 Professors and a Senior Lecturer who has Honorary Consultant Status. We have 23 NHS consultants in total and 25 O and G ST1-7 s as well as GPSTs and Foundation doctors. The department is recognised for sub speciality training Gynae-oncology and in Reproductive Medicine and Sexual and Reproductive health.

There are also opportunities for teaching undergraduates as well as junior colleagues and the wider multidisciplinary team. There is also a very active teaching programme with excellent facilities and support available.

The list of NHS consultants is as listed below.

|  |  |  |
| --- | --- | --- |
| **Subspecialist RM consultants**Prof Abha Maheshwari (NHS Full time)Prof Siladitya Bhattacharya (University) ( Head of School)Senior Clinician Dr Smriti Bhatta | **Gynaecology Consultants**Prof Kevin CooperDr Lucky SaraswatDr Premila AshokDr Christine HemmingDr Sarah WallageDr Swathy VallamkonduDr Aityah KamranDr Sreebala Sripada**Gynae Oncology**Prof David ParkinDr Mary CairnsDr Mahalaksmi Gurumurthy Dr Gordon Narayansingh**University** Prof Margaret Cruickshank Prof Mohamed Abdel-Fattah | **Obstetrics Consultants** Dr Lena CrichtonDr Asha ShettyDr Tara FairleyDr Sharon RajkumarDr Katrina ShearerDr Subhayu BandyopadhyayDr Gail LittelwoodDr Mairead Black (Univ) Dr Sherif SalehDr Emma DohertyDr Priti Nagdeve**Dr Gray`s Hospital Elgin** Dr Ajay Poddar Dr Neil MacLeanProf Grant Cumming Dr Mostafa Ali  |
| **Clinical research fellows (RM)**Dr Nicola MarconiDR Christopher Allen | **Subspecialty trainee RM (completing 30 09 2020)**Dr Baydaa Abdulrahim | **NHS Junior staff ( currently)** ST 3 – 7FY1/2 + ST 1/2 | 1616 |

**CONDITIONS OF APPOINTMENT**

**LOCATION OF DUTIES**

The appointee will be based at Aberdeen Royal Infirmary and will work under the supervision of Prof A Maheshwari & Prof S Bhattacharya to cover RCOG reproductive medicine subspecialty syllabus with appropriate attachments.

**EMERGENCY DUTIES**

The appointed trainee will participate in the out of our on call rota alongside other STs. Impact on SST will be regularly accessed. It is anticipated that day time will be protected for subspec trainee wherever possible. Night / out of hours on call will be half of other STs for most part of the training. Rota is EWTD compliant

Doctors in training will also be required to perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate consultant, in consultation where practicable, with colleagues both senior and junior.

It has been agreed between the professions and the departments that while junior medical staff accept that they perform such duties, it is stressed that additional commitments arising under this sub-section are exceptional and, in particular that you should not be required to undertake work of this kind for prolonged periods or on a regular basis.

**STUDY AND TRAINING**

The post is recognised for postgraduate training and full facilities for study leave are available. The office of the Postgraduate Dean issues bulletins with details of all courses etc.

**MAIN CONDITIONS OF SERVICE**

The post of Subspecialty Trainee in Reproductive Medicine is covered by the Terms and Conditions of Service for Hospital Medical and Dental Staff. It is a whole-time appointment. There is a requirement to reside in hospital when on call for the obstetrics & Gynaecology Units.

**CONDITIONS OF APPOINTMENT**

The appointee must have completed at least four years training in Obstetrics and Gynaecology at Specialist Registrar Grade or equivalent. The successful applicant must have research exemption as specified by the RCOG Subspecialty regulations.

 **ANNUAL LEAVE**

Doctors are expected to plan their annual leave absences in liaison with the appropriate head of Service/Consultant in charge and in accordance with local arrangements. In planning leave doctors should avail themselves of their full entitlement to have during the appropriate period. Payment cannot be made in lieu of annual leave not taken where this is due to lack of planning/application.

**NHS Grampian**

**SUBSPECIALITY TRAINEE IN REPRODUCTIVE MEDICINE**

**PM020426**

**Closing Date: 31 May 2020**

PARTICULARS OF POST

1. The appointment will be held by a registered medical practitioner and is designed to give opportunities for further training in REPRODUCTIVE MEDICINE. The post is temporary, to cover the duration of subspecialty training only.

2 The appointment will be made by NHS Grampian on the recommendation of an Appointments Committee.

3 The Appointee will be required to assist the Consultants on the staff of the Aberdeen Teaching Hospitals and will take part in the obstetric and gynaecological work of the Area under the direction of the Clinical Group Co-ordinator. The officer may be required to visit peripheral hospitals.

4 The Appointee will be required to take part in undergraduate and postgraduate medical teaching and is expected to be accorded honorary status of Clinical Lecturer by the University of Aberdeen.

5 The inclusive salary is within the £32,961 per annum to £51,828 per annum. Progression to the final two points on the salary scale is discretionary. Placing on the scale will be in accordance with previous service and experience.

6 The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.

7 Conditions of appointment as to leave, travelling and subsistence allowances etc. will be in conformity with the Terms and Conditions as laid down for Hospital Medical and Dental Staff under the National Health Service (Scotland) Act.

8 The Appointee will be required to be registered with the General Medical Council.

9 NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff must ensure that they have defence cover for activities not covered y the Trust indemnity.

 Trusts are liable for work carried out by their own employees and also by University Medical Staff and other research workers under their honorary contracts in the course of their NHS duties.

 Where a clinical trial is authorised the Trust is liable in respect of a claim against a doctor involving his or her NHS patients.

 All trials must have the required approval of the Local Ethical Committee and the formal approval of the Trust. In this connection, the Clinical Group Co-ordinator/Medical Director must be informed of all clinical trials in which staff are taking part in the course of their NHS employment.

 Trusts are not responsible for a consultant's private practice, even in a National Health Service hospital. Where, however, junior medical staff are involved in the care of private patients in a National Health Service hospital, under the terms of their contract with the Trust, they would be the responsibility of the Trust.

10 As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

* + ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.
	+ protect patients against the risk of acquiring hepatitis B from an infected health care worker

Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

* + undergoing a process of screening/immunisation/monitoring in accordance with the Trust's Policy/Procedure, or
	+ producing acceptable documentary evidence of his/her satisfactory hepatitis B carrier/immunity status.

 In the event of your carrier/immunity status being unsatisfactory or your failure or comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of your subsequent employment in this post you are also required to undergo further immunisation and monitoring at the intervals specified by the Trust's Occupational Health Service in order to boost/maintain your level of immunity. Should you become hepatitis B e antigen positive at any stage in the future your appointment will be subject to review in accordance with the Trust's agreed procedure for dealing with such situations where the post holder is involved in "Exposure Prone Procedures". Such a review may result in it being necessary to terminate your appointment if no other suitable employment options can be identified.

11 The Trust is required to instigate a check to be made with the Scottish Criminal Records Office for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 19974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

12 The appointment is made subject to satisfactory fitness for employment. The successful candidate will therefore be required to complete a pre-employment health screening questionnaire and will subsequently be required to attend for health screening.

13 The appointment is subject to three months' notice on either side.

NOTE

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Informal enquiries may be made to either Prof A Maheshwari (abha.maheshwari@abdn.ac.uk) or Dr Gail Littlewood ( gail.littlewood@nhs.net)

The Trust is obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required not to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given, however, will be completely confidential and will be considered only in relation to the post for which you are now making application.

There is a Day Nursing facility for children of staff employed by NHS Grampian. 'Trusty Teds Nursery' which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 552684/552761 for further details.

ABERDEEN FERTILITY CANTRE REPRODUCTIVE MEDICINE TRAINING PROGRAMME

**MAIN CENTRE: Aberdeen Fertility Centre**

ADDRESS: Aberdeen Maternity Hospital, Foresterhill, Aberdeen

HEALTH AUTHORITY: NHS Grampian

**TRAINING REQUIREMENTS AND LEARNING GUIDELINES:**

The outline of the three-year training programme and the weekly timetable are given in the appended sheet. It is anticipated that prior to entry in the programme, the trainee will have acquired at least one full time year in research.

Depending on trainees previous experience personalized training programme will be made for the appointed trainee. As a rough guidance (with example given below) the programme is based on a **weekly core programme.** There are slight differences between the three years in the core duties but they are designed to consolidate clinical skills in reproductive medicine including assisted reproduction**.** During the three years there will be **modules**, during which the trainee will acquire additional experience as outlined. Although it is anticipated that the trainee will have research experience, at least one session will be set aside each week for clinical and laboratory based research. Elements of ad hoc access to elements of the syllabus will be able to be accommodated in a flexible fashion within the modules.

If the trainee has no experience in Assisted Reproduction prior to entering on the programme, it is suggested that the first month be given over exclusively to learning the relevant techniques, including ovulation induction, ovarian ultrasound, oocyte recovery, and replacement techniques as well as interpreting laboratory results. While attached to the Infertility/Endocrine Clinic the trainee will take some responsibility for supervising women having ovulation induction and donor insemination. This will continue throughout the three years on a rota basis.

Besides following the three-year training programme outlined, the trainee will be expected to attend all postgraduate meetings within the department and to take responsibility for organising those relevant to the subspecialty. The trainee will also have a commitment to undergraduate teaching. The trainee will have some responsibility for the postgraduate teaching of junior staff in reproductive medicine, including both clinical and ethical aspects.

The trainee will be encouraged to take some administrative responsibility within the Infertility/Endocrine Clinic and where appropriate attend a suitable course in administrative and managerial methods. It is likely the trainee will be encouraged to attend at least one annual meeting of the Human Fertilisation and Embryology Authority and possibly other courses relevant to the practice of Reproductive Medicine. In addition it is expected the trainee will have the opportunity of visiting other Subspecialty Training Centres. The trainee will be encouraged to attend and present research findings at relevant meetings e.g. BFS, ESHRE, SRF.

**SUBSPECIALTY TRAINING IN REPRODUCTIVE MEDICINE**

**ABERDEEN FERTILITY CENTRE**

**TIMETABLE OF TRAINING PROGRAMME (3 YEARS)**

**This is a rough guide and will be modified according to the individual training needs**

**MODULE 1 (1st month to 6th month)**

Infertility and assisted conception

Laboratory methods in reproductive research

Embryology and andrology

Paediatric adolescent gynaecology

Sexual and reproductive health

**ACU = assisted conception unit; SSU = short stay unit; PAG = Paediatrics Adolescence Gynae.**

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| --- | --- | --- |
|  |  | **TIMETABLE: MODULE 1** |
| Monday | am | ACU theatre (1,3,4,5) / SSU (2) |
|  | pm | Infertility clinic  |
| Tuesday | am | IVF clinic / HyCoSy / Reviews |
|  | pm | Research / Andrology / Family planning clinic |
| Wednesday | am | ACU Theatre  |
|  | pm | PAG clinic (1) / Embryology |
| Thursday | am | Repromed theatre (4) / Gynae-endocrine (2) / Reviews (1,5) |
|  | pm | Repromed theatre  |
| Friday | am | ACU theatre / Research |
|  | pm | ACU / CME / Subspec teaching |

**MODULE 2 (7th month to 18th month)**

Infertility and assisted conception

Medical endocrinology

Menopause

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|  |  | **TIMETABLE: MODULE 2** |
| Monday | am | ACU theatre (2,3,4,5) / SSU (1) |
|  | pm | Infertility clinic |
| Tuesday | am | Endocrine day unit (1,3) / IVF clinic (2,4) |
|  | pm | Thyroid clinic |
| Wednesday | am | ACU theatre / Endocrine day unit |
|  | pm | PAG clinic (1) / Paed – endocrine clinic |
| Thursday | am | Repromed theatre (4) / Gynae endocrine (2) |
|  | pm | Medical endocrine clinic / Repromed theatre (2,4) |
| Friday | am | Menopause |
|  | pm | ACU / CME / Subspec teaching |

**MODULE 3 (19th month to 30th month)**

Infertility and assisted conception

Paediatric and adolescent gynaecology

Endometriosis

Clinical genetics

Urology

Pathology and genetics laboratory techniques

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| --- | --- | --- |
|  |  | **TIMETABLE: MODULE 3** |
| Monday | am | Pre-op / SSU (2) |
|  | pm | Infertility clinic / Urology |
| Tuesday | am | MAS theatre |
|  | pm | MAS theatre |
| Wednesday | am | Menstrual clinic (2,4) / ACU theatre (1,3,5) |
|  | pm | PAG (1) / Clinical genetics / Pathology / Laboratory / Research |
| Thursday | am | Endometriosis clinic (5) / Gynae-endocrine clinic (2) / Repromed theatre (4) / IVF clinic (1) |
|  | pm | Repromed theatre  |
| Friday | am | Endometriosis theatre (1 in 8) /ACU theatre  |
|  | pm | Endometriosis theatre (1 in 8) / ACU / CME / Subspec teaching |

**MODULE 4 (31st to 36th month)**

Infertility and Assisted Conception

Paediatric adolescent clinic

Counselling

Leadership and management skills

MDT

Radiology

Recurrent miscarriage

PGD

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|  |  | **TIMETABLE: MODULE 4** |
| Monday | am | ACU theatre (1,3,4,5) / SSU (2) |
|  | pm | Infertility clinic |
| Tuesday | am | IVF clinic / HyCoSy |
|  | pm | Radiology / Leadership and management skills |
| Wednesday | am | Recurrent miscarriage (2,4) / ACU theatre (1,3,5) |
|  | pm |  CME |
| Thursday | am | Reviews (1,5) / Gynae endocrine (3) / Repromed theatre (4) /  |
|  | pm | Repromed theatre |
| Friday | am | MDT / Counselling (psychosexual, IVF, donation) |
|  | pm | External visits for PGD etc |

**PERSON SPECIFICATION**

**SUBSPECIALITY TRAINEE IN REPRODUCTIVE MEDICINE**

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| --- | --- | --- | --- | --- |
|  |  | ESSENTIAL | **DESIRABLE** | **USEFUL** |
| **(a)** | **Qualifications** | Primary Medical DegreeGMC RegistrationMRCOG  | MD/PhD, other degrees |  |
| **(b)** | **Experience** | Specialist Trainee year 6 (ST6) or equivalent | Specialist Trainee year 7 (ST7) or equivalent | Sustained Subspeciality interest |
| **(c)** | **Training** | Basic Obstetrics/Gyn Training |  |  |
| **(d)** | **Academic Achievements** | Evidence of interest in and past experience of research  | At least 1 year of relevant research leading to research exemption.Proven research output |  |
| **(e)** | **Skills** | Commitment Competence in Surgical Technique Clinical Judgement Patient HandingColleague Handling | Laparoscopic training. |  |
| **(f)** | **Qualities** | Time ManagementEnthusiasmIntegrity | DiligenceSelf AssuranceInsight | DiplomacyAdvocacy |
| **(g)** | **Others** | Audit ExperienceDepartmental or Hospital Presentations | National/international meeting presentations |  |