



## Consultant in Obstetrics and Gynaecology with a special interest in Gynae-Oncology

### 1. WE CARE FOR YOU

We care because:

- **We** always put the patient first.
- Everyone counts – we treat each other with courtesy, honesty, respect and dignity.
- Committed to quality and continuously improving patient experience.
- Always caring and compassionate.
- Responsible and accountable for our actions – taking pride in our work.
- Encouraging and valuing our diverse staff and rewarding ability and innovation



### 2. JOB IDENTIFICATION

<b>Job Title:</b>	Consultant in Obstetrics and Gynaecology with a special interest in Gynae-Oncology
<b>Grade:</b>	Consultant Payscale (April 2023) YC72 £93,666 - £126,281 pa pro rata
<b>Tenure of post:</b>	Permanent
<b>Department(s):</b>	Obstetrics & Gynaecology
<b>Responsible to:</b>	Divisional Director – Eki Emovon
<b>Accountable to:</b>	Executive Medical Director



### **3. JOB PURPOSE**

This is a prime opportunity for a Consultant Obstetrician and Gynaecologist to join our modern and forward thinking Foundation Trust which is a medium sized Trust with big ambitions. This job is most suitable for candidates who have interest in delivering gynaecological oncology services including surgery for early endometrial cancer. Competency in advance laparoscopic procedures is essential. Candidates must be competent in management of labour ward.

This is a replacement post which aims to continue to deliver high quality services in both Obstetrics & Gynaecology and to meet demand of Gynae-Oncology aspects of the services for patients of Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust. This post is suitable for an Obstetrician & Gynaecologist with a special interest in Gynae-Oncology. Out of hours on call component for the post is non-resident and is mainly based at Bassetlaw District General Hospital. This post has daytime duties across both sites of the trust.

**On call for this post will be 1:6 out of hours at Bassetlaw site of the trust.**

We are looking for a flexible, dynamic and enthusiastic individual who is committed to team working to join an existing team of Consultants providing a comprehensive Obstetric and Gynaecology service with a special interest in Gynae-Oncology. The successful candidate should possess MRCOG (or equivalent) and hold or be within 6 months of the interview date of obtaining CCST in Obstetrics and Gynaecology.

The successful applicant should hold the ATSM or equivalent experience in Gynae-Oncology. Other desirable ATSM is Benign abdominal surgery (Open and Laparoscopic surgery). This post has non-resident on call cover at Doncaster site with a day time work component at both Doncaster and Bassetlaw sites.

The Trust is committed to providing a mentoring opportunity for all newly appointed consultant posts. Please enquire about this at your interview.

### **4. MAIN DUTIES/RESPONSIBILITIES**

The Consultants job plan is divided into Gynaecological duties covering general and specialist Gynae-Oncology clinics and theatres. There is an obstetric commitment in terms of fixed Labour Ward sessions, Antenatal Clinics and On Call.

Clinical:

Requirements of the post and responsibilities of post holder:

- Work with the multi-disciplinary team and contribute to the Trust agenda in delivering evidence based best practice.



- Participate in Gynae-Oncology MDT meeting.
- Provide safe, evidence-based obstetric and gynaecology services.
- Maintain and improve the standards and quality of the obstetrics and gynaecology services and to have delegated responsibility for appropriate clinical management in those areas.
- Supervise and train junior staff in both elective and emergency situations.
- Maintain skills and update knowledge base meeting the Continuing Education and Professional Development requirements of the Royal College of Obstetricians and Gynaecologists.
- Participate in the audit programme of the department.
- Participate in the Consultants rota in conjunction with the other Consultants.
- Be prepared to work on all sites for elective and emergency work.
- The successful candidates would inevitably have responsibility for resource utilisation.
- Be expected to contribute constructively to the success of the business so that the service can flourish and develop.
- Must comply with the requirements of revalidation.

### Indicative Weekly Job Plan

Below is an example of a provisional timetable for the post but this can be subject to change depending on the specialist interest of the applicants

Overall, there are 60 hours of consultant presence in labour ward over a 7 days period at our Doncaster (DRI) site and 48 hours at our Bassetlaw site (BDGH). Out of hours on call is non-resident for this post and is based at our Bassetlaw site (BDGH) starting at 17:00 hours. Resident time finishes at 17:00-18:00 hours followed by non-resident hours. On call is supported by one registrar and one FY2-ST3 out of hours. Day time cover of LW until 18.00 is resident cover. During daytime also each shift has one registrar and one FY2-ST3 cover for LW in addition to consultant.

1.5 SPA is allocated to meet requirements for revalidation.

	AM	PM
Monday	LW Session BDGH WK 1,3,5	Oncology MDT
Tuesday	Admin 1 PA	SPA
Wednesday	Theatre DRI Wk 1,3,5 2WW Clinic Wk 2,4	Diagnostic Clinic DRI
Thursday	ANC Week BDGH 1 PA	Bassetlaw Theatre Wk 1,3,5 GOPD BDGH WK 2,4
Friday	2WW clinic BDGH 1PA	DRI SPA/Educational Activities/ DCC 1PA
<b>Direct Clinical Care (DCC)</b>		7.3
<b>Supporting Professional Activities (SPA)</b>		1.5
<b>On-call</b>		Out of hours on call 1:6 BDGH 1.2 PA
	<b>TOTAL PA</b>	<b>10 Programmed Activities</b>



## **Job Plan**

Under the terms of the new consultant contract (2003) the basic full-time Job Plan contains ten Programmed Activities (PAs) of 4 hours each. The 10 PA allocation will be a mixture of DCC and SPA. All full-time posts will be offered a minimum of 1.5 SPA's up to a maximum of 2.5 SPA's depending upon the requirements of the role, although the actual ratio may vary and will depend on the specific, identifiable and agreed contributions in various areas (see below).

There is recognition and remuneration for out-of-hours availability as per the national terms and conditions and for any mutually agreed additional activity, if applicable. Any appointee wishing to undertake Private Practice will be required to offer the Trust an 11th PA, which the Trust may or may not wish to take up. The Trust may also independently wish to offer an additional 11th PA to the appointee, irrespective of any anticipated involvement in Private Practice.

1.5 SPAs should be set aside to meet the requirements of proof of fitness to practice including personal internal CPD including participation in clinical meetings, private study and document review, audit and clinical governance issues (clinical incident reports, risk management, complaint responses etc) as well as preparation for, and full engagement in, personal appraisal, assessment and job planning. Attendance at mandatory meetings (e.g. Resuscitation and Fire lectures, Equal opportunity training) is included under this heading. Time for attendance at other general Trust and Directorate meetings (e.g. Hospital Medical Committee and Consultants communication meetings) would also be included here. The list is not intended to be exclusive. Assessment of satisfactory engagement in these areas forms part of the annual appraisal process.

It is recognised that the time spent in other Supporting Activities will depend on individual involvement and specific circumstances and may vary significantly both between individuals and over time. Time spent on these activities will need to be accounted for as part of the annual appraisal and job planning process, and the Trust reserves the right to modify the Job Plan accordingly in discussion with the appointee. There may be circumstances where additional SPA time (above the average 2.5) is required to fulfil all the agreed additional commitments, which may necessitate an agreed reduction in clinical time. Equally there may be circumstances where an agreed reduction in SPA time (below the average 2.5) is appropriate, with the potential for additional clinical involvement within the overall PA allocation. Any altered commitments under this section will need to be agreed in advance with the Divisional Director and General Manager so as not to disadvantage clinical activity within the Division. Additional SPA allocation may be achieved by delivering a role, e.g. Educational Supervision, Governance Lead etc. This agreement is subject to review.

Categories under this heading include:

- Formal teaching of undergraduates / postgraduates, Junior staff supervision, College Tutors
- Being a Trust Appraiser



- Agreed formal Trust committee involvement (e.g. Drug and Therapeutics Committee, Ethics Committee, Cancer Steering Group, Specialty subgroups etc)
- Clinical Governance Lead
- Lead clinicians (cancer etc)

The duties of the post may be changed with the agreement of the post holder. An annual review of duties will take place with the Divisional Director as part of the Job Plan process.

#### **Education and Development:**

- There is a wide teaching role within the post, to train medical students, nurses and junior doctors, as they rotate through the department.
- It is expected that the post-holder will be a clinical/educational supervisor to some of the training doctors on rotation, as well as taking part in their regular weekly teaching timetable. 1hr/week SPA time is afforded for this role.
- There is a monthly all staff teaching session which the post holder will be expected to attend and contribute to. This includes a regular audit meeting, where again, consultant contribution is expected.
- The study leave allowance is 30 days/3 years pro-rata. It is expected that these will be used, in addition to SPA time, for CPD towards revalidation as per the recommendations of the Royal College and the various specialty bodies. The trust is fully committed to supporting and assuring revalidation, by way of a dedicated support team and IT infrastructure package.
- The trust has a programme of mandatory training which all consultants are expected to undertake.
- For appointees new to the consultant role, or who may have had a career break, the department strongly encourages mentorship support

#### **Clinical Governance:**

- Attendance at the monthly specialty clinical governance group is expected.
- Further contribution to clinical governance activities in the form of local, regional and national audit participation, guideline writing/updating, and undertaking other relevant projects would also be expected.

#### **Management and Leadership:**

- There will be an expectation to take on management roles, such as Specialty or Foundation training co-ordinator, education lead or clinical governance lead. For any of these roles, additional SPA time would be granted.

#### **Research:**

The Trust has an active Research and Development Department, and provides access to research nurse support, participation in research is encouraged. This may take the form of personal local projects, or collaboration in regional or national projects, such as the current PrEP IMPACT study.



Recent years have seen tremendous advances within the Trust, culminating in the attainment of Teaching Hospital status in January 2017. Central to this achievement remains the long-standing commitment of the Trust to deliver a quality, patient centred research programme.

The research agenda will continue to be aligned with and influence changes in clinical services delivered within the Trust. We will achieve this through working with colleagues to capitalise on effective internal partnerships between clinical and corporate Trust areas, as well as maximising opportunities for collaborations with regional, national and international partners.

The strategy complements a number of other enabling strategies to deliver the Trust Strategic Direction 2017-2022, notably;

- Clinical Quality and Governance
- Quality Improvement and Innovation
- People and Organisational Development
- Communications and Engagement
- Information and Digital
- Estate and Facilities

**Support:**

The post holder will have a dedicated office space and secretarial support, shared with the other consultants. The trust has comprehensive IT services, which ably support all aspects of the role.

**Mandatory Training** (Statutory and Essential Training):

All staff are required to abide by all Trust Policies and Procedures, details of which can be accessed via the Trust Intranet, and are required to comply with Mandatory Training requirements. In particular, medical staff should be aware of, and comply with, infection control and safeguarding requirements.

## **5. OUR SERVICE/OUR TEAM**

### **Department of Obstetrics & Gynaecology**

Department of Obstetrics and Gynaecology delivers services at four sites. Largest site is Doncaster Royal Infirmary (DRI) and a smaller unit is Bassetlaw (BDGH). Both DRI and Bassetlaw sites offer Inpatients service in Obstetrics and Gynaecology. There are two additional sites Mexborough and Retford where only outpatient services are delivered, both antenatal clinic and Gynaecology clinic. Distance between Doncaster and Bassetlaw sites is 18 miles.





### **Doncaster Royal Infirmary**

There are 20 beds at Doncaster that support Gynaecology and Breast Surgery. There is 6 bedded day unit for day cases. Doncaster also has 2 Obstetric wards (Postnatal 26 beds and Antenatal 18 beds). Theatres currently run both emergency lists for Obstetrics and Gynaecology, 4 Elective Caesarean list, and 10 Day case and Elective list for Gynaecology. There is 5 days a week EPAU service. Site delivers specialist services in Obstetrics in form of regular diabetic clinic, Joint rheumatology clinic, fetal medicine clinic. In Gynaecology, Specialist services are provided in Uro-gynaecology, Colposcopy, Outpatient operative hysteroscopy and rapid access clinic.

### **Bassetlaw Hospital**

There are 6 beds for Gynaecology patients within the surgical ward at Bassetlaw. This is a mixed surgical ward for all Gynaecology patients. Within the maternity unit is an Obstetric ward (Antenatal and Postnatal 18 beds). In addition, there are 9 beds open 5 days per week that are used predominantly for day surgery. Theatres currently run an Emergency Obstetric list, 2 Elective Obstetric list, and 3 Day case and Elective list for Gynaecology. Specialist clinics include joint diabetic clinic, colposcopy, Rapid access and Outpatient hysteroscopy. There is Pregnancy assessment clinic (PAC) at Bassetlaw.

Antenatal assessment day services and antenatal clinics are provided on both Doncaster and Bassetlaw sites. There are satellite antenatal clinics based at Retford and Montagu. Additionally there is a 24 hours triage service on the Doncaster site.

The department is a busy unit that covers a wide range of Gynaecology procedures and Maternity services for the local population.

In addition to the medical staff, the Department of Obstetrics & Gynaecology comprises of a Divisional General Manager, a Head of Midwifery, a dedicated team of matrons (4wte), 263 WTE nurses and midwives (Including Gynae Nurse Specialists), and Administrative team. There are 11 Specialty Registrars, 6 Locally Employed Doctors and 14 ST1/GP Specialty Registrar Trainees working across both sites of DBTH.

### **South Yorkshire and Bassetlaw Integrated Care Stem (ICS) Hospital Services Review:**

There is currently 'Hospital Services Review' being undertaken by the 'Integrated Care System (ICS)' in South Yorkshire and Bassetlaw. This may result in changes to the delivery of maternity services in the region, which may affect this Trust. Further details regarding its implication can be obtained in discussions with Mr Eki Emovon (Divisional Director) and/or Medical Director. It is important as on call commitments may change in terms of site of on call and/or frequency in near future.



### **Quality improvement activities currently being undertaken:**

The Obstetrics and Gynaecology department is involved in many quality improvement projects, many of them are being supported by the trust dedicated quality improvement (QI) team. We have implemented the saving babies lives care bundle and are proud in saying that our still birth rate is below national average.

In Gynaecology, we have established an outpatient operative hysteroscopy service for removal of polyps. We have plans to introduce an outpatient hysteroscopy service for endometrial ablation this year.

### **OUR TEAM**

There are currently 14 full time consultants. All Consultants are general obstetricians and gynaecologist with special interests.

#### **Bassetlaw based Consultants:**

Mr M Hanna (Colposcopy)

Miss D Morgan

Miss R Mishra

Vacant Post

Miss L May – Labour Ward Lead

#### **Doncaster based Consultants:**

Mr E Emovon (Divisional Director)

Mr H Gergis

Miss M Singh

Miss U Nair (Urogynaecology)

Miss R Ngadze (Obstetric Medicine & Hysteroscopy)

Miss M Hazra (Maternal Medicine)

Mr M Awad – Oncology

Mr Tomas Barani (Clinical Director)

Miss Ivana Blazic (fetal medicine consultant)

#### **MDT Meetings:**

Attendance at both Local and Central MDT meetings is an essential part of this role. The MDT runs on Monday afternoon weekly.

**Divisional Director: Eki Emovon**

**Divisional Clinical Director: Tomas Barani**

**Divisional General Manager: Helen Burroughs**

**Business Manager: Stacey Elsworth**





## **6. TERMS AND CONDITIONS**

The appointment will be subject to the Terms and Conditions of Service (England 2003) for the new consultant contract agreed with the Trust.

Applicants must be on the General Medical Council Specialist Register or within six months of being admitted to the Register for trainees if in a training programme within the UK. In accordance with the regulations all other categories of doctors must be on the GMC Specialist Register to be considered for a consultant appointment by the Advisory Appointments Committee. Applicants must continue to hold a License to Practise

The person appointed to the post will be expected to live within 10 miles of the hospital or within 30 minutes recall time, by road, from the hospital.

The job description and the weekly timetable will form an initial job plan as outlined by the Terms and Conditions of Service (England 2003) for the new consultant contract. This will be subject to an annual review by the Clinical Director of the Division.

New consultants will be paid on the first point of the consultant salary scale. For existing consultants there is an internal process to assess previous consultant level experience. Your basic salary will increase with the provisions of Section 20.2 and Schedule 15 of the Terms and Conditions.

Annual leave entitlement is as per national Terms and Conditions of Service for Consultants. Arrangement to take annual leave must be made with clinical colleagues and approved by the Divisional Director/Clinical Director as per local procedures and the local Rota coordinator should be notified accordingly.

### **HEALTH CLEARANCE & MEDICAL EXAMINATION**

This appointment is subject to medical fitness and the appointee may be required to undergo a medical examination and chest X-ray.

Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regard to HIV/AIDS, Tuberculosis, Hepatitis B and Hepatitis C viruses.

The successful candidate must be immune to Hepatitis 'B' and Tuberculosis. They will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed appropriate by the Occupational Health Department).

### **DBS CLEARANCE**

This appointment is subject to an enhanced Disclosure & Barring Service (DBS) clearance. Please note that all charges associated with this check will be passed on to the applicant.

### **REMOVAL EXPENSES**

Removal expenses on appointment (should you be eligible) will be paid in accordance with the Doncaster & Bassetlaw Teaching Hospitals NHS Foundation Trust Removals and



Associated Expenses policy. This can be found on the Trusts website by following this link. <https://www.dbth.nhs.uk/about-us/our-publications/publication-scheme/our-policies-and-procedures/policies-a-to-z/>



## Women and Children Division

### Women and Children structure

