

Working for NHS Borders



Job Description and particulars for the post:

Consultant Obstetricians & Gynaecologists (2 posts)

Borders General Hospital, Melrose TD6 9BS

Grade	Consultant Obstetricians and Gynaecologists (2 posts)
Location	Borders General Hospital
Hours / PAs	Full-time basis available for both posts – 10 P.A.s. Applications welcome from candidates interested in part-time or job share.
Salary Scale	Consultant scale: £91,474 - £121,548 with 5% availability supplement for on-call rota
Closing Date	Friday 31 st March 2023
Interview Date	Morning of Thursday 11 May 2023 (remoter over Microsoft teams)

Your Application	<p>Thank you for expressing an interest in the above posts within NHS Borders. Please find all the relevant information attached to begin the application process.</p> <p>Should you require further information regarding this post you can contact the Medical Staffing team or make informal enquiries with the department using the contact details below.</p>
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Contact Details	Telephone	01896 826167
	Email	Medical.staffing@borders.scot.nhs.uk

Application Process	<p>To apply:</p> <p>If you are an existing NHS Scotland employee please log onto https://apply.jobs.scot.nhs.uk/internal/vacancies.aspx or if you are external to NHS Scotland please log onto https://apply.jobs.scot.nhs.uk/vacancies.aspx.</p>
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Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-		
	Dr Shonag Mackenzie	Clinical Director / Consultant Obstetrician & Gynaecologist	01896 826792 or 01896 826732 (secretary)

Date post is vacant	One post is available from April 2023, the second post is available as soon as possible thereafter.
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NHS Borders Website	For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk
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The Department	<p>The current bed status for the unit is:</p> <ol style="list-style-type: none"> a. Labour Suite – five delivery rooms (one with a birthing pool) and a dedicated theatre within the main Theatre Block. There is an additional room for those who have suffered peri-natal loss. b. 8 combined antenatal and postnatal beds in a single ward, with flexibility to increase to 10. c. Pregnancy Assessment Unit.
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	<p>d. 10-14 gynaecological beds on a 7-day basis.</p> <p>e. Approx 900 deliveries per annum</p> <p>There are 8 SCBU beds supported by seven Consultant Paediatricians – Dr C Irving, G Eunson, Dr A Duncan, Dr C Ketteridge, Dr L Bertram and Dr A McNeil and Dr L Smith along with training grade doctors and Advanced Neonatal and Paediatric Nurse Practitioners.</p> <p>24-hour Anaesthetic Service is available to the Labour Ward and a Consultant Anaesthetist has designated responsibility for this service.</p>
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POST INFORMATION

The Post	<p>This post is based within the Borders General Hospital (BGH) in Melrose and will provide a unique opportunity to develop and enhance the existing service within NHS Borders and South East Scotland.</p> <p>This is a replacement post within Borders General Hospital, offered on full-time basis of 10 programmed activities per week including on call. EPAs may be offered if mutually agreed. The job plan would be adjusted for part time or job share candidates. On-call will be on a 1 in 6 basis. The six consultants will also provide an on-call provision, which is agreed in the job plan with Advanced Midwife Support.</p> <p>Existing consultant special interests include urogynaecology, sub-fertility and reproductive endocrine services, and maternal and fetal medicine. We are seeking two candidates with generalist skills but in addition a special interest in fetal and maternal medicine or laparoscopic surgery would be strongly welcomed.</p> <p>It is preferred, but not essential, that the appointee will provide services under the Terms of the 1967 Abortion Act (amended).</p>
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Reporting Arrangements	You will report to the Clinical Director, who will agree your job plan.
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Health and Safety	You are required to comply with NHS Borders Health and Safety Policies.
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Training Grade Medical Staff	You will be responsible for the training and supervision of the Training Grade Medical staff (Foundation Trainees, GPSTs, Core Trainees and Specialty Registrars) who work with you, and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counselling.
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Medical Staffing within Unit	<p>Current staffing in the Unit is as follows:</p> <p>Senior Medical Staff Consultants: Dr S Mackenzie, Clinical Director Dr F Rodger Dr B Magowan (retiring) Dr K Darlow Dr N Berugoda Dr Q Menezes</p> <p>Junior Medical Staff All posts have the appropriate training recognition from the Royal Colleges and the South East Deanery.</p> <p>3 Specialty Registrars at ST3+ level, rotational from the South East of Scotland</p>
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training scheme.
 3 GPSTs on the Borders / South East general practice training scheme usually in their second year.
 2 Foundation Year 2 Trainees

The 5 generic training grade doctors provide a first call rota for obstetrics and gynaecology on weekday evenings and at weekends but join the Adult Hospital at Night Team or the Emergency Department for all hours between 21:00hrs – 09:00 hrs.

DUTIES AND RESPONSIBILITIES

Main Duties

A weekly timetable will be agreed with the successful applicants. The nature of clinical commitments may vary from week to week.

On average the post will include the following fixed commitments:

- a. Responsible for the following weekly direct clinical care programmed activities:
 - 1) Three Out-Patient Sessions – these sessions will be within the Borders General Hospital and at locations within NHS Borders catchment area.
 - 2) One theatre session
 - 3) Two Labour Ward sessions
 - 4) 0.5 Caesarean section lists
 - 5) Out of hours sessions
 - 6) On-call sessions supported by Advanced Practice Midwives.
- b. The appointees will be expected to take part in undergraduate and postgraduate teaching programmes and to fulfil the Royal College of Obstetricians and Gynaecologists requirement for Continued Profession Development (CPD).
- c. The appointees will have a continuing responsibility for the care of patients in his / her charge and will undertake administrative duties associated with the care of his or her patients and a share in the running of the Department.
- d. On-call will be on a 1 in 6 basis, i.e. 10 weekends and 42 week-day nights per year shared with Consultant colleagues.
- e. On-call with an Advanced Midwifery Practitioner in place of a registrar will be worked by the Consultant Team for two weeknights and 1 in 5 weekends.
- f. The definitive working week will be arranged within the department and agreed with the individual in a job plan.

Other activities will include ward rounds, education, administration, audit and committee work.

The undertaking of research or further continuance or development of an

additional area of specialty interest will be encouraged.

WORK PROGRAMME AND OUTLINE JOB PLANS

As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme. The outline job plan is attached below. On taking up post, the formal job plan will be agreed between the Clinical Director and the successful applicant and will be subject to an annual cycle of review.

The job plan will include specific responsibilities as well as the on-call commitment and sub-specialty sessions. The content of the job plan will therefore be dependent on the successful candidate's sub-specialty training and interests and may also be modified for part-time or job share postholders.

Agreed Support Programmed Activities (SPAs) include your own CPD, appraisal, revalidation and other activities such as:

- undergraduate and postgraduate medical education
- audit and committee work
- service management/development

The job plan below is an indicative work plan intended to give an idea of likely workload and working arrangements. The specific job plan would be agreed with the successful applicant on commencement.

Outline Job Plan

Days	Timing	Type of Work	Location
Monday	AM	Antenatal Clinic	BGH
	PM	SPA	BGH
Tuesday	AM	Labour Ward/Elective sections	BGH
	PM	LW	BGH
Wednesday	AM	OFF	BGH
	PM	OFF	BGH
Thursday	AM	Labour Ward/SPA	BGH
	PM	GOPD	BGH
Friday	AM	Theatre	BGH
	PM	GOPD/ANC	BGH

Saturday		1 in 6 commitment to non resident On-call Consultant Team provides on-call with Advanced Midwifery Practitioner, when registrar is not on duty	BGH
Sunday		1 in 6 commitment to non resident On-call Consultant Team provides on-call with Advanced Midwifery Practitioner, when registrar is not on duty	BGH
Out of Hours on-call		1 in 6 commitment to non resident On-call Consultant Team provides one -two weeknights of on-call with Advanced Midwifery Practitioner	BGH

Notes on Job Plan

- This is a full time contract which includes on call duties. The job plan would be amended if the successful candidate is part-time. Up to 2 Extra Programmed Activities (EPAs) may be offered if mutually agreed. The example shown is a 10 PA job plan.
- 1 in 6 commitment to Consultant non resident On-call
- Consultant Team provides one to two nights a week and every 5th weekend on-call with Advanced Midwifery Practitioner support – 2.1 PAs allocated to work undertaken as a result of on-call / out of hours.
- Daytime activities after night of Advanced Birth Practitioner on-call cancelled or carried out by another consultant.

Borders General Hospital

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 284 beds with 93 acute medical beds of which 12 are in a higher dependency area with monitoring and telemetry facilities. The hospital offers services in General Medicine, Haematology, Palliative Care, Medicine for the Elderly, Stroke Medicine, Paediatrics, General Surgery, Orthopaedic Surgery, Ophthalmology, ENT, Obstetrics and Gynaecology. There is a 6 bedded ITU and an active outreach programme for critically patients. The Margaret Kerr Unit provides palliative care services in the Scottish Borders with a purpose-built environment from which to deliver specialist palliative care.

Within the Department of General Medicine there are specialists in Cardiology, Respiratory Medicine, Diabetes and Endocrinology, Gastroenterology, Neurology and Rheumatology. Visiting consultants provide clinics for Oncology, Dermatology, Renal Medicine and Clinical Genetics.

The Emergency Department provides facilities for the reception, resuscitation, examination and treatment of patients in the Scottish Borders who require emergency admission, or immediate care and discharge. The ED service is well integrated with the Borders Emergency Care Service (BECS), which is the Primary Care out-of-hours service for Borders. The department is managed by two consultant emergency physicians. Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees) manage ED patients supported by speciality medical staff from within the hospital. Nurse staffing within the ED is comprised of 23 registered nurses and 3 nursing assistants led by a senior charge nurse.

There is a 6 bedded ITU run by the Anaesthetic Department who also run an acute haemodynamic support service with outreach staff from ITU liaising with ward staff.

There is an up to date laboratory service covering Haematology, Microbiology and Clinical Chemistry with ready access to more specialised investigations in Lothian laboratories and other laboratories in Scotland. The Radiology Department is well equipped for routine radiology, CT scanning, ultrasound, Doppler studies, nuclear medicine and MRI. CT coronary angiography and cardiac MRI are well established in the department.

There is an active post graduate programme under the direction of the Director of Medical Education, with excellent facilities in the on-site Educational Centre.

Educational Facilities

On commencement you will have the opportunity to attend the hospital's corporate induction programme (or if preferred we can arrange a bespoke Consultant induction).

Corporate Training and O.D. Leads are available as a consultancy to advise on development activities tailored to particular service needs and for individual consultants. Bespoke programmes seek to provide you with support for the development of leadership and management skills, such as difficult conversations, modules on consultants as leaders, managing people and performance. Workshops provide a structured opportunity for facilitated discussion, learning through experience, reflective practice and networking with peer consultants. There are also opportunities for professional coaching and mentoring – an established BGH consultant will be identified as a "buddy" in your first few weeks.

There is an excellent staffed library within the Borders General Hospital grounds with good Internet access. The library is staffed Monday – Friday and security swipe card access in out of hours period, 7 days per week. As well as a range of textbooks and journals, there is access the health e-library and to the online clinical enquiry and response service (CLEAR) from Healthcare Improvement Scotland and NHS Education for Scotland.

Post graduate and continuing medical education is actively encouraged and supported. There are weekly department education meetings and a hospital wide monthly educational half day.

There is an excellent weekly x-ray meeting with the department of radiology which has a spiral CT scanner and

Gamma camera, up to date Doppler echo facilities and a purpose-built CT and MRI suite.

The Borders General Hospital is a teaching unit for undergraduate students in medicine. Appointed consultants act as educational supervisors for individual students attached to different teams.

The Scottish Borders

The Hospital is situated on the outskirts of Melrose in the Scottish Borders. The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominately rural, it is historically a unique part of the country, the home of the Border Revivers, where annually each town maintains its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds each year. The Borders has tremendous facilities for sport and leisure. Glentress and Innerleithen mountain bike parks are world renowned for both cross country and downhill biking. The beautiful Berwickshire coast provides options for sea kayaking, surfing, diving and sea fishing. In addition there are facilities for fishing, golf, swimming, horse riding, cricket, football, hiking and many other activities. Excellent cultural opportunities in terms of music and art societies, drama, and small theatres in Melrose and Selkirk as well as amateur opera. There are excellent restaurants, cinemas and shops. Excellent Fitness Centre in Galashiels and other Borders towns. There is a purpose built nursery in the grounds of the hospital.

The Scottish Borders offers all the benefits of rural life with very easy access to major cities such as Edinburgh (37 miles) Glasgow (75 miles) Newcastle (75 miles). Edinburgh is renowned for its cultural activities in music, including opera and ballet, theatre, cinemas (including a film theatre) and visual arts, and of course every year there is the world famous Edinburgh International Festival and Fringe Festival. Local transport links have improved greatly in the last year or so.

As part of our policy there is assistance with temporary housing costs and relocation allowances if applicable. House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of the country. See the Borders Property web site at www.bspsc.co.uk. There is usually accommodation available for rent in the local area for a temporary period.

The Borders Railway has train services to central Edinburgh running every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes' walk from the Borders General Hospital. There are rail links to the rest of the country at Berwick Upon Tweed, and Carlisle and there is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).

By the way **MELROSE** has taken the title of the best place to live in Scotland in a national ranking - <https://www.thetimes.co.uk/article/melrose-in-the-borders-is-best-place-to-live-in-scotland-says-sunday-times-survey-8hrlq8lqb>

An Estate agency (Rightmove) has named **GALASHIELS** as Scotland's happiest place to live. More than 22,000 people across the UK took part in the survey, [The happiest place to live in Scotland is Galashiels - Scottish Field](#)

See the microsite for the views of some of your prospective colleagues on living and working in the Scottish Borders video at <http://www.nhsborders.scot.nhs.uk/recruitment-fair>

Our Scottish Borders
Your future

PERSON SPECIFICATION		
Attributes	Essential	Desirable
Qualifications	<p>Primary Medical Degree.</p> <p>MRCOG or equivalent.</p> <p>Full registration with GMC with a licence to practice and specialist registration by date of appointment.</p> <p>Holding a CCT (or equivalent) and on the Obstetrics & Gynaecology specialist register or in training and eligible for CCT or equivalent within 6 months of the date of interview.</p>	
Training and Experience	<p>Wide experience in all aspects of general Obstetrics and Gynaecology.</p> <p>Training record culminating in award of CCST or equivalent</p> <p>Experience in motivating and training junior medical and other healthcare staff.</p>	A special interest in fetal and maternal medicine or laparoscopic surgery.
Skills, abilities and knowledge <u>Managerial</u>	<p>Experience in day-to-day organisation of Obstetrics and Gynaecology services.</p> <p>Basic management skills</p> <p>Thorough understanding of healthcare governance.</p>	<p>Familiar with structure of Scottish Health Service and recent initiatives.</p> <p>Developing multi-disciplinary clinical service.</p>
Skills, abilities and knowledge <u>Audit</u>	<p>Thorough understanding of principles of clinical audit and healthcare governance.</p>	<p>Experience in undertaking and completing audit projects</p>
Skills, abilities and knowledge <u>Research and Publications</u>	<p>Knowledge of the principles of medical research</p> <p>Thorough understanding of recent Obstetrics and Gynaecology literature.</p>	<p>Research experience</p> <p>Publication of research and /or review article(s)</p>

Personal Attributes	<p>Effective communicator with patients, relatives, colleagues across primary and secondary care.</p> <p>Able to work in a small multi-disciplinary team and co-operate with medical, midwifery, nursing and other healthcare staff.</p> <p>Reliable.</p> <p>Professional approach to work.</p>	
Other		Car driver with full driving license

SPECIFICATION OF NHS VALUES

	Value Description	Method Of Assessment
NHS Values	<p>Care and Compassion Expectations</p> <ul style="list-style-type: none"> • Treat people as though they matter • Involve people • Consider people as individuals and acknowledge diversity • Puts the patient first • Shows they care 	Interview and Assessment
NHS Values	<p>Dignity and Respect Expectations</p> <ul style="list-style-type: none"> • Team player • Manages own attitudes and behaviour • Addresses concerns with colleague as they arise • Communicates respectfully, openly and professionally • Listens and turns that into action • Sees things from another persons perspective 	Interview and Assessment
NHS Values	<p>Openness, Honesty and Responsibility Expectations</p> <ul style="list-style-type: none"> • Takes person responsibility for actions • Sharing of ideas for improvement • Observes processes • Ability to work across boundaries • Commitment to work to best of their ability 	Interview and Assessment
NHS Values	<p>Quality and Teamwork Expectations</p> <ul style="list-style-type: none"> • Works as part of a team to support others and improve service provision • Acknowledges mistakes • Takes responsibility • Inspires the team 	Interview and Assessment

**TERMS AND
CONDITIONS**

- The Terms and Conditions of Service will be drawn from the New Consultant Contract (2004)
- The appointments will be made by NHS Borders on the recommendation of an Advisory Appointment Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009 - NHS Circular CEL 25 (2009). 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 on a part-time basis.
- Possession of MRCOG or equivalent certificate is essential. You must also be fully registered with the General Medical Council with a licence to practice and your name must appear in the Specialist Register for Obstetrics and Gynaecology by the time of taking up appointment.
- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale £91,474 - £121,548 per annum with scale placing as appropriate to experience and qualifications. There is a 5% availability supplement for participation on the on-call rota.
- Annual leave allowances and public holidays are combined 8 weeks + 1 day per annum for a full time appointment.
- The appointment will be superannuable if the person appointed 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.
- The NHS Board is legally liable for the negligent acts or omissions of the 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 the NHS indemnity.
- All entrants to the Borders General Hospital must be certified medically fit and the appointment is conditional on such certification. Arrangements for medical screening are the responsibility of the Occupational Health Service. Candidates must show evidence of immune status to HEPATITIS B, or agree to undergo the necessary procedures. The Occupational Health Service will check this.
- The normal notice period in the Terms and Conditions of Employment is 3 months notice from either side to terminate the appointment.
- Assistance with removal expenses / temporary accommodation etc. may be provided in accordance with the Relocation Benefits Policy and up to full Inland Revenue limits. In this post you can reside in the Borders or in Edinburgh and qualify for relocation benefits.
- When on-call there is a restriction on private residence of the successful candidates and proximity to Borders General Hospital. This relates to the minimum recall time for being non resident on-call, so your permanent main residence can be elsewhere and we offer the facility of

	<p>2 bedroom shared house in the on-site residencies (house number 6) for the almost exclusive use of Consultants when they are on-call. This has permitted colleagues to live full time in Edinburgh for example, commute daily but stay in the local residencies in dedicated comfortable surroundings when they are rostered on-call.</p> <ul style="list-style-type: none">• NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the policy and the legal requirements on smoking in public places.• The Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.
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