

JOB DESCRIPTION

Job Title:	Consultant Obstetrician and Gynaecologist with a special interest in Gynaecological surgery
Special Interest	Gynaecological surgery – Laparoscopic and open surgery
Number of hours:	Full time
Location:	Conquest Hospital/Eastbourne District General Hospital with cross site working
Professionally accountable to:	Dr Simon Merritt- Chief Medical Officer
Responsible to:	Miss Nicole Roberts -Specialty Lead

We are seeking a Consultant Obstetrician and Gynaecologist with a special interest in Gynaecological surgery – laparoscopic and open to join our friendly and busy team. This is a new post which has arisen due to an increase in demand in the clinical service. There will be a non-resident on call commitment and then clinical sessions to complement the needs of the Department and to manage the Gynaecology waiting list. The post holder will be expected to be able to undertake Laparoscopic hysterectomies independently.

GENERAL DESCRIPTION OF TRUST AND SERVICES

About the Trust

We are proud to provide ‘Outstanding’ care and be a great place to work

At East Sussex Healthcare NHS Trust (ESHT) we provide safe, compassionate and high quality hospital and community care to the half a million people living in East Sussex or visiting our local area.

We are one of the largest organisations in East Sussex with an annual income of £568 million and we are the only integrated provider of acute and community care in Sussex. . Our extensive health services are provided by over 7000 dedicated members of staff working from two acute hospitals in Hasting and Eastbourne, three community hospitals in Bexhill, Rye and Uckfield, over 100 community sites across East Sussex and in people’s own homes.



In 2020 the Care Quality Commission (CQC), the health and care regulator, rated us as 'Good' overall, and 'Outstanding' for being caring and effective. Our acute hospital at Hastings and our Community Services are also rated 'Outstanding'. Our acute hospital at Eastbourne was rated as 'Good'.

Our two acute hospitals have emergency departments and provide 24 hour a day care, offering a comprehensive range of surgical, medical, outpatient and maternity services, supported by a full range of diagnostic and therapy services. Our centre for trauma services and obstetrics is at Conquest Hospital, while our centre for urology and stroke services is at Eastbourne DGH. At Bexhill Hospital we offer a range of outpatient, day surgery, rehabilitation and intermediate care services. At Rye, Winchelsea and District Memorial Hospital we offer outpatients, rehabilitation and intermediate services. At Uckfield Community Hospital we provide day surgery and outpatient care.

In the community, we deliver services that focus on people with long term conditions living well outside hospital, through our integrated locality teams working with district and community nursing teams. Community members of staff also provide care to patients in their homes and from a number of clinics, health centres and GP surgeries.

We are part of the Sussex Health and Care Integrated Care System (ICS), which is made up of health and care organisations across Sussex.

Executive Team Structure



Our Values

Our Values with the involvement of many people from across the organisation are:



Our last year

- 150,000 attendances at our Emergency Departments
- 2,939 babies were born in our hospitals
- 50,000 people had planned surgery, 90% of these were day cases
- 24,000 cancer referrals were made to us
- 420,000 outpatient appointments, of these over 285,000 were consultant-led
- 290,000 x-ray and scans
- 1,200,000 calls were answered by our switchboard teams

For further information visit the Trust website, www.esht.nhs.uk

Job Details

This is a substantive Consultant post in Obstetrics and Gynaecology at the East Sussex Hospitals NHS Trust. The post-holder will need to demonstrate competence in core Obstetrics and Gynaecology to be able to fulfil the role of a general Obstetrician and Gynaecologist. The consultant will be expected to participate in Intrapartum Obstetrics to ensure provision of out of hours consultant presence as required by the RCOG and the Ockenden report. The post holder will join a team of 14 substantive Consultants on each of our two sites.

We are looking for a competent laparoscopic surgeon to fulfil GIRFT recommendations of increasing our minimal access rates for benign Gynaecological surgery.

Our department has a combination of resident Consultants overnight and non resident Consultants. This post would be non-resident with a 1 in 10 weekday frequency and a 1 in 10 non- resident weekend with a middle grade doctor and a junior doctor ST1-3 present on the site.

There would also be the expectation of contributing to the Hot week rota on a 1 in 10 frequency

The job is cross site with the expectation of cross site working in both acute hospitals – Eastbourne DGH and the Conquest hospital . The nature and extent of these duties will be determined by clinical demand and formalised by job planning upon commencement of the post.

Key Specialty Information

Existing Medical Staff, Department of Obstetrics and Gynaecology

There are presently 14 Substantive Consultants within the clinical unit and 2 Locum Consultants

Senior Staff

Name	Special Interest
Mr D Chui	Reproductive Medicine
Mr W Yousef	Guardian of Safe Working Hours Minimal Access Surgery
Mr D Pascall	Maternal Medicine, Risk Lead

Miss A Thallon	Perinatal Mental Health, College Tutor
Mr J Zaidi	Reproductive medicine
Miss N Roberts	Fetal-maternal medicine, Clinical Lead
Miss M Nair	Colposcopy lead
Mr P Larsen-Disney	Brighton Oncology Team
Vacant	Urogynaecology
Mr E Ebeid	Oncology lead
Ms Victoria Asfour	Locum Urogynaecology
Miss Kerry Sargent	Oncology
Mr Antonios Koumousidis	EPU and Acute Gynaecology Lead & Audit Lead
Mr Stefan Tcharliev	Consultant Obstetrician and Gynaecologist
Mr Sze Chan	Consultant Obstetrician and Gynaecologist , Labour ward Lead
Miss Maria Garcia	Maternal Medicine
Miss Helena Watson	Ambulatory care and Preterm
Dr Nidhal Jabbur	Associate specialist
Ms Russul Ghani	Associate specialist

Other Senior Staff

Dr Matthew Clark	Chief of Division
Ms Kaia Vitler	Associate Director of Operations
Ms Alison Newby	Assistant Director of Midwifery
Ms Louise Hutchinson	Service manager

Middle Grade/Junior Staff

4 Specialty Trainees KSS ST3 –5

6 Specialty Doctors

3 ST1/2 Specialty Trainees

5 GPVTS Trainees

Job Plan

This is a full time substantive post with a 1 in 10 weekday non-resident on call commitment and a 1 in 10 non-resident weekend. DCC's in Gynaecology outpatients 2 week wait lists, office Gynaecology and Gynaecology operating will be offered to align with service needs. Participation in the Hot week rota 1 in 10 will be expected.

Programmed Activities – for illustrative purposes of PA allocation

	AM	PA allocation	PM	PA allocation
Monday	Gynaecology clinic 9-1pm	1	SPA off	0.5
Tuesday	Non-working day		Non-working day	
Wednesday	Theatre 08.00-1300	1.25	Off	
Thursday	Post op ward round 08.30-9.30 Admin 09.30-13.30	0.25 1	2 Week Wait clinic 13.30-17.30 (week 1) Office Gynaecology 1400-17.30 (week 2)	0.5 0.6
Friday	Gynae on call 0830-12.30	1	MDT SPA	0.25 1.0
Hot week 1 in 10				1
On call (predictable and unpredictable)				2.15
Category A supplement at 3%				

DCC/SPA split 8.5/1.5				
Total PA				10

Hot week (1 in 10)	1
Theatre	1.25
Post op ward round	0.25
Two week wait clinic	0.5
Gynae on call	0.5
Office Gynaecology	0.6
General Gynae clinic	1
MDT	0.25
On Call	2.15 PA
(On call - Predictable 1 / Unpredictable – 1, evening Ockenden ward round weekends)	
Clinical administration	1 PA
SPA	1.5 PA
<u>Total</u>	<u>10.0 PA's</u>

On-Call

The current consultants do 1:10 (non-resident) with a middle grade doctor and a junior doctor ST1-2 present on the site. We have recently recruited 4 resident Consultants.

The hours of consultant presence are 0830 – 2100 Monday to Friday, Saturday 0830 – 1430 and Sunday 0830 -1330 hours. On-call duties include cover of obstetrics and gynaecology. In line with the Ockenden recommendations an evening ward round has been introduced which is job planned

The current on call calculation of 2PA's weekly comprises 1 predictable on-call and 1 unpredictable on call, with prospective cover.

The on –call supplement will be category A of 3%.

Other Commitments

The Supporting Professional Activities will be used for non-clinical administrative duties, audit, research, clinical governance, teaching and training, service development and reflective practice.

Service Description

Obstetrics and Gynaecology are within the Women's and Children's Clinical Unit. Consultant led intrapartum services are based at the Conquest hospital. There is one Midwifery-led unit at Eastbourne DGH. All emergency gynaecology admissions are at the Conquest Hospital. All outpatient clinics and Elective Surgery occur on both main hospital sites with a new Elective Surgical Care hub in Eastbourne to open in March 2024. This will increase the Day case rate for Gynaecology elective procedures.

The post holder will work in collaboration with colleagues within the clinical unit in general gynaecology. The development of any complementary subspecialist interest will be actively encouraged.

The post holder will be involved in relevant aspects of obstetric care. The opportunity to develop services in either of these areas is available. The post holder will work effectively with the consultant paediatricians and midwives and be a member of the perinatal mortality and morbidity groups.

The appointee is expected to participate and lead on the multi-disciplinary work required by the Clinical Unit to achieve national and local targets of health needs and economy, following and contributing to clinical strategies and objectives.

We aim to provide high quality timely care in keeping with national guidance and within the timeframe of the 18 week pathway and attainment of relevant KPI's.

The appointee will have sessional commitments at both the Conquest Hospital, Hastings and Eastbourne DGH. The on-call duties will be based solely at the Conquest site, which will therefore be the designated base hospital for the post holder. However, duties may be required at any of the sites in East Sussex Hospitals Trust.

SPA time will be used for clinical management duties, clinical audit, research, clinical governance, teaching and training, and reflective practice.

Gynaecology Services

Gynaecological services are provided both at the Conquest hospital and Eastbourne General hospital. On the Eastbourne site there is a dedicated gynaecology outpatient clinic within the Women's health outpatients. On the Conquest site is housed the main gynaecology 8 bedded ward for elective admissions and all emergency admissions. The ward also has accommodation for emergency gynaecology referrals triaged from accident and emergency and a daily early pregnancy clinic. There is a dedicated colposcopy and outpatient hysteroscopy suite on both sites

The general and specialist outpatient gynaecology clinics cover the full spectrum of gynaecology subspecialties inclusive of urogynaecology, fertility and oncology clinics

on both sites. There are also diagnostic and therapeutic outpatient hysteroscopy clinics.

Urogynaecology

The clinical unit currently provides a secondary level service for women with continence and pelvic floor problems. There are weekly MDT uro-gynaecology and monthly joint MDT with colorectal surgeons, urologists as well as regional MDT. There are dedicated one stop clinics with a physiotherapist and incontinence nurse. It is expected that the post holder will be working as a part of the uro-gynaecology team to maintain the service at high standard to attain the unit accreditation in the future. There is also a dedicated OASIS clinic cross site and a cooperation with the colorectal service is made through the MDT. It would be essential to have skills in performing urodynamic studies, outpatient cystoscopy, botox and bulkamid and desirable to be able perform Endoanal USS in order to maintain the current service

Gynaecology Oncology

Gynaecological oncology is available on both sites and we are an accredited cancer unit with regular multidisciplinary MDT. There are weekly oncology multi disciplinary meetings with the involvement of the radiology and pathology departments. There is also a regional MDT led by the cancer centre at Brighton and Sussex Hospitals. There is a dedicated colposcopy service. Visiting gynae-oncologists from the cancer centre at Brighton and Sussex University Hospital support the local team providing outpatient care at the EDGH and there is a well established pathway for referral to the cancer centre. The post holder will work effectively with allied surgical specialties, nurse practitioners and nursing and non-medical staff within the team. He/ She will be a member of the gynaecology morbidity and mortality group.

Early Pregnancy Assessment Unit (EPAU)

The Early Pregnancy unit serves women with early pregnancy problems. There is immediate access to ultrasound scanning for patients with suspected miscarriage or ectopic pregnancy. An advanced nurse practitioner at Conquest and sonographers at Eastbourne provide this service. Theatre time is reserved for the surgical evacuation of failed pregnancies. The early pregnancy clinic occurs in the morning session from Monday to Friday.

Maternity Services

The clinical unit has always strived to be progressive in intrapartum and antenatal management. We were actively involved in auctioning the Better Births recommendations and have implemented Fetal Fibronectin and Telephone triage amongst other initiatives. Presently the department is involved in the regional introduction of the RCOG Stillbirth Bundle. This is inclusive of introduction of cervical length assessment and customised growth charts.

Intrapartum care

The consultant led all-risk delivery suite is based at the Conquest and has 10 birthing rooms. There is one birthing pool on the delivery suite & the labour ward theatre/recovery complex. The labour ward staff engage in multidisciplinary handover, skills and drills training, and risk management. We also have fetal fibronectin and Actim PROM bedside testing kits, a cell salvage machine, and 24 hour interventional radiology cover. A telephone maternity triage service manages women across the sites. There is an induction of labour bay on the antenatal area.

There are 40 hours of dedicated consultant obstetric anaesthetists labour ward sessions. They contribute to an anaesthetic clinic for opinions & delivery pre-planning.

The neonatal unit is presently a level one unit

We have a thriving midwife led unit based within the Eastbourne Hospital.

Fetal medicine and obstetric ultrasound

We provide a secondary level obstetric ultrasound service led by two consultants with a special interest in fetal medicine. The unit offers the combined test for trisomy 21 screening to the whole population. This service is co-ordinated by the Antenatal Screening midwifery team. There is a liaison with King's College and St Thomas's for performance of invasive procedures and fetal medicine referrals incorporating fetal cardiology and paediatric surgery services.

High-risk pregnancy, diabetes and maternal medicine

There is a strong team of consultants involved in managing high-risk pregnancy between the two sites. There is a well established joint antenatal/ endocrine clinic with a consultant diabetologist, diabetes specialist nurse and dietician in attendance. Maternal medicine is well supported by specialist physicians (rheumatologists, haematologists, anaesthetists, cardiologists), within the hospital who have a special interest in the management of medical disorders in pregnancy. There is also a dedicated perinatal mental health team.

Responsibilities of the Post

The post-holder will be managerially accountable to the Clinical Unit Lead and professionally accountable to the Medical Director, Governance. The successful candidate will be expected to agree a formal job plan with the Clinical Unit Lead and Medical Director indicating the number of programmed activities, within 1 month of taking up post. The post has clinical accountability for the care of obstetric patients.

The post-holder will be expected to cross-cover essential services when his/her Consultant colleagues are on leave.

Main Conditions of Service

- a) These will be in accordance with those approved by the Trust, as detailed in the Medical and Dental Terms and Conditions.
- b) Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for this post. If such a person is appointed, modification of the job plan will be discussed on a personal basis in consultation with consultant colleagues.
- c) The new consultant will be required to reside not more than ten miles or 30 minutes travelling time by road from their base hospital, unless specific approval is given to a greater distance.
- d) The appointment is subject to a satisfactory medical report from the Trust's Occupational Health Consultant.
- e) You will be paid in accordance with the Terms and Conditions for Consultant Medical Staff, and assimilated to the salary scale taking account of all relevant Consultant service.
- f) Annual Leave must be applied for at least 8 weeks in advance and approved by the Clinical Unit Lead. The annual entitlement is 32 days per year.

All medical staff under contract to East Sussex Healthcare NHS Trust will comply with local policies and procedures, copies of which are available on the Trusts Internet site, from the Human Resources Department or from the Clinical Unit Associate Director of Operations. In addition, medical staff are required to attend all relevant Mandatory training sessions.

Clinical Governance

The appointee is expected to be committed to the improvement of quality of clinical care in the Clinical Unit and to participate in incident reporting, risk management and Clinical Unit Governance Meetings.

Appraisal

The appointee is expected to compile an annual portfolio with evidence of continuing professional development in accordance with the Trust's appraisal process. He/she will be expected to participate in annual appraisal by the designated consultant and to produce a personal development plan, which will be shared with the Medical Director and Chief Executive. The appraisal process will also be part of the information used to revalidate Consultants by the GMC.

Audit

The appointee will be expected to actively participate in audit. S/he will be expected to initiate and supervise audit projects related to his/her particular sub-speciality interest. S/he will liaise with the audit speciality Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Participation in national audit is encouraged.

Research

Research and Development is fundamental to patient safety. Research and development activities are an important use of supporting professional activities (SPA) time. Any time within job plans allocated to R&D should be evidenced in terms of agreed high quality outputs and linking to personal objectives around appraisal

Continuous Professional Development / Continuous Medical Education

Taking study leave is a necessary part of Continuing Medical Education/CPD. Application for study leave must be submitted six weeks prior to the dates requested. There is a study leave entitlement of 10 days a year or 30 days over any three year period. Study leave is agreed by the Clinical Unit Lead and should be linked to the individual's personal development plan. Evidence of CME participation will become part of the postholder's portfolio. Visits to other hospitals/working with colleagues are encouraged as an important part of CPD.

Teaching

The postholder will be expected to participate in clinical teaching of undergraduate and junior medical staff within their supporting Professional Activities as required by the Clinical Unit. If there is a specific interest or need, a more extensive teaching role can be developed within the Clinical Unit structure and under the direction of the Specialty College Tutor. The Brighton and Sussex Medical School, which opened in 2003, will present opportunities for participation in undergraduate education. There will also be opportunities for Senior Lecturer posts, in some specialities, to be offered in the future.

Educational Supervision

Consultants are required to supervise the education of doctors in training, and will be required to complete the first part of Qualified Educational Supervisor Programme (QESP) within 12 months of appointment, or obtain exemption from this. The postholder 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.

For further information and visits, prospective applicants are welcome to contact:

For further information and visits, please contact:- Women and Children's Services
Clinical Miss Nicky Roberts, Consultant Obstetrician & Gynaecologist
Nicole.Roberts1@nhs.net

PERSON SPECIFICATION

Job Title: Consultant Obstetrics and Gynaecology

Attributes	Essential	Desirable
Qualification	MRCOG (or equivalent) Evidence of training, experience and independent practice in Obstetrics, General Gynaecology CCT or eligible within six months of interview date and can demonstrate evidence that they are expected to achieve CCT within 6 months	ATSM advanced labour ward ATSM in benign abdominal surgery
Registration	Full registration with GMC	
Training and experience	Wide experience in all aspects of Obstetrics and Gynaecology MRCOG Active participation in CME and CPD programme	Able to carry out Laparoscopic Hysterectomies
Administration	Leadership Skills Knowledge of the principles of Clinical Governance and appraisal	
Management	Evidence of previous active participation in leadership and management activities . Understanding of NHS policy and delivery of national performance targets (including hospital acquired infections) .	Management course and/or qualification Experience of managing change e.g. in budgets, staff

	Flexible, pragmatic and a problem-solving approach. · Ability to inspire and motivate others	
Audit	Demonstration of completed audit projects	
Research and publications		Evidence of clinical research culminating in publications
Teaching	Experience of undergraduate and post graduate teaching	Additional certification of training in medical education
Personal Skills	<p>Effective communicator, team player</p> <p>Ability to work effectively with other professionals- Consultant obstetricians, neo natal nurses and midwives</p> <p>Self-motivated to be able to develop their own specialty</p> <p>Ability to adapt to changing roles and clinical practice. Flexible, able to cover colleagues.</p>	<p>Familiarity with information technology</p> <p>Demonstration of initiated projects</p>
Personal Attributes	Professional attitude towards work	