

 **RCOG** Approved

Consultant in Obstetrician and Gynaecologist (Urogynaecology)

Job Description and Person Specification



**A great
place to**

work

#Team
SFH



The Trust

What we do

We are an award-winning NHS Foundation Trust providing acute and community healthcare services for 420,000 people across Mansfield, Ashfield, Newark, Sherwood and parts of Derbyshire and Lincolnshire. We are working closely with partners in health and social care through the Mid Nottinghamshire Integrated Care Partnership to take collective responsibility for managing resources, delivering NHS standards, and improving the health of the population we serve.

We put the patient at the centre of everything that we do, and it is our aim to make sure that every patient is treated as we would want a member of our own family to be treated. At the same time we expect our staff to be caring, kind and courteous to each other and to look out for each other. We believe that we are truly a clinically led organisation.

In the past four years our staff engagement scores have been the best for Acute Trusts in the Midlands.

Our People

We employ over 5,000 people across our three hospital sites - King's Mill, Newark and Mansfield Community.

Our dedicated team of over 650 volunteers give up their time to make a difference and enhance the experience of our patients and visitors.

As an NHS Foundation Trust we are accountable to the Council of Governors which represents the views of members.

We are proud to boast a membership totalling more than 15,000 – allowing our local communities opportunities to influence decisions and to demonstrate loyalty and support for our hospitals.

Our Purpose

Healthier Communities, Outstanding Care

Healthier communities and outstanding care for all.

A great place
To Work



We are proud of our improvements over the last five years at Sherwood Forest Hospitals, and we recognise we can improve further. We know good quality healthcare can only be delivered by focussing on the experience of people, be it patients and the public or the colleagues you work with. Our improvements have been achieved by two central commitments to people:

We expect all patients to receive the same standard of care we would want our friends and family to have and:

We expect all colleagues to be treated with the same values we believe are important; support, kindness and respect.

A partnership with everyone in our community...

We will...

- Provide outstanding care
- Promote and support health and wellbeing
- Maximise the potential of our workforce
- Continuously learn and improve
- Achieve better value

Signed:
#TeamSFH

The part you can play...

- Tell us when we get it right and when we get it wrong
- Be healthy and active
- Treat our staff and volunteers with respect
- Help us to learn from the care you experience
- Use our services wisely

Signed:

Our values



Communicating and working together

We will work as one compassionate and inclusive team, involving, informing and listening to all colleagues and local communities.

Aspiring and improving

We will choose to work or be cared for by Sherwood as we focus on improving patient care and staff well-being.

Respectful and caring

We will show kindness to all, embrace diversity and challenge inappropriate behaviours.

Efficient and safe

We will be consistent and do the right thing at the right time, first time.



Divisional Management Structure

There are five clinical management divisions, supported by Corporate Services (The People Directorate, IT and Finance) as follows:

Urgent & Emergency Care

Emergency Department
Emergency Assessment Unit
Urgent Treatment Centre
Short Stay Unit
Discharge Lounge
Same Day Emergency Care
Hospital Out of Hours

Medicine

Cardiology and Respiratory
Gastroenterology
Diabetes & Endocrinology
Clinical Haematology
Geriatrics
Stroke/Rehab and Intermediate Care
Dermatology
Rheumatology

Surgery, Anaesthetics and Critical Care

Anaesthetics / Critical Care / Pain Management
Theatres and Day Case
General Surgery & Vascular Surgery
Urology
Breast Surgery
Maxillofacial / Plastics
ENT
Audiology
Ophthalmology
Trauma and Orthopaedics

FACILITIES

Sterile Services

Women's and Children's

Maternity and Gynaecology
Paediatrics

Clinical Support, Therapies and Outpatients

Therapy Services
Pathology
Radiology
Back Pain
Integrated Sexual Health
FACILITIES
Patient Services
MEMD KTC
Clinical Illustration Chaplaincy
Fire and Security Pharmacy

Each Division is led by a Triumvirate of a Divisional General Manager, a Divisional Head of Nursing and is led by a Clinical Chair, Divisional specialities are headed by a Service Director or Head of Service. Service Directors/Heads of Service report to the Clinical Chair who in turn reports to the Chief Operating Officer.

Divisions receive operational support from Finance, Human Resources, Strategic Planning and Information representatives.



The Department

Introduction to the Obstetrics and Gynaecology Department

The Maternity service at Sherwood Forest Hospitals provides care to over 3500 women who birth here. There are specialist clinics in multiple pregnancy, perinatal mental health, substance misuse, diabetes and preterm birth prevention. There has also been a successful development of a cardiac-obstetric MDT which links with the East Midlands Cardiac Obstetric MDT. There have also been links made with the developing East Midlands Maternal Medicine Network.

It is also the location of a busy Gynaecology service, providing comprehensive emergency, in- and outpatient, diagnostics and treatment for gynaecological cancers, abortion care, menstrual disorders, fertility and urogynaecology patients serving a population of more than 200,000.

Staffing

Consultant Medical Staff	Main Special Interest / Roles
Miss Susanna Al-Samarrai	Service Director and Obstetrician/Gynaecologist
Mr Srinivindla	Clinical Chair and Obstetrician/Gynaecologist
Ms Leena Maddock Khan	Deputy Service Director and Obstetrician/Gynaecologist
Mr George Morgan	Obstetrician/Gynaecologist
Mr Akinbode Hakeem-Habeeb	Obstetrician/Gynaecologist
Miss Sharon Tao	Obstetrician/Gynaecologist
Miss Jyothi Rajeswary	Obstetrician/Gynaecologist
Mr Raphael Laiyemo	Obstetrician/Gynaecologist
Mr William Dudill	Obstetrician/Gynaecologist
Miss Corah Ohadike	Obstetrician/Gynaecologist
Miss Amna Malik	Obstetrician/Gynaecologist
Miss Nivedita Das	Obstetrician/Gynaecologist
Miss Rawia Fatouta	Obstetrician/Gynaecologist
SAS Medical Staff	
Miss Sonja Rees	Specialty Doctor
Miss Hazel Gonsalves	Specialty Doctor
Trainee Medical Staff	
	Amount
Specialty Registrar Year 3+	Eight
Specialty Registrar Year 1-2	Two
GP ST Doctor	Six
Foundation Year 2 Doctor	Six
Foundation Year 1 Doctor	Five

The Role

Title:	Consultant Obstetrician and Gynaecologist
Division:	Women and Children's
Grade:	Consultant
Reports to:	Service Director, Maternity and Gynaecology
Accountable to:	Medical Director
Hours:	Full time 10 PAs per week

Overview of the Consultant Obstetrician and Gynaecologist role

An opportunity for a motivated and enthusiastic Consultant Obstetrician and Gynaecologist with an interest in supporting and developing the Urogynaecology Service at Sherwood Forest Hospitals NHS Foundation Trust is available. This is a 10 PA job.

We are keen to attract a proactive and engaged consultant who will enjoy working within our team and be able to work to a timetable that fits them and the service. If the right candidate has a particular interest area this can be looked at in line with the team job plan. It would be looked upon favourably should the candidate have interest and expertise in perinatal pelvic health.

This is a substantive consultant post and the appointee will join an existing team of 13 consultants providing a comprehensive Obstetrics & Gynaecology Service to the western part of North Nottinghamshire and, in particular, the residents of Mansfield, Ashfield and Newark Districts. There will be an expectation that the post holder will contribute to a 1 in 12 on-call rota, designed to meet the requirement of 60 hours per week consultant presence on the Birthing Unit but additionally to help meet the recommendations for safe Obstetric care detailed within the Ockenden Report.

The main responsibilities of the post will be to further develop and support the provision of excellent urogynaecological care, working as part of the existing team including two urogynaecologists, a urogynaecology specialist nurse and pelvic health physiotherapists. Additional expertise to complement the existing team of particular interest would be experience in providing care to women with obstetric anal sphincter injury and risk management/governance.

Sherwood Forest Hospitals NHS Foundation Trust will contract the successful candidate. They are expected to be aware of local policies and procedures and to comply with the standing orders and standing financial instructions of the Sherwood Forest Hospitals NHS Foundation Trust. In particular, where the Consultant is responsible for the management of employees of the Trust, they will be expected to observe the local employment and human resource policies and procedures.

Duties and Responsibilities

Clinical Duties

1. To provide a safe, effective and efficient service to enable the best possible care to patients.
2. To perform administrative duties including those associated with the care of patients, the day-to-day running of the department, coding and mandatory returns, as well as the collection of other data as required by the Commissioners for performance management.
3. To participate in the development of the service, working to the service specifications and providing input into strategy and planning to the Service Director and management team as required.
4. To carry out all duties at the highest possible standard and in accordance with current quality initiatives within that area of work.
5. To cover for colleagues' annual leave and other authorised absence, on a reciprocal basis.
6. Any other duties that may be required from time to time.



7. A willingness to undertake additional professional responsibilities at local, regional or national levels.
8. To identify safeguarding issues and take appropriate action according to Trust and Regional guidelines to protect children, young people and vulnerable adults.
9. To carry out his/her duties with due regard to the Trust's Equal Opportunities Policy at all times.
10. To comply with Trust Health and Safety policies and maintain a safe and healthy environment for patients, visitors and staff.
11. To have knowledge of and employ the basic principles of infection control practice and to ensure adherence to the requirements in the Infection Control Manual.

Teaching

1. To provide clinical and educational supervision for doctors in training within the department as required.
2. To assist in the professional supervision and management of junior medical staff, including the observance of local employment and human resource policies and procedures.
3. To organise and participate in teaching, examination and accreditation duties for undergraduate, postgraduate and continuing medical education activity, locally and nationally.
4. To participate in the education and teaching of all staff.

Quality Improvement & Assurance

1. To be actively involved in participating in clinical audit, clinical governance and in continuing professional development.
2. To initiate and be involved in agreed projects.
3. To implement audit and research findings as appropriate.
4. The post holder will be encouraged to pursue his/her research interests.

Policy & Planning

You will be required to:

1. Contribute to the development of clinical and organisational protocols and guidelines.
2. Review and develop policies for clinical practice and effectiveness.
3. Participate in the strategic planning for the service.
4. Comply with current Trust policies and procedures.

Management & Audit

The successful candidate will be expected to:

1. Participate in the management service by being an active member of the Division.
2. Attend the audit, governance and department meetings and help to implement the Trust's policy on clinical governance.

Record keeping

1. All staff who have access to or transfer data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies.
2. The post-holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
3. To comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy.



Job Plan

A formal job plan will be agreed between the appointee and the Service Director, on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

The Job Plan will then be reviewed annually. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external.

In addition, it should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

On Call

Alternate week weekday night 18.30 – 08.30 to include an in-person ward round from 20.30-22.30

Hot week (1 week in 12) Monday-Thursday 08.30 – 18.30 (The hot week replaces the clinical activity so happens 4.33 times per year)

Weekend cover (1 in 12) Friday 08.30 – 18.30 resident

Saturday 24 hours, Sunday 24 hours, to include resident period 08.30-13.30 and to return for a ward round 20.30-22.30 on both days

Total PA value from on-call duties including hot weeks/weekends/ward rounds totals 2PA

There are current, on-going discussions to revise the on-call rota format to ensure appropriate periods of compensatory rest alongside the ability to maintain emergency skills in both obstetrics and gynaecology. It is anticipated that this revision will be completed by April 2024 and will allow better assurance of the maintenance of emergency surgical skills as well as better links within the wider system to ensure more complex emergency gynaecological surgical procedures to be performed safely.

When undertaking on-call activities, including the hot week, the consultant is not scheduled to cover any other services or be at other locations/undertaking private practice. All out of hours (non-resident) on-call work is Band A.

Provisional Timetable Example

Please note the days allocated to clinics may change dependent on availability of facilities. Core SPA time is allocated at 1 SPA with additional 0.5PA for additional specified activities.

Indicative timetable (subject to change)

Monday

Morning	09.00 – 13.00 Patient administration (1 PA; direct clinical care)
Afternoon	13.00- 17.00 CPD (1 SPA; supporting professional activity)
Evening	Free

Tuesday

Morning	08.00 – 13.00 Caesarean list (1.25 PA; direct clinical care)
Afternoon	13.00 – 17.00 Audit/ Governance (1 SPA; supporting professional activity)
Evening	On call from 18.30 with ward round from 20.30-22.30 (alternate weeks)

Wednesday

Morning	Free
Afternoon	14.00 – 18.00 Antenatal clinic (1 PA; direct clinical care)
Evening	Free

Thursday

Morning	08.00 – 13.00 Operating major inpatient list (1.25 PA; direct clinical care) including pre-op ward round
Afternoon	14.00 – 15.00 Educational supervision (0.25 PA; supporting professional activity)
Evening	Free

Friday

Morning	08.00 – 09.00 Post-op ward round (0.25 PA; direct clinical care) 09.00 – 13.00 Gynaecology outpatients (1 PA; direct clinical care)
Afternoon	Free
Evening	Free

On-call 1:12:

Predictable (1.5 PA; direct clinical care)

Unpredictable (0.5PA; direct clinical care)

Totals:

- PAs: 7.75
- SPAs: 2.25

General Statements

Study & Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose.

Appraisal, Revalidation & Mandatory training

The post-holder is expected to comply with the Trust's annual requirement for appraisal and mandatory training, and the 5-yearly revalidation as mandated by the GMC.

He/she is expected to participate in professional continuing medical education. Study leave is provided for this purpose, and the post-holder will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity. The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Obstetricians and Gynaecologists and is committed to providing time and financial support for these activities.

Support

The Service Director will be the line manager for the post-holder with additional support from the divisional and hospital leadership teams.

Access to a suitable mentor is encouraged and can be arranged if desired. We also have access to a wide range of wellbeing and counselling services which can be accessed without referral.

Working Environment

Office space will be provided, usually at the King's Mill Hospital site, along with appropriate secretarial and technological support. IT equipment is available to enable the necessary range of activities to be undertaken.

Communication

Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner, focusing on improvement and ways to move forward. Ensure all communication is presented appropriately to the different recipients, according to levels of understanding, type of communication being imparted and possible barriers such as language, culture, understanding or physical or mental health conditions.

Confidentiality

Information relating to patients, employees and business of the employing body must be treated in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Whistleblowing Policy (Freedom of Speech policy).

Codes of Professional Conduct

Staff are required to abide by the professional code of conduct relevant to their governing body.

Indemnity

The employing body will cover all medical staff for NHS work under NHS Indemnity. Sherwood Forest Hospitals NHS employing body is required to encourage medical and dental staff to ensure that they have adequate defence cover for any work which does not fall within the scope of the Indemnity Scheme. Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organisation.

Privacy & Dignity & Respect and Equality of Opportunity

The Trust is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.

Induction and Development Reviews

All medical staff are required to undertake the employing body's Induction as soon as possible after commencing work. They are also expected to have a local induction to their place of work which will be undertaken by their line manager or nominated person and sent to Learning & Development for record keeping.

Major Incident

In the event of a major incident all trust employees will be expected to report for duty on notification. All Trust employees are also expected to play an active part in training for and preparation of a major incident.

Working Time Regulations

The employing body is committed to the principle that no member of staff should work, on average, more than 48 hours per week. Staff who do exceed this limit need to complete an opt-out form. Any member of staff who undertakes work outside the employing body, regardless of whether they exceed 48 hours or not, must declare this.

Place of work

Whilst the duties of the appointment will be primarily at the hospital(s) stated, the appointment will be made to the employing body and there will be a commitment to attend occasionally at any other hospital or clinic in the employing body, as may be necessary from time to time e.g. for community, or other clinics, or in emergencies.

Health and Safety

Sherwood Forest Hospitals NHS Foundation Trust recognises its duties under the Health and Safety at Work legislation to ensure, as far as is reasonably practicable, the health, safety, and welfare at work of all its employees. In addition, the business of the Trust shall be conducted as far as is possible 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 risks to their health and/or safety.

All Medical and Dental staff under contract to the Trust will be expected to comply with the appropriate Trust health and safety policies.

Safeguarding

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults. Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults.

Statement of Requirements (Person Specification)

	Essential	Desirable
Qualifications	<p>Full GMC Registration</p> <p>Relevant CCT or equivalent ('equivalence' must be confirmed by GMC by date of AAC)</p> <p>Entry onto the GMC Specialist Register or eligibility for entry within 6 months of the date of the AAC</p> <p>MRCOG or appropriate specialist registration</p> <p>Advanced Labour Ward Practitioner ATSM</p>	<p>Urogynaecology ATSM or equivalent experience</p> <p>An additional ATSM that would complement the existing skills within the department</p>
Experience	<p>Extensive experience in obstetrics and gynaecology</p>	
Teaching	<p>Demonstrable ability as a teacher</p>	<p>MOET or PROMPT instructor</p> <p>Evidence of training for teaching role</p> <p>Education Supervisor training</p>
Management	<p>Ability to effectively organise and manage clinical workload</p>	<p>Experience of admin e.g. rota organisation</p> <p>Evidence of MDT experience</p>
Research Audit and	<p>Ability to convert research evidence into clinical practice</p>	<p>Publications in peer-reviewed journals</p> <p>Ability to be Lead Researcher</p>
Personal	<p>Ability to function as part of a multidisciplinary Team within the Maternity Service and wider Trust</p> <p>Flexible</p> <p>Good communication skills – with colleagues and patients/family</p> <p>Commitment to patient safety and risk management culture</p> <p>Experience in protocol and guideline development</p>	<p>Willingness to undertake additional professional responsibilities at local, regional or national levels</p>
Leadership	<p>An understanding of and ability to demonstrate your ability to:</p> <ul style="list-style-type: none"> Empower others Lead through change Influence strategically Collaborative working Drive for improvement Integrity 	

Application Information

Applications to be submitted via <http://jobs.sfh-tr.nhs.uk/>

References

When providing details of your referees, please ensure that you observe the following:

- We require referee details from your supervising Consultant(s) or Head of Service(s) which cover three years previous employment / training.

Visits

Candidates are invited to discuss the post informally prior to visiting with:

Miss Susie Al-Samarrai

Service Director, Consultant Obstetrician and Gynaecologist

01623 622515 ext. 3759

Further information about the Trust

Information about Sherwood Forest Hospitals NHS Foundation Trust can be found on our website at www.sfh-tr.nhs.uk