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**Job Title: Locum Consultant in Gynaecology**

**Location: Aberdeen Royal Infirmary**

**Ref No: PM051277**

**Closing Date: Sunday, 09 May 2021**

**NHS GRAMPIAN**

**JOB DESCRIPTION**

**POST OF CONSULTANT IN GYNAECOLOGY**

**REF: PM044312**

**GENERAL**

The post holder will deliver a full range of gynaecological services to the women of Grampian.

**ABERDEEN**

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 transport links with other British cities .Flying time to London is just over one hour with regular daily flights and road, as well as rail links, to all points north and south.

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 is one fee-paying school for girls and three co-educational colleges. All four cater for primary and secondary pupils.

To find out more about Aberdeen, visit the website at [http://www.aberdeen.net.uk/](#)

**THE UNIVERSITY** **OF ABERDEEN**

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College which dates from 1592. Thus until they joined in 1860, Aberdeen had two universities for over 250 years. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 10,000 matriculated students.

The Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and brings together medical scientists and clinicians in a fully integrated research facility.

[http://www.abdn.ac.uk/](#)

**ROBERT GORDON UNIVERSITY**

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally.

For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine.

Around 5,800 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels.

The University is actively involved in applied research in a variety of fields and many short course programmes are being formulated to meet the growing needs of the community.

[http://www.rgu.ac.uk/](#)

1. **DESCRIPTION OF HOSPITALS**

**Aberdeen Royal Infirmary, Foresterhill**, with a complement of 983 beds, is the principal adult acute teaching hospital of the Grampian area providing a complete range of medical and clinical specialties. It is situated on a large open site to the North-West of the city centre. Wards 308/9 in ARI is the Gynaecology ward. There is a Women's Day Clinic for out-patient procedures and the Gynaecology Out-Patient Clinic is located in the General Out-Patient Department.

# **Obstetrics & Gynaecology, Aberdeen**

The Department of Obstetrics and Gynaecology has been at the forefront of research and development in human reproduction since the 1960's, when Sir Dugald Baird established a worldwide reputation for his work in social obstetrics, physiology and epidemiology. Since then, the department has made many important contributions to the science and practice of obstetrics and gynaecology. In recent years, the emphasis has been on obstetric epidemiology, menstrual disorders, urogynaecology, infertility fertility control and prevention of cancer in women. The research programme involves extensive local, national and international collaboration.

Obstetrics and Gynaecology is part of the Division of Applied Health Sciences and is embedded in the Maternity Hospital. The main hospital service laboratories (Clinical Biochemistry, Pathology, Microbiology, Haematology, Immunology, Genetics and Medical Physics) are situated in the Polwarth Building in the Medical School. The Molecular and Cell Biology and Immunology departments are situated in the IMS Building. There is an extensive library serving the needs of the Foresterhill Site, with links to other libraries in the University and the City. Also contained within the Medical School is the Institute of Applied Health Sciences containing SOHHD funded Research Units, the Health Services Research Unit and the Health Economics Research Unit.

The main University complex is situated at King’s College, less than two miles from Foresterhill, where alongside the Departments of Zoology, Agriculture, Physics and Chemistry, there is an extensive Science Library. Other research units within Aberdeen include the Rowett Research Unit (Human and Animal Nutrition), the Torry Marine Research Institute, the Macaulay Land Use Institute and the Terrestrial Ecology Unit.

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However, because of the geography of the region, consultants in Obstetrics and Gynaecology participate in an extensive outreach programme with specialist clinics in all areas of Grampian, and also in the Orkney. The advantage of centrally organised services has been most evident in the development of Maternity and Neonatal Care, where there is now an area wide policy of booking and referral practice, agreed by all obstetricians, general practitioners and midwives. Regionally agreed referral practices have been developed in other areas including Infertility. This feature also provides excellent opportunities for research and training since the hospital is a natural tertiary referral centre for all complicated cases in the region. There is excellent collaboration among the various disciplines on the Foresterhill site, and established links with the School of Medicine and Dentistry, University of Aberdeen.

**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 certification in late 2014, and is only the second unit in the United Kingdom to achieve this distinction.

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), with the exception of Medical Genetics and Paediatric Endocrinology which are based in RACH.

**The Baird Family Hospital**

In 2014 the Scottish Government pledged £100 million for a new hospital on the Foresterhill site, and planning is well underway with anticipated completion by 2023. This facility will accommodate all Obstetric, Gynaecological, Fertility and Breast services in a state of the art facility with physical links to the Royal Aberdeen Children’s hospital and adult intensive care facilities.

1. **DESCRIPTION OF CLINICAL WORKLOAD**

**GENERAL**

Each year there are approximately 9000 gynaecological admissions, and about 7500 operations, of which 1300 are major procedures in Aberdeen. It is anticipated that the post holder will undertake general gynaecology outpatient clinics in Aberdeen. There will be opportunity for a special interest session in Aberdeen in line with the skills of the appointed individual and the needs of the department. The Department is recognised as a subspecialty-training centre in reproductive medicine and gynaecological oncology.

1. **WORK OF THE OBSTETRICS, GYNAECOLOGY AND NEONATOLOGY UNIT**

The department provides a specialist obstetric and gynaecological service for the whole of the Grampian area. Obstetric cases requiring specialist advice are referred to AMH whose consultants provide a full range of subspecialist skills.

The consultants working within the department is as listed below. The advertised post is a new post. There is a University Department of Obstetrics and Gynaecology, with two Professors of Obstetrics and Gynaecology, and a Senior Lecturer who have Honorary Consultant status. Eleven consultants participate in the on call rota within gynaecology and obstetrics.

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| **Gynaecology Consultants**  Prof Margaret Cruickshank (University)  Prof Kevin Cooper  Dr Christine Hemming  Dr Premila Ashok  Dr Sarah Wallage (community)  Dr Mary Cairns  Prof Mohamed Abdel-Fattah (University)  Dr Abha Maheshwari  Dr Lucky Saraswat  Dr Mahalaksmi Gurumurthy  Dr Sreebala Sripada  Dr. Swathy Vallamkondu  Dr. Atiyah Kamran | | **Obstetrics Consultants**  Dr Peter Danielian  Dr Asha Shetty  Dr Lena Crichton  Dr Tara Fairley  Dr Sharon Rajkumar  Dr Katrina Shearer  Dr. Mairead Black  Dr. Sherif Saleh  Dr Subhayu Bandyopadhyay  Dr Gail Littlewood  Dr Lisa Scott  Dr. Priti Nagdeve | **Elgin Consultants**  Dr Neil MacLean  Dr Mostafa Ali  Dr. Farha Fatima  Dr. Ajay Poddar |
| **NHS Junior staff**  ST 3 – 7  FY1/2 + ST 1/2 | 12  16 |

1. **THE POST**

a) **Title of Post – Locum Consultant in Gynaecology**

1. Division: Women and Children’s Health

Divisional Clinical Director: Dr Tara Fairley

Responsible Officer: Dr N Fluck Medical Director NHSG

**Duties**

Sessions in 10 PA contract: (8DCC+2SPA)

Additional sessions may be available at the discretion of the department.

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| Post Description |
| Basic Clinical PAs  6DCC for outpatient gynaecology in Aberdeen although this remains flexible and is subject to final remobilisation plan  Inpatient operating in Aberdeen: subject to theatre availability and can be utilised for sedation lists in WDC and according to skill mix.  1 DCC for clinical admin for work originating in Aberdeen  1 PA negotiable |
| SPAs (2) Taken in Aberdeen |

* Gynaecology on call. The postholder is not expected to do any on calls but this is flexible and subjected to negotiation

Direct clinical care:

* General Gynaecology outpatient clinics
* Clinical administration
* Multi-disciplinary meetings
* Review meetings
* Quality management related activities

Supporting professional activities:

* CPD
* Teaching and training
* Clinical governance activity for both services will be predominantly carried out in Aberdeen with the support of existing structures

Office accommodation and secretarial support will be provided for the post holder.

1. ***Teaching*** – In Aberdeen there is a dedicated session for postgraduate teaching and all consultants participate in undergraduate teaching. Those consultants who take on the role of educational supervisor will have time in their job plans ring fenced for this.
2. ***Research*** - There is a very active research programme which covers many aspects of both basic and clinical research which are well integrated. The department is particularly well organised to support clinical research, including clinical trials. Research support is available from NHS Grampian and the University and also within the department. The local facilities of the Health Economics Research Unit and the Health Services Research Unit are available and the University of Aberdeen Medical Library is located on the Foresterhill site and free access to it is available to all members of hospital medical staff.

The Dugald Baird Centre for Research on Women's Health is based at Aberdeen

Maternity Hospital.

The research portfolio of the department can be accessed at www.abdn.ac.uk/obsgynae/

1. ***Management and******Administration*** - A formal system of Clinical Units has been established in the Acute Sector with Clinical Directors and Clinical Leads reporting to the Unit Operational Manager. There is a monthly senior staff meeting for all consultants with junior staff representatives. The Chairman and Secretary have a three year tenure. Post holders will have access to annual appraisal in accordance with rules around revalidation.
2. ***Audit and Risk Management***- The Unit has active risk management and audit sub-committees and has an Obstetric-Neonatal Database which was established in the early 1950s.

**RESEARCH AND DEVELOPMENT**

NHS Grampian aims to maintain the tradition of clinical excellence and to encourage clinical staff to work in an environment where people are looking to innovate and are aware of, and contribute to, developments within their specialties and are excited by the prospect of involvement in the exchange of ideas within the national and international research community. NHS Grampian’s Research and Development Strategy has been developed to prioritise and stimulate research and development within NHSG’s fields of interest, complementing the research strategies of the Universities and Research Institutes in the area.

The Research and Development Directorate exists to support and facilitate research within NHS Grampian.

**NHS GRAMPIAN**

**LOCUM CONSULTANT IN GYNAECOLOGY**

**REF: PM051277**

CONDITIONS OF APPOINTMENT

1. The appointment will be made by NHS Grampian on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time will be eligible to be considered for the post.
2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £84,984 - £112,925. Progression of salary is related to experience.

NHS Shetland will be responsible for funding 50% (5PAs) of the post with NHS Grampian responsible for funding the other 50% (5PAs).

Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general, consultants will be free to undertake private practice as long as this is undertaken out with the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant’s NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.

(b) Job plans must be agreed in association with the appropriate Clinical Director and Unit Operational Manager, for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Unit needs and changes in service requirements as well as at annual review.

1. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.
2. Consultants are expected to undertake research and development in their own field and to link with the University research areas.
3. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Clinical Lead, other consultants in the department and with NHSG.
4. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
5. The person appointed will act as an adviser to the Board in Gynaecology.
6. The person appointed will be expected to undertake domiciliary consultations as may be required by NHSG.
7. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the area.
8. You may exceptionally be required to undertake duties at other hospitals in the Grampian area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.
9. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.
10. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.
11. 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.
12. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.
13. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by NHSG’s indemnity.
14. The officer appointed will be required to be registered on the General Medical Council’s Specialist Register.
15. As a result of guidance issued by the Scottish Government 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 NHSG's policy and procedure, or
* Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by NHSG's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become Hepatitis B antigen positive and therefore an infective risk to others at any stage in the future, the appointment will be subject to review in accordance with NHSG's agreed procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving NHSG's employment.

1. 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 may/will subsequently be required to attend for health screening.
2. Termination of the appointment is subject to three months' notice on either side.
3. The Board is required to instigate a check to be made with the Disclosure Scotland Office for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

**NOTES TO CANDIDATES**

**PM051277**

Candidates who wish to the hospitals concerned can contact the unit on the number below to arrange this. However candidates are reminded that canvassing in connection with appointments is not permitted.

Further information can be obtained and an appointment to view the department arranged by contacting

Dr Subhayu Bandyopadhyay, Unit Clinical Director, Aberdeen Maternity Hospital on Tel: 01224 554904 (Contact Fiona Hughes, Medical Secretary, 01224 554904).

Mr P Bachoo Dr N Fluck

Interim Medical Director – Acute Services Medical Director

NHS Grampian NHS Grampian

3rd Floor West Wing, Ashgrove House Summerfield House

ARI Site Eday Road, Aberdeen

Contact: Catriona Downie Lyndsay Cassie

Personal Assistant Personal Assistant

Direct Line: 01224 551051 Direct Line: 01224 558577

Apply for this post by visiting www.medicaljobs.scot.nhs.uk and search for Ref No quoted above. Closing date, Sunday, 09 May 2021

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are 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 no 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 Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day 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) 557828 for further details.

In The Interest Of Health Promotion We Operate A No Smoking Policy

**MODEL JOB PLAN**

**a) Consultant Contract Details**

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| --- | --- | --- | --- | --- | --- | --- |
| **Name: Consultant** | | | | **Specialty: Gynaecology** | | |
| **Principal Place of Work:** | | | | **Aberdeen Royal Infirmary/ Gilbert Bain Hospital** | | |
| **Contract :** | Full Time | |  | Honorary | **Pas** 10 | **EPA** (8DCC+2SPA) |
| **Availability Supplement**: | | |  |  |  | **(Delete as appt )** |
| **OOH at Premium Rate worked : None** | | | |  | | |
| **Managerially Accountable to: Dr Subhayu Bandyopadhyay** | | | | | | |
| **Responsible for :** | | general gynaecology service | | | | |

**b) Timetable of activities is approximate as location and time is subject to change during the remobilisation**

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| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday**  **From / To**  0900-1300  1300-1700 | ARI /elgin  ARI /elgin | GOPD (4hrs=1DCC)  GOPD (4hrs=1 DCC) |
| **Tuesday**  **From / To**  0900-1300  1300-1700 | ARI (  ARI | SPA (4hrs=1SPA)  GOPD/PMB (4hrs=1DCC) |
| **Wednesday**  **From / To**  0800-1800    0900-1300  1230-1800  1300-1700 | ARI  ARI  ARI  ARI | Theatre Elgin /SRTC  Admin 2:4 (2 hours=0.5DCC)  Main theatre/ SRTC/Elgin2:4 (4.125hrs=1.03DCC)  Admin 1:4 (1hour=0.25DCC) |
| **Thursday**  **From / To**  0800-1800  0900-1700 | OFF | OFF |
| **Friday**  **From / To**  0900-1300  0900-1300  0900-1300  1300-1700 | ARI  ARI  ARI  ARI | Admin 1:4 (1 hour=0.25 DCC)  GOPD/Peripheral theatre/sedation lists1:4 (1hr=0.25 DCC)  SPA ( 4hours=1SPA) |
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**PERSON SPECIFICATION**

**CONSULTANT IN OBSTETRICS AND GYNAECOLOGY**

**(Please note not all desirable criteria are relevant to all posts)**

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|  |  | **ESSENTIAL** | **DESIRABLE** | **USEFUL** |
| **(a)** | **Qualifications** | Primary Medical Degree  GMC Registration  MRCOG  CCT or equivalent | MD/PhD, other degrees |  |
| **(b)** | **Experience** | Wide experience in Gynaecology. |  | Teaching qualification  Training/Interest in Pelvic floor surgery, Ambulatory Gynae |
| **(c)** | **Training** | ATSM or equivalent Benign Gynaecology/Office Gynaecology | ATSM Benign Gynaecology:  Hysteroscopy |  |
| **(d)** | **Academic Achievements** | Publications or presentations related to area of special interest | Relevant and contemporary research output |  |
| **(e)** | **Skills** | Clinical/surgical competence commensurate with consultant responsibility |  |  |
| **(f)** | **Qualities** | Time Management  Enthusiasm  Integrity  Vision  Good communicator  Collaborative attitude | Diligence  Self Assurance  Insight  Diplomacy  Advocacy |  |
| **(g)** | **Others** | Evidence of capability in  service development  Audit Experience  Departmental or Hospital Presentations | National/international meeting presentations |  |