

Somerset NHS Foundation Trust was created
from the merger of Somerset Partnership
NHS Foundation Trust and Taunton and
Somerset NHS Foundation Trust



Musgrove Park Hospital,
Taunton, Somerset.

Consultant Obstetrician and Gynaecologist
10 PA, Substantive(2 posts)

DESCRIPTION OF POST

The Obstetric and Gynaecology team are looking to appoint a new colleague for a full-time post based at Musgrove Park Hospital, Taunton. We are currently in the process of a Merger with Yeovil District General Hospital and attendance at this hospital for clinics etc may be required. The post holder will join a team of 12 consultants and will have accreditation in Obstetrics and Gynaecology with the Royal College of Obstetricians and Gynaecologists and be on the specialist register. A keen interest in Obstetrics and labour ward management is essential. Subspecialist accreditation or ATSMs in labour ward management, high risk pregnancy, maternal medicine or fetal medicine would be desirable. Interest and experience in clinical leadership would be of benefit in this appointment as well as willingness to be involved as necessary in other departmental positions such as PROMPT training and medical student teaching.

The department has a 3 tier on-call rota for both Obstetrics and Gynaecology; Currently this is a 1:12 oncall rota, but may be subject to change. The candidate will join an already well-established team, which includes Consultants with special interests in Urogynaecology, Menstrual Dysfunction, Minimal Access surgery and Endometriosis, Fetal Medicine, Maternal Medicine and Diabetes. We have a Gynaecological Oncology centre with two Consultant colleagues who are subspecialty trained and a Lead Consultant Gynaecologist who runs the diagnostic Gynae-oncology service including the Colposcopy and Post-Menopausal Bleeding Service.

SCOPE OF THE SERVICE

The Taunton and Somerset NHS Trust provides acute services to a registered population of 333,510 living in the west side of the county of Somerset. The east side of the county, with a registered population of 114,635 is served by East Somerset NHS Trust (based at Yeovil), 59,283 are served from Bath.

SOMERSET

Somerset has the most beautiful scenery; from the peace and quiet of Exmoor National Park and the Exmoor Heritage Coast to the magnificence of Cheddar Gorge and the magic of the Wookey Hole Caves. Imagine being able to spend the end of your working day wondering along the coast at Weston-Super-Mare or going home to some of the most well-known towns and villages in the UK such as Burnham-on-Sea, Glastonbury, Taunton, Yeovil, Minehead, Portishead, Bruton and Dulverton. Perhaps you enjoy music and would like to live and work just a stone's throw away from the largest music festival the UK has to offer. The history of Cheddar cheese is practically etched into the caves of Cheddar Gorge, which still provides the backdrop of the maturing process for original cheddar cheese. The gorge itself is the largest in Britain.

The neighbouring counties and areas of outstanding natural beauty include Devon to the south-west, Dorset to the south-east, Wiltshire directly east and Gloucestershire to the north. Living in Somerset gives you good access to some of the most sought-after holiday destinations in UK, with the delights of Cornwall just 2.5 hours away by car. There are amazing links to the rest of the country by road on the M5 and by a fast train service, as well as local airports at Bristol and Exeter. If you wish to consider an independent school for your children, we have four locally, all of which have excellent reputations, including Millfield which is renowned for sporting prowess.

Somerset is also the county of cider and is home to 400 different varieties of cider apple. According to The Independent, 'the Somerset cider style is defined by bold, fruity flavours and rich, complex tannins, imparted by the bittersweet apples that are commonly used.' If this appeals to you then add it to the list of reasons you are making as to why you should move to Somerset.

For further information about the area please visit: www.tauntondeane.gov.uk
or for the trust visit: www.somersetft.nhs.uk

THE OBSTETRICS AND GYNAECOLOGY DEPARTMENT

Directorate Management Team

Service Director	Alison Ficarotta
Head of Women's and Sexual Health Services	Laura Wilson
Director of Midwifery	Sallyann King
Head of Midwifery	Nicola Van-Eerde

Senior Medical Staff

Consultants

Miss Alison Cooper
 Mr Adel Nagib
 Mr David Milliken
 Miss Jo Morrison
 Mr Hadi Haerizadeh
 Miss Balpreet Attila
 Miss Claire Lovelock
 Miss Sangeetha Nagabushanam
 Miss Sarah Merritt
 Miss Laura McKie
 Miss Ritu Painuly
 Miss Katarina Tvarozkova
 Mr Tim Sheppard
 Miss Rowen Gundry

Trainee Medical Staff

The Division has 12 Specialist Registrars and 10 ST1/2 doctors.

AREAS OF SPECIALIST INTEREST IN THE DEPARTMENT

Chronic Pelvic Pain and Endometriosis Centre

This is currently provided by Miss Bally Attila and Mr Hadi Haerizadeh, liaising with colorectal and urology colleagues for combined surgical management. Our department has been a BSGE accredited endometriosis centre up to 2019 and we provide all medical and surgical treatments. A chronic pain service provides supplementary care for non-surgical cases.

Colposcopy and Postmenopausal Bleeding Clinic

There is an established Colposcopy service led by Miss Alison Cooper and provided by a multidisciplinary team. All the practitioners have a personal BSCCP accreditation. The department itself has institutional and training accreditation. It receives high commendation on peer-review visits.

The PMB service is led by a consultant as part of the diagnostic services in Gynae-Oncology. There is a detailed ICP (Integrated Care Pathway) in place.

Intra-directorate referral criteria are in place as is a mechanism for dealing with two week cancer waits. Rapid access cancer assessment clinics and PMB clinics are well established.

Continence and Pelvic floor surgery

This service is led by Mr Adel Naguib and supported by Miss Painuly. A third urogynaecologist will be starting in October. The service runs weekly Urogynaecology Assessment clinics and a monthly MDT. Urodynamic studies are provided. Complex prolapse repair and involvement in national research is currently undertaken and the unit is working towards achieving BSUG accreditation.

Early Pregnancy Unit

This service, which is led by Miss Merritt and run by specially trained nurses, is an open access service running from Monday to Friday providing GPs with a rapid assessment service for patients with early pregnancy problems. Mr Sheppard has also special interest in early pregnancy and has joined us recently.

Patients attend early in the morning; ultrasound examination is available and the whole range of treatments for miscarriage/ectopic pregnancies is available to women.

Fetal Medicine

Miss Tvarozkova leads this service and is also supported by Miss Pillai. The department undertakes the investigation of abnormal scans with local facilities for amniocentesis. The clinic also manages MCDA twin and triplet pregnancies. An excellent working relationship is in existence with The Regional Referral Centre in Bristol. We run 2 all day clinics every week to provide a fully comprehensive service. We manage our own growth restricted babies. We have embraced the GROW programme from Saving Babies Lives as a department to improve antenatal care as per SBL V2.

Gynaecological Oncology – We have a fully comprehensive tertiary level service with two full-time Sub-Specialty trained Consultants, a Diagnostic Lead Gynaecologist and supporting team as well as 2 full time Clinical Fellows who are appointed to develop research interests and to complement the team. Our surgeons offer advanced laparoscopic surgery. The team live in the newly refurbished Grace Centre. We look after patients from Yeovil as well as from the local area. With the opening of the Haematology and Oncology Centre in 2009, there is provision for radiotherapy and chemotherapy.

Infertility

This service is to be led by a Consultant Miss Iryna Roshko based at Exeter where IVF is available. This is an exciting opportunity to work more closely with a neighbouring District General Hospital.

Maternal Medicine

The Maternal Medicine service is run by a team of two Consultant Obstetricians: Miss Claire Lovelock and Miss Laura McKie. They provide care to all pregnant women with medical problems. In conjunction with a Consultant Endocrinologist, Dr Isy Douek, and with Diabetes Specialist Nurses and Diabetes Specialist Dieticians, the team offers care to women with diabetes (pre-existing and gestational) and other endocrine problems as well as specialist multidisciplinary care for women with previous bariatric surgery or BMI >50. In addition, the team works in conjunction with a consultant haematologist, an epilepsy nurse specialist and the perinatal mental health team to provide joint multidisciplinary care for these women.

Minimal Access Surgery

Taunton is a national leader in provision of advanced bariatric services and training. A very high proportion of laparoscopic colorectal surgery is also provided, working closely with the benign gynaecology laparoscopic service. We provide advanced laparoscopic surgery for recto-vaginal endometriosis and other benign pathology which is led by Miss Bally Attilia and Mr Hadi Haerizadeh. There is also a Uterine Artery Embolisation service, provided by a Consultant Interventional Radiologist.

One Stop Menstrual Dysfunction Clinic

The department runs an efficient one stop menstrual dysfunction clinic led by Miss Nagabushanam. A full range of diagnostic and operative hysteroscopy is offered including difficult insertion and removal of IUCD/IUS, MYOSURE polypectomy and NOVASURE ablation under local anaesthetic.

Procedure clinic

The department offers a full range of procedures including treatment including Surgical management of miscarriage, diagnostic and operative hysteroscopy, vulval biopsy/excision of lesion under local anaesthetic and is currently delivered by three consultants on a weekly basis.

The Directorate also incorporates services for paediatrics and neonatology.

FACILITIES

Gynaecology In-patient Care & Theatres

We have access to our surgical Jubilee building which has single room en-suite accommodation. Patients are admitted to the ward for elective surgery. Emergency patients are seen in the Surgical Assessment Unit and care directed from there.

We have a theatre suite in which we operate including a specially equipped theatre for laparoscopic surgery. There is a dedicated purpose-built Day Case Unit with four operating theatres and recovery areas some 200 yards from the Maternity Unit. This serves all the surgical specialties, and a high percentage of gynaecological patients are treated as day cases.

The Trust has a sixteen bedded ITU/HDU.

Outpatient Facilities

Outpatient clinics are held on the Musgrove Park site and within our community hospitals.

In addition to the Taunton clinics some Consultants hold peripheral antenatal and gynaecology clinics in Bridgwater, Wellington and Chard.

Oncology

The Somerset Haematology and Oncology or Beacon Centre was built on the site of Musgrove Park Hospital. This facility opened in April 2009 and provides radiotherapy services and other outpatient and inpatient oncology services for the local population. Although the current Gynaecological Cancer service for Taunton has been established for the last ten years the development of the Somerset Haematology Oncology Centre has provided the necessary extra support toward developing a service for the whole of the Somerset community.

Obstetrics

The Trust undertakes around 3,200 deliveries per year. The hospital-based midwifery service is organised into teams around the geographical area served by the Consultant Obstetricians. We were awarded a £600,000 grant from the Department of Health for privacy and dignity improvements to the Maternity Unit. This, combined with Trust funding, has given our Delivery suite a redesigned and improved birthing experience for women. There is also a newly converted postnatal ward, Fern, which is close to NICU and provides transitional care. Fern has eleven beds. Antenatal care, induction and assessment is provided on Willow ward.

Our low risk Midwife -led Bracken Birthing Centre has recently had an upgrade and we have two birthing rooms with pools. Bracken Birthing Centre runs alongside our Delivery Suite on Labour Ward. The Antenatal Clinic and the Level two Neonatal Intensive Care Unit is also adjacent. A modern modular obstetric theatre is an integral part of the Delivery Suite.

We also have an off-site Birthing Centre within the new Bridgwater Hospital. This is called the Mary Stanley unit and has two birthing rooms with pools. Our community also have a reasonable number of home births.

We are committed to fulfilling the recommendations of the Ockenden report to help us continue to provide safe and high-quality care for the women of Somerset.

MAIN DUTIES OF THE POST

General principles

To provide, to a high standard, the full range of specialist diagnostic and treatment services to patients requiring obstetric and gynaecology services, as outlined in the proposed programme. This includes management of obstetric patients at consultant level ie labour ward management and decision making regarding high risk obstetric patients. The applicant should be competent in dealing with emergency gynaecology cases including laparotomy, diagnostic laparoscopy, management of miscarriage and ectopic pregnancy, ovarian torsions, and pelvic abscess.

To organise, manage and be responsible for the diagnosis and treatment of patients at Musgrove Park Hospital. Attendance at Yeovil District hospital or other community hospitals may be required to participate in clinics etc.

Except in emergencies or where otherwise agreed with your manager, you are responsible for fulfilling the duties and responsibilities and undertaking the Programmed Activities set out in your Job Plan, as reviewed annually. You are responsible for the associated duties set out in of the Terms and Conditions.

The purpose of including agreed personal objectives in your Job Plan is to set out in clear and transparent terms what you and your clinical manager have agreed should reasonably be achieved in the time in question. These objectives are not contractually binding in themselves, but you have a duty to make all reasonable efforts to achieve them.

You will be provided with shared office accommodation and will share a secretary.

We run a 1:12 on call rota to provide cover for both obstetrics and gynaecology which will include an evening ward round on Labour Ward at 20:00-21:30 in compliance with Ockendon requirements. When not on call we may ask you to return for an emergency in exceptional circumstances. The on-call rota commitment may be subject to change depending on the needs of the service.

The number of consultants who are away on leave at any one time will be agreed with the Trust specialty policy. During the absence of colleagues on leave, Consultants are expected to provide agreed levels of cover.

Where you wish to seek agreement to have External Duties included in your Job Plan, you must notify your clinical manager in advance. Scheduling of such duties will be by agreement between you and your clinical manager.

Where emergency work takes place at regular and predictable times, your clinical manager will seek to schedule it as part of the Programmed Activities in your Job Plan schedule. You may, however, be required to participate in an on-call rota to respond to less predictable emergencies.

Clinical service arrangements

We are keen to encourage applicants to apply who would work well within an already well-established team of specialists. The successful applicant would work a day on delivery suite covering the labour ward, the antenatal and postnatal wards and emergency gynaecology. They will also have an antenatal clinic, a gynaecology clinic and some gynaecological operating as well as an opportunity to have a special interest. Some of their work could be planned on a flexible timetable.

Infection Control

The Trust regards Infection Control as crucial to the provision of a safe service to its patients. All medical staff will be expected to follow the Trusts policies with regards to Infection Control. Decontamination of hands between patients is regarded as an integral part of the provision of the service. If staff are observed not practicing hand decontamination between patients, then it is expected that this omission will be challenged.

Educational Supervision

Consultants are required to supervise the education of doctors in training. The post holder will be involved with teaching and training junior doctors and should help with both their professional and personal development. Consultants must ensure that junior doctors in their care are not overwhelmed by clinical commitments or overburdened by responsibilities inappropriate to the experience required. Consultants are also responsible for the assessment and appraisal of trainees under their supervision and must keep the Clinical and/or College Tutor aware of problems that may arise.

Clinical Audit

The appointee will be expected to actively participate in audit. He/she will be expected to initiate and supervise audit projects related to his/her particular sub-specialty interest. He/she will liaise with the audit speciality Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Prioritisation is given to audit of national standards such as NICE. Participation in national audit is encouraged.

Clinical Governance

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with the requirements of their professional organisations regarding supervision. The introduction of new techniques/practices requires approval from the Divisional Clinical Governance Committee which is chaired by the Clinical Director.

Research

Research is encouraged, particularly when this is appropriate to the professional development of the successful candidate and to the service development of the department. Opportunities are available within the Trust with applications for funding co-ordinated by the Trust's Associate Medical Director. Research ethical approval is required for all studies.

Administration/Budgetary responsibilities

There is no formal responsibility within this post but all consultants are expected to work efficiently. New techniques/practices have to receive business case approval.

Management Structure

This post is within the Families Directorate, sitting within the portfolio for Women's and Sexual Health Services.

Managerially accountable to: Chief Executive via General Manager

Professionally accountable to: Medical Director via Clinical Directors.

Medical Director
Clinical Service Lead
Clinical Director
Service Director
Head of Service

Dr Mike Walburn
 Mr Adel Naguib
 Hadi Haerizadeh
 Alison Ficarotta
 Laura Wilson

The appointee will be expected to attend and contribute to the monthly department meetings.

Cover for Colleagues and Emergencies

To cover for colleagues in their absence. To deal with emergencies when the occasion demands.

Appraisal, Job Planning and Mandatory Annual Training

The successful candidate will be required to participate actively in the annual appraisal and job planning process. In addition they will be expected to attend the mandatory annual update training (lectures and life support training)

PROGRAMME OF WORK

You and your clinical manager will agree a Job Plan that sets out your main duties and responsibilities, a schedule for carrying out your Programmed Activities, your managerial responsibilities, your accountability arrangements, your objectives and supporting resources.

The appointee is expected to review and finalise the programme with Clinical Service Lead and the Clinical Director, within 1 month of commencing the post. The timetable below is a specimen example of how the timetable may be but this is subject to change in the timing of sessions, activities and PAs but the job will be at least a 10 PA post.

EXAMPLE of TIMETABLE1. Consultant timetable

Day	Morning	Afternoon	PA s Con1	Con 2
Monday	ANC(1) LW lead(2)	GOPD(1) Admin(2)	2PA	1.5.PAs
Tuesday	DSU(1)every other week	PROMPT(1)	0.5 PA 0.5 PA	0.5PA 0.5PA
Wednesday	Labour ward 1:2 SPA	Faculty (SPA)/Labour ward 1: 12	1.5SPA 0.5 PA	
Thursday	ANC(2) Admin(1),PROMPT(2)	GOPD(2) Medical student teaching(1)	1PA 0.5 PA	2PA
Friday	Labour ward 1:3	Labour ward 1:3 1PA DSU(2) 0.5PA		
Saturday				
Sunday				
On call			1.2PA	
General SPA			1.5 Total SPA	
		Total	10.00PAs	

ON CALL

Key relating to job programme:

MPH = Musgrove Park Hospital, Taunton & Somerset NHS Foundation Trust

SPA= Supporting programmed activity

There is one session per month devoted to audit and this varies according to a rolling plan.

Other meetings may be scheduled from time to time for appraisal, clinical governance and management issues.

VISITING ARRANGEMENTS

There is an expectation that the candidate will visit the trust to meet not only the interviewing panel but informally talk to some of the medical ,midwifery, nursing , managerial and admin team over coffee.

Potential candidates are welcome to contact
the following officers:

Clinical Service Lead – Mr Adel Naguib
Adel.Naguib@somersetft.nhs.uk 01823 342588

Clinical Director – Hadi Haerizadeh
Hadi.Haerizadeh@somersetft.nhs.uk 01823 342565

Head of Midwifery – Nicola Van-Eerde
Nicola.Van-Eerde@somersetft.nhs.uk

Directorate Manager – Alison Ficarotta
Alison.Ficarotta@somersetft.nhs.uk

Head of Acute Services_ Laura Wilson

Laura.Wilson1@somersetft.nhs.uk

Medical Director – Dr Mike Walburn

Michael.Walburn@somersetft.nhs.uk

PERSON SPECIFICATION

	Essential	When evaluated	Desirable	When evaluated
QUALIFICATIONS & ATTAINMENTS	<p>Full GMC registration</p> <p>MRCOG or appropriate specialist qualification</p> <p>Relevant CCT or equivalent ("equivalence" must be confirmed by PMETB/GMC by date of AAC)</p> <p>Entry onto the GMC Specialist Register or eligibility for entry within 6 months of the date of the AAC</p>	<p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p>	MSc. or equivalent	AF
CLINICAL EXPERIENCE	<p>Clinical training and experience in general obstetrics and gynaecology equivalent to that required for a UK CCT</p> <p>Statement regarding appropriate training and experience.</p> <p>Leadership experience</p>	AF	Sub specialty training/ATSM in Labour ward lead, Advanced labour ward practitioner, maternal medicine, fetal medicine, high risk pregnancy	
CLINICAL SKILLS	<p>Understanding of clinical risk management</p> <p>Competent to work without direct supervision where appropriate</p> <p>Clear, logical thinking showing an analytical/scientific approach</p> <p>Ability to mentor staff both medical and nursing</p>	<p>IV</p> <p>IV, Ref</p> <p>AF, IV</p>	<p>Experience of clinical risk management</p>	<p>AF</p> <p>AF</p>
KNOWLEDGE	<p>Appropriate level of clinical knowledge</p> <p>Shows knowledge of evidence-informed practice</p> <p>Shows awareness of own limitations</p>	<p>Ref</p> <p>IV</p> <p>IV, Ref</p>	Demonstrate breadth of awareness of issues	AF, IV

	ESSENTIAL	WHEN EVALUATED	DESIRABLE	WHEN EVALUATED
ORGANISATION & PLANNING	<p>Ability to prioritise clinical need</p> <p>Ability to organise oneself and own work</p> <p>Evidence of participation in audit</p> <p>Willingness to take a lead in developing/managing a clinical area</p>	<p>Ref</p> <p>IV, Ref</p> <p>AF</p> <p>AF, IV</p>	<p>Understanding of NHS, clinical governance & resource constraints; mgmt/financial awareness exp of committee work</p> <p>Active involvement in audit</p> <p>Information technology skills</p>	<p>IV, AF</p> <p>IV, AF</p> <p>AF</p>
TEACHING SKILLS	<p>Evidence of teaching</p> <p>Well experienced in post graduate, particularly multidisciplinary, teaching and training</p>	<p>AF</p> <p>AF, IV</p>	<p>Enthusiasm for teaching</p> <p>Exposure to different groups/teaching methods</p> <p>Higher qualification in medical education</p> <p>Management experience</p>	<p>AF, IV</p> <p>AF, IV</p> <p>AF, IV</p> <p>AF, IV</p>
ACADEMIC/ RESEARCH	<p>Willingness to practice evidence based medicine</p> <p>Willingness to contribute to department teaching and training needs</p>	<p>AF, IV</p> <p>AF, IV</p>	<p>Research experience, presentations, publications, prizes and honours</p> <p>Experience in development and implementation of guidelines</p>	<p>AF, IV</p> <p>AF, IV</p>
CAREER PROGRESSION	<p>Progression of career consistent with personal circumstances</p>		<p>Progression of career consistent with personal circumstances</p>	<p>AF</p>
PERSONAL SKILLS	<p>Ability to communicate with clarity and intelligibility in written and spoken English</p> <p>Ability to build rapport, listen, persuade, negotiate</p> <p>Ability to take responsibility, show leadership, make decisions, exert appropriate authority</p> <p>Ability to see patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humour</p>	<p>AF, IV, Ref</p> <p>IV, Ref</p> <p>AF, IV, Ref</p>		

	ESSENTIAL	WHEN EVALUATED	DESIRABLE	WHEN EVALUATED
	Evidence of being successful team player	AF, IV, Ref		
	Ability to use a non-judgemental approach to patients and colleagues regardless of their sexuality, ethnicity, disability, religious beliefs or financial status	Ref		
	Ability to be able to change and adapt their work practices to respond to rapidly changing circumstances)	IV, Ref		
	Able to operate under pressure, cope with setbacks, self aware	IV, Ref		
	Able to be well prepared, shows self-discipline/commitment, is punctual and meets deadlines)	IV, Ref		
	Able to show enthusiasm, drive (self-starter, motivated, shows curiosity, initiative)	AF, IV, Ref		
	Able to display honesty, integrity, aware of ethical dilemmas, respects confidentiality	IV, Ref		
PHYSICAL REQUIREMENTS	Meets professional health requirements	Pre-employment health screening		

Key

AF application form
 IV interview
 Ref reference