



CONSULTANT IN OBSTETRICS & GYNAECOLOGY + UROGYNAECOLOGY

Closing Date : 7 February 2025

Interview Date: Week Commencing 24 February 2025 (TBC)



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LIVING IN TAYSIDE



When choosing somewhere to work and live, quality of life is key. Dundee is one of the few locations in the UK which combines the best of both worlds – city facilities on a friendly community scale and easy access to some of the most stunning countryside in Scotland.

Set on the spectacular Tay Estuary, Dundee is a city in a landscape of wild beaches, rolling golf courses, quaint coastal villages and beyond them Scotland's famous mountains and glens – providing a range of lifestyle choices and house prices unbeaten by other Scottish cities.

The salaries of employees in Dundee currently go further on the property ladder than almost any other city in the UK. Where the average UK house price is six times the average salary, in Dundee the ratio is just under four times salary. The range of properties within commuting distance to Ninewells Hospital covers the widest spectrum – from rambling country houses and seaside cottages to handsome town villas and sleek city quay apartments. Dundee has put enormous effort into the redevelopment of the city centre and its stunning waterfront along the Tay is now being developed.

Excellent shopping sits side-by-side with a vibrant cultural quarter – home to Scotland's award-winning Dundee Rep Theatre and the highly acclaimed Dundee Contemporary Arts which has become a lively social hub and film house as well as a champion of leading edge arts.

In addition, Dundee is the home of the 'V&A' at Dundee. A new development housed in an award-winning, iconic building designed by Kengo Kuma.



V&A Museum & The Discovery, Dundee

Dundee is a post-industrial city which has worked hard to reinvent itself and today the University is a key economic driver for prosperity, particularly in life sciences and medicine. The University is involved in a range of partnership initiatives including a strong access programme and social, education, cultural, business and voluntary partnerships aimed at raising confidence, skills and achievement. The University has excellent working relationships with the City Council, other local authorities, Scottish Enterprise Tayside (the local economic development company), NHS Tayside and a range of other local & national bodies in Scotland and the UK.

Dundee has become known as the City of Discovery – the place where Captain Scott of the Antarctic’s ship, the RRS Discovery was built and is now permanently berthed. It is a line which serves contemporary Dundee well with its reputation as a strong research led environment. NHS Tayside and the University are two of the three biggest employers and the ratio of students and university personnel to general population is among the highest in Scotland.

The highest levels of annual sunshine, more green spaces and the purest air quality of any city in Scotland make Dundee a pleasant place to live and comparatively low levels of traffic cut the daily “hassle factor” considerably. An apocryphal tale has it that the local radio station has on occasion warned of traffic jams “causing delays of up to three minutes”.

Dundee is also renowned as a friendly city where it is easy to mix and if your passion lies with the green, Tayside and North East Fife is one of the best places in the world for access to quality and affordable golf. 18 championship golf courses lie within 30 minutes and include St Andrews, the home of golf, Carnoustie and Gleneagles, which hosted the Ryder Cup in 2014.



View from Kinnoull Hill

Within similar reach lie spectacular opportunities for everything from water sports to mountaineering, fishing and hillwalking.

There are 41 primary schools in the region feeding into ten secondary schools. In the private sector, multiple facilities are available in both Dundee and Perth & Kinross which consistently score well in academic and sporting achievements. Pre-school education is widely provided including a number of excellent private nurseries.

Dundee is just a 90 minute drive from 90% of Scotland's population. Edinburgh is less than an hour away and Glasgow around an hour and a half by road or rail.

If London beckons, you can travel for a meeting and back on the same day using Dundee Airport, flying direct to London Heathrow. Short check-in times are an extra bonus and crystallise the quality of life enjoyed in this part of the world.

For more information about Dundee please see:

<http://www.conventiondundeeandangus.co.uk>

<http://www.angusanddundee.co.uk>



View of Perth City

BACKGROUND INFORMATION



This post offers the opportunity to live and work in the Tayside region of central Scotland, widely regarded as one of the most scenic areas in the UK with a high quality of life.

NHS Tayside is the 4th largest board in Scotland led by our Chief Executive, Nicky Connor, our Medical Director Dr James Cotton and our Nurse Director, Simon Dunn.

Tayside covers a wide area and three local councils (Perth & Kinross, Angus and Dundee City) but patients from North East Fife also access services in Tayside. There are joint services between NHS Tayside and NHS Fife including ENT, Vascular Surgery and Interventional Radiology.

The approximate populations are:

- Tayside Population 413,000
 - Angus 116,000
 - Dundee 149,000
 - Perth & Kinross 148,000
- North East Fife 74,000

Ranked 1st in the UK for Medicine in the Complete University Guide 2021 and the Guardian University Guide 2021, the University of Dundee Medical School is integrated into the Ninewells Hospital campus and has an international reputation for excellence in teaching and high impact clinical research placing it amongst the best places in the world to study and to practice medicine.

NHS Tayside is regarded as a forward looking health board. Each local council now has an Integrated Joint Board (IJB). Medicine for the Elderly is also hosted by the IJBs and further development for other health services to be hosted by IJBs rather than NHS Tayside is ongoing. NHS Tayside has a national reputation for models of service development, health informatics and quality improvement.

The new Academic Health Sciences Partnership in Tayside (AHSP) provides a unique environment and opportunity in Scotland to improve patient outcomes through a cohesive and integrated infrastructure for delivering service improvement, research, education and learning underpinned by world leading informatics.

There are two hospitals which admit acute general medical patients and provide in-patient services; Ninewells Hospital, Dundee and Perth Royal Infirmary (PRI). The hospitals are 20 miles apart and there is a direct bus service to facilitate travel. Unscheduled Obstetric and Gynaecology services are mainly delivered in Ninewells Hospital with planned care delivery across both the Ninewells and PRI sites. Ninewells Hospital also hosts an active and responsive 24/7 Interventional Radiology service which provides services to Tayside and beyond.

There are a number of intermediate care hospitals in Angus and Perth & Kinross which also provide out-patient services. Ninewells Hospital and Medical School is a large teaching hospital for the University of Dundee and houses most medical and surgical disciplines with supporting laboratory services. Stracathro Hospital has been developed as an outpatient diagnostic and treatment centre.



View across Dundee City

PERSON SPECIFICATION



NHS Tayside is committed to the principle of equality of opportunity in employment and accordingly its advertising and recruitment literature will not imply that there is a preference for any one group of applicants, e.g. by the use of discriminatory job titles or material depicting or describing certain sexual or racial groups.

In general, the shortlisting process will be conducted so as to give all candidates equal consideration against defined selection criteria. The following criteria will, therefore, be applied equally to all candidates irrespective of age, sex, religion, ethnic origin or disability and avoiding judgements on the basis of assumptions or stereotypes.

Criterion	Essential	Desirable
Qualifications (accredited by relevant committee)	<p>Full GMC Registration, with a licence to practice.</p> <p>Inclusion in the Specialist Register in Obstetrics & Gynaecology or within 6 months of anticipated award of CCT or already in possession of CESR at date of interview.</p> <p>2 RCOG Advanced/ Special Interest Training Skills Modules (ATSMs/ SITMs) including Urogynaecology and Advanced labour ward Practice or equivalent</p>	<p>Postgraduate research qualification (MSc, MD, PhD)</p> <p>Training In Obstetrics / Gynaecology Ultrasound Scan</p>
Personal Qualities	<p>Ability to work under pressure and as part of a multi-disciplinary team</p> <p>Exemplary communication skills</p> <p>Understanding of human factors</p>	<p>Dynamic individual with ideas for service development in Obstetrics and Gynaecology</p>

Criterion	Essential	Desirable
General Experience	<p>Ability to work independently at consultant level including operative urogynaecology.</p> <p>Evidence of continued personal development and maintaining CPD</p>	
Teaching	Experience in teaching undergraduate and postgraduate medical staff as well as other healthcare workers.	<p>Recognition of Trainer</p> <p>Postgraduate training in Medical Education.</p>
Management & Leadership Experience	Understanding of the NHS management structure	Formal leadership training or qualification
Research	Understanding of research methodology, its application and critical appraisal	Evidence of recent and current research with relevant publications.
QI and Audit	Evidence of involvement in QI and audit	<p>Evidence of service improvement related to QI or audit</p> <p>Ability for innovation and improvement with a service</p>

THE POST



This exciting opportunity is a whole-time (10 programmed activities per week) Consultant post in Gynaecology +/- Obstetrics based in NHS Tayside.

Post Summary

The post holder will have extensive knowledge of Gynaecology and Obstetrics and have the appropriate clinical skills relevant to the appointment. They must be medically qualified and are expected to hold the full MRCOG qualification or equivalent and be on the GMC specialist register. They will have a senior role in providing Tayside-wide Gynaecology clinical services across all three local authority areas.

The post holder will also be required to take on a leading role in provision and development of Gynaecology and in particular urogynaecology services in NHS Tayside as part of an established multidisciplinary team. The post holder will provide Gynaecological clinics and theatres across NHS Tayside and provide out of hours unscheduled care in Ninewells Hospital, Dundee.

The post holder will be provided with opportunities to explore an area of special interest including uro-gynaecology, assisted conception, gynaecology ultrasound, minimal access surgery and outpatient hysteroscopy etc.

There is a need to provide out of hours unscheduled care for women in Obstetrics & Gynaecology. This will include non-resident on call Consultant commitments for Obstetrics in Ninewells Hospital with prospective cover and weekend cover.

The post holder will be expected to directly supervise Doctors in Training and to participate in the teaching of undergraduates. They will be expected to help set and maintain standards and undertake administrative tasks that arise from the post.

Main Duties of the Post

You will be working within a team of Consultants who provide a broad range of high-quality services to the women and families of NHS Tayside.

The duties include:

- Work with the multidisciplinary team to undertake a senior role in the general provision of Gynaecological Services in NHS Tayside.
- Undertake Gynaecology out-patient clinics and providing support for specialist gynaecology nurses.
- Support the management of inpatient women with obstetrics & gynaecology emergencies by undertaking ward rounds including labour ward cover for obstetrics.
- Participate in local and risk management multidisciplinary team (MDT) meetings in Obstetrics and Gynaecology.
- Provide gynaecology operating sessions for elective cases as both in-patients or day cases.
- Supervise, instruct and train medical staff assigned to the team. Participate in the formal appraisal of Doctors in Training in accordance with guidelines from the RCOG and the Postgraduate Dean.
- Contribute, if appropriate, to the training of nurses, midwives, paramedical, scientific, and technical staff.
- Support undergraduate teaching in co-operation with the academic department.
- Contribute towards research / audit / QI projects within the hospital.
- Participate in developing a satisfactory and consistent quality of clinical services by establishing appropriate systems, agreeing standards and ensuring standards are met.
- Contribute towards the administration of the service.
- To be an active advocate of realistic medicine principles and value based healthcare.
- Role model good wellbeing practices.

On-call Requirements

Obstetrics on-call with prospective cover, First on call for 1:10 weekends. This includes resident sessional commitments from 0800-2000hrs Monday to Friday and 0800-1700hrs on Saturday and Sunday. All shifts have ST1-7 trainee cover with support from foundation doctors and GP ST trainees.

There is a 1:10 contribution to Obstetrics non-resident first on-call for out of hours from 2000-0800hrs.

Provide High Quality Care to Patients

- Maintain GMC specialist registration and hold a licence to practice.
- Participate in the annual appraisal process.
- Develop and maintain the competencies required to carry out the duties of the post.
- Ensure patients and families are involved in shared decisions about their care and respond to their views.

Teaching, Training and Research

- To provide high quality teaching to medical undergraduates, medical postgraduates and members of other health care professions.
- To act as educational and/or clinical supervisor as delegated by the Clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA times for these roles.
- Where possible to collaborate with academic and clinical colleagues to enhance NHS Tayside's research portfolio, at all times meeting the full requirements of Research Governance.

Medical Staff Management

- To participate in team objective setting as part of the annual job planning process.
- To participate in own personal annual job planning
- To work with colleagues to ensure Doctors in Training are compliant in line with EWTD and New Deal.
- To ensure that adequate systems and procedures are in place to control and monitor leave for Doctors in Training and to ensure that there is appropriate cover within the clinical areas, including on-call commitments.
- To participate in the recruitment of medical staff as and when required.

Governance

- Participate in clinical audit, incident reporting and analysis to ensure resulting actions are implemented.
- Ensure you are aware of local and national clinical guidelines and protocols. Ensure Doctors in Training are aware of these and that they are updated on a regular basis.
- Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director.
- Role model good practice for infection control to all members of the multidisciplinary team.
- Strategy and Business Planning
- To participate in the clinical and non-clinical objective setting process for the Division.

Leadership and Team Working

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Tayside and when participating in national or local initiatives.
- To work collaboratively with all members of the team.
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
- Adhere to NHS Tayside and departmental guidelines on leave including reporting absence and participating in return to work interviews.

Annual Appraisal & Job Planning

- You shall be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants. The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan.

SUGGESTED JOB PLAN



Post of Consultant in Obstetrics & Gynaecology	
Speciality	<ul style="list-style-type: none">• Obstetrics & Gynaecology
Principle Place of Work	<ul style="list-style-type: none">• Ninewells Hospital with a requirement to work in any of NHS Tayside sites as part of your role
Contract Type	<ul style="list-style-type: none">• Permanent
Availability Supplement	<ul style="list-style-type: none">• 5% or as per OOH intensity
Line Manger	<ul style="list-style-type: none">• Dr Roselyn Mudenha

This post will be provided in line with the T&Cs of the Consultant Contract.

It is a full time post of 10 PAs per week with an 8:2 split of direct clinical care to supporting programmed activities respectively.

Suggested Job Plan

DCC will contain a commitment to obstetrics unscheduled care. This will include the in-patient wards and assessment areas on weekday and weekends. Weekend and overnight cover will be at a ratio of 1:10. Additional DCC will be composed of gynaecology including urogynaecology and general gynaecology out-patient clinics, theatre sessions, vetting, MDTs and administration.

SPA time will include 1PA for Core SPA which includes CPD, mandatory training and appraisal and revalidation. A 2nd SPA will be given to allow for educational supervision, teaching and training, clinical governance or a lead role for a sub-speciality within the service.

The exact job plan will be agreed between the Clinical Director and the successful applicant. There may be the opportunity to develop a sub-specialist interest depending on the needs of the individual and the service.

We are proud to serve the women of NHS Tayside by providing a wide range of specialist gynaecological services. We are currently undergoing changes to innovate pathways and to deliver a service that serves the needs of the population by providing a full range of in-patient and out-patient gynaecology services across Dundee, Angus and Perth.

- Emergency Gynaecology - The priorities of the service are to provide unscheduled care 24 hrs a day including the provision of emergency ultrasound and operative procedures.
- Gynaecological Oncology - We are a gynae-oncology unit as part of the North of Scotland Cancer Network.
- Urogynaecology- We have a team of medical and specialist nursing teams providing a range of treatments for pelvic organ prolapse and incontinence.
- Minimal Access Surgery - We provide specialist services for outpatient hysteroscopy and PMB pathways
- Colposcopy Service - providing colposcopy services with nurse colposcopists and medical teams
- Termination of Pregnancy - A dedicated service to provide choice and treatment for women wishing termination of pregnancy.
- Trophoblastic disease - Ninewells is one of the three UK centres for Registration and Follow up.
- Early pregnancy Assessment Unit- A midwifery led service supported by specialist medical teams.
- Reproductive Medicine and Subfertility - We have a UKAS accredited Assisted Conception Unit based at Ninewells Hospital proving all levels of reproductive assistance.
- We have have close links with NHS Tayside Sexual & Reproductive Health service and paediatric services for adolescent gynaecology

Our Facilities - Ninewells Hospital, Dundee

Gynaecology Assessment Unit (GAU)	<ul style="list-style-type: none"> • Emergency Gynaecology Triage • 8 individual en-suite rooms, staffed 0800-1800 weekdays • Specialised unit for care of women undergoing termination of pregnancy and completion of early loss procedures. • MVA and out-patient hysteroscopy
Inpatient Gynaecology	<ul style="list-style-type: none"> • 12 beds including 1 emergency assessment bed
Out-Patient Gynaecology	<ul style="list-style-type: none"> • Shared use of facilities with other specialities
Day Case Gynaecology	<ul style="list-style-type: none"> • Shared use of dedicated Day Surgery Unit (1PA/wk)
Gynaecology Theatre	<ul style="list-style-type: none"> • Dedicated gynaecology theatre, staffed 0900-1700 weekdays • Weekly robotic assisted surgery list
Assisted Conception Unit	<ul style="list-style-type: none"> • Specialist Unit led by 4 Consultants
Labour Suite	<ul style="list-style-type: none"> • 7 delivery rooms, one birthing pool • 6 beds in an observation area • 1 high dependency room • Bereavement Suite (TULIP room) • 1 Maternity Operating Theatre staffed 24 hours per day • 1 ancillary room used as an emergency theatre • 24 hour resident anaesthetic cover
Alongside Midwife-Led Unit	<ul style="list-style-type: none"> • 4 delivery rooms • 2 pool rooms • 4 post natal beds
In Patient Obstetric Ward	<ul style="list-style-type: none"> • 38 beds

Our Facilities - Ninewells Hospital, Dundee (contd)

2 Community Midwife Units	<ul style="list-style-type: none"> • Perth • Arbroath
Elective Caesarean Theatre	<ul style="list-style-type: none"> • 3 all day lists per week
Maternity Triage	<ul style="list-style-type: none"> • 4 beds, staffed 24 hours per day
Maternity Day Assessment Unit	<ul style="list-style-type: none"> • 3 beds, staffed 0900-1700, weekdays
Out-patient Obstetrics	<ul style="list-style-type: none"> • Dedicated Antenatal Clinic
Early Pregnancy Assessment Unit	<ul style="list-style-type: none"> • Unit staffed by midwives, 0900-1700 weekdays. Adjacent to Maternity Day Assessment Unit
Ultrasound Department	<ul style="list-style-type: none"> • Specialised O&G ultrasound department. Consultant led, supported by Midwife Sonographers.
Outreach O&G	<ul style="list-style-type: none"> • CMU Arbroath - Midwife Antenatal Clinics • Consultant Outreach Clinic • Gynaecology Clinical in Arbroath, Montrose & Forfar
Neonatal Facilities	<ul style="list-style-type: none"> • Level 3 neonatal service incl therapeutic hypothermia • 21 cots in NICU (3 intensive care, 6 high dependency, 8 special care and 4 transitional)

Our Facilities - Angus

Outpatients: Gynaecology	<ul style="list-style-type: none"> • Gynaecology Clinics
Community Midwife Unit, Arbroath	<ul style="list-style-type: none"> • Consultant Clinics • Midwife Antenatal Clinics • Maternity Day Assessment Unit

Our Facilities - Perth Royal Infirmary

Inpatient Gynaecology	<ul style="list-style-type: none">• Beds for both inpatient and day case gynaecology procedures
Gynaecology Theatre	<ul style="list-style-type: none">• Dedicated gynaecology theatre
Outpatients: Antental & Gynaecology	<ul style="list-style-type: none">• Stand-alone Women's Clinic with Colposcopy, Urodynamic facilities, Infertility and Oncology
Community Midwife Unit, Perth	<ul style="list-style-type: none">• Consultant Clinic• Midwife Antenatal Clinics• Maternity Day Assessment Unit
Ultrasound Department	<ul style="list-style-type: none">• Dedicated O&G Ultrasound department staffed by Midwife sonographers

OBSTETRICS



The Maternity Services provide a comprehensive service to Tayside (population 413,000) and North East Fife, and the team work closely with midwifery staff. Services are provided from a Consultant Led Unit in Ninewells Hospital, with a Midwife Led Unit in Ninewells Hospital and two Midwife Led Community Maternity Units (CMUs) in Arbroath and Perth supported by Community Midwifery teams.

A team of 10 consultants currently provide specialist Obstetrics services for women with high-risk pregnancies. There is a strong commitment to emergency Obstetric training. PROMPT courses are run regularly in the department and several members of obstetric and anaesthetic staff are MOET instructors.

NHS Tayside is a leading organisation in Patient Safety and is committed to constantly improving the safety and reliability of the care it delivers. We encourage innovation and are currently delivering wide ranging and exciting, Maternity Service Improvement programmes. We have also implemented Badgernet maternity information system.

CLINICAL & MANAGERIAL LEADERSHIP



Obstetrics & Gynaecology is located within the Women, Children and Families Division and is placed within Women's Services Clinical Care Group.

The Clinical Care Groups within the organisation are managed by triumvirates of Clinical Director, Clinical Service Manager and Lead Nurse/Midwife. The Women's Clinical Care Group management team are:

- Dr Roselyn Mudenha, Clinical Director
- Portia Brown, Clinical Care Group Manager
- Donna Brough, Lead Midwife

The CCG is supported by an Associate Medical Director for the WCF Division, Dr Monica Doyle, the Associate Director for WCF, Susan Paterson and an Associate Nurse Director, Lesley Sharkey.

Within Gynaecology, Dr Mythili Ramalingam is the Clinical Lead. Within Obstetrics Dr Mary Smith is the Clinical Lead.

FURTHER INFORMATION

For further discussion about the post or to arrange a visit please contact the Clinical Director, Clinical Care Group Manager or Clinical Lead.

- **Clinical Director (Women's Services) - Dr Roselyn Mudenha**
email: roselyn.mudenha@nhs.scot
- **Clinical Care Group Manager (Women's Services) - Portia Brown**
email portia.brown@nhs.scot
- **Clinical Lead (Gynaecology) - Dr Mythili Ramalingam**
email mythili.ramalingam@nhs.scot
- **Clinical Lead (Gynaecology) - Dr Mary Smith**
email: mary.smith@nhs.scot

NHS Tayside is committed to equality & diversity and welcomes applicants from all sections of the community