

### **Job Description**

<b>Division:</b>	Children's Women's and Clinical Support Services
<b>Job Title:</b>	Consultant Obstetrician & Gynaecologist
<b>Grade:</b>	Consultant
<b>Location:</b>	University Hospitals of North Midlands NHS Trust
<b>Hours of Duty:</b>	10.700 Programmed Activities (per week)
<b>Managerially accountable to:</b>	Clinical Director of Obstetrics and Gynaecology
<b>Professionally accountable to:</b>	Medical Director, UHNM
<b>Key Relationships:</b>	Consultant Colleagues Clinical Director Directorate Manager Associate Director Associate Medical Director Clinical Lead

### **About our Trust**

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research. The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are the specialist centre for major trauma for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone. The Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research. The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort. Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at [www.uhnmcharity.org.uk](http://www.uhnmcharity.org.uk).

### **Royal Stoke University Hospital**

Royal Stoke University Hospital was rebuilt in 2012 as part of a £400m initiative to bring all hospital services in Stoke-on-Trent onto one large campus site. Royal Stoke is a great place to work, learn and research. The hospital campus holds 80% of the Trust's services, including the Major Trauma Centre and Emergency Centre. Royal Stoke receives major trauma patients from as far afield as Anglesey in North Wales and in total serves more than three million people. The A&E sees close to 150,000 people a year, making it one of the busiest departments in the country. Many of UHNMs 450 consultants are based at Royal Stoke, and the main specialist services for the region are located here. These services include the major specialties of Cardiovascular, Neurosciences, Metabolic/GI, Women's & Children's, Musculo-Skeletal Services/Trauma and Oncology. To deliver all these services and the many others we provide the Trust has created major departments to deliver the patient care.

## County Hospital

County Hospital is the sister hospital to Royal Stoke University Hospital which has been extensively refurbished into a vibrant modern acute local hospital. The hospital provides a range of acute services across its 180 beds, including:

- Accident and Emergency and Acute Medicine
- Women's Health Centre
- Renal Dialysis
- Bariatric Surgery
- Endoscopy
- MRI diagnostics
- Outpatients

## Role Summary

Locum Consultant Gynae Oncologist to join a team of 25 Consultants (including this post) that provide care within the Directorate of Obstetrics and Gynaecology.

This is an exciting opportunity to join a highly regarded team. The post-holder will be required to provide the full range of obstetric skills such as managing the Labour Ward, Antenatal clinics, Section Lists and Maternity Assessment Unit in collaboration with existing consultants and within the multi-disciplinary team.

This post is based at University Hospital of North Midlands. Clinical Duties will be across both the Royal Stoke and County Hospital Sites. The post holder will have a total of 10.2 PAs per week. The post holder will participate in a 1:12 on weekday on call obstetric rota including 1:11 weekends.

The post holders will provide continuing responsibility for patients in their charge and will work within a team based structure to support care across both hospital sites. He / She will be a member of the relevant divisional, trust and regional committees. He / She will also be expected to participate in the immediate management functions and strategic planning of the Division and Trusts on both sites.

## Weekly PA Allocation

1.756 PAs for Labour Ward  
1.125 PAs for Theatre  
0.5 PAs for GOTH  
1.25 PAs for Section List  
1.0 PAs for Outpatient Clinics  
1.0 PAs for Antenatal Clinics  
1.0 PA's for Hysteroscopy  
0.569 PAs for on –call commitments  
1 PAs for Admin

## **About the Division / Directorate**

### **Children's Women's and Diagnostics – UHNM**

The Division comprises of the following Directorates:

- Imaging
- Pathology
- Pharmacy
- Obstetrics & Gynaecology
- Child Health
- Oncology
- Bereavement Services

### **Directorate of Obstetrics & Gynaecology**

The Directorate has a budget of £27 million and employs approximately 422 WTE staff.

The Maternity Centre at the Royal Stoke currently has approximately 6,800 deliveries per annum with an adjacent regional tertiary referral centre level 3 Neonatal Unit, dedicated Feto-maternal Unit and Early Pregnancy Unit.

There is a dedicated Women's Health Centre located at the County Site which houses a Midwife Birth Centre, Ante Natal, Post Natal and gynaecological clinics as well as an early pregnancy and diagnostic ambulatory unit.

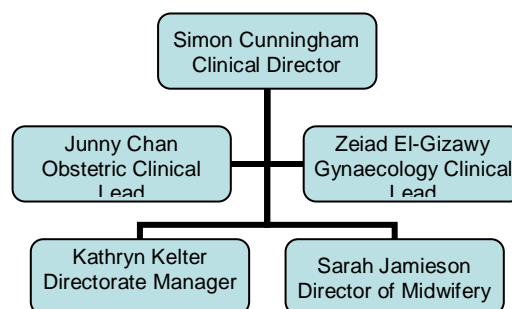
The Directorate provides elective and emergency inpatient, outpatient, ambulatory care for women of North Staffordshire and surrounding areas who are referred with either Gynaecological problems or are pregnant.

Gynaecology inpatients at the RSUH are managed on a female Gynaecology and Urology ward with the majority of patients seen as outpatients in the Surgical Clinic within the main hospital.

The Consultant medical workforce is currently 25 is supported by a team of Junior Doctors in training, Advanced Nurse Practitioners and Clinical Nurse Specialists.

### **Directorate Structure**

The Directorate Management Structure as seen below was implemented in 2010 as part of the Trust wide management restructure.



## **Obstetrics**

The maternity services provide inpatient & outpatient services to pregnant women in Staffordshire & surrounding areas resulting in approximately 6800 deliveries per annum in our Royal Stoke Maternity Centre and the service at County Hospital. We remain one of the largest maternity units in the UK.

### **Maternity Care in the Hospital**

Women with pre-existing medical conditions, obstetric risk factors and potential fetal risk factors are referred to the Hospital Antenatal Clinic to be booked under the care of an obstetrician. Specialist antenatal clinics include: diabetic antenatal clinic, substance misuse clinic, teenage pregnancy clinic, neurology clinic, perineal trauma clinic, Rhesus antibody clinic plus other high risk clinics. Midwife support exists in specialist clinics. Midwifery led clinics include antenatal Anti-D and Pre-operative Assessment Clinic

### **Maternal Assessment Unit**

The maternal assessment unit (MAU) is a single point of access for pregnant women. Women can self-refer or be referred by GPs, Community Midwives or the antenatal clinic. The philosophy of the MAU is to provide high quality care and assessment of women whilst reducing admission rates. The care is provided by midwifery and obstetric staff dependant on individual need. The MAU is open 24 hours a day 7 days per week and currently receives approximately 500 telephone calls per week for advice ensuring that women are not admitted un-necessarily.

### **Fetal Medicine**

Four obstetricians provide specialist obstetric ultrasound scan sessions where women with actual or potential fetal anomalies are cared for. The women are scanned, counselled and a plan of care determined. Amniocenteses are also provided in these sessions. This service is successful in reducing the number of women who are referred to Birmingham for fetal medicine assessment. Routine scans for the majority of women are provided by the Directorate of Imaging.

### **Midwife Birth Centre**

This is a midwife led unit which provides intra-partum & postnatal services to women without risk factors who choose to have a birth on a low risk unit. There are 11 delivery rooms plus a pool room.

### **Delivery Suite**

This consultant led delivery suite is supported with midwifery and ancillary services. There are 16 delivery rooms, 3 of which are equipped to provide HDU care and 1 for patients with special needs. There are also 2 specially designed bereavement rooms where patients who are suffering a stillbirth or terminating pregnancy for fetal anomaly are cared for. Two operating theatres are located within the Delivery Suite for obstetric emergencies and elective caesarean sections.

### **In-patient Wards**

There are 2 in-patient wards; both wards are mixed antenatal and postnatal wards. Care is provided for pregnant women who require admission with obstetric problems, postnatal mothers and their babies. Currently babies who require additional support are cared for on the postnatal wards improving quality of care by keeping babies with mothers.

### **Maternity Care in the Community**

Women are risk assessed by the Community Midwives according to low risk guidelines & booked for delivery either at home, in the Community Maternity Unit or Central Delivery Suite.

Community midwives provide total antenatal services to low risk women in a variety of community settings. They also provide shared antenatal care for some high risk women according to agreed individualised care plans with consultant obstetricians. Care is delivered in accordance with antenatal care pathways, agreed with CCGs.

Community midwives provide an on call service for homebirths, births before arrival at hospital & obstetric emergencies in the community. Postnatal care is provided by the community midwives prior to transfer of care to the Health Visiting Team. Much of the community midwives role is a public health role assessing risk factors for social service referrals including domestic violence, screening for infectious diseases, antenatal and neonatal screening. Antenatal education, transition to parenting and breastfeeding support are also provided

### **Breastfeeding Support**

Maternity has a lead breastfeeding coordinator whose role it is to maintain evidence based practice in line with UNICEF, NICE guidelines and NSF. Currently we have Baby Friendly status.

### **Gynaecology**

#### **General Gynaecology**

We are able to offer all appropriate treatments and accept tertiary referrals in some spheres.

We offer services in the community and are looking to expand our presence in the local community.

#### **Early Pregnancy Unit**

This is a Nurse lead service for women experiencing problems in early pregnancy, e.g. threatened miscarriage, in early pregnancy, at less than 16 weeks gestation. Patients may attend the department on a number of occasions over the period of a few days for repeat investigations/scans.

#### **Colposcopy**

Consultants and ANP lead service following abnormal smear results or on-going follow up which receives approx. 4,500 referrals per annum. The team celebrated an outstanding QA visit in October 2017.

#### **Gynaecological Oncology**

The current team is comprised of 3 Consultants who provide specialist services for gynaecological cancers including outpatient, diagnostic and operative treatment.

The team is further supported by 2 general gynaecologists with a specialist interest in gynaecological oncology and 3 Clinical Nurse specialists, who provide advice, counselling and support to women throughout their treatment.

The consultant body are able to offer a full portfolio of surgical options, including, laparoscopic and robotic approaches.

The Gynaecology Oncology service receives over 2000 referrals per annum, with an average of 254 treatments completed, 181 of which are surgical.

### **Endometriosis**

The UHNM is a recognised, accredited centre for Endometriosis.

The unit manages deep infiltrating endometriosis cases and receives referrals from all over the region. The team encompasses two gynaecological surgeons, colorectal surgeons, urologists, pain specialists and endometriosis specialist nurses.

### **Uro-gynaecology**

Specialist Consultants and Nurse lead service for the investigation and treatment of female continence problems. The team work closely with specialist Physiotherapists in the hospital and the community, and Colorectal and Urology colleagues.

### **Ambulatory Gynaecology**

This service supports the Trusts objective of reducing length of stay and has converted traditionally inpatient and day case general anaesthetic procedures into ambulatory cases under LA.

### **Paediatric Gynaecology**

We offer an outpatient general gynaecology service for children under the age of 16 with input from a Consultant Paediatrician

### **Mentoring Scheme, UHNM / MCHFT**

A mentoring programme is in place to provide newly appointed Consultants a confidential source of knowledge, advice and support to help find their way in the Trust and become effective in their new job as quickly as possible.

### **Key Areas/Tasks**

#### **General Provision**

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. Subject to the conditions of the Terms and Conditions of Service, you are expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. In particular, where you manage employees of the Trust, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

All medical and dental staff employed by the Trust is expected to comply with the UHNM Trust's Health and Safety Policies.

You have agreed that you have responsibility for the work and supervision of junior medical staff who work with you and you will devote time to this activity on a regular basis. If appropriate, you will be named in the contracts of doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers.

#### **Participation in professional audit and continuing professional development**

It is a requirement of the post that post-holders comply with Trust policies and procedures, have (and maintain) GMC registration / licensing and participate in a formal CPD programme (The Trust supports the requirements for Continuing Medical Education and is committed to providing time and financial support for these activities). There is an expectation to engage in medical audit.



## **Appraisal and Revalidation**

The Trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

The post-holders must also participate in job planning, regular medical audit and in annual appraisal with one of the trained appraisers within the Trust. Job planning will take place on an annual basis and it is the responsibility of the clinical director and directorate manager to ensure that job planning takes place.

## **IQA and EQA**

To participate in internal and external quality assurance programmes as appropriate.

## **Clinical governance**

To have responsibility for a commitment to maintaining a high quality service to patients by continual development of practice in the light of research evidence and by audit based against clinical relevant standards. In addition individual staff have a major role in suggesting and implementing improvement to services and in exercising professional responsibility for both themselves and their peers within an open 'no blame' culture.

## **Managerial Duties**

In conjunction with Consultant colleagues, the post-holder will play a full part in the professional supervision and management of junior medical staff.

In conjunction with Consultant colleagues, to take responsibility for and devote time to teaching, examination and accreditation duties as required for junior medical staff.

Contribute to the formal teaching programme of junior staff both within the speciality and the hospital as a whole.

To participate in the Directorates commitment to the Undergraduate Medical School. This could include firm based teaching, basic skills, examiner, PBL Tutor etc.

Commitments to teaching and supervision will be agreed with new the Consultant after establishment in post, and any SPA increase required to support participation in these activities will be agreed in annual job planning.

## **Financial Management**

You will operate value for money measures within the constraints of the departmental budget ensuring quality and patient care is not compromised.

## **Teaching Duties**

To be actively involved, along with Consultant colleagues, in the training of junior medical staff.

## Work Programme

As required under Paragraphs 30a of the Terms and Conditions of Service, the list of duties must be supported by a work programme, including a weekly timetable of fixed commitments.

## Administrative Resources

The Trusts supports the Royal College of Surgeons guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust which will include secretarial support, designated office space and appropriate IT equipment. The workstation will allow access to the Trust's IT network, an intranet and the internet as well as network shared printing. Additional office space for private meetings is available by advanced booking. The post is supported by a band 4 and band 3 medical secretaries who will be shared with one or two Consultant colleagues.

## Review of the Job Plan

This Job Plan is subject to review once a year by you and the Clinical Director, and ultimately, the Medical Director. For this purpose, both you and the Clinical Director should have a copy of the current job plan including an up to-date work programme, and relevant departmental statistical information (preferably over a 12 month period), together with note(s) - provided by either side - of any new or proposed service or other developments.

Local procedures must be followed if it is not possible to agree a job plan, either immediately or at an annual review. These procedures may culminate in an appeal to the Trust Board.

## Consultant Gynaecological Oncologist - Sessional Commitment

TYPE OF DUTY	SESSIONAL COMMITMENT
Direct clinical care	8.131
Supporting activities (Audit, Meetings and CPD)	1.5
On Call	0.569

Further SPAs will be allocated if the post-holder takes on teaching, research, junior staff supervision or management activities.

## Education

UHNM is proud to be an institution that delivers high quality education and supervision of medical undergraduate students and postgraduate trainees. It is expected that Consultants and other permanent members of staff will contribute to education in the normal course of their duties.

If this contribution exceeds the norm then it is anticipated this will be acknowledged by appropriate changes in job planning and honorary contract status with Keele.

## Research

It is anticipated that Consultants will engage in and support research and enrolment of patients into clinical trials with professional development in these areas being reflected in job plans as appropriate.



## **Statutory and Mandatory training**

To ensure that you keep fully up to date with the UHNM statutory and mandatory training schedule.

## **Personal/Professional Development**

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.

## **Standards of Behaviour**

**We have four core values and promises we advocate as an organisation.**

### **To work together**

To work as a team helping achieve our goals and support others to make positive changes.

To be appreciative acknowledge and thank people for their efforts and contributions.

To be Inclusive open and honest, welcome people's views and opinions and involve people in decisions that affect them.

### **To have compassion**

To be supportive by being empathetic and reassuring and supporting people when they need it.

To be respectful and treat people fairly, with respect and dignity, protect their privacy and help them feel comfortable.

To be friendly by being welcoming and approachable. Making eye contact, saying hello and introducing yourself.

### **To ensure safety**

We communicate well and explain clearly, share relevant and timely information and keep people updated .

We are organised and plan ahead, manage time and be prompt in what we do.

We speak up and contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values.

### **To continuously improve**

By listening and welcoming people's views and ideas, invite people to ask questions and share their opinions and respond to what we hear.

By learning and sharing best practice, celebrating good performance and supporting others to use their skills, learn and grow.

By taking responsibility and a positive attitude, to act and encourage people to take the initiative and make improvements.



### **Health and Safety**

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to
- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.

### **Confidentiality**

- To ensure that confidentiality is maintained at all times and that data belonging to the Trust is protected and recorded accurately.

### **Equality and Diversity**

- To promote equality and diversity in your working life ensuring that all the staff you work with feel valued and treated in a fair and equitable manner

### **Infection Prevention**

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy

All staff employed by the UHNM Trust have the following responsibilities:

#### **Trust Dress Code**

- Trust approved uniform/dress code must be adhered to
- When in clinical areas **all** staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties
- **Hand Hygiene**
  - Decontaminate your hands as the per 'The five moments of hand hygiene'
- **Own Practice**
  - Lead by example
  - Encourage and praise good practice
  - Be prepared to accept advice about your own practice
- **Decontamination**
  - Ensure that equipment you have been using or about to use has been decontaminated effectively
  - Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works

- **Trust Policies**

Ensure that you know and strictly follow relevant Infection Prevention policies for your role and apply standard precautions at all times, which is available in the Infection Prevention Manual on the UHNM intranet

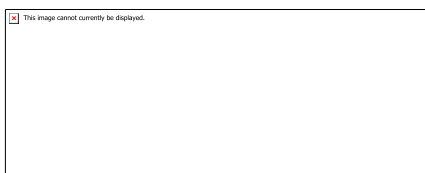
### ***Safeguarding Children, Young People and Adults with care and support needs***

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines . All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate

### **Sustainability**



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNM) work. The Trust has developed a Sustainable Development Management Plan (SDMP): '*Our 2020 Vision: Our Sustainable Future*' with a vision to become the most sustainable NHS Trust by 2020. In order to achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

*SWITCH to a Sustainable UHNM* is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and work place. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion please contact [switch@uhns.nhs.uk](mailto:switch@uhns.nhs.uk)

## Departmental Information

### Directorate of Obstetrics and Gynaecology, UHNM

The Directorate has 25 Consultants (including this post):

Mr S Cunningham	Clinical Director and Consultant Obstetrician (Fetal Medicine)
Mr Z El-Gizawy	Clinical Lead – Gynaecology - Consultant Obstetrics and Gynaecology (Endometriosis)
Dr J Chan	Clinical Lead – Obstetrics – Consultant Obstetrician and Gynaecologist
Mr M Kodampur	Consultant Gynaecologist (Gynaecological Oncology)
Miss S Soohoo	Consultant Gynaecologist (Gynaecological Oncology)
Mr R Todd	Consultant Gynaecologist (Gynaecological Oncology)
Mr Alex Tan	Consultant Gynaecologist (Gynaecological Oncology)
Professor F O'Mahony	Consultant Gynaecologist (Uro-Gynaecology and Paediatrics)
Mr P Young	Consultant Obstetrician (Fetal Medicine)
Mr N Raut	Consultant Obstetrics and Gynaecology (Gynaecological Oncology)
Mr K Chin	Consultant Gynaecologist (Gynaecological Oncology)
Miss M Annappa	Consultant Gynaecologist (Uro-gynaecology)
Miss R Indusekhar	Consultant Obstetrician and Gynaecologist
Mr G Misra	Consultant Obstetrician and Gynaecologist (Endometriosis)
Dr P Wu	Consultant Obstetrician (Fetal Medicine)
Mr V Menon	Consultant Gynaecologist
Dr S Usman	Consultant Obstetrician and Gynaecologist
Mrs G Gopal	Consultant Obstetrician (Fetal Medicine)
Dr S Kadian	Consultant Obstetrician and Gynaecologist
Miss U Bathula	Consultant Obstetrician and Gynaecologist (Uro-gynaecology)
Dr P Gupta	Consultant Obstetrician and Gynaecologist
Mr M Shahin	Consultant Obstetrician and Gynaecologist
Dr V Allouni	Consultant Obstetrician
Miss S Joseph	Consultant Obstetrician and Gynaecologist
Miss N Ali	Consultant Obstetrician

The Consultant body is supported by 18 registrars and 11 SHOs.

## Person Specification

CRITERIA FOR SELECTION	ESSENTIAL REQUIREMENTS	DESIRABLE ADDITIONAL REQUIREMENTS
<b>Qualifications:</b>	<p>Full GMC Registration</p> <p>MRCOG or appropriate specialist qualification</p> <p>CCST or equivalent ('equivalence' must be confirmed by PMETB/GMC by date of AAC)</p> <p>Entry onto the GMC Specialist Register or eligibility for entry within 6 months of date of the AAC</p>	<p>Other higher degree or diploma (e.g., MD, PhD, FRCS)</p>
<b>Clinical Experience &amp; Training:</b>	<p>Working within a multi-disciplinary team</p> <p>Evidence to allow accreditation as a Consultant Clinical Supervisor for trainee doctors with the GMC</p>	<p>Postgraduate qualification in medical education</p> <p>Experience of undergraduate teaching and supervision</p> <p>Experience of clinical supervision and mentorship</p>
<b>Professional and Multidisciplinary Team Working:</b>	<p>Ability to work effectively with colleagues and within a team.</p> <p>Attendance at MDT meetings</p>	
<b>Academic Achievements, Research, Publications:</b>	<p>Experience in research including recruitment to clinical trials</p> <p>Willing to participate in audit programmes</p>	<p>Peer reviewed publications</p> <p>Evidence of continuing research</p>
<b>Management and Administrative Experience:</b>	<p>Good leadership skills, communication and interpersonal skills</p>	<p>Evidence of leadership</p> <p>Evidence of implementing change within a department/service</p>
<b>Personal Attributes:</b>	<p>Ability to work under pressure, and as part of a multidisciplinary team</p> <p>Ability to work flexibly</p>	<p>Calm under pressure</p>
<b>Personal Circumstances:</b>	<p>Ability and means to meet the travel requirements of the post</p> <p>Residence within 20 miles of base (return to base within 30 minutes if required)</p> <p>To be accessible by telephone for on call duties</p>	

**EXEMPLAR JOB PLAN**

Day and Session		Activity	Category/ Location	Number of programmed activities
Monday	0800-1300	Section List (1:2)	DCC	0.625
	0900-1300	ANC County (1:2)	DCC	0.5
	1330-1730	GOPD (1:2)	DCC	0.5
Tuesday	0800-1300	Section List (1:2)	DCC	0.625
	1300-1700	CTS County (1:2)	DCC	0.5
Wednesday	0900-1300	CTS/ County (1:2)	DCC	0.5
	1300-1700	GOPD County	DCC	1.0
Thursday	0830-2200 0900 - 1300	Labour Ward (1:4) Admin 1:2	DCC DCC	1.122 0.5
	1330 - 1730	Admin 1:2	DCC	0.5
Friday	0800-1300 0900-1300	Theatre (1:2) ANC (1:2)	DCC DCC	0.625 0.5
	1330-1730	Gynae of the Afternoon	DCC	1.05
Saturday	0830-1700	Delivery suite presence (1:11) Prospectively covered		0.317
Sunday	0830-1700	Delivery suite presence (1:11) Prospectively covered		0.317
On-call Arrangements and Category		Weekday 1:12 10pm – 9am (4 hours unpredictable) Weekend 1:11 5pm-9am (6 hours unpredictable) Category A – 3%		0.569
Other		CPD Admin	SPA DCC	1.0
TOTAL				10.700



## **MAIN TERMS AND CONDITIONS OF SERVICE**

The successful appointee will be employed by the University Hospital of North Midlands NHS Trust, subject to national terms and conditions as per the Consultant Contract 2003 as amended from time to time. Any changes to national terms and conditions determined at a local level are subject to the Trust's collective bargaining arrangements which include the Trust's Local Negotiating Committee for medical staffing issues.

### **Tenure**

The appointment is a substantive, whole time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the Terms & Conditions.

### **Salary**

The salary scale is as per the Terms & Conditions of Service as set out in the Consultant Contract 2003. The current scale is £88,364 rising to £119,133. Any agreed extra programmed activities, and on-call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which they feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment by the AAC.

### **Annual Leave**

Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks' notice is required before taking annual leave.

### **Superannuation**

This post is superannuable under the Health Service Superannuation Scheme.

### **Registration**

You will be required to have full and specialist registration with a licence to practise with the GMC and to provide a valid certificate annually.

### **Conditions of Employment**

The following conditions must be met before the Trust will confirm an offer of employment:

### **Verification of ID and Right to Work**

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- UK Passport
- UK Birth Certificate (if passport is unavailable)
- National Insurance evidence (P60 / recent payslip / P45)
- EEA (European Economic Area) Passport
- Residence permit issued by the Home Office or UKBA
- Driving Licence (ID card + counterpart)
- 2 addressed bills or statements (Bank / utility bill / phone bill)

Note: if you are a British citizen but do not hold a UK passport then we require a UK Birth Certificate combined with National Insurance evidence

### **Disclosure and Barring Check: Protection of Children & Vulnerable Adults**

In accordance with Safeguarding Vulnerable Groups Act 2006, the Trust is required to seek disclosure of criminal records when considering employing an individual who will be working with children or have regular contact with vulnerable adults. Disclosure will include checks on the information held in the Police National Computer, local Police records and, where appropriate, lists held by the Department of Health and the Department of Education and Employment. Disclosure need not necessarily be a bar to obtaining the position you have applied for.

The information you provide and the Disclosure documents returned by the Disclosure and Barring service (DBS) will be available only to those who need them as part of the recruitment process. Disclosure documents will not be retained for longer than six months after the recruitment decision has been made.

### **References**

It is a condition of employment that references are provided which are acceptable to the Trust.

### **Health Screening**

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

### **Professional Registration**

The successful candidate is required to be registered with the GMC with a licence to practise. Membership of the approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advisable.

## Applications process

Formal applications should be made through our website or via NHS Jobs.

If there are any problems / queries please contact the Medical Staffing Department on: 01782 671697 or email [consultantrecruitment@uhnms.nhs.uk](mailto:consultantrecruitment@uhnms.nhs.uk)

## Further information and visiting the Trust

The division welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

Name	Contact Details
Mr Simon Cunningham	<a href="mailto:simon.cunningham@uhnms.nhs.uk">simon.cunningham@uhnms.nhs.uk</a>

Signed Employee _____	Print _____	Date _____
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Signed Manager _____	Print _____	Date _____
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