



**North Cumbria  
Integrated Care**  
NHS Foundation Trust

Consultant in Obstetrics and Gynaecology,

Women and Childrens' Collaborative

West Cumberland Hospital, Whitehaven  
Cumberland Infirmary, Carlisle

***North Cumbria Integrated Care Foundation NHS Trust***

Example Job Plan for a full time 10PA contract can be found in Appendix 1.  
Applications are welcomed from candidates wishing to work either full or part-time.

Duration: Substantive

**On-Call Commitment:** 1:5

**Visiting Arrangements:**

We strongly encourage interested applicants to visit the Trust and meet prospective colleagues, and to view the area(Lake district) and all of its attractions.

Arrangements for visiting may be made by contacting:

**At the Cumberland Infirmary Carlisle**

Mr Femi Ajibade, Interim Clinical Director

Tel No 01228 814145

Email: [Adeleke.Ajibade@ncicnhs.uk](mailto:Adeleke.Ajibade@ncicnhs.uk) or [Carrieanne.White@ncic.nhs.uk](mailto:Carrieanne.White@ncic.nhs.uk)

**At West Cumberland Hospital, Whitehaven**

Mr P Jamjute, Labour ward lead

Tel No. 01946 523219

Email: [Pradumna.Jamjute@ncic.nhs.uk](mailto:Pradumna.Jamjute@ncic.nhs.uk)

Additional information can be found on the Trust's website at [www.ncic.nhs.uk/](http://www.ncic.nhs.uk/)

**Interview/Assessment Dates:** To be confirmed.

## Job Summary

### The post

This post is a substantive Obstetrician and Gynaecologist consultant. The role will also have extensive responsibilities in obstetrics, acute and general gynaecology. This post is to complement 4 consultants at West Cumberland Hospital, Whitehaven and 7 consultants at Cumberland Infirmary, Carlisle and will involve working at both sites, with the primary base being at West Cumberland Hospital, Whitehaven. The consultant may have to undertake some clinical duties at Cumberland Infirmary, Carlisle

The successful candidate will provide general obstetric and acute gynaecology services, including on call, labour ward leadership and obstetric risk management. The successful candidate will be expected to have broad experience in obstetrics and labour ward management. SPA time will be used for clinical management duties, clinical audit, research, clinical governance, teaching, training, and reflective practice.

### The Department Of Obstetrics And Gynaecology

The department of Obstetrics and Gynaecology is part of the Women and Children's Collaborative which also includes a countywide Paediatric service. The service is currently provided by a consultant-led service at both Cumberland infirmary (7 WTE consultants) and West Cumberland Hospital, Whitehaven (5 WTE consultants).

Both West Cumberland Hospital, Whitehaven and the Cumberland Infirmary, Carlisle have a dedicated Out-Patient Suite with an Early Pregnancy Unit, Colposcopy and Rapid Access Clinics, Delivery Suite, Maternity Ward, Day Surgery Unit, Maternity Day Assessment Unit and MLU.

### Staffing and Work Pattern at the Cumberland Infirmary

#### Consultants:

Mr Velauthapillai Ravimohan –Collaborative chair & Consultant Obs & Gynae  
Mr Ajith Wijesiriwardana: Special Interests in Medical Education, Vaginal Surgery and Obstetric Medicine.  
Ms Ayesha Anwar: Special Interests in Gynae Oncology, Colposcopy and Laparoscopic Surgery.  
Mr.Bilal Rather: Special Interests in Urogynaecology & Pelvic health  
Mr Ajibade Femi: Interim Clinical Director, College tutor & Governance lead  
Ms Julie Kelly – Fetal Medicine- (maternity leave)  
Ms Srirupa Chakravorty – Out patient hysteroscopy & colposcopy  
Mr Withanathantrige Manoj – NHS locum consultant – Simulation lead

**Speciality Doctors and Trust registrars:**

Dr Emma Winter – Special Interest in Gynae Oncology and Colposcopy.  
Dr Lasantha Arachige  
Dr Godfrey Katung  
Dr Mani Vannan Packrisamy  
Dr Samantha Madies  
Dr Olagbegi Adegbolahan

**The department is supported by:**

SpR/ST level doctors on the Northern Deanery rotation  
Three GP trainees at SHO level and two foundation doctors – Year 2  
One ST1/ST2 doctor from the Northern Deanery rotation

**Staffing and Work Pattern at the West Cumberland Hospital****Consultants:**

Mr Haissam Moukarram - Special Interest in Fertility, EPAC, General Gynaecology, Laparoscopic Surgery

Mr Dinesh Moga – Special Interest in Laparoscopic surgery and Urogynaecology,

Dr Elisabeth Van Oudgaarden - Special Interest in Obstetrics and Maternal Medicine. This is the post that's getting filled.

Mr. Pradumna Jamjute -Labour ward lead, General Gynaecology, Urogynaecology

Mr Mohammed Makki- Gynae oncology

**The department is supported by:**

Speciality Doctors  
Dr Guruparan Krisnapillai  
Dr Upul Gamage  
Dr Wijith Kankanam Priyanadnda  
Dr Aich Abhijit  
Dr Tughral Rahman

Two GP VTS and two Foundation Doctors– Year 2  
Three trust doctors

### **Outpatient Gynaecology Services**

We provide comprehensive outpatient services for all gynaecological problems which include menstrual problems, gynae-oncology, uro-gynaecology, pelvic organ prolapse, contraception, sub-fertility, early pregnancy, and unwanted pregnancies. Colposcopy, outpatient diagnostic and operative hysteroscopy are also provided in dedicated outpatient suites.

### **Inpatient Gynaecology Services**

Inpatient gynaecology care is provided within surgical wards on both sites. In the West Cumberland Hospital, the gynaecology care is provided within single en-suite rooms. There are also dedicated day surgery units. Procedures performed include benign abdominal surgery, uro-gynaecological procedures, and diagnostic and operative hysteroscopic procedures.

Laparoscopic surgery presently includes diagnostic laparoscopy, sterilisation, salpingectomy, oophorectomy, ovarian cystectomy, LAVH, and total laparoscopic hysterectomy (TLH).

### **Obstetric Services**

At the Cumberland Infirmary, there are approximately 1800 deliveries per year and at West Cumberland Hospital, there are approximately 1300 deliveries per year. There is also a midwifery led unit at Penrith and midwifery led facilities are in process of being developed in both hospitals.

There are specialist antenatal clinics, including maternal medicine, diabetes, mental health, multiple pregnancy, and obesity. There is also a weekly Tele-medicine fetal medicine clinic with a video linkup to the tertiary centre's fetal medicine unit (Royal Victoria Infirmary, Newcastle).

There is a full complement of medical secretarial staff and office space with a personal computer is provided. Multi-disciplinary team working is well developed within the department with Nurse Practitioner involvement in emergency gynaecology, early pregnancy and fertility clinics. There is a dedicated Gynae-Oncology support nurse and a colposcopy nurse and a midwife sonographer.

### **Governance and Management**

There are weekly departmental teaching sessions, weekly multidisciplinary labour ward meetings including core risk meetings, monthly audits and Guidelines group meetings. There are weekly local Gynae Oncology MDT's video-conferenced between CIC and WCH and a weekly meeting linked to the Specialist MDT in the Gynae Cancer Centre at Gateshead. There is 4 weekly Cytology/Colposcopy Multidisciplinary Meetings incorporating staff from Manchester Cytology Centre.

The Obstetrics and Gynaecology department has a strong commitment to multi-disciplinary clinical risk development. There is a structured approach and adverse events are regularly reviewed. There is a departmental clinical risk co-ordinator midwife that supports this process together with a gynaecological nurse who supports the gynaecological risk process.

The Cumberland Infirmary has long provided Obstetrics and Gynaecology final year teaching for medical students studying at the University of Newcastle upon Tyne.

All Consultant appointments are in line with the Terms and Conditions of Consultant Medical Staff 2003, Consultants are required to work Trust wide.

### **Secretarial Support/Office Accommodation**

Secretarial support will be available to the successful candidate. Office accommodation and a personal computer with internet access will also be provided.

## **Main Terms And Conditions Of Service**

This post is a new appointment and will be subject to the new Terms and Conditions – Consultants (England) 2003 as amended from time to time. The Trust has established a Joint Negotiating Consulting Committee for negotiating changes to terms and conditions of service, which will then be incorporated into the handbooks and become part of your employment contract.

Candidates appointed to an NHS Consultant for the first time will be offered a salary on the minimum scales except where a higher salary is justified by taking into account any previous consultant level experience recognised by the Trust for this purpose.

Any offer of employment with the Trust will be subject to satisfactory pre-employment checks as defined in Health Service Circular 2002/008

- references
- qualification/registration verification
- occupational health clearance
- DBS clearance
- identity verification
- eligibility to work in the U.K

and in accordance with Department of Health guidelines relating to ‘Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV: New Healthcare Workers’.

Your private residence shall be maintained in contact with the public telephone service and shall be not more than 30 minutes or 10 miles by road from the base unit (Cumberland Infirmary, Carlisle) unless specific approval is otherwise given by the Trust.

Your principal hospital, for the purposes of reimbursement of travelling expenses, will be Cumberland Infirmary, Carlisle.

## **Professional Registration**

It is the responsibility of individual doctors to hold current GMC Registration with a current licence to practise.

## **Professional Code of Practice**

As a Registered professional, you are required to abide by the GMC's 'Good Medical Practice' (Regulating doctors, ensuring good medical practice). Disreputable behaviour, even if it is not directly connected to your professional practice, or failure to abide by the principles outlined by your code of practice mentioned above could put your registration as well as your continuing employment at risk. You should be aware that any breaches of your code of practice will be investigated in line with Trust policy, and action taken where appropriate, including reporting the misconduct to the GMC//PPA.

## **Health & Safety Management Responsibilities**

The Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure as far as reasonably practicable, the health, safety and welfare at work of all employees. In addition, the business of the Trust shall be conducted so far as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risk to their health and safety.

Managers have a duty to ensure that safe systems of work are used within their areas of responsibility and must investigate accidents and incidents, arrange annual risk assessments and ensure all staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to co-operate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

## **Travel and Subsistence**

Travel and subsistence expenses will be reimbursed for preliminary visits in addition to interview expenses only to those candidates selected for interview. Reimbursement is restricted to two such visits, whether they are made before or after the constitution of the short list is known. In the case of candidates traveling from abroad, traveling expenses are normally payable only from point of entry to the United Kingdom



## Appendix 1 – Job Plan

The Full-time working week will consist of 10 Programmed Activities (PA's), separated into:

Supporting Professional Activities are to meet the needs of continuing professional development for revalidation purposes. Additional SPA time will be allocated as required under the Trust Job Planning Guidance and Procedure and at the time of the Job Plan review. (Additional or adjustment of sessional time may be negotiated as part of job planning to encompass duties such as additional teaching and training commitments)

Weekly timetable of fixed commitments: (draft only and open to discussion)

### EXAMPLE JOB PLAN

#### Outline Work Programme

#### **Terms and Conditions – Consultants (England) 2003**

The post will be flexibly timetabled to meet the demands of the service and the timing of sessions may change as the service develops. A typical week would be 10 Programmed Activities, typically 8.5 Direct Clinical Care and 1.5 Supporting Professional Activities. However this proportion is flexible as per Trust policy. If the candidate has any advanced skills such as early pregnancy scanning, outpatient hysteroscopy, oncology or colposcopy the job plan could be modified to maintain and develop these skills.

Day	Time	Activity	Loc	Category
Mon	a.m.	ANC	WCH	DCC
	p.m.	SPA	WCH	SPA
Tues	a.m.	Oncall	WCH	DCC
	p.m.	Oncall	WCH	DCC
Wed	a.m.			
	p.m.	Diabetic ANC	WCH	DCC
Thurs	a.m.	ANC/Gynae clinic	CIC/WCH	DCC
	p.m.	SPA	CIC	SPA (0.5)
Fri	a.m.			
	p.m.	TEACHING/Clinical or educational supervision/Theatre	CIC/WCH	SPA/DCC (0.5 each)
Total		DCC SPA Out of hours oncall		5.5 PA 1.5 PA 3 PA

**On-call for emergencies:** 1 in 5 (including shift over runs, return to working for clinical need and telephone advice whilst on-call etc).

**Note:** This is an only an **example** of a weekly timetable, which will be discussed further with the successful appointee. The job plan is subject to review once a year with the Consultant, Clinical Manager, Clinical Director or Clinical Lead.

The successful candidate will be encouraged to develop any particular interest she or he has and a timetable will be agreed in advance, to reflect the particular interests of the applicant, the specialist interests of the existing Consultants, and the needs of the Trust.

This job description may change in the future to take account of further changes in light of Service Development and the consultant contract.

**Other Duties: Flexible Commitments**

The remainder of the appointee's professional time will be deployed flexibly on other clinical duties, administration, teaching, research, clinical audit, continuing medical education and professional development. (Details of this part of the Job Plan arrangements will be agreed with the successful applicant).

**Out of Hours Responsibilities including on-call commitments (negotiable)**

The Consultant will participate in the Category A on-call rota, which attracts an availability supplement of 5%. It should be noted under the Terms and Conditions Consultants (England) 2003, schedule 2, paragraph 1, it states that a Hospital Consultant has continuing clinical and professional responsibility for any patient admitted under his or her care.

Appendix 2 – Person Specification

**PERSONAL SPECIFICATION  
CONSULTANT IN OBSTETRICS & GYNAECOLOGY**

Requirement	Essential	Desirable
<b>Education and Qualifications</b>	<p>Full Registration with the General Medical Council.</p> <p>Membership of the Royal College of Obstetricians and Gynaecologists or equivalent</p> <p>Entry into the specialist register (or within six months of entry to Specialist Register)</p>	<p>Other relevant medical and non-medical training/degree</p> <p>Other relevant postgraduate qualifications e.g. Masters degree, diplomas.</p> <p>Management training</p> <p>Instructor status in either APLS/ALS</p>
<b>Experience and Knowledge</b>	<p>High level of clinical experience and competence in Obstetrics &amp; Gynaecology and Operative Obstetrics &amp; Gynaecology</p> <p>Ability to perform major gynaecological procedures such as abdominal Laparotomy and hysterectomy.</p> <p>Excellent communication skills with patients, colleagues, managers and other staff.</p> <p>Ability to take full and independent responsibility for clinical care of patients</p> <p>A special interest to complement that of the existing post-holders – in particular obstetrics and labour ward management, experience in managing various medical problems in pregnant women and risk management</p>	<p>Hold an ATSM in any of the following: 1. Advanced Labour Ward management 2. Labour ward lead 3 Maternal medicine</p> <p>Experience in Emergency Gynaecology &amp; laparoscopy</p> <p>Accreditation e.g. in ultrasound scanning and training</p> <p>Membership of relevant learned societies.</p> <p>Evidence of involvement in risk management processes, protocol development.</p>

		<p>Intermediate level in Obstetric Ultrasound scanning</p> <p>Proven track record in undertaking research projects.</p> <p>Formal training in medical education.</p> <p>Experience in district general hospital practice at both trainee and consultant or SAS level</p>
<b>Management &amp; Administrative</b>	<p>Ability to advice on efficient and smooth running of the Obstetrics &amp; Gynaecology service.</p> <p>Ability to organise and manage own workload efficiently</p>	
<b>Teaching</b>	<p>Commitment to continuing medical education, appraisal and clinical governance</p>	<p>Experience of and commitment to teaching undergraduate and postgraduate medical staff.</p> <p>Recognised educational supervisor</p>
<b>Research, Audit and Clinical Governance</b>	<p>Experience of, and commitment to, medical audit.</p> <p>Experience of research and Clinical Governance.</p> <p>Ability to apply research outcomes to clinical problems.</p>	<p>Ability to supervise postgraduate research</p> <p>Publications in peer reviewed journals</p>
<b>Communication skills and abilities</b>	<p>Empathetic and sensitive approach to patient needs</p> <p>Approachable and effective Multi-disciplinary team member with excellent interpersonal skills</p> <p>Team loyalty</p> <p>Positive approach to lessons learnt</p> <p>Confident approach without being</p>	<p>Presentation skills – presentations of audit and research papers</p>

	arrogant IT Skills	
<b>Continued Professional / Personal Development</b>	Demonstrable evidence of lifelong learning.  Reflective approach to personal development with an ability to acknowledge and effectively manage poor performance.  Participation in appropriate peer review processes.	Continued Professional / Personal Development
<b>Personal Attributes</b>	Ability to work as part of a multi-disciplinary team  Participation in on call and emergency cover.  Ability to travel to fulfil the requirements of the post	