

Job Description

Role Title: Consultant Obstetrician with Fetal Medicine Interest

Grade: Consultant (YC72)

Contract: Permanent

Responsible to: Clinical Director

Accountable to: Chief Medical Officer

Location: University Hospitals Coventry and Warwickshire

Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



Net Zero and Sustainability

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

Job Summary

The successful candidate will work in collaboration with clinical colleagues, to deliver a comprehensive obstetrics service to patients in the Coventry and Warwickshire communities with particular emphasis on Fetal medicine. The department would welcome candidates with subspecialty training in maternal and Fetal medicine.

The post holders will provide high quality obstetric services in collaboration with the Midwifery Service, Integrated Care Board, Secondary and Tertiary Care colleagues.

The post-holder would be expected to actively participate in the clinical governance systems that are currently in place.

There will be appropriate involvement in the administration and management functions of the Hospital. The scheduling of clinical sessions may change as part of job planning, and the job description will be revisited with the Clinical Director and Group Director of Operations once the successful candidate has been in post for 3 months.

The post holder will be based at the University Hospital. The job plan will be based on 10 programmed activities and will include fixed sessions incorporating labour ward duties, obstetric on call, antenatal clinics and Fetal medicine sessions.

Applicants must have expertise in Fetal medicine and high-risk antenatal care. The department are working closely with neighbouring Trusts through the Local Maternity System and these posts will support expansion of the Fetal medicine department.

Women and Children's Clinical Group

Management Structure

The Women and Children's Group encompasses Obstetrics & Gynaecology, Reproductive Medicine, Paediatrics and Neonatology. It has a budget of approximately £50 million. The Group Management Team is as follows:

Group Clinical Director:	Stephen Keay
Group Director of Operations:	Stephen Hodgson
Group Director of Nursing:	Sue Ellis
Group Directory of Midwifery:	Gaynor Armstrong
Group Manager:	Holly Simms
Group Manager:	Laura Brough
Associate Group Manager:	Dhevender Shergill
Group Commercial Finance Manager:	Stuart Shearing
Human Resources Business Manager:	Aarti Sehgal
Matron for Gynaecology:	Lisa Lindsey
Matrons for Maternity:	Louise Dean, Angela Doherty, Sharon Gouldingay
Matron for Neonates:	Rose Blake/Sara Wheatley/Andrea Davies
Matrons for Paediatrics:	Leah Pritchard/Gavin Smyth

The Department of Obstetrics and Gynaecology

The Department of Obstetrics & Gynaecology falls under the management of the Women and Children's Clinical Group. The Department of Obstetrics & Gynaecology is located within the West Wing in the teaching hospital site at Coventry and includes regional Neonatal ICU, SCBU, Gynaecology, Obstetrics, Emergency Assessment Unit, Urogynaecology, Colposcopy and Hysteroscopy suite, Fetal Well Being Unit and The Centre for Reproductive Medicine. The department sees over 6000 births, 2500 gynaecological emergencies and 4000 elective gynaecology cases annually.

The inpatient gynaecology unit together with its outpatient diagnostic centre is located directly above the main theatre suite, ITU and radiology department. The regional oncology and radiotherapy centre is also based in the West Wing.

Sub-specialist services are provided in Reproductive Medicine, Fetal and Maternal Medicine and Urogynaecology. Reproductive Medicine services include a large assisted conception programme, including IVF and ICSI and monthly reproductive endocrinology and recurrent miscarriage clinics. There is a strong Fetal and Maternal medicine team providing care to high-risk pregnancies in the region.

Ultrasound services are well developed within the department in both obstetrics and gynaecology. Diagnosis in gynaecological cancer is supported by a consultant with expertise in gynaecological ultrasound, weekly 2 week wait referral and hysteroscopy clinics.

The Obstetrics and Gynaecology Department includes:

Gynaecology

- 12 gynaecology beds.
- 4 bedded emergency assessment unit.
- Dedicated gynaecology operating theatres adjacent to the obstetric theatre suite but forming part of the main operating department.
- Access to the main surgical day unit.
- Gynaecology clinic and gynaecology ultrasound (part of the outpatient facility based in the West Wing).
- Outpatient hysteroscopy and Colposcopy suite.
- Early pregnancy assessment clinic - held daily.
- Centre for Reproductive Medicine - providing a fully comprehensive sub-fertility service.

Obstetrics

- 68 obstetric beds.
- Labour ward.
- Twin obstetric operating theatres.
- Fetal Well Being unit providing outpatient fetal monitoring for high-risk pregnancies.
- Obstetric admission unit.
- Antenatal clinic and obstetric ultrasound suite.
- Fetal Medicine Unit.

The departments of Obstetrics & Gynaecology meet monthly at its departmental management meeting. The Group determines clinical policy, advises the management team and is informed by the Clinical Governance Committee. The department reports to the Women & Children's Group Management Team through the Group Clinical Director.

Obstetrics and Gynaecology Consultant Staff

Name	Special Interest
Mr Stephen Keay – Clinical Director	Consultant O&G - Reproductive Medicine
Dr Rina Agrawal	Consultant O&G - Reproductive Medicine
Mr Tarek Ghobara	Consultant O&G - Reproductive Medicine
Dr Valarmathy Kandavel	Consultant O&G - Reproductive Medicine / College Tutor
Miss Smruta Shanbhag	Consultant Gynaecological Oncologist and Network Lead
Mr Satyam Kumar	Consultant Gynaecological Oncologist
Mr Jeremy Twigg	Consultant Gynaecological Oncologist
Mr Mark Dunderdale	Consultant Gynaecologist – Colposcopy
Mrs Supriya Bulchandani	Consultant O&G – Urogynaecology
Mr Feras Izzat	Consultant O&G - Urogynaecology/ Early Pregnancy Lead/ Gynaecology Scanning/ Minimal Access
Dr Michelle Jones	Consultant O&G - General Gynaecology/ Urogynaecology
Dr Lauren Lacey	Consultant O&G – Acute Gynaecology
Dr Maitrayee Maitra	Consultant O&G - Outpatient Hysteroscopy
Dr Nadia Sabri	Consultant O&G – Medical Education

Dr Jacky Woodman	Consultant O&G - Undergraduate Medical Education
Dr Soma Mukherjee	Feto Maternal Medicine
Dr Laura Giurcaneanu	Feto Maternal Medicine
Professor Siobhan Quenby	Professor of Obstetrics – Recurrent Miscarriage
Professor Steve Thornton	Professor of Obstetrics
Dr Shilpa Agarwal	Consultant Obstetrician – Labour Ward Lead
Dr Vandana Dhingra	Consultant Obstetrician – Maternal Medicine
Dr Masiha Hussain	Consultant Obstetrician – Gestational Diabetes
Dr Rashmi Puttegowda	Consultant Obstetrician – Fetal Wellbeing
Dr Sumita Dubey	Locum Consultant O&G

Main Duties/Responsibilities

To provide, in collaboration with clinical colleagues, a comprehensive obstetric service to patients in the Coventry and Warwickshire area and expertise in intrapartum care.

Role Specific Duties Include

- Provide strong leadership to all disciplines and ensure, with the Modern Matrons, that guidance is available to all staff within the obstetrics areas.
- To work across disciplines to develop close working patterns, shared guidelines, education and joint standards throughout the department.
- To communicate openly and consult with clinicians, midwives, nurses and administrative staff on developments within obstetrics.
- To promote the culture of continuous learning and development, ensuring leadership in support of research, audit, education and training.
- Participation in Labour Ward Forum and Quality of Care forum and ensuring decisions taken are fed back to ensure that necessary changes are implemented.
- Facilitating skills drills and ensuring remedial action taken if deficiencies identified.
- Take ongoing responsibility for patients under his/her care.
- Participate in the teaching and supervision of medical students and co-ordinate teaching sessions.
- Develop and maintain collaborative relationships with medical colleagues in other specialties and participate in regular clinical meetings and other post graduate activities.
- Share responsibility for the professional supervision and development of trainee doctors within the specialty. This will include the appraisal of Specialist Trainees in Obstetrics & Gynaecology.
- Develop and maintain good communications with General Practitioners and appropriate external agencies.
- Support the development of the Local Maternity System and partnership working with neighbouring trusts.
- Ensure own practice is up to date; this will include taking responsibility for own Clinical Professional Development and participating in the trust's performance and Annual Review system.
- Share responsibility for data protection arising out of the use of computers in compliance with current legislation.
- Comply with all relevant Trust policies and procedures.

Suggested Job Plan

The detailed job plans are suggested, although are subject to agreement between the post-holder and the Clinical Director/Group Director of Operations and will take account of clinical service needs.

This timetable provides the content, sessional and time commitments but the scheduling of individual sessions may be changed according to the requirements of the post and following discussion with the post-holders.

Consultant Obstetrician – Fetal Medicine Job Plan – Updated January 2024

DAY	SESSION	PINK WEEK 1	YELLOW WEEK 2	PINK WEEK 3	YELLOW WEEK 4	Comments
MONDAY	AM	Fetal Medicine Unit	Fetal Medicine Unit	Fetal Medicine Unit	Fetal Medicine Unit	DCC: 1.0PA
	PM	Obstetric Ward Rounds	SPA	FREE	SPA	DCC: 0.25PA SPA: 0.50PA
	EVE	Obstetric On Call 1:3	Obstetric On Call 1:3	Obstetric On Call 1:3	Obstetric On Call 1:3	DCC: 1.5PA
TUESDAY	AM	SPA / Counselling Session	FREE	SPA / Counselling Session	FREE	DCC: 0.25PA SPA: 0.25PA
	PM	Fetal Medicine Unit	Fetal Medicine Unit	Fetal Medicine Unit	Fetal Medicine Unit	DCC: 1.0PA
WEDNESDAY	AM	Ante Natal Clinic (UH)	Ante Natal Clinic (UH)	Ante Natal Clinic (UH)	Ante Natal Clinic (UH)	DCC: 1.0PA
	PM	Fetal Medicine MDT / SPA	Fetal Medicine MDT / SPA	Fetal Medicine MDT / SPA	Fetal Medicine MDT / SPA	DCC: 0.50 PA SPA: 0.50 PA
THURSDAY	AM	Labour Ward 1:3 / CS List 1:3 / Prospective Cover	Labour Ward 1:3 / CS List 1:3 / Prospective Cover	Labour Ward 1:3 / CS List 1:3 / Prospective Cover	Labour Ward 1:3 / CS List 1:3 / Prospective Cover	DCC: 1.25PA
	PM					
FRIDAY	AM	ADMIN	ADMIN	ADMIN	ADMIN	DCC: 1.0PA
	PM	Fetal Medicine Unit	Ante Natal Clinic (RSTX)	Management Meeting (SPA)	Ante Natal Clinic (RSTX)	DCC: 0.75PA SPA: 0.25PA

PA Allocation

Fetal Medicine: 2.75 PA
Obstetric On Call: 1.5 PA
Ante Natal Clinic: 1.5 PA
Labour Ward/CS List/Prospective Cover: 1.25 PA
Admin: 1.0 PA
Wards: 0.25PA
Counselling: 0.25 PA
SPA: 1.5 SPA
Total 10 PA

DCC = Direct Clinical Care

SPA = Supporting Professional Activity

AM Sessions = 09:00 – 13:00

PM session = 13:00 – 17:00

Thursday clinical sessions calculated as below (consultant is only covering the allocated activity on Thursdays and is not expected to cover any other services simultaneously).

Labour ward 08:30 – 22:00 (1 week in 3) – 0.71PA

- Caesarean section list 09:00 – 13:00 (1 week in 3) – 0.33PA
- Prospective cover Labour ward 08:30 – 22:00 (3 times a year) – 0.15PA
- Prospective cover Caesarean section list 09:00 – 13:00 (2.56 times per year) – 0.07PA

Consultant appointments are made to the University Hospital Coventry & Warwickshire NHS Trust; as services are developed and changed, the base of posts may alter and any employee of the Trust will be expected, within an agreed clinical strategy, to move his/her sessions as the service requires. In particular, your attention is drawn to the fact that the post advertised may include routine evening and week-end working as part of the working arrangements for the new hospital the details of which are currently under discussion. The specific scheduling of such activities would be subject to mutual agreement and may be agreed at a later date in the future.

PA Allocation

Total: 10PA with on call Category A frequency payment (3%).

Total	DCC	8.0
	SPA	2.0

Clinical Governance

Everyone is expected to participate in all aspects of clinical governance. Clinical audit is established facet of the clinical activity. The appointee is required to participate actively.

The post holder will ensure that all services are provided in an effective and efficient manner and that the principles of risk management and clinical governance are maintained at all times.

Teaching

The post holder will be required to participate fully in the education and training of medical students, postgraduate medical trainees, paramedical, nursing and other appropriate personnel.

Terms and Conditions

The consultant will be appointed by the University Hospitals Coventry and Warwickshire NHS Trust (UHCW). Terms and Conditions will be in accordance with nationally agreed conditions of service for Consultants (England) 2003 in the National Health Service as approved by the Secretary of State for Health and may be amended from time to time.

The successful applicant will be provided with secretarial support and shared office accommodation.

The post holder is required to act in accordance with local policies agreed by the Trust and the Local Negotiating Committee.

Informal Visits

Informal visits/discussions are encouraged and should be arranged by contacting:

Dr Soma Mukherjee on 02476 966572 or soma.mukherjee@uhcw.nhs.uk

Dr Laura Giurcaneanu on 02476 966572 or laura.giurcaneanu@uhcw.nhs.uk

Mr Stephen Keay on 02476 967381 or stephen.keay@uhcw.nhs.uk

Ms Annis Rowley on 02476 96177 or annis.rowley@uhcw.nhs.uk

Mrs Holly Simms on 02476 966964 or holly.simms@uhcw.nhs.uk

Person Specification

Job Title: Consultant Obstetrician with Fetal Medicine Interest

Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable
Qualification/ Training	<ul style="list-style-type: none"> • Full GMC registration. • MRCOG or appropriate specialist qualification. • CCT in obstetrics or equivalent ('equivalence' must be confirmed by GMC by date of interview). • ATSM in Fetal Medicine or equivalent. • Entry to the GMC Specialist registrar or eligibility for entry within 6 months of the date of the AAC. 	<ul style="list-style-type: none"> • RCOG accredited sub-specialist in Fetal maternal medicine. • Further Higher Degree.
Experience	<ul style="list-style-type: none"> • Clinical training and experience in general obstetrics and gynaecology equivalent to that required for a UK CCT. • Experience in maternal and fetal medicine. • Experience of undergraduate teaching. • Experience of supervising junior medical staff in intrapartum care. 	<ul style="list-style-type: none"> • Qualification in Medical Education.
Knowledge	<ul style="list-style-type: none"> • Understanding of the Clinical governance process. 	<ul style="list-style-type: none"> • Publication in peer reviewed journals. • Experience in risk management.
Skills & Abilities	<ul style="list-style-type: none"> • Ability to undertake multi-disciplinary audit. • Demonstrate ability to undertake audit projects in specialty area. • IT Literacy and presentation skills. • Commitment to development and adherence to departmental guidelines and protocols. 	
Personal Qualities	<ul style="list-style-type: none"> • Good leadership skills. • Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other agencies. • Enthusiasm and ability to work under pressure. • Good organisational and management skills. • Supportive and tolerant. • Ability to work within a multidisciplinary team. • Caring attitude to patients. • Resident within 20 miles or 30 minutes of the hospital for on call duties. 	

Commitment to Trust Values and Behaviours	<ul style="list-style-type: none"> • Must be able to demonstrate behaviours consistent with the Trust's values. (As detailed in UHCW's Values in Action document below). • Applicants applying for job roles with managerial responsibility will be required to demonstrate evidence of promoting equal opportunities through work experience. 	
--	--	--

Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.
- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.

Our values in action

We live our values in action in our work with patients, visitors, and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

