

Job Description

Division:	Children's Women's and Diagnostics Division
Job Title:	Consultant Urogynaecologist
Grade:	Consultant
Location:	University Hospitals of North Midlands NHS Trust (UHNM)
Hours of Duty:	10 Programmed Activities (per week)
Managerially accountable to:	Clinical Director of Obstetrics and Gynaecology
Professionally accountable to:	Medical Director, UHNM
Key Relationships:	Consultant Colleagues Clinical Director Directorate Manager Associate Director Associate Medical Director Clinical Lead

Role Summary

Consultant Gynaecologist within a team of 23 Consultants (including this post) that provides 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 general gynaecological skills working in collaboration with existing consultants and within the multi-disciplinary team. In addition the post holder will provide specialist Urogynaecology services in line with recent RCOG BSUG and NICE recommendations. They will be required to provide leadership for the local Urogynaecology team, this comprises of two Urogynae Consultants, four Advance Nurse Practitioners and Support Staff, as well as colleagues in Urology and Colorectal Surgery. They will participate in the monthly Trust Urogynaecology MDT along with the three monthly regional MDT.

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 9.985 PAs per week.

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.

The successful candidate with the appropriate skill set may wish to undertake further duties within the Undergraduate Medical School.

Weekly PA Allocation

Gynae of the Morning	1.0 PAs
Gynae Outpatients	3.0 PAs
Theatre (Gynae)	1.88 PAs
CTS	0.5 PAs
On Call	1.225 PAs
Admin	0.63 PAs
Urogynae Lead	0.5 PAs
CPD	1.0 PAs
MDT	0.25 PAs

About the Division / Directorate

Children’s Women’s and Diagnostics – UHNM

The Division comprises of Eight Directorates:

- Imaging
- Pathology
- Pharmacy
- Obstetrics & Gynaecology
- Child Health
- Outpatients
- Clinical Technology
- Directorate of Imaging
- Bereavement Services

Directorate of Obstetrics & Gynaecology

The Directorate has a budget of £27 million and employs approximately 347 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 a diagnostic ambulatory unit.

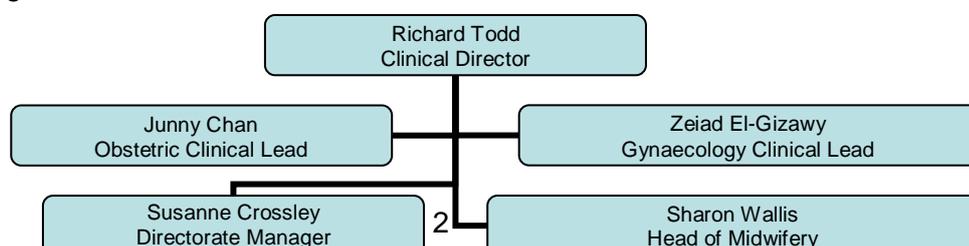
The Directorate provides elective and emergency inpatient, outpatient, ambulatory care for women of North Staffordshire and surrounding areas who are referred with either Gynaecological problems or are pregnant.

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 23 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. There is also a transitional care unit attached to one of the wards to allow step down care for babies and their mothers from the neonatal unit.

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 4 Consultants who provide specialist service for gynaecological cancers including outpatient, diagnostic and operative treatment.

The team is further supported by 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

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.

Urogynaecology

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 a paediatric and adolescent gynaecology service for children under the age of 16 with input from a Consultant Paediatrician

Mentoring Scheme

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 / Directorate focus

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 Surgeons, 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, medical students and physicians associates.

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.

Sessional Commitment

TYPE OF DUTY	SESSIONAL COMMITMENT
Direct clinical care	6.63
Supporting activities (Audit, Meetings and CPD)	2.13
On-call	1.225

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

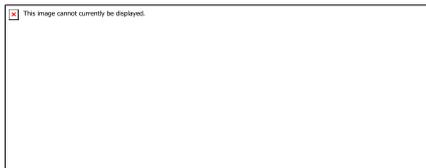
All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines . All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their 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

Organisational Chart

Directorate of Obstetrics and Gynaecology, UHNM

The Directorate has 22 Consultants (including this post):

Mr R Todd	Clinical Director and Consultant Gynaecologist (Gynaecological Oncology)
Prof F O'Mahony	Consultant Gynaecologist (Uro-Gynaecology and Paediatrics)
Mr Z El-Gizawy	Clinical Lead – Gynaecology - Consultant Obstetrics and Gynaecology (Endometriosis)
Dr J Chan	Clinical Lead – Obstetrics – Consultant Obstetrician and Gynaecologist
Mr P Young	Consultant Obstetrician (Fetal Medicine)
Mr M Kodampur	Consultant Gynaecologist (Gynaecological Oncology)
Dr S SooHoo	Consultant Gynaecologist (Gynaecological Oncology)
Mr N Raut	Consultant Obstetrics and Gynaecology (Gynaecological Oncology)
Mr K Chin	Consultant Gynaecologist (Gynaecological Oncology)
Miss R Indusekhar	Consultant Obstetrician and Gynaecologist
Mr G Misra	Consultant Obstetrician and Gynaecologist (Endometriosis)
Dr P Wu	Consultant Obstetrician
Mr V Menon	Consultant Gynaecologist
Dr S Usman	Consultant Obstetrician and Gynaecologist
Mrs G Masson	Consultant Obstetrician (Fetal Medicine)
Mr S Cunningham	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
Dr M Shahin	Consultant Obstetrician and Gynaecologist
Dr V Allouni	Consultant Obstetrician

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

Person Specification

CRITERIA FOR SELECTION	ESSENTIAL REQUIREMENTS	DESIRABLE ADDITIONAL REQUIREMENTS
Qualifications:	<ul style="list-style-type: none"> • Full GMC Registration • MRCOG or appropriate specialist qualification 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 date of the AAC via CCT. • ATSM in Urogynaecology or subspecialty training in Urogynaecology 	<ul style="list-style-type: none"> • Other higher degree or diploma (e.g., MD, PhD, FRCS) • Any post graduate qualification in Minimal Access Surgery (Dip. Masters) • ATSM Benign Gynaecology
Clinical Experience & Training:	<ul style="list-style-type: none"> • Commitment/experience in provision of a high quality Urogynaecology service • Working within a multi-disciplinary Urogynaecology team • Ability to provide the acute gynaecology service • Evidence to allow accreditation as a Consultant Clinical Supervisor for trainee doctors with the GMC 	<ul style="list-style-type: none"> • Postgraduate qualification in medical education • Experience of undergraduate teaching and supervision • Experience of clinical supervision and mentorship
Professional and Multidisciplinary Team Working:	<ul style="list-style-type: none"> • Ability to work effectively with colleagues and within a team. • Attendance at MDT meetings 	
Academic Achievements, Research, Publications:	<ul style="list-style-type: none"> • Experience in research including recruitment to clinical trials • Willing to participate in audit programmes 	<ul style="list-style-type: none"> • Peer reviewed publications • Evidence of continuing research
Management and Administrative Experience:	<ul style="list-style-type: none"> • Good leadership skills, communication and interpersonal skills 	<ul style="list-style-type: none"> • Evidence of leadership • Evidence of implementing change within a department/service
Personal Attributes:	<ul style="list-style-type: none"> • Ability to work under pressure, and as part of a multidisciplinary team • Ability to work flexibly 	
Personal Circumstances:	<ul style="list-style-type: none"> • Ability and means to meet the travel requirements of the post • Residence within 20 miles of base (return to base within 30 minutes if required) • To be accessible by telephone for on call duties 	

JOB PLAN – Example Timetable

Day and Session		Activity	Category/ Location	Number of programmed activities
Monday	0800-1300	THEATRE (x cover FOM)	DCC	0.38
	1330-1700	GOPD (county)	DCC	1.0
Tuesday	0900-1300	MDT (1:4)	DCC	0.25
	1330-1700	Urodynamic Clinic (EPU)	DCC	1.0
Wednesday				
	1300-1900	THEATRE (1:2) (incl - Pre/Post Op)	DCC	0.75
Thursday	0830-1230	GOTHM	DCC	1
	0900-1300	GOPD	DCC	1
Friday	0830-1230	CTS (1:4)	DCC	0.25
	1300-1900	THEATRE (1:2) (Incl – Pre/post Op) CTS (County) (1:4)	DCC DCC	0.75 0.25
Saturday				
Sunday				
Predictable Emergency Work				
Unpredictable Emergency Work				
On-call Arrangements and Category		Weekday 1:8 and Weekend 1:8	DCC	1.225
Other		CPD/ Trust Business Urogynae Lead Admin	SPA SPA SPA	1.0 0.5 0.63
TOTAL				9.985

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 £79,860 rising to £107,668. 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

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:

Mr Richard Todd
Clinical Director
Email: richard.todd@uhnms.nhs.uk
Tel: 01782 672384

Prof Fidelma O'Mahony
Clinical Lead, Uroynaecology
Email: fidelma.o'mahony@uhnms.nhs.uk
Tel: 01782 672376

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