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Compassion

Excellence

**JOB DESCRIPTION**

**FOR THE POST OF**

**CONSULTANT IN OBSTETRICS & GYNAECOLOGY**

**AT**

**BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST**

**JOB TITLE:** Consultant Obstetrician and Gynaecologist

**BAND:** YC72

**RESPONSIBLE TO:** Head of Department

**LOCATION:** Blackpool Teaching Hospitals NHS Trust

**JOB SUMMARY:**

This is an exciting opportunity for 2 candidates to join a dynamic consultant team as the 9<sup>th</sup> and 10<sup>th</sup> member **for a locum post for 6 months periods**. The successful applicants will be expected to provide general obstetrics and gynaecology services, contributing to 60 hours of delivery suite presence, contributing flexibly to the needs of the department to address performance targets in gynaecology and obstetrics. We offer flexible working options with working from home where feasible

**DUTIES AND RESPONSIBILITIES OF THE POST:**

We have a forward thinking Department of Obstetrics and Gynaecology committed to developing and improving services for the women of Blackpool, Fylde and Wyre. There are currently 9 substantive consultants within the department, each with a special interest.

The Women's and Children's Unit is a new £13.3m extension to the existing Women's Unit to bring together women's and children's services. There is an Antenatal and Gynaecology Clinic, a dedicated Maternity Day Unit and Maternity Ultrasound Department, the Delivery Suite and Alongside Midwifery Led Unit.

There is an active Gynaecology Day Suite where Colposcopy and ambulatory gynaecology procedures are carried out. The unit deals with an average of 3000 deliveries per year. This building also houses a large level 2 neonatal unit. The gynaecology beds are integrated into the female surgical ward and there is an early pregnancy assessment unit.

### **OBSTETRIC FACILITIES**

Inpatient maternity services are based at Blackpool Victoria Hospital Women's and Children's unit. There are currently just over 3000 deliveries per year. There is a 28 bedded combined antenatal and postnatal ward.

**The Delivery Suite:** Contains 10 rooms, including a birthing pool.

There are two dedicated maternity operating theatres within delivery suite accommodating both elective and emergency cases.

There is currently 60-hour prospective consultant presence on delivery suite.

**The Fylde Coast Birth Centre:** is an alongside midwifery led unit with 4 rooms, which provides an alternative choice for those women who are low risk.

**Maternity Day Unit:** Located within the Women's and Children's building, provides out patient monitoring facilities for high risk pregnancies.

**Antenatal care:** Antenatal care is, in the main, community based and there are close links between the Community Midwifery Teams and medical staff.

Consultant led antenatal clinics are offered centrally at Blackpool and peripherally at Lytham and Fleetwood.

There is a weekly maternal medicine MDT which is attended by two consultant obstetrician and specialist midwife.

There is a weekly combined diabetic/obstetric clinic which is attended by a consultant obstetrician, diabetologist, dietician and specialist nurse and two specialist midwives.

In addition there is monthly joint cardiology, endocrinology and renal maternal medicine clinics attended by specialised physicians and obstetricians.

There is weekly medical/high risk pregnancy clinic and weekly well-established Preterm prevention clinic.

There is a weekly complex social needs clinic in pregnancy clinic which is attended by a consultant obstetrician and specialist midwives, a twins-clinic and a bariatric antenatal clinic.

## **GYNAECOLOGY FACILITIES**

**General Gynaecology:** Gynaecology outpatient clinics are provided within the Women's and Children's Unit and at peripheral sites. Inpatient gynaecological services are provided by beds co-located with the female surgical wards at Blackpool Victoria Hospital. A full range of Gynaecological surgery is undertaken in the new surgical centre.

**Gynaecological oncology:** There are close links with the cancer centre in Preston through a Managed Clinical Network Service with a weekly telemedicine link. The gynaecological oncology service is run by one of the local Consultants supported by a dedicated oncology clinical nurse specialist.

**Colposcopy:** The Colposcopy Service is provided in the Gynaecology Day Suite within the Women's and Children's Unit. The service is well developed with a nurse colposcopist in post. This service is also recognised for training for RCOG/BSCCP Certification. Women with abnormal cytology are referred directly to the clinic via LaSCA Cytology Call/Recall System.

**Urogynaecology:** There is a well-established service with full urodynamic screening and a wide range of surgical techniques used where appropriate. This service is consultant led and is supported by Urogynaecology Nurse specialists, a physiotherapist specialised in therapeutic measures for the care of women with urinary and bowel dysfunction as well as a continence advisory team.

**Minimal Access Surgery:** There is a full range of laparoscopic equipment available and both LAVH and TLH are being offered in the unit as well as laparoscopic adnexal surgery. Skilled

staffing and environment for minimally invasive surgery are provided in the new surgical theatre block.

**Ambulatory Gynaecology:** There is a weekly clinic which offers ultrasound scanning, endometrial biopsy and outpatient hysteroscopy facilities within the Gynaecology Day Suite. Therapeutic and operative hysteroscopy is performed in this unit with a range of hysteroscopic procedures including Truclear, Versapoint and endometrial ablation.

**Early Pregnancy Assessment:** A dedicated early pregnancy assessment unit is open 6 days a week and provides scanning facilities for early pregnancy complications. A termination of pregnancy service is provided via the early pregnancy assessment unit and both medical and surgical management are offered.

**Clinical:** All consultants will have an 9 week rolling rota which includes a hot week daytime on-call 8am to 6pm. The job plan will be based on the new consultant contract and job planning process. It is expected that the job plan will be based on a 10 programmed activities which will include up to 2 supporting programmed activities to be taken on site. This is envisaged to incorporate 1.5 SPA fulfilling CPD and clinical governance needs and 0.5 SPA being spent on teaching and training.

A model indicative job plan as illustrated below is provisional but should give the applicant an idea of weekly commitments. The final job plan will be agreed with the successful candidate in due course.

The successful applicant will participate in a 1 in 9/10 consultant on call rota and will be expected to be on site from 8-1pm on Saturday and Sunday mornings to perform a ward round on delivery suite, maternity and gynaecology.

<b>Indicative Work Plan</b>	<b>PA allocation</b>
Consultant of the week	<b>1.5</b>
Elective Caesarean sections	<b>0.5</b>
Gynaecology Clinic (GOPD)	<b>0.5</b>
Antenatal Clinic (ANC)	<b>1</b>
Ambulatory (Outpatient Hysteroscopy/MVA/Vulvoscopy)	<b>1.5</b>
Gynaecology Theatre	<b>0.5</b>
Admin	<b>1</b>

Supporting Professional Activities (SPA)-Including Educational supervision	<b>2.0</b>
On call (1in 9)	<b>1.5</b>
	<b>Total = 10 PA</b>

### **Medical Staff Resources**

The staffing of the department of obstetrics and gynaecology is as follows

<b>Consultants</b>	<b>Special Interest/Additional roles</b>
Mr Ian Arthur	Trust Cancer lead, Urogynaecology
Miss Reem Nasur	Obstetrics lead, Maternal Medicine
Miss Sophia Goh	Audit lead
Mr Eric Mutema	Associate Medical Director, Urogynaecology
Vacant	RCOG College Tutor, Emergency Gynaecology and Early Pregnancy Lead
Dr Liz Haslett	Head of School, Maternal medicine
Dr Karl MK Pherson	Fetal medicine lead
Mr Johnson Amu	Gynaecological oncology, Risk Management lead
Dr June Davies	Undergraduate lead, Colposcopy
Miss Randa Omer	Oncology and Colposcopy lead
Vacant Post	Obstetrician and gynaecologist

There are 8 doctors working on the middle grade rota, comprising of 3 specialist doctors, one Trust grade and 5 ST3's and above. There are 9 doctors working on the junior grade rota comprising of 1 FY1, 1FY2, 4 GPVTS's, and 3 ST1-2's.

### **POLICY AND STRATEGY**

#### **The Strategic Agenda**

Policies which drive our Agenda include: - The NHS Plan

The National Service Frameworks (for Coronary Heart Disease, Older People, Diabetes)  
National Cancer Plan  
National Clinical Guidelines (NICE)  
Health Improvement Programmes and Joint Investment Plans Healthier Nation  
Targets and Health Outcome Indicators P.C.T.'s  
Health Action Zones  
Modernising Health and Social Services User and  
Carer Involvement  
Improving Working Lives

### **Organisational Excellence**

The Trust is actively pursuing a total quality approach through self- assessment. Management structures are designed to ensure that maximum devolution and decision-making rests with the Clinical Directorate Teams.

### **Health & Safety**

The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

### **Risk Management**

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

### **Clinical Governance**

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust is adopting an approach to Clinical Governance which will draw together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

### **LEADERSHIP PROGRAMME**

The Trust offers a range of competitive leadership programmes for both new and senior Consultants employed by the Trust. Any newly appointed Consultants and senior SAS doctors will be given the opportunity to enhance their effectiveness in their role. New appointees will be

automatically invited to attend the next available induction programme which will take place 1 day per month for 4 months.

Practising or aspiring senior managers will be given the opportunity to develop the leadership knowledge, skills and behaviours required to operate at a senior level by joining the Trusts Collaborative Leadership Programme. Candidates will need to undertake the HLM 360-degree assessment prior to attendance on this programme.

Senior Managers and Consultants across the Trust who have been identified as having potential for Executive and other senior leadership appointments will be invited to attend the Pathway for Potential Senior Leaders. This is offered to provide Senior Managers and Consultants with personal growth opportunities to maximise their performance.

### **Education**

The Department is committed to education at all levels. One weekly session (Friday afternoon) has generally been cleared of all routine clinical activities and provides teaching for medical and midwifery staff. The postgraduate education centre, within the main hospital, has a well-stocked library and a lifelong learning room, and there are regular multidisciplinary training days incorporating mandatory subjects available to all maternity staff.

The hospital has recently been granted teaching hospital privileges and Liverpool and Lancaster medical students rotate to the Obstetrics & Gynaecology department in their third and fourth years.

**Clinical Governance** is well established with weekly incident review meetings, monthly clinical governance and perinatal morbidity and mortality meetings.

### **Research and Development**

The unit has a dedicated research midwife and participates in several multicentre trials as well as more local ones. There is a commitment to development of new techniques and innovation within Women's and Children's.

## **GENERAL REQUIREMENTS AND CONDITIONS OF SERVICE**

Membership of the Royal College of Obstetrics & Gynaecology and a certificate of higher Specialist Training in Obstetrics & Gynaecology, entry on, or admission to the Specialist register within 6 months, are essential.

- a) Applications from candidates who are unable to work whole time, or who wish to join in a job sharing arrangement will be considered.
- b) A satisfactory medical examination is a condition of employment for 'medical and dental staff' in the National Health Service. Therefore, the successful candidate's appointment will be subjected to medical clearance from the Trust's Occupational Health Physician. In relation to Hepatitis B screening and vaccination, it is a requirement of all staff that they should undergo periodic testing and where a post is designated as potentially prone to exposure, be vaccinated.
- c) The post holder must comply with all relevant policies and procedures and training on infection prevention and control.
- d) The appointee will be required to live within a reasonable travelling distance of Blackpool Victoria Hospital.
- e) You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management.
- f) Subject to the provisions of the Terms and Conditions of Service, you are expected to observe agreed policies and procedures, drawn up in consultation with the profession on clinical matters. In particular, where you supervise employees, you will be expected to follow the local and national employment and personnel policies and procedures.
- g) All medical and dental staff employed by Trusts are expected to comply with all Health and Safety policies.
- h) It is appreciated that the fixed commitments set out can only apply if the medical, nursing and administrative infrastructure is in place, both in terms of quality and quantity. Any variations on the provision of the infrastructure should be brought to the attention of the



general manager of the provider unit.

- i) Where involvement in clinical management is accepted by an individual consultant and this involves specified duties, an abatement of clinical sessions will be permitted.
- j) It is expected that when management duties are relinquished, the original session(s) will be taken up.

### **Additional Information**

Interview expenses are paid in line with similar NHS Organisations and successful applicants will be reimbursed with second class travel and expenses payable from the point of entry to the United Kingdom for interview expenses.

### **PERSONAL SPECIFICATION**

Post Of:        Consultant Obstetrician & Gynaecologist  
Location:       Blackpool Teaching Hospitals NHS Foundation Trust

### **Qualifications**

<b>Essential</b>	<b>Desirable</b>
Full GMC Registration with a current Licence to Practice Member of Royal College of Obstetricians and Gynaecologists Relevant CCT or equivalent (equivalence must be confirmed by PMETB/GMC by date of AAC). Entry onto The GMC Specialist register or eligibility for entry within 6 months of the date of the AAC.	Higher Medical Degree

### **Skills/Knowledge/Competence**

<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>
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<p>General Experience:</p> <p>Expertise in generalist field</p> <p>Expertise in subspecialty field</p>	<p>Knowledge and skill relevant to the management of patients.</p> <p>Ability to communicate effectively with all levels of staff and patients</p> <p>Ability to work efficiently and timeously</p> <p>Completion of Appropriate Advanced Training Skills Modules to support skills for the post (or equivalent experience) including (or equivalent experience)</p> <p>Labour ward management</p>	<p>ATSM or equivalent experience in</p> <ul style="list-style-type: none"> <li>• Acute gynaecology and early pregnancy</li> <li>• Medical education</li> <li>• Benign gynaecology-Hysteroscopy</li> <li>• Vulval disease</li> <li>• Colposcopy</li> </ul>
<p>Team Working</p>	<p>Ability to lead others, think strategically</p> <p>Effective Team Player</p>	
<p>Development</p>	<p>Evidence of relevant Continuing Professional Development</p> <p>Evidence of satisfactory compliance with appraisal requirements</p>	
<p>Teaching &amp; Training</p>	<p>Willingness to participate in teaching</p>	<p>Teaching and evidence of participation in postgraduate teaching. Medical education ATSM</p>
<p>Research &amp; Publications</p>	<p>Evidence of publications of a high standard relating to specialty</p>	<p>Evidence of ongoing research in specialty</p>
<p>Clinical Audit</p>	<p>Evidence of interest and depth of experience in medical audit</p>	
<p>Management and Administration</p>	<p>Proven ability to lead a clinical team</p> <p>Commitment to effective departmental management and management of a multidisciplinary group</p> <p>Proven organisational skills</p>	<p>Proven management experience Understanding of resource management and quality assurance.</p> <p>Evidence of management training</p>

<p>Personal and Interpersonal Skills</p>	<p>A willingness to accept flexibility to meet the changing needs of the NHS in Scotland</p> <p>Effective communicator and negotiator</p> <p>Demonstrate effective leadership</p> <p>A willingness to develop special interests which conform to the needs of Blackpool Teaching Hospitals</p> <p>Ability to operate on a variety of different levels</p> <p>Open and non-confrontational</p> <p>Agreement to live within 15 miles of Trust or within 30 minutes by car.</p> <p>Car owner with full driving licence.</p>	<p>Experience of supervision of other staff.</p> <p>Understanding of principles of Clinical Governance.</p>
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### **Further Information**

Interested candidates are invited to contact the unit to make arrangements for an informal visit to the hospital.

#### **Dr Reem Nasur Reem**

Consultant Obstetrician & Gynaecologist

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#### **Mr Eric Mutema**

Consultant Obstetrician and Gynaecologist

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## **ABOUT THE TRUST**

Blackpool Victoria Hospital, or BVH, as it is known locally, is a medium sized NHS district general hospital (DGH), and comprises the major element of secondary health care within the wider combined acute and community trust that is the “Blackpool Teaching Hospitals NHS Foundation Trust”.



**Hospital Front Entrance**

The Hospital itself has around 900 beds and these provide care for Acute Medicine in its wider terms and DGH Surgical specialities, including amongst others General Surgery, Trauma and Orthopaedics, Urology and Gynaecology. There is a Women and Children’s unit including both Consultant lead and Midwife lead maternity care.

There is a busy Accident and Emergency unit, closely linked to the Acute Medical Unit and the Intensive Care Unit. Surgical urgent admissions are managed through a Surgical Assessment Unit. Two regional specialities are hosted on site; regional Haematology and the Regional Cardiothoracic Unit (Lancashire Cardiac Centre) which provides Primary PCI and other tertiary cardiac services.

The Hospital has had a series of redevelopments over the last couple of decades, providing



amongst others a Phase 5 A&E / AMU/ ITU development which opened in 2001, a self-contained Cardiac Wing which opened in 2006, a Phase 6 Surgical wing incorporating a Pre-assessment unit, day-case unit, in-patient operating rooms and wards beds, which opened in 2011. (The Cardiac Wing contains at the current time 4 catheter laboratories, 4 operating rooms, 20 intensive care beds, together with supporting day-case facilities for invasive and

non-invasive cardiac investigations.)

Most recently a new 'Front of Hospital', containing retail outlets and associated multi-storey car park opened in early 2014. Recent radiology developments included the provision of modern multi-slice CT located within the cardiac build but for general use.

There is a strong emphasis on enhanced recovery techniques across the surgical specialities, with day of surgery admission being the norm. This even includes Cardiac Surgery where up to 85% of patients undergoing elective surgery are same day admissions.



On-site educational assets include both a Health Education Centre (HPEC) with facilities for both undergraduates and postgraduates, a separate Simulation and Skills centre including a simulation suite, various seminar rooms and lecture theatres. Within the cardiac build there are wet-lab facilities. There is a regular teaching Grand Round on Wednesday lunchtime together with audits and the other Departmental Governance meetings that one would expect.

Professional development of staff is supported with in-house courses, as well as access to regional resources. There is a strong theme of promoting the development of our future leaders.

Clinical leadership is provided through a Divisional Structure supporting Clinical Departments with Heads of Department. Alongside this is the Educational Structure managed out of the HPEC. There is a strong Nursing Leadership which works closely with the Medical Leadership. General management and finance functions work closely with the Divisional structures to provide optimal levels of clinical care. We have a strong and ongoing focus on improvement and risk reduction and clinical quality is overseen through the Divisions which report through to the Trust Board. There is an active Clinical Research department with facilities within the main hospital building.

Blackpool Victoria Hospital is a busy hospital, serving a local population of 440,000 residents of Blackpool, Fylde & Wyre and North Lancashire, as well as the previously mentioned specialist tertiary care for Cardiac and Haematology services where across the wider region we support a population of around 1.6 million. The local population itself varies widely in demographics, from the deprived central Blackpool to the affluent Lytham St Annes and similar variations are seen in

the wider regional populations served by the tertiary services. As an employer, the trust has over 6500 staff through both its hospital and community arms with a turnover of around £370M. We have worked closely with our local commissioners to set up the pioneering extensive care service, looking to support the highest risk patients within a community setting.

Blackpool is a town on the Northwest coast of England, well served by road, the M55 Junction 4 being a couple of miles from the hospital. There are new direct rail services to London from



**Rail Map of England**

Blackpool North station; alternatively there are frequent connections from Preston which is a major station on the West Coast Main Line. There are direct rail connections to Manchester Airport, which has direct flights to North America and Asia.

For those with children we also have an on-site crèche and here are a number of private schools in the area. High quality housing is available locally and there is also extensive rental accommodation in the area along with many hotels and Bed and Breakfast establishments for

visitors. Opportunities for recreation are varied, from watching Rugby at Fylde or Football at Blackpool to participating in sport at any of the local facilities. The beauty of the Lake District is within an hour's drive and again is also accessible by train and / or bus.

We recognise that when you work for us, in the course of your duties, you may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. The Trust has in place a 'Whistle blowers Policy' for staff wishing to express concerns.

We believe that Infection prevention and control is the responsibility of all Trust staff. All duties



**Emergency Department at night**

relating to the post must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures. We also believe that every employee is personally responsible for the quality of the work, which they individually perform. It is

our duty to seek to attain the highest standards achievable both individually and collectively to support the Trust's philosophy of pursuing quality in all its services.

The Trust condemns all forms of harassment and bullying and actively seeks to promote a work place where employees are treated with dignity, respect and without bias. The Trust actively promotes equality of opportunity for all its employees.