



CANDIDATE INFORMATION PACK

Title: Consultant in Obstetrics

Location: Queen Elizabeth University Hospital

Job Reference: 180538

Closing Date: 15 March 2024

Interview Date: 22 March 2024

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Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply

Search for the job reference number quoted above.

Please note all applications should be made via our e Recruitment system (Job Train)

Section 1: Summary Information Relating to this Post

Additional Arrangements for Applicants : Informal enquiries and details of arrangements to visit the department regarding this post will be welcome by:

Name	Job Title	Email	Telephone
Dr Laurie Anderson	Lead Clinician	Laurie.anderson@ggc.scot.nhs.uk	-

NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have.

NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have. Applications from UK, EU and non-EU candidates will be welcomed.

Applicants must have full GMC Registration, a license to practise and eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or be within 6 months of confirmed entry from the date of interview. CESR (Certificate of Eligibility for Specialist Registration) route doctors are only eligible to apply for a substantive consultant post once CESR is awarded. Non-UK applicants must demonstrate equivalent training.

The job is offered as a full-time post on a 10 PA basis but applications will be considered from those wishing to work less than full-time. Up to 2 EPA's may be available to undertake additional outpatient and/or procedure sessions or management activity.

Additional Non DCC (up to 2 PA's in total – Inclusive of 1 core SPA plus 1 additional non DCC can be negotiated and agreed between the successful candidate and Management depending on the time required to support professional activities and the needs of the service.

All newly qualified Consultants are initially offered a minimum of 1 Core Supporting Professional Activity (SPA) which includes CPD, audit, clinical governance, appraisal, revalidation, job planning and management meetings. This will be reviewed within 6 months (or earlier if required) of appointment and revised upwards if additional responsibilities are agreed.

For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website www.nhs.ggc.org.uk

Section 2:

Women's and Children's Services - This Directorate brings together maternity, gynaecology and children's services.

The Directorate includes:

- Maternity
- Gynaecology
- Assisted Conception Service (Regional)
- Neonatology
- Paediatric Medicine
- Paediatric Surgery
- Paediatric Accident and Emergency
- Paediatric Anaesthetics
- Paediatric Radiology

MATERNITY and GYNAECOLOGY

Budget - £70m +

Staff WTE 1,150

Management Structure

W&C Director: Jamie Redfern

W&C Chief of Medicine: Dr Alan Mathers

General Manager: Claire Stewart

Director of Midwifery: Dr Mary Ross-Davie

Clinical Directors: Dr Jane Richmond and Dr Vanessa Mackay.

The department is supported by 5 Lead Clinicians, 3 Clinical Service Managers, 4 Lead Midwives and a Lead Nurse.

Maternity Services

3 inpatient hospitals: Princess Royal Maternity (PRM), within the Glasgow Royal Infirmary (GRI) campus; Queen Elizabeth University Hospital (QEUH), Royal Alexandra Hospital (RAH). The RAH has links to external CMU's both within GGC, Inverclyde Royal Hospital (IRH) and Vale of Leven Hospital (VOL) and CMU's within Highland.

Currently, the number of births across Greater Glasgow and Clyde is in the region of 13200 per annum. The split is approximately 4700 at PRM, 5200 at QEUH and 3300 at the RAH per annum.

Gynaecology Services

- General gynaecology (includes 24 hour emergency cover)
- Termination of pregnancy and related services (linked with SRH)
- Gynaecology /Oncology (Regional)
- Assisted conception service (regional), PGD Service (National)
- Gynaecology endocrinology service
- Urogynaecology
- Menopause and related problems.
- Outpatient diagnostic services e.g. hysteroscopy, Colposcopy, ultrasound and Minimal access surgery

3 In patient departments: PRM on the GRI site, QEUH, and RAH.

5 day case surgery sites: Stobhill Ambulatory Care Hospital (SACH), Victoria ambulatory Care Hospital (VACH), RAH, IRH and VOL.

Queen Elizabeth University Hospital (QEUH)

Gynaecology QEUH, outpatients, inpatients and day surgery

Victoria ACH outpatients

The Queen Elizabeth University Hospital Maternity Unit has:

- a three-storey extension built alongside the existing maternity building
- a state-of-the-art labour suite and two obstetric theatres
- a fetal medicine department
- Accommodation for day care, assessment and early pregnancy advisory services.

Obstetrics

The Queen Elizabeth University Hospital Maternity Unit (QEUH MU) provides care for pregnant women residing in the South and West of Glasgow. The department is co-located with a tertiary level neonatal centre and the regional and national paediatric surgical centre. The department therefore, in addition to its geographical catchment area, also provides care on a regional basis for pregnancies delivered at very preterm gestation, at increased risk of respiratory complication as a consequence of prolonged preterm rupture of membranes and those that are likely to require surgery shortly after birth, and has a dedicated multiple pregnancy service. The department provides national level tertiary care for pregnancies complicated by fetal cardiac anomalies.

The department provides pregnancy care for women with a range of medical complications through high risk antenatal clinics, joint obstetric diabetic clinics, obstetric medical clinic, and an obstetric cardiac clinic.

The department includes the Ian Donald Centre for Fetal Medicine. This is a local, regional and national tertiary level service for ultrasound diagnosis of fetal structural anomalies. It provides invasive tests for the diagnosis of fetal chromosome anomalies. Management of fetal structural anomalies is performed by close multidisciplinary working with neonatologists, paediatric surgical consultants, a paediatric cardiologist, consultant geneticists and other specialists. The centre also provides the national service for invasive interventional fetal therapy. It delivers care to all Scottish pregnancies referred with fetal anaemia due to Rhesus disease or parvovirus infection, complications of monochorionic twins (such as twin to twin transfusion syndrome, selective intrauterine growth restriction or discordant anomalies), and those that may require fetal shunt placement.

The department provides a service that accepts national referrals for the management of mothers with congenital cardiac anomalies including the delivery of their pregnancies at the National Golden Jubilee Hospital when there is a high risk of peri-partum maternal compromise.

The QEUHMU includes 52 obstetric beds. In the labour ward there are 10 delivery beds including two birthing pools, 2 obstetric theatres, 5 recovery beds and a high dependency area. There are circa 5,500 deliveries per annum.

Gynaecology

Outpatient gynaecology services are provided at the NVH and QEUH. All inpatient gynaecology services for South and West Glasgow are in the QEUHMU. The department of Obstetrics & Gynaecology at the QEUH is housed in a c.1960's era building, much of which has been upgraded. Day surgery is provided at the VACH.

Ultrasound, Colposcopy, Menopause and Women's Health Services are provided on both gynaecology sites. The department is recognised as a training centre for Minimal Access Surgery with many tertiary referrals for advanced endometriosis surgery. The gynaecology unit is a recognised centre for sub specialist training in Urogynaecology and incorporates the National Complex Mesh Surgical Service. The unit provides O&G services to the regional neurosciences centre and National Spinal Injuries Unit and a multi-disciplinary pelvic floor clinic is provided in collaboration with urologists and colorectal surgeons.

Section 3:

PERSON SPECIFICATION FORM

Job Title: Consultant Obstetrician

Department: QEUH

Qualifications	Essential (√)	Desirable (√)
GMC Registration and a Licence to Practise	√	
Medically qualified with MRCOG or equivalent experience of O&G leading to CCT	√	
ATSM or equivalent in relevant obstetric area	√	
Obstetric Ultrasound as independent practitioner	√	
Higher qualification (MD or PhD)		√

Experience	Essential (√)	Desirable (√)
Experience of clinical practice in level 3 obstetric unit with annual birth rate >4000 births per year.	√	
Participation in advanced labour ward practice training courses e.g. SCOTTIE, ALSO, MOET or similar	√	
Competency to perform high risk Labour Ward care	√	
Comprehensive experience of obstetric emergencies	√	

Behavioural Competencies	Essential (√)	Desirable (√)
Ability to communicate with medical and nursing colleagues and other professionals within the Health Service	√	
Ability to work in multi-disciplinary team	√	
Flexible	√	
Excellent written and oral communication skills	√	
Ability to organise effectively	√	
Ability to effectively communicate with patients, relatives and staff	√	
Ability to sympathetically manage patients and relatives with malignancy	√	
Fully committed to patient safety and risk management culture	√	
Full engagement in Appraisal and Revalidation process	√	

Other	Essential (√)	Desirable (√)
Experience in medical research and audit		√
Experience in undergraduate and postgraduate medical education including PBL	√	
Experience in protocol and guideline development	√	
Fundamental IT skills: navigation of environment, word processing, managing emails, basic data management.	√	

Indicative Job Plan

This job plan **is negotiable** and will be agreed between the successful applicant and the Clinical Director. NHS Greater Glasgow & Clyde initially allocates all full time Consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication, management meetings and general teaching activities.

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday 0900 – 1330 1330 - 1700		Non clinical day Non clinical day
Tuesday 0900 – 1330 1330 - 1700	QEUH QEUH	ANC Perinatal Mortality meeting 1:4
Wednesda y 0900 - 1330 1330 - 1700	QEUH QEUH	Combined Diabetic ANC Twins ANC (main buddy)
Thursday 0900 - 1330 1330 - 1700	QEUH QEUH	Planned Caesarean Birth list 1:4 / second on-call 1:2 Planned Caesarean Birth list 1:4 / Ultrasound 3:4
Friday 0900 – 1330 1330 - 1730	QEUH QEUH	Admin SPA
Saturday	QEUH	Contribution to on-call rota
Sunday	QEUH	Contribution to on-call rota

Section 4:

Regulatory Body: General Medical Council & General Dental Council: In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK.

To practice medicine and dentistry in Scotland, you must have a valid GMC Registration with a Licence to Practice or a GDC Registration. To find out more about the main types of registration which allow doctors to work in different posts. Please click here <https://careers.nhs.scot/careers/find-your-career/international-recruitment/regulatory-bodies>

For medical consultant posts the post holder on commencement of the post must have full registration with the General Medical Council (GMC) a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those applicants trained in the UK should have evidence of higher specialist training leading to Certificate of Completion of Training (CCT) or be within 6 months of confirmed entry from the date of interview. Non UK applicants must demonstrate equivalent training.

If you are unsure of your eligibility to join the Specialty Register then find out more at:-

<https://www.gmc-uk.org/registration-and-licensing/the-medical-register/a-guide-to-the-medical-register/specialist-and-gp-application-types>

Additional information for dental appointments

The GDC issues **Full Registration** and **Temporary Registration**.

- Temporary registration can be issued to allow a dentist to practise dentistry only in selected supervised posts for training, teaching or research purposes. Temporary registrations are granted for 6 months at a time, up to a maximum of 5 years.
- Full registration allows a dentist to practice dentistry in the UK without restriction.

In addition to full registration, dentists can also choose to be included on the **Specialist List**.

- The specialist lists are lists of registered dentists who meet certain conditions and are entitled to use a specialist title. They do not have to join a specialist list to practise any particular specialty, but they can only use the title 'specialist' if they are on the list. For more information on please visit <https://www.gdc-uk.org/>

Right to work in the United Kingdom

Anyone from outside of the United Kingdom (UK), excluding from the Republic of Ireland will need permission from UK Visas and Immigration (UKVI) to work in the UK and may also need entry clearance before travelling here. The Home Office (of which UKVI is a part) is responsible for governing the way individuals from outside the UK and Republic of Ireland can work, train or study in the UK.

To obtain a visa or entry clearance, you will need to meet certain requirements and demonstrate you have the right to work in the UK via:

- the points-based immigration system
- the EU settlement scheme
- a biometric residence permit

A new points-based immigration system was introduced in January 2021 with parts of it in place towards the end of 2020. The system provides a route for both European Union and non-European Union nationals to work, train or study in the UK if they meet the eligibility criteria. It applies to everyone from outside of the UK who wishes to live and work here, apart from people from the Republic of Ireland and European Union nationals who were already in the UK by 31 December 2020. European Union nationals in the UK prior to 31 December 2020 should apply to the EU settlement scheme.

If you are an international Doctor/Dentist from outside of the UK and Republic of Ireland, you can apply for, and take up employment in medical and dental posts that may qualify for sponsorship under a skilled worker visa. A Health and Care Worker visa allows health and care professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.

EU settlement scheme

Free movement with the European Union (EU) ended on 31 December 2020 and there are new arrangements for EU citizens.

The EU settlement scheme provides EU nationals with a route to residency in the UK. EU nationals who arrived in the UK by 11pm on 31 December 2020 have until 30 June 2021 to apply to the scheme. If you are an EU, EEA or Swiss citizen and don't already have temporary or permanent leave to remain, you and your family can apply to the EU settlement scheme to continue living in the UK after 30 June 2021. If your application is successful, you will receive either pre-settled status or settled status.

In addition to the above, all appointments will be made subject to the receipt of satisfactory Pre Employment Checks including: Disclosure Scotland Criminal Records Check / Membership of the Protection of Vulnerable Groups (PVG) & where applicable evidence of overseas criminal records check, Occupational Health Check, References (all jobs are only offered following receipt of satisfactory references, covering a minimum of a 3 year period), Qualifications, Identity and Right to Work in the UK checks, Fitness to Practice & Revalidation.

Data Protection Legislation

The information supplied by your application will only be processed by authorised NHS Greater Glasgow and Clyde personnel involved in relevant stages of the recruitment process. Applications submitted via the online NHS Scotland Application form will be

imported into the NHS Greater Glasgow and Clyde recruitment system. The information you provide will be retained by NHS Greater Glasgow and Clyde and will be used for the purpose of processing your application and for statistical and audit purposes. NHS Greater Glasgow and Clyde will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

Section 5: Consultant Appointment Terms and Conditions

Terms and Conditions of Service are those determined by the Terms and Conditions of the New Consultant Grade (Scotland) as amended from time to time. For an overview of the terms and conditions visit <http://www.msg.scot.nhs.uk/pay/medical>

TYPE OF CONTRACT	Permanent
GRADE AND SALARY	<p>Consultant</p> <p>The whole-time salary will be a starting salary of:- £96,963 - £128,841 per annum (pro rata if applicable)</p> <p>Progression of salary is related to experience.</p> <p>New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer.</p>
HOURS OF WORK	Full-Time
SUPERANNUATION	<p>New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk</p>
REMOVAL EXPENSES	<p>Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.</p>
EXPENSES OF CANDIDATES FOR APPOINTMENT	<p>Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursment shall not normally be made to employees who withdraw their application or refuse an offer of appointment.</p>
SMOKEFREE POLICY	<p>NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds.</p>
DISCLOSURE SCOTLAND	<p>This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.</p>

<p>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</p>	<p>NHS Greater Glasgow and Clyde (NHSGGC) has a legal obligation to ensure that its employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHSGGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified.. You will be required provide appropriate documentation prior to any appointment being made.</p>
<p>REHABILITATION OF OFFENDERS ACT 1974</p>	<p>The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde. Any information given will be completely confidential.</p>
<p>DISABLED APPLICANTS</p>	<p><u>Job Interview Guarantee Scheme</u></p> <p>As a Disability Symbol user, we recognise the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview. A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview.</p>

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<p>FLEXIBLE WORKING</p>	<p>NHS Greater Glasgow and Clyde operates flexible staffing arrangements whereby all appointments are to a grade within a department. The duties of an officer may be varied from an initial set of duties to any other set, which are commensurate with the grade of the officer. The enhanced experience resulting from this is considered to be in the best interest of both NHS Greater Glasgow and Clyde and the individual.</p>
<p>EQUAL OPPORTUNITIES</p>	<p>The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde's Equal Opportunities Policy.</p>
<p>NOTICE</p>	<p>The employment is subject to 3 months' notice on either side, subject to appeal against dismissal.</p>
<p>MEDICAL NEGLIGENCE</p>	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.</p>

Section 6: Making your Application

Candidate applications for this post are being invited via the NHS Scotland Recruitment system called Jobtrain. NHS Scotland does not accept CVs instead candidates are asked to, click on the 'Apply for Job' button on the NHS Scotland job portal www.apply.jobs.scot.nhs.uk to access , complete and submit the online application form. Please ensure all sections of the application form are fully completed. Please do not a send CV as an alternative to completing the online application form as we will be unable to consider your application.

NHS Scotland does not accept CV's in addition to/instead of a completed application form.

Please remember when using the online application system you will time-out after 30 minutes of inactivity. Please regularly save your application.

NHS GGC is unable to accept written applications; all applications must be submitted via eRecruitment system, JobTrain. Please visit <https://apply.jobs.scot.nhs.uk>

Contact Us

For any additional information about this post, guidance in completing your application or if you have any personal requirements that will enable you to participate in our recruitment process please contact a member of our NHS Greater Glasgow and Clyde's Medical and Dental Recruitment team via:

Tel: +44 (0)141 278 2700 and select Option 1
Email: nhsggc.recruitment@nhs.scot

Thank you for your interest in NHS Greater Glasgow and Clyde, we look forward to receiving your application.