

**Job Title: Consultant Reproductive Medicine & Surgery**

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

**Ref No: PM178277**

**Closing Date: Monday, 30 September**

**JOB DESCRIPTION**

**Job Title: Consultant Reproductive Medicine & Surgery**

**Hours: 40 hours per week**

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

**Salary: £ 96,963 – 128,841** **per annum**

**Contract: Permanent**

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

**Post Summary:**

This post is a substantive consultant post based at the Aberdeen Fertility Centre.

The post holder will have wide clinical and managerial experience in assisted conception procedures and be able to manage couples of varying complexity undergoing IVF treatment. The post holder is expected to be aware of the regulatory requirements of the Human Fertilisation and Embryology Authority (HFEA).

The post holder will be expected to work collaboratively with the management team – including for other disciplines- for the management of patients undergoing assisted conception treatment. The successful applicant will be responsible for training junior doctors or nursing staff in carrying out pelvic ultrasound scans in the Centre. He/she will be expected to have wide scanning experience of complex cases and clinical management of patients undergoing assisted conception treatment including fertility preservation. The successful candidate will be responsible for leading surgical training and services for assisted conception unit. The consultant will also assist colleagues in all aspects of fertility services.

**Aberdeen – the city**

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

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

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

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

**Aberdeen Fertility Centre**

**Aberdeen Centre of Reproductive Medicine overview**

Aberdeen Centre of Reproductive Medicine offers a full range of fertility services from secondary to tertiary care. Catchment for secondary care is not only from Aberdeen city but from all of Grampian, Moray, and the Highlands.

In addition to the HFEA licence, the centre is ISO 9001 -2015 certified, and the Andrology Laboratory has ISO15189 accreditation (the first in Scotland for both standards ). Each year there are over 1200 new couples referred with infertility. The Assisted Reproduction Unit (ARU) carries out 400-500 fresh cycles of IVF & ICSI per year with a further 500 cryopreserved embryo transfer cycles in addition. We provide both initial investigations and treatments as follows:

Initial fertility investigations

There is an established internal referral system in Aberdeen, Moray and Highland, as well as referrals from outside the region. The following services are provided by the centre:

* Referral directly from GPs/ Gynaecology colleagues/ other specialities and patients
* Both NHS and self-funded services
* Routine use of 3D scanning
* Weekly dedicated HyCoSy list
* ISO accredited Andrology Laboratory ( only Andrology lab in the whole of North of Scotland)

Basic secondary care is provided by Orkney with close liaison with Aberdeen followed by referral to Aberdeen for treatments. Direct GP referrals are received from Highland and Shetland.

Fertility treatments:

The centre provides a full range of fertility treatments except preimplantation genetic testing for which there is an established referral pathway to Edinburgh and Glasgow. Treatments provided include:

* Full range of ovulation induction
* Partner and donor intrauterine insemination
* In-vitro fertilisation
* Third-party reproduction
  + Egg, sperm and embryo donor recruitment
  + Recipients for eggs, sperm and embryos
  + Surrogacy
* Fertility preservation

**Clinics in ACRM**

In addition to dedicated fertility clinics ACRM team is involved in the following clinics:

Gynaecology Endocrinology

Once a month there are 2 combined Reproductive Endocrinology clinics shared with a consultant endocrinologist (physician) based in ACRM. In addition to joint clinics there are 2 further dedicated Gynaecology endocrine clinics per month run by a Reproductive Medicine Consultant.

Every fifth Friday of the month – joint clinic in the David Anderson building for a young person where the team from ACRM do a joint clinic with a consultant endocrinologist (physician)

Paediatric Gynaecology clinic

On average there are at least 4 dedicated paediatric Gynaecology clinics a month run by consultants from ACRM. There is a close liaison with a paediatric endocrinologist for advice about specific cases. ACRM consultants also attend the transition clinics three to four times a year.

Recurrent miscarriage

Dedicated Recurrent miscarriage clinics run in ACRM, run by consultants specialising in early pregnancy. There is regular MDT with Recurrent miscarriage service.

Joint endometriosis clinics:

There is a joint endometriosis clinic with a minimal access surgeon and a reproductive medicine consultant every 5th Thursday. They are run in Gynaecology outpatients

**Surgical procedures in ACRM**

* There is a dedicated theatre list 7 days a week with three days of egg collections and 7 days of embryo transfers.
* Surgical sperm retrieval procedures are done within ACRM or with Urology.
* Regular outpatient hysteroscopy lists (1-2 a month) are conducted by ACRM consultant

In-patient operating facilities are based in the main theatres in Aberdeen Royal Infirmary and Stracathro hospital.

**Multidisciplinary meetings:**

There are regular multidisciplinary meetings that serve as a forum for teaching

* Regular thrice-weekly planning meetings (Mon/ Wednesday and Friday lunchtime) to plan cases ongoing treatments
* Failed treatment reviews every Friday with the embryology and laboratory team
* Regular once every 4 weeks multidisciplinary meetings to plan the management plan of complex gynaecological cases with a special interest in infertility
* Endometriosis multidisciplinary meetings where cases from the fertility centre are discussed, once every 2 months.
* Joint meetings with the Genetics team to discuss any cases with genetic abnormalities occur once every 2 months
* Joint obstetrics meeting once every 2 months to discuss cases with complex medical history to put a plan in place in advance
* Joint meeting with Urology every 2-3 months
* Adhoc cases conferences for complex cases as and when required

All of these are usually organized by subspec trainee/ clinical research fellows.

**Teaching:**

Clinical

We have post clinic meetings as a multidisciplinary team Mon- Thu 4-5 pm, where all cases seen on that day in clinics are discussed. An hour of clinic time is dedicated for training research fellows and subspec trainees and it is built-in clinic template for them.

There are regular slots for further teaching on Thu 8 AM to discuss new national and international guidance.

Research

In addition to being registered for a higher degree and support provided with that by supervisors, there are dedicated research methodology training sessions for the ACRM team.

Joint CPD sessions

There are multidisciplinary CPD sessions organised twice a month by ACRM and once a month by Fertility Scotland (Strategic network).

**Use of digital technology**:

ACRM has taken on the use of digital technology with the widespread use of near me consultations and no delays for patient information. ACRM was the first in Scotland to use electronic consent. We are paperless with all electronic records in IDEAS and the Track-care patient management system.

**Participation in Research**

Aberdeen Centre of Reproductive medicine has a long-standing history of being at forefront of research on the topic. The resources of the Centre are also geared towards this research programme, including the funding of Research Fellows. The research objectives are aligned with the strategic aims of the Institute including the Health Services Research Unit, the Health Economics Research Unit, medical statistics and epidemiology. Having the health science building and Rowett centre of Nutrition along with the Health economics research Unit and Health services research unit on one campus means easy access to methodologists. We have close links with colleagues leading basic science research. There is close interaction between research staff and NHS clinicians.

Aberdeen has extensive links with colleagues in the developing world (India, South Africa and Chile) and has hosted many Commonwealth Fellows wishing to undergo research and clinical training in the U.K.

Aberdeen also participates in all NIHR funded trials and always has been at top of recruitment. There is a track record of publications in the area where the team from ACRM has been involved. There is a close collaboration of the ACRM team not only within Aberdeen but across Scotland and within the UK as well as internationally.

**The Department of Obstetrics and Gynaecology**

The Department of Obstetrics and Gynaecology has been at the forefront of research and development in human reproduction since the 1960s 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 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 the clinical and cost-effectiveness of healthcare interventions, investigate causes and consequences of women’s health issues and innovate in healthcare services design.

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 further enhance collaborative research.

The department provides a specialist obstetric and gynaecological service for the whole of the Grampian area. There is a University Department of Obstetrics and Gynaecology with 2 Professors and two Senior Lecturers who have Honorary Consultant Status. We have 35 NHS consultants in total and ST1-7 s as well as GPSTs and Foundation doctors. The department is recognised for sub-speciality training in Gynae-oncology, Reproductive Medicine and Sexual and Reproductive health.

You will be encouraged to contribute to the educational programme and participate in the quality improvement and clinical governance work of the department.

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

**The Baird Family Hospital**

In 2014 the Scottish Government pledged £170 million for a new hospital on the Foresterhill site, and planning is well underway with anticipated completion by 2025. 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.

**Current list of consultants**

|  |  |
| --- | --- |
| Prof Mohamed Abdel-Fattah **G ( Univ)** | Dr Farha Fatima - **DGH** |
| Dr Premila Ashok **G** | Dr Mostafa Ali - **DGH** |
| Dr Mary Cairns **G** |  |
| Prof Kevin Cooper **G** | Dr Mairead Black **O ( Univ)** |
| Dr Maha Gurumurthy **G** | Subhayu Bandyopadhyay **O** |
| Dr Christine Hemming **G** | Dr Emma Doherty **O** |
| Dr Atiyah Kamran **G** | Dr Tara Fairley **O** |
| Dr Sheethal Madari **G** | Dr Sarah Hendry **O** |
| Prof Abha Maheshwari **G** | Dr Gail Littlewood **O** |
| Dr Pabashi Poddar **G** | Dr Sarah McRobbie **O** |
| Dr Lucky Saraswat **G** | Dr Priti Nagdeve **O** |
| Dr Sreebala Sripada **G** | Dr Sharon Rajkumar **O** |
| Dr Swathy Vallamkondu **G** | Dr Sherif Saleh **O** |
| Dr Surappa Shylasree **G** | Dr Lisa Scott **O** |
| Dr Sarah Wallage **G** | Dr Katrina Shearer **O** |
| Dr Stephen Fisher **G** | Dr Ashalatha Shetty **O** |
| Dr Ainharan Raveendran **OG** | Dr Andrea Woolner **O (Univ)** |
| Dr Maribel de Gouveia de sa **OGDGH** | Dr Lucy Harrington **O** |

**CONDITIONS OF APPOINTMENT**

* 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.
* The whole-time salary, exclusive of any distinction award, will be a starting salary of £96,963-£128,841 per annum. 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.
* 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.
* 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.
* Consultants are expected to undertake research and development in their own field and to link with the University research areas.
* Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Management team in Aberdeen Fertility Centre. You will be expected to take part in out of hours commitment for Fertility centre, including weekend work.
* 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.
* The person appointed is expected to take an active role in service development of Fertility services across North East region.
* 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.
* 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.
* NHSG, in partnership with the BMA Local Negotiating Committee, has a study leave policy for all Career Grade Medical and Dental Staff. The policy is available on request from the Human Resources Department.
* 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.
* 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.
* 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.
* The officer appointed will be required to be registered on the General Medical Council’s Specialist Register.
* 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 post holder is involved in "Exposure Prone Procedures". This review may result in the post holder 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 post holder leaving NHSG's employment.
* 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.
* Termination of the appointment is subject to three months' notice on either side.
* 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)).

MODEL JOB PLAN FORMAT

***(For the period 1st April 2024 to 31st March 2025)***

**Name:..Consultant........ Specialty: Reproductive Medicine and Surgery   
Principal Place of Work: Aberdeen Fertility Centre**

**Contract:** **Whole Time**

**Programmed Activities: ........ PA Split: DCC: 8 SPA : 2 EPAs (if applicable): …..…**

**Availability Supplement**: None / Level 1 / Level 2 (delete as appropriate)

**Premium Rate Payment Received: %**

**Managerially Accountable to: UoM**

**Responsible for: delivery of clinical care and clinical teaching for sub spec trainees and clinical research fellows**

**a) Timetable of activities which have a specific location and time**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Day** | **location** | **Type of work** | **DCC** | **SPA** |
| Monday  8:00 -17:00 | IVF theatre | Egg collection, embryo transfers, planning meeting | 2 |  |
| Tuesday  8-12:00  13:00- 17:00 | Fertility centre  Fertility Centre | IVF clinic  Infertility clinic | 1  1 |  |
| Wednesday  9-13:00  13:00-17:00 | Fertility centre  Fertility Centre | Letter vetting, queries, signing letters ( clinical admin)  SPA | 1 | 1 |
| Thursday  Wk 2 AM ( 9:00-13:00  Wk 2 ( 8-18:00)  Wk 1 ( 8-18:00) | Fertility centre  ARI/ Stacathro  ARI | Joint endocrine clinic  Operating with preop and post op care  Operating with preop and post op care | 0.25  1.25 |  |
| Friday  13.00-17.00 | Fertility centre | CME/MDT |  | 1 |
| Saturday |  | Weekend on call 1: 4 with prospective cover Fertility centre  Weekend on call 1 in 11 Gyane on call  Out of hours on call Gyanecology | 0.5  1 |  |
| Sunday |

**PERSON SPECIFICATION**

**CONSULTANT IN REPRODUCTIVE MEDICINE & SURGERY**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | ESSENTIAL | **DESIRABLE** | **USEFUL** |
| **(a)** | **Qualifications** | Primary Medical Degree  GMC Registration  MRCOG or equivalent  CCT |  |  |
| **(b)** | **Experience** | Wide experience in Reproductive Medicine. | Special skills in focussed area within RM services  Experience in fertility preservation. | Teaching qualification |
| **(c)** | **Training** | Sub specialisation in Reproductive Medicine and Surgery- completed/ within six months of completion. |  |  |
| **(d)** | **Academic Achievements** | Higher research degree- obtained or working towards it | Relevant and contemporary research output  Publications & presentations related to Reproductive Medicine |  |
| **(e)** | **Skills** | Clinical/surgical competence commensurate with consultant responsibility | Intermediate/advanced laparoscopic skills |  |
| **(f)** | **Qualities** | Time Management  Enthusiasm  Integrity  Vision | Diligence  Self Assurance  Insight  Diplomacy  Advocacy |  |
| **(g)** | **Others** | Audit Experience  Departmental or Hospital Presentations | National/international meeting presentations |  |

**NOTES TO CANDIDATES**

**PM178277**

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

Further information can be obtained and an appointment to view the department arranged by contacting Prof Abha Maheshwari, Director & Person Responsible , Aberdeen Fertility Centre @ [abha.maheshwari@abdn.ac.uk](#) : Dr Mary Cairns , Unit Clinical Director mary.cairns@nhs.scot

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, 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 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.

# Management

The post holder will be responsible managerially to Unit Operational Manager