

**Job Title: Consultant in Gynaecology**

**Location: Aberdeen Royal Infirmary**

**Ref No: PM176758**

**Closing Date: Sunday, 31 March 2024**

**NHS GRAMPIAN**

**JOB DESCRIPTION**

**POST OF CONSULTANT IN GYNAECOLOGY**

**REF: PM176758**

**GENERAL**

**Aberdeen Royal Infirmary**

**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 and museums. 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 Maternity Hospital (AMH)** is the main Maternity Hospital for the Grampian area. It has 103 ante-natal and post-natal beds and a Neonatal Intensive Care Unit with 38 cots. The Maternity Hospital is situated on the main hospital site at Foresterhill along with Aberdeen Royal Infirmary, the Royal Aberdeen Children's Hospital and the University of Aberdeen Medical School.

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**Royal Aberdeen Children's Hospital (RACH)**, which opened in January 2004, has 85 beds and, together with the Neonatal Unit at AMH, provides all specialist care for children up to the age of 16 years in the Grampian Region and for Orkney and Shetland.

**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**

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, 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.

A new building is being built at the site of Foresterhill Health Campus to incorporate Rowett Research Unit within the campus, which will further enhance the collaborative research.

The successful applicant for this post will be based at Aberdeen Royal Infirmary. Consultants in Obstetrics and Gynaecology participate in an extensive outreach programme with specialist clinics in all areas of Grampian. Regionally agreed referral practices have been developed in specialised areas of Gynaecology including oncology, endometriosis, urogynaecology and infertility. There are 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.

**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. This facility will accommodate all Obstetric, Gynaecological, Fertility and Breast services on the Aberdeen site 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 OBSTETRIC AND GYNAECOLOGY SERVICE**

**GENERAL.**

The Maternity Hospital is responsible for the care of over 5000 deliveries in the region, of which just over 4000 occur in Aberdeen Maternity Hospital. Each year there are approximately 9000 gynaecological admissions, and about 7500 operations, of which 1300 are major procedures. The Department is recognised as a subspecialty-training centre in reproductive medicine, endometriosis and 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.

The consultants working within the department is as listed below. There is a University Department of Obstetrics and Gynaecology, with four Professors of Obstetrics and Gynaecology, and three Senior Lecturers. Four consultants contribute to the on call rota in DGH.

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| **Elgin Consultants**  Dr Mostafa Ali (Clinical Lead, DGH)  Dr. Ajay Poddar  Dr. Farha Fatima  Dr Kirsty Lees – starting March 2024  Dr Kgopolelo Mompati – starting March 2024  Dr Mandy Hunter – starting April 2024 | **Obstetrics Consultants (AMH)**  Dr Asha Shetty  Dr Lena Crichton  Dr Tara Fairley  Dr Sharon Rajkumar  Dr Katrina Shearer  Dr Subhayu Bandyopadhyay  Dr Gail Littlewood  Dr. Emma Doherty  Dr Sherif Saleh  Dr Priti Nagdeve  Dr. Lisa Scott  Dr. Maribel De Gouveia De Sa (obs and Gynae)  Dr. Ainharan Raveendran (obs and Gyane)  Dr. Andrea Woolner (University)  Dr Mairead Black (University) | **Gynaecology Consultants (ARI)**  Prof Siladitya Bhattacharya  Dr Christine Hemming  Dr Premila Ashok  Dr Sarah Wallage  Dr Mary Cairns  Prof Abha Maheshwari  Dr Lucky Saraswat  Dr Mahalaksmi Gurumurthy  Dr Pabashi Poddar  Dr Sreebala Sripada  Dr Surappa Shylasree  Dr. Atiyah Kamran  Dr. Swathy Vallamkondu  Dr Sheethal Madari  Prof Margaret Cruickshank (University)  Prof Kevin Cooper  Prof Mohamed Abdel-Fattah (University) |

1. **THE POST**

a) **Consultant in Gynaecology**

1. **Integrated Family Portfolio**

**Divisional Clinical Director : Dr Hugh Bishop**

The post is based on the Aberdeen Royal Infirmary site and is for general Gynaecology and supporting already established endometriosis service.

**Duties**

Sessions in 8.5PA contract: (7 DCC+ 1.5 SPA)

Flexibility in the proposed job plan is possible to fulfil overall service needs and to ensure individuals can pursue their particular special interest areas.

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

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| Post Gynaecology |
| Basic Clinical PAs (8.5)  Menstrual Clinic (1PA)  GOPD clinic + pelvic Pain (1PA)  PMB clinic (1PA)  OPH (0.5PA)  Endo list and General theatre (1.25PA)  Admin (1PA)  On Call (1PA)  Pre op/Post op/ MDT (0.25PA)  SPA (1.5PA) |

On call contribution:

* Gynaecology On Call (with prospective cover) 1 in 12 weekdays (out of hours) and 1:11 weekend.
* Gynaecology On Call (Hot week) 1:11 8:30am – 5pm Monday to Friday.
* Posts will attract a 3% availability supplement due to the frequency and nature of on call work.

Direct clinical care:

* Gynaecology Outpatient clinic
* Gynaecology theatre: depending on availability (Three theatre sites- DGH, Strachathro and ARI)
* Emergency duties
* Clinical administration
* Multi-disciplinary meetings
* Review meetings
* Quality management related activities

Supporting professional activities:

* CPD
* Teaching and training
* Clinical governance

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

1. ***Teaching*** - 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. A Maternity and Neonatal databank is an available resource for epidemiological research. 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. We encourage all consultants to undertake Good Clinical Practice (GCP) course for research.

The Aberdeen Centre for Women’s Health Research (ACWHR) was established in 2018 to achieve excellence in women’s health research. ACWHR investigates a wide range of health issues including endometriosis, menstrual health, prolapse and incontinence, fertility, pregnancy loss and decision making in antenatal care. We evaluate clinical and cost-effectiveness of healthcare interventions, investigate causes and consequences of women’s health issues and innovate in healthcare services design. We also promote a vibrant environment for academics and clinicians across disciplines and clinical specialities with focus on training the next generation of researchers. We have substantial roots from the MRC Obstetric Medicine research unit established by Sir Professor Dugald Baird in 1937. Our centre includes 2 professors and 2 senior lecturers . We are closely aligned to NHS Academic clinicians, 2 honorary professors and 1 honorary senior lecturer who lead on multi-centre clinical trials. We currently have a number of PhD and MSc students. Our research activity can be seen on our website (www.abdn.ac.uk/acwhr) or our Twitter account (@ACWHR).

The Research and Development Directorate exists to support and facilitate research within NHS Grampian. You can contact the Director of ACWHR Professor Mohamed Abdel-Fattah at m.abdel-fattah@abdn.ac.uk

**NHS GRAMPIAN**

**CONSULTANT IN GYNAECOLOGY**

**REF: PM176758**

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 £96,963 to £128,841 (Pro Rata). Progression of salary is related to experience.

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.

3. 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.

4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.

5. 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.

6. 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*.*

7. The person appointed will be expected to undertake domiciliary consultations as may be required by NHSG.

8. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the area.

9. 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.

10. 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.

11 NHSG, in partnership with the BMA Local Negotiating Committee, has an annual and study leave policy for all Career Grade Medical and Dental Staff. The policy is available on request from the Human Resources Department.

12. 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.

13. 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 to allow prompt attendance at emergency cases. They must be contactable by phone.

14. 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.

15. The officer appointed will be required to be registered on the General Medical Council’s Specialist Register.

16. 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.

17. 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.

18 Termination of the appointment is subject to three months' notice on either side.

1. NHSG 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)).
2. The appointed candidate is expected to remain up to date with mandatory and statutory training for NHS Grampian, which is available on TURAS via the intranet.

**NOTES TO CANDIDATES**

Candidates who wish to the hospital 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 Lucky Saraswat, Clinical Lead Gynaecology; and Dr Asha Shetty, Unit Clinical Director, Aberdeen Maternity Hospital on Tel: 01224 554904.

Contact: Sallyanne Crookes

Medical Secretary

Direct Line: 01224 554904

NHS Grampian has a process of induction for all newly appointed consultants. You will have a local departmental induction and orientation led by your Clinical Lead. In addition, you will be provided with a clinical mentor and 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 is 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 Clinical Lead along with you will be responsible for ensuring this is undertaken. Clinical Leads 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 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 NHS Grampian. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

**PERSON SPECIFICATION**

**CONSULTANT IN OBSTETRICS AND GYNAECOLOGY**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | **ESSENTIAL** | **DESIRABLE** | **USEFUL** |
| **(a)** | **Qualifications** | Primary Medical Degree  GMC Registration  MRCOG  CCT or equivalent | MD/PhD, other degrees |  |
| **(b)** | **Experience** | Wide experience in Gynaecology  ATSMs in Advanced laparoscopic surgery or equivalent experience | Outpatient Hysteroscopy/  ambulatory care | Teaching qualification |
| **(c)** | **Training** | Achieved core competencies for all aspects of RCOG postgraduate training curriculum |  |  |
| **(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 |  |

MODEL JOB PLAN FORMAT

***(For the period 1st April 20XX to 31st March 20XX)***

**Name:....Consultant............................................................... Specialty:.............Gynaecology.........................................   
Principal Place of Work: ................ARI............................................................**

**Contract:** Part Time

**Programmed Activities: 8.5 Indicative PA Split: DCC 7 SPA 1.5**

**Availability Supplement**: 3%

**Managerially Accountable to: Dr Lucky Saraswat (SCD).**

**Responsible for:......................................................................................................................................................**

**a) Timetable of activities which have a specific location and time** (Theatre and Clinic days are subject to change and negotiable dependent on availability)

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday**  **From / To** | Theatre (8am – 6PM) | Combination of in patient and day case depending on the location. |
| **Tuesday**  **From / To** | Joint Endo list (1 in 4)  8am – 6pm  OPH (2 of 4) | Tertiary care multi disciplinary list for endometriosis. Joint list with Dr Saraswat.  Out Patient |Hysteroscopy (OPH) |
| **Wednesday**  **From / To** | GOPD including pelvic pain interest  SPA (0.5PA)  MDT/Department meetings | General GOPD alternating with GOPD with pelvic pain |
| **Thursday**  **From / To** | Menstrual | On stop service for menstrual problems including scan, biopsy +/- OPH |
| **Friday**  **From / To** | PMB  SPA (1PA) | Dedicated post-menopausal bleeding clinic. |
| **Saturday**  **From / To** | On Call 1:11 | On call 1:11 The consultant is required to undertake ward rounds and support the registrar as required. |
| **Sunday**  **From / To** | On Call 1:11 | On call 1:11 The consultant is required to undertake ward rounds and support the registrar as required. |

***NB: The detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team.***