



LOCUM CONSULTANT
OBSTETRIC & GYNAECOLOGY

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The Trusts Values and Vision

“To attract the best people, value and develop them so that the teams they work in deliver outstanding care to our patients”

Values



Teamwork

Teamwork

We work mindfully and collaboratively to create a well-organised, professional and supportive atmosphere that achieves the best possible outcomes for all.

Honesty & openness

Honesty & Openness

We are open, authentic and have integrity and in all we do, reflecting on our actions to improve the quality of care and experience we deliver.

Respect

Respect

We respect colleagues, patients and carers by actively listening, responding, and providing everyone with a voice to create a positive work atmosphere.

Inclusivity

Inclusivity

We are fair and inclusive, giving access for all by considering and valuing difference, and appreciating the diversity within our community and workforce.

Valuing people

Valuing People

We value patients, colleagues and carers as individuals by showing care and empathy, working to create a culture where we look after each other's wellbeing.

Excellence

Excellence

We share knowledge, information and support each other to develop, innovate and learn. Always looking at ways we can improve the care, safety and experience of our patients and the sustainability of our hospitals.

Job Outline

An opportunity has arisen for an Obstetrics and Gynaecology Consultant, which is part of the newly merged Bedfordshire Hospitals NHS Foundation Trust.

The successful candidate will be working in close association with the current team of 10 consultants to provide comprehensive obstetrics and gynaecology services, which include 74.5 hours of consultant presence on the delivery suite as well as gynaecology clinics and day surgery theatre sessions. The department also currently provides services for Urogynaecology, subfertility and gynaecology oncology. The population served by this hospital is approximately 270,000.

The Bedford Unit of the Bedfordshire Hospitals NHS Trust provides a comprehensive gynaecological and obstetric care to the local community as part of the Bedfordshire, Luton and Milton Keynes (BLMK) Integrated Care System (ICS). The population of over 970,000 of this care system is younger than England as a whole, with 19.7 per cent aged 0-14 years and just 6.2 per cent aged 75+

Bedford and the Environment

Bedford is a thriving market town, which provides easy access to London (55 miles), the East Midlands, the North of England and beyond through its rail links and M1 / A1 / A14 accessibility. Thameslink trains directly to London Luton and London Gatwick airport. Trains run to London St. Pancras, the international terminal for Eurostar.

Bedford Hospital currently provides services for a population of around 270,000, of which 119,600 live in the county town of Bedford. Sandy, Biggleswade, Kempston and Ampthill are the other main towns in the vicinity. North Bedfordshire is primarily agricultural, with numerous pleasant villages within easy commuting distance of the hospital. In recent years most of the expansion in population has been in the M1 / A1 corridor and significant further growth is planned in the surrounding areas.

Living in the Area

Bedford has a varied selection of accommodation for rent or purchase, both in rural and urban surroundings. Education is a prominent feature in Bedford. The Harpur Trust schools provide first-class independent education for some 4,000 girls and boys supported by preparatory schools and other independent schools that cater for all ranges of ability. There is also a wide selection of state schools available. The University of Bedfordshire has a campus in the town; Bedford College also offers a comprehensive range of courses in Applied Sciences, Health, Education, Business and The Arts, leading to qualifications such as HNDs, CertEd., PGCE and foundation degrees. Cranfield University is located in the local area. The hospital is situated within walking distance of the town centre.

Bedford and several villages to the north are situated on the River Great Ouse, which is a very attractive feature of the area. Bedford has two good parks within walking distance of the town centre. Russell Park, with its children's play area and formal gardens, takes its name from the Dukes of Bedford; Bedford Park, laid out by the Victorians, has a circular carriage ride, pavilions, lodges and bandstand. Priory Country Park is within walking distance, offering water sports, nature trails, a visitor centre and marina. The river is an important feature and provides a focus for a very strong rowing community and Bedford River Festival held every two years, a large free outdoor event.

The area is well provided for sport, leisure and cultural activities including Bedford International Athletic Stadium, five golf courses, three rowing clubs, Bedford Rugby Club, Bedford Town Football Club and several swimming pools. The world-famous Philharmonia Orchestra has a residency at Bedford Corn Exchange, where it performs eight concerts each year, as well as involvement in educational activity in schools and the local community. John Bunyan was born in 1628 in Elstow, just south of Bedford. The Bunyan Museum contains many items relating to John Bunyan, including a large collection of translations of "The Pilgrim's Progress" which he wrote whilst imprisoned in Bedford County Gaol. Cardington, south of Bedford was the home of the ill-fated Airship R101. Two large hangars dominate the skyline: one hangar is still used to develop airships, which can often be seen over the town; one is used as a fire research centre and as a film set.

The Hospital

Bedford Hospital was erected on the site of the Bedford General Infirmary. The Infirmary was originally opened in 1803 providing accommodation for 38 patients. The hospital was financed from money left by Samuel Whitbread of Cardington, the cost of the building being £5,800 at that time. Portraits of some of the founders may still be seen in the main administrative block. At this time the hospital was renamed Bedford General Hospital (South Wing) and in conjunction with Bedford General Hospital (North Wing), a hospital of 220 beds, formed Bedford General Hospital, providing a district hospital service for north Bedfordshire. Bedford Hospital has continued to expand with extensive redevelopment and new builds.

The hospital has approximately 400 bed beds, serving a population of approximately 270,000 across Bedfordshire and surrounding areas (with a 900,000 catchment for vascular services) of which 24 are maternity, 16 are paediatric, ten are critical care and 28 are day-case beds. Its core local authority populations are Bedford Borough (160,000) and Central Bedfordshire (260,000). The hospital has over 2500 members of staff (making it the largest local employer in Bedford) and a current turnover of approximately £205m. The hospital enjoys strong community support with over 200 volunteers at the hospital and over £6 million being raised by the independent Bedford Hospitals Charity over the past 10 years. The support from the charity has enabled the hospital, for example, to build a dedicated cancer centre, the Primrose unit. It has recently funded a new MRI scanner, operational since early 2018.

It is an exciting time to be joining the formed Bedfordshire Hospitals NHS Foundation Trust which has resulted from the merger of The Luton and Dunstable University Hospital and Bedford Hospital NHS Trusts. The merger took place on 1 April 2020 and under the umbrella of the single NHS Trust both hospitals will retain their identity and individual hospital names. This will bring many benefits for patients and opportunities for staff. Both hospitals will retain their identity with individual hospital names and key services will remain on both sites and be managed as single teams across the whole Bedfordshire catchment area. Travel between hospital sites may be required.

Clinical Services

The hospitals provides a full range of acute services, with beds for Care of the Elderly, ENT, General Medicine, General Surgery, Gynaecology, Neonatal, Obstetrics, Oncology, Trauma and Orthopaedics, Paediatrics, Vascular Surgery, Breast Surgery and Urology.

There is a full Level 2 A&E Department, with a recently opened Ambulatory Emergency Care Unit. The Critical Care Complex provides both High Dependency and Intensive Care beds to a maximum capacity of 12 beds. Other clinical services include Cardiology, with pacing facilities in the coronary care unit; Dermatology and Plastic Surgery, including a Laser Treatment Centre.

The Radiology Department has one digital fluoroscopy room for barium and MSK work, ultrasound, digital mammography, DEXA scanning, a twin headed gamma camera, two multislice CT scanners and two 1.5 Tesla MRI scanners (including MRA). Theatre 8 was redeveloped in 2010 as a vascular/interventional suite.

There are 10 operating theatres complemented by a full anaesthetic service and a consultant led pain service. Three theatres are fitted with ultra clean air ventilation systems, mainly for orthopaedic surgery. One theatre is equipped as a laparoscopic theatre with built in screens and multi-functional lighting. Oral and Maxillofacial Surgery and Endoscopy patients are treated in their own specialist units. The Ophthalmology service is now managed within the Trust's facilities by Moorfields Eye Hospital NHS Foundation Trust.

Some major enhancements to our patient care;

- Primrose Centre for cancer patients opened at the end of 2003 and was recently redeveloped / extended (2016) following major fundraising by Bedford Hospital's Charity, together with Macmillan Cancer Relief.
- A dedicated state of the art Endoscopy Unit opened in 2015 following £4m investment; the hospital is the local bowel screening centre and the Unit has full J.A.G accreditation.
- An Ambulatory Emergency Care Unit opened in 2017 to take GP urgent referrals directly plus referrals from A&E
- Harpur and Elizabeth Wards provide purpose designed dementia friendly facilities and have been recognised with national awards.
- £7m redevelopment of Pathology Services was completed in January 2006. This laboratory building incorporates Haematology and Blood Transfusion, Chemical Pathology, Microbiology, Histopathology, Cytopathology and a Mortuary.
- The Emergency Department at the Bedford Hospital site has recently completed the first phase of major redevelopment work and has:
 - increased the waiting area capacity for adult patients
 - increased the number of treatment cubicles
 - provided a co-located Paediatric Emergency Department

Further redevelopment works will take place in 2022 to install a co-located CT scanner and improve the staff change and break facilities.

The new organisation has joint leadership across the Bedford and Luton sites, the department has strong clinical networks. The new integrated Trust will bring together a combined workforce of approximately 8,000 staff and will be the largest NHS employer in Bedfordshire. The new organisation has one Trust Board and continues to deliver a full range of services on both sites.

Gilbert Hitchcock House (known as North Wing) is located 2 miles north and provides Rehabilitation facilities as well as supporting a number of specialist clinics. Acute and Old Age Psychiatry services are provided by the East London NHS Foundation Trust.

Management Structure

The Trust's Clinical Services are managed by Clinical Service lines and Care Units, these groups are led by a General Manager, Head of Nursing and Clinical Director.

Trust Executive Management:

- David Carter, Chief Executive
- Cathy Jones, Deputy Chief Executive
- Mr Paul Tisi / Dr Danielle Freedman, Joint Medical Directors
- Liz Lees, Chief Nurse
- Matt Gibbons, Director of Finance
- Angela Doak, Director of Human Resources

The Trust Board has nine non-executive directors and is chaired by Simon Linnett.

Postgraduate Facilities

The new Education Centre opened in August 2020. The Centre represents a £1.2M investment to provide a training environment for all Bedford Hospital NHS staff. Within the Centre there is a Lecture Theatre, 2 classrooms, a Clinical Skills Lab, a Resuscitation Training Room and a Simulation Suite. The Centre is also equipped with Video-conferencing facilities.

Dr Nisha Nathwani is the cross site Director of Medical Education and Dr Tejal Shah is the Deputy Director of Medical Education for the Bedford site. Regular post-graduate courses are delivered e.g. ATLS, ALERT, CCrISP, and ALS.

There are teaching programmes for all grades of staff and regular weekly Grand Rounds where Consultants and Junior Staff present cases to hospital colleagues and General Practitioners.

The Bevan Library is adjacent to the Medical Institute and has a full-time Librarian. It has a wide range of books and journals and it also provides access to other libraries, the National Lending Library and Internet access. The library website allows direct access to textbooks, electronic journals and health related databases and allows users to make library requests.

Undergraduate Teaching

Bedford Hospital is an Associate teaching Hospital of the University of Cambridge Clinical School. In September, 36 w.t.e. medical students will undertake attachments throughout their 3 clinical years, in surgery, medicine, acute care (A&E, peri-operative care), ENT, paediatrics, O&G, dermatology and ophthalmology. The Clinical Subdean is Dr P Knowlden. Appointees who teach regularly would then be eligible for the title of Senior Clinical Tutor, awarded by the University of Cambridge.

Department of Women's Health

Clinical Director
General Manager
Director of Midwifery
Head of Midwifery
Service Manager

Miss Pushpa Maharajan
Zoe Radwell
Emma Hardwick
Tara Pauley
Rebecca Lees

CONSULTANT STAFF

Mr Montasser Mahran
Mr Karl Hattotuwa
Mrs Sarah Reynolds
Miss Kim Nash
Miss Liliana Grosu
Mr Adam Gyimadu
Miss Nicola Roberts
Vacant post (Locum)

SPECIAL INTERESTS

Oncology Lead
Audit Lead
Urogynaecology
TOP and Early Pregnancy lead
Obstetric Lead
Colposcopy Lead
RCOG Tutor
General Gynaecology & Obstetrics

Miss S Gandham
Miss A Bhoompally (Locum)

General Gynaecology & Obstetrics
General Gynaecology & Obstetrics

JUNIOR STAFF

8 Specialist Registrar in Obstetrics & Gynaecology ST4 – ST7 (from Aug 2021)

6 FY2's, GPST's, ST's 1/2/3

Support

Each Consultant is provided with secretarial support and office and there will be a designated computer and internet access.

Bedfordshire Hospitals NHS Foundation Trust Bedford Hospital Site

Consultant Obstetrician & Gynaecologist

Job Description

Job Purpose:

This is a 6 month fixed term locum post, the post holder will be expected to support our consultants in delivering comprehensive care to women who attend the department.

The Trust, along with Luton & Dunstable University Hospital NHS Foundation Trust and Milton Keynes University Hospital NHS Foundation Trust (as well as other health and social care partners) have embarked on a strategic change programme known as the Integrated Care Systems (ICS). As a result of this the successful candidate may be required to adapt their job plan in the future to work across more than one site within the area; this may also include delivering aspects of care in community settings which supports the Trust's vertical integration strategy.

Duties & Responsibilities

The appointee will work closely with the existing Consultants to provide a full range of obstetric and gynaecological services appropriate to a District General Hospital. It is anticipated that the candidate will provide a high standard of general obstetrics.

The Consultant will have a continuing responsibility for the care of patients in his/her charge, ensuring safe handover as appropriate. He/she will take part in a 1:10 'hot week' on call Rota and 1:10 weekend on-call and may at some time in the future be required to be resident on call within the limits of the new Consultant contract (2003). The unit provides 74.5 hours Consultant presence on Labour Ward by means of a "Hot Week" from 08:00 hrs. - 17:00 hrs with a further presence till 20:30 hrs if "On –Call" In addition we would expect the successful candidate to contribute to other aspects of the management of the department, including audit, teaching and medical management.

Job Plan Contents:

The job plan will consist of 10 PAs of routine work including 1.5 PA's of SPA

Job planning will be used to reflect the needs of the department, ensuring that contracted work is appropriately remunerated. An initial job plan review will be undertaken by the Clinical Director after 3 months and annually thereafter, or if the work pattern changes. Any additional PAs contracted by the Trust will be agreed as a separate part of the job plan by mutual consent.

The Trust is committed to extending the working day and to seven day working and hence by negotiation successful appointees may be asked to work earlier in mornings, later in evenings or at weekends in exchange for other day time duties.

The new consultant will contribute to departmental teaching, including undergraduate and postgraduate students, as well as, help the gynaecology team to deliver on surgical services. Hence the new Consultant will deliver the hot week Monday to Thursday (8am-5 pm) in a frequency of 1:10 and 1:10 weekends.

There is a requirement to remain in the hospital until 20.30hours when on call overnight during the week (Monday to Friday) and for a total of 6 hours on Saturday/ Sunday when on call for the weekend (1.75 PAs per week) in order to achieve 74.5 hours of consultant presence for Delivery Suite cover

Visiting Arrangements

You may wish to visit the Trust(s) prior to short listing; contact details to arrange an appointment are:

Miss Pushpakala Maharajan, Clinical Director

01234 792128 or 01234 355122 ext. 5800

References

We will require 3 references; one must be relating to your present or most recent appointment, and be your Clinical Director.

Terms and Conditions

The post will be subject to the Terms and Conditions – Consultants (England) 2003

Tenure

The job will be offered on a Full time contract unless otherwise stated in the job advert or job description

Pension

Employees have the option of joining the NHS Pension Scheme.

Annual Leave

The leave year runs from 1 April.

Other Useful Information

The Trust has a number of Human Resources Policies and Procedures, which have been discussed and agreed with the Local Negotiating Committee (Joint Medical & Dental Negotiating Committee). They are available from the Medical Staffing Department.

Revalidation

The Trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that doctors have an annual appraisal with a trained appraiser. The Trust

also has the appropriate process in place to support doctors going through the revalidation process

Smoking Policy

The Trust is a designated “smoke-free” site. Employees are not permitted to smoke anywhere within the Trust’s buildings or sites.

Health & Safety

It is the general duty of every employee to take reasonable care for the health and safety of themselves and others who may be affected by their acts or omissions at work, including the use of necessary safety devices and protective clothing and co-operate with management in meeting its responsibilities under the Health and Safety at Work etc., Act 1974. Any failure to take such care or any contravention of safety policy or managerial instructions may result in disciplinary action being taken.

All employees are required to participate in the Trust’s accident/incident reporting system and to comply with the Trust’s procedures and techniques for managing risks.

Infection Prevention and Control

It is the duty of every employee to comply with The Health Act (2006): Code of Practice for the Prevention and Control of Healthcare Associated Infections (also known as “The Hygiene Code”).

Effective prevention and control of healthcare-associated infections has to be embedded into everyday practice and applied consistently by everyone. Failure to do so may result in disciplinary action.

The hospital is a partner in the clean your hands campaign. It is the responsibility of every staff member to be aware of and comply with the hand hygiene policy and campaign in all patient areas, and promote the ethos of the policy and campaign to all hospital users.

Consultants are required to:

- Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. To undertake annual training/updates in infection prevention and control.
- To be accountable for implementation of Code of Practice (for the Prevention and Control of Health Care Associated Infections) within own department/area of responsibility.
- Prepare for and undertake the protective interventions that he/she is responsible for in a manner that is consistent with evidence based practice and maintaining patient, staff and other users safety

Criminal Convictions

Because of the nature of this work, this post is exempt from the position of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exceptions) N Order 1975. Applicants for jobs are not entitled to withhold information about convictions which for other purposes are ‘spent’ under the provisions of the Act and in the event of employment, any failure to disclose such convictions could result in disciplinary action or dismissal by the Trust. Any information given will be completely confidential and dealt with only in relation to an application for a position to which the order applies. This post is also subject to clearance checks by the Disclosure and Barring Service

<https://www.gov.uk/disclosure-barring-service-check/overview>

<https://www.gov.uk/guidance/dbs-check-requests-guidance-for-employers>

Standards of Business Conduct and Conflicts of Interest

The Trust has adopted a Standards of Conduct Policy, which reflects NHS Management Executive Guidelines. It is the responsibility of staff to ensure that they do not abuse their official position for personal gain or seek to advantage or further private business or other interests in the course of their official duties.

All staff must declare to their manager all private interests, which could potentially result in personal gain as a consequence of their position. Interests which might appear to be in conflict should also be declared.

Additional Work

You are required to disclose any additional work you undertake or are planning to undertake for another employer.

Privacy Statement

In accordance with the Trust's Privacy Notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal data. The Trust will comply with its obligations under the General Data Protection Regulations and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records; which may, where necessary include special category data relating to your health, identity, data held for equality monitoring purposes, criminal offence data and data regarding DBS checks. The Trust requires such data for personnel administration and management purposes for the performance of your contract of employment and to comply with its obligations regarding the keeping of employee records. The majority of information that you provide us with is mandatory to enable us to perform the contract of employment; where information is requested from you on voluntary basis, you will be advised of this and will be properly advised of your rights in respect of consent.

The Trust's Privacy Notice sets out the legal basis for processing your personal data and your rights to access this data are prescribed by law.

The Trust requires you to familiarise yourself with the Trust's Information Governance (data protection) Policy which set out its obligations under the General Data Protection Regulation and all other data protection legislation. You must comply with the Trust's Data Protection Policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its Data Protection Policy by you to be a disciplinary matter which may lead to disciplinary action, up to and including dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's Policies and Procedures. If you have any queries about your responsibilities in respect of data protection, you should contact the Trust's Data Protection Officer.

Confidentiality

All matters relating to patients' health and personal affairs and matters of commercial interest to the Trust are strictly confidential. You must not divulge or act on a way that is likely to cause to be divulged to be divulged to any unauthorized person.

If in doubt, please refer to your manager for guidance. Disciplinary action including dismissal will be taken against any employee contravening this regulation. All staff are obliged to respect

the requirements under the Data Protection Act 1998 and observe the Trust's policies on IM&T security.

Data Quality

Bedford Hospital is committed to producing good quality data, which it sees as an integral part of this role. Commitment to producing good quality data is essential and responsibility lies with all who record, manage and monitor the information whether their role in the Trust is clinical, technical or clerical

Training & Development

Annual Appraisal and Job Plan Review

The Trust is committed to the identification on training needs through a system of annual appraisal and job plan reviews. Job plan reviews are normally undertaken by the Clinical Directors and Divisional Directors. The Trust uses a 360⁰ appraisal process which is administered by the Medical Staffing team. A copy of your appraisal summary is forwarded to the Medical Director. The Trust also has a mentoring scheme for Consultants.

Professional and study leave

Study leave is by agreement with the Director of Medical Education and the Clinical Director

The Working Time Regulations 1998 (S1 1998/1833)

You are required to comply with the Trust policy on implementation of the Working Time Regulations, including declaration of hours worked and breaks taken, completing written records if required and reporting any instances where your pattern of working hours may constitute a health and safety risk to yourself, patients, the public and other Trust employees. You have the right not to be subjected to any unlawful detriment by reporting any concerns under the Regulations.

You are required to disclose any additional work you undertake or are planning to undertake for another employer. The Trust will permit you to undertake this additional work providing the Trust is satisfied that this does not conflict with the interests of the organisation, performance of your normal duties or with the requirements of the Working Time Regulations. The Trust also recognises that it has a responsibility for your health and welfare.

Safeguarding Statement

All posts working with either children and/or vulnerable adults will be subject to the enhanced disclosure of criminal records. The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Organisational Relationships

Responsible to:

- Medical Director, Bedford Hospital NHS Trust
- Clinical Director

Manages:

- Junior medical staff in the specialty.

Occupational Health

The job is subject to satisfactory completion of a pre-employment health check at the Occupational Health Department, Bedford Hospital and the Trust requires a current Hepatitis B certificate for all doctors and Hepatitis C certificate for all Exposure Prone Procedures (EPP). This is to safeguard its patients and staff.

Payment of Salary

Salary is paid direct into your Bank or Building Society on the 26th of each month.

Car Parking/Security

Access to the barrier staff car park is via a card system. A parking permit is also needed, for which a fee is payable.

Fitness and Exercise

The hospital has a fully equipped gym, available at a small charge. Discounted membership is also available at Fitness First, Bedford and DSD/Robinson Pool.

Equal Opportunities

The Trust confirms its commitment to a comprehensive policy of equal opportunities in employment.

Emergency Planning

In accordance with the Civil Contingencies Act (2004) and the NHS Core Standards for Emergency Planning, Bedford Hospital NHS Trust is a first responder in the event of a major incident or national emergency.

All staff employed at the Trust must be contactable out of hours, staff must ensure that their out of hours contact details are recorded on the hospital intranet system. This will then enable the hospital switchboard telephone confirmer system to contact staff in the event of a major incident, to seek availability of staff to attend such an incident.

UK visas and immigration

Applicants should be aware that regardless of country of origin, their ability to communicate in written and spoken English to the standard required to carry out the post will be assessed during the selection process.

www.ukba.homeoffice.gov.uk/visas-immigration/working/

Applications from job seekers who require Tier 2 sponsorship to work in the UK are welcome and will be considered alongside all other applications.

www.ukba.homeoffice.gov.uk/visas-immigration/working/tier2/general/

Variation

This job description will be subject to review from time to time. Any amendments will be made in consultation with the post holder.

Bedfordshire Hospital NHS Trust
Person Specification

	ESSENTIAL	DESIRABLE
GMC Registration	Full GMC Registration and licensed to practice	Entry on the GMC Specialist Register European Community Rights (must be on specialist register at time of applying)
Qualifications: Higher Qualification	MB BS, MRCOG or equivalent	MD, PhD or other higher degree.
Knowledge and Clinical skills:	Excellent all round experience of DGH work ATSM: Advanced labour ward practice	RCOG ATSM to compliment the skills of the department and the duties of the post. Colposcopy accreditation Hysteroscopy ATSM or The benign abdominal surgery: open and laparoscopic ATSM
Management/Audit	Management and audit relevant to specialty	
Teaching Research/Publications	Teaching of medicine to trainees and other medical students	research experience
Personal skills	Ability to communicate effectively and co-operate well with all staff and patients. Flexible attitude, team player with good time management. Leadership skills	
Personal circumstances	Able to work in Bedford Fit to undertake the role	