

## Job Description

### **Consultant Gynaecologist with specialist interest in Advanced laparoscopic surgery for Complex Benign Gynaecology**

**Job Title:** Consultant Gynaecologist

**Band:** Consultants pay scale (DDRB)

**Hours of Work (per week):** 10 programmed activities (PAs) made up of 8.5 PAs of direct clinical care (DCCs) and 1.5 PAs for supporting professional activity (SPAs), subject to service needs.

**Service Centre/Directorate:** Women's Health

**Base:** St Georges Hospital and clinics at Queen Mary's Hospital Roehampton

**Reporting to:** Care Group Lead for Gynaecology

**Accountable to:** Care Group Leads for Obstetrics and Gynaecology and Clinical Director for Women's services.

We are looking for a dynamic and motivated individual to be part of our busy gynaecology service. The appointed individual will provide their clinical expertise in our Complex Benign Gynaecology and Endometriosis service. We are especially in need of an individual with a strong surgical background specifically in advanced laparoscopic procedures including complex laparoscopic hysterectomies. The appointed person will lead the Benign Gynaecology MDT where all complex Benign Gynaecology cases will be discussed. We aim to improve our rates for laparoscopic hysterectomies in women with benign pathology and improve our same day discharge rates. Experience in ambulatory services such as ultrasound scanning for benign gynaecological disease and outpatient hysteroscopy is also welcome. This is a pure gynaecology post although you may be asked to support complex Caesarean sections and regional placenta accreta service with caesarean hysterectomy.

Advanced training or fellowship in Gynaecological surgery is an essential requirement for this post.

#### **Trust Vision & Values:**

The post holder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision to:

*Become an excellent integrated care provider and a comprehensive specialist centre for southwest London, Surrey and beyond with thriving programmes of education and research.*

To achieve our vision of improving the health of our patients and the local community we need to keep patients at the heart of everything that we do – our values are designed to inspire our staff to achieve this. We expect all our staff to share the values that are important to the Trust, being Excellent, Kind, Responsible & Respectful, and behave in a way that reflect these.

**Main Duties/Key Results Areas:** Focusing, where possible, on outcomes qualitative as well as quantitative.

- To have responsibility for the Health, Safety and Welfare of self and others and to always comply with the requirement of the Health and Safety Regulations.
- To always ensure confidentiality, only releasing confidential information obtained during employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
- To work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery.
- To always promote equal opportunities for staff and patients in accordance with St George's Healthcare policies to ensure that no person receives less favorable treatment than another on the grounds of age; disability; marriage and civil partnership; pregnancy and maternity; race (ethnicity); religion or belief; sex (gender); gender reassignment or sexual orientation.
- To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role.

### **St George's University Hospitals NHS Foundation Trust**

With nearly 9000 dedicated staff caring for patients around the clock, we are the largest healthcare provider in southwest London.

Our main site, St George's Hospital in Tooting – one of the country's principal teaching hospitals – is shared with St George's, University of London, which trains medical students and carries out advanced medical research. St George's Hospital also hosts the St George's, University of London and Kingston University Faculty of Health and Social Care Sciences, which is responsible for training a wide range of healthcare professionals across the region.

St George's University Hospitals NHS Foundation Trust serves a population of 1.3 million across southwest London. Many services, such as cardiothoracic medicine and surgery, neurosciences, and renal transplantation, also cover significant populations from Surrey and Sussex, totaling around 3.5 million people.

The trust also provides care for patients from a larger catchment area in southeast England, for specialties such as complex pelvic trauma. Other services treat patients from all over the country, such as family HIV care and bone marrow transplantation for non-cancer diseases. The trust also provides a nationwide state-of-the-art endoscopy training centre.

Several of our services are members of established clinical networks which bring together doctors, nurses, and other clinicians from a range of healthcare providers working to improve the quality of services for patients. These include the South London Cardiac and Stroke Network and the Southwest London and Surrey Trauma Network, for which St George's Hospital is the designated heart attack centre, hyper-acute stroke unit and major trauma centre.

We provide healthcare services at:

Hospitals:

St George's Hospital, Tooting  
Queen Mary's Hospital, Roehampton

St John's Therapy Centre  
Balham Health Centre  
Bridge Lane Health Centre  
Brocklebank Health Centre  
Doddington Health Centre  
Eileen Lecky Clinic  
Joan Bicknell Centre  
Nelson Health Centre  
Stormont Health Clinic  
Tooting Health Clinic  
Tudor Lodge Health Centre  
Westmoor Community Clinic

Prisons:  
HMP Wandsworth

We also provide services in GP surgeries, schools, nurseries, community centres and in patients' own homes.

By delivering vibrant programs of research and education, we make sure that our staff can consistently provide the excellent clinical care for our patients. We are committed to providing the highest quality education programs for our staff, partners, GPs and student doctors and nurses, and to driving lasting improvements in patient care across south London by through research and innovation.

As a leading UK teaching hospital, we aspire to improve patient safety, patient experience and outcomes through excellence in our provision of education and training for the staff, students, and trainees with whom we work. We have formed a strong alliance with St George's, University of London (SGUL), to enable innovative developments in practice, research, and education.

We aim to:

- Ensure development of a competent and capable workforce
- Be a national leader in multi-professional training.
- Implement innovative training pathways.
- Be a field leader in patient safety training.
- Play a leading role in the South London Local Education and Training Board (LETB)
- Ensure the infrastructure and facilities support the delivery of excellent education.

## Research

Research interests on the combined Medical School and Hospital site are wide-ranging and increasingly strong encompassing a spectrum from basic science investigations to applied clinical and health services research. It is the school's explicit intention to link basic and clinical research to capitalize on their co-location on a single site. The school has a strong tradition of giving younger investigators the intellectual space to develop their careers. Positive interdisciplinary and interdepartmental interactions are the norm.

## Operational Management

In addition, the Clinical Directorates are supported by the following support function Directorates: Finance Human Resources Operations, Information & Computing, Estates, and Nursing.

## St George's, University of London

St George's, University of London shares a site with St George's University Hospitals NHS Foundation Trust, one of the UK's largest teaching hospitals. The partnership with St George's University Hospitals NHS Foundation Trust, along with the strong links with other healthcare providers; enable up-to-the-minute clinical insight that keeps research and teaching relevant to evolving healthcare needs. The co-location with the Trust gives our researchers access to a diverse range of patients who participate in clinical trials and are essential to the success of many of our research activities.

St George's University of London is now the only stand-alone medical school within the federation, offering students not only the advantage of a smaller, friendly school but also the benefits on one of the largest most diverse universities in Britain.

With more than 250 years of excellence and innovation in research and education resulting in groundbreaking advances in medicine and healthcare. Our alumni include Edward Jenner, John Hunter, Muriel Powell, and Patrick Steptoe.

Research work at St George's is focused within three research institutes, [Molecular and Cell Sciences](#), [Infection and Immunity](#) and [Population Health](#). We aim to improve the prevention, diagnosis, and treatment of disease in areas including infection and immunity, heart disease and stroke, and cell signaling. We are also focused on enhancing understanding of public health and epidemiology, clinical genetics, and social care sciences.

We are proud of our diversity, offering students from a wide range of backgrounds the opportunity to work and study on a health campus reflecting the full range of healthcare professions.

St George's is the UK's only university dedicated to medical and health sciences education, training, and research. Our distinctiveness is based on our exclusive focus on health sciences and medicine, and we strive to bring an innovative and collaborative approach to all we do.

We provide a world-class multi-professional health sciences education that equips our graduates to meet today's healthcare needs through relevant scientific research, clinical excellence, strong interpersonal skills, and team-based working. Sharing a clinical environment with a major London teaching hospital, our innovative approach to education results in well-rounded, highly skilled clinicians, scientists, and health and social care professionals.

We also work closely with healthcare providers throughout south London to ensure that our courses reflect latest clinical practices and that our students benefit from diverse clinical placement opportunities. The wealth of clinical experience available is one of the reasons why St George's continues to be so popular with students.

[The Faculty of Health, Social Care and Education](#) that we run in partnership with Kingston University teaches courses including nursing, midwifery, radiography, paramedic science, physiotherapy, and social work.

Our programmes are rigorous, but we pride ourselves on the personal support we provide our students, ensuring they become first-rate clinicians and scientists, with their feet firmly on the ground. We believe everyone should be able to access the benefits of biomedical discovery and that research should be an integral part of the training and education of healthcare professionals.

Our three research institutes focus on biomedical and scientific discovery, advancing the prevention and treatment of disease in the fields of population health, heart disease and infection - three of the greatest challenges to global health in the 21<sup>st</sup> century.

We are committed to developing public understanding and involvement in our research programmes and actively contribute to partnerships across London, linking students and researchers to practitioners and employers across the region.

Our purpose is to develop people who meet today's healthcare needs and tomorrow's healthcare challenges, and we warmly welcome students who share our values, energy, and ambition.

### **Departmental Research**

The Trust is linked to the Medical School and has the full range of pre-clinical departments with dedicated large research units. There are many ongoing collaborative research projects between these departments and the department of O&G.

Mr. Austin Ugwumadu has research interests in intrapartum fetal monitoring including hypoxic-ischemic and inflammatory brain injuries, perinatal infections, and chronic vaginal infections.

The Fetal Medicine Unit is directed by Prof Basky Thilaganathan whose research interests included maternal cardiac adaptation in pregnancy and pre-eclampsia, uteroplacental function and fetal growth restriction. Mr Amar Bhide's research interests include placental physiology and pathology, hypoxemia and fetal cardiac function, induction of labour. Professor Aris Papageorghiou is a clinical scientist who divides his time between St George's and the University of Oxford. His research is focused on maternal, fetal, and perinatal health, implementation science including large global projects using ultrasound, biomarkers, and clinical methods to improve phenotyping and assess fetal and newborn growth, artificial intelligence in pregnancy imaging and screening and using training and quality control to improve screening and diagnosis in low resource settings.

Professor Asma Khalil has research interests in improving care and outcomes in twin pregnancies, screening for adverse pregnancy outcome, pre-natal diagnosis, fetal therapy, cardiovascular research in pregnancy, fetal growth restriction, stillbirth, and innovation in the management of hypertension in pregnancy.

Research into infertility and assisted conception, as well as polycystic ovarian disease, menopause and other endocrine disorders are conducted by Mrs. Geeta Nargund and her team.

Mr Desmond Barton's interest is in the neurogenic etiology of pelvic morbidity after radical surgery, on groin node management in vulval cancer and on immunological mechanisms in ovarian cancer.

Mr Paul Carter's principal research is in the management of preinvasive cervical pathology and in particular the treatment of CIN and VIN.

Mr. Kevin Hayes has research interests in early pregnancy care and point of care HPV diagnosis.

Dr Suruchi Pandey has research interests in Prevention of complications in laparoscopic surgery, Pathophysiology and Genetics of Endometriosis, Recurrence of Endometriosis, Association of Endometriosis with other gynaecological conditions and use of novel Progestogens in medical management of Endometriosis.

### **Duties of the post**

The key duties of this post are:

- To lead the Complex Benign Gynaecology MDT and provide continuous clinical and quality audit within the department.
- To provide one stop gynaecology clinics with focus on complex gynaecology and endometriosis
- To provide inpatient and day surgery gynaecology theatre lists and contribute their surgical expertise particularly with advanced laparoscopic procedures including total laparoscopic hysterectomies and excision of Endometriosis.
- To contribute to the gynaecology consultant rota by providing daytime and weekend cover.
- To provide consultant led ward rounds on the gynaecology ward.
- To contribute to the smooth running of the Acute Gynaecology Unit.
- To assist with and supervise training of all junior members of medical staff and the multidisciplinary team both during the day and when on-call at night.
- To attend and facilitate departmental meetings and meetings related to the ongoing review and evaluation of the service.
- To investigate clinical governance issues within the unit, and to investigate patient complaints quickly and address issues that arose because of this process. To ensure accurate and clear records are kept and comply with the Data Protection Act.
- To establish, maintain and update the unit policies and protocols in an endeavour to ensure homogenous practices. To ensure that any changes are research based and made after consultation with the members of the multi-disciplinary team.
- To carry out undergraduate teaching

### **Clinical Duties**

The consultant should contribute to the smooth running of the clinical services in the department of obstetrics and gynaecology. They should ensure that good working relationships are maintained between all staff within these areas. They should coordinate and maintain continuous clinical and quality audit within the department, investigate patient complaints quickly and address issues that arise because of this process. They should

ensure accurate and clear records are kept and comply with the Data Protection Act and should be an active member of the risk management team. They should facilitate departmental meetings and meetings related to the ongoing review and evaluation of the clinical service. They are expected to establish, maintain, and update the clinical service policies and protocols, and ensure that any changes are evidence based and made after consultation with the members of the department. He/she is expected to liaise with GPs in the region and generally raise the profile of the Directorate of Obstetrics and Gynaecology.

### **Timetable**

This job is advertised as a full-time position with approximately 8.25 Direct Clinical Care PAs and 1.75 Supporting PAs (total 10 PAs). The job plan is flexible, and the days of clinical sessions may change depending on clinic space availability. The job plan is based on a working year of 42 weeks to allow for annual and study leave. Some clinics may take place at our site at Queen Mary's Hospital (Roehampton) which will be confirmed at the start of the post depending on room availability. The final job plan will be agreed with the successful candidates prior to the start of the post. There will be opportunity to get involved in research and medical school teaching. An outline of the proposed job plans is as follows.

Day	Time	Work	Category	PA (per week)
Monday	AM And PM (0900-1230)	Theatre with mentor 1:2	DCC	0.75
	Lunchtime 1230-1330	Directorate/Gynae Risk meeting (meetings in total a month)	DCC	0.125
	PM (1300-1800)	DSU (1:2) (including preoperative and postoperative time and admin)	DCC	0.70
Tuesday	24 hours on call	Gynae on call (25/year)	DCC and on call	1.5
Wednesday	AM (0900-1300)	SPA	SPA	1.0
		Benign gynae MDT meeting (including endometriosis MDT)/CGL (12 each per year)	DCC	0.25

	PM 1300-1800	Joint theatre for complex endometriosis cases (1:4) (including preoperative and postoperative time and admin)	DCC	0.35
		SPA (1:4)	SPA	0.25
Thursday	AM 0900-1230	One stop Complex Benign/ Endometriosis Clinic (including admin time of 30 mins)	DCC DCC	1
	PM 1330- 1700	One stop Complex Benign/ Endometriosis Clinic (including admin time of 30 mins)	DCC	1
Friday	AM	E-triage (1:2) – online for an hour	DCC	0.125
	0800-1300	Theatre (1:2) including preop and postop review and admin time	DCC	0.5
	PM 1300-1800	Theatre (1:2) including preop and postop review and admin time.	DCC	0.5
ON CALL				
Friday	24 hours	Gynae on call (5/year)	DCC	0.375
Saturday	24 hours	Gynae on call (5/year)	DCC	0.375

Sunday	24 hours	Gynae on call (5/year)	DCC	0.375
Other	Assistance in complex LSCS (elective procedures – gynaecological support)	1 a month	DCC	0.25
Supervisor	1 trainee		SPA	0.25

### **On-Call**

This involves approximately one 24-hour period of general gynaecology on-call every 2-3 weeks (Monday to Thursday). The expectation is that the on-call gynaecologist provides clinical leadership to the nurses and junior doctors during the day, and fields any urgent administrative tasks. The evening/night-time on-call commitment is non-resident and will also include 5 weekends (Friday Saturday and Sundays; covering gynaecology only) per year. The Department of Obstetrics is currently providing 130 hours per week resident consultant cover to the labour ward. The job is a band A for on call. New consultants will be offered a second on call or mentor if indicated for the first 6 months.

The rota described above will be subject to change as the on-call cover requirements change.

### **Other Duties**

Other duties would include attendance at:

- Obstetrics and Gynaecology Directorate Meeting held monthly.
- Consultants' meeting held monthly.
- Gynaecology Care Group Meeting
- Benign Gynae MDT meeting

Attendance is also programmed at other meetings including Clinical Governance, Risk and Multidisciplinary Morbidity and Mortality meetings. The new consultant would also be expected to join the other consultants in their share of overseeing postgraduate and undergraduate teaching.

### **Audit & Administration**

In keeping with all full-time consultants there will be an administration session. The post-holder will be involved in many aspects of postgraduate training, postgraduate meetings and conducting audits of overall clinical practice.

### **Research & Teaching**

The new post-holder will take part in the existing teaching programmes for nurses, midwives and STs. The successful candidate will be expected to have a role in clinical teaching and research within the department. The post holder will be encouraged to apply for grant funding and liaise with other Hospital Departments. Both national and international research collaborations would be encouraged.

### **Management**

The successful candidate will be expected to work with professional colleagues and local managers in the efficient running of the Service and will share with consultant colleagues in the medical contribution to management.

As a part of the cancer unit, the successful candidate should liaise with the cancer centre at the Royal Marsden and be involved in the MDT meeting in both the local and central level.

He/she will be expected to participate in the Trust's system of governance and audit, and maintain their CME/CPD. He/she will also have a commitment to participate in the Trusts professional development. The appointee will be 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.

### **Changes to job description**

Changes to the numbers of junior doctors working in Obstetrics and Gynaecology, are leading to St George's Healthcare NHS Trust reviewing the current provision of both training and services. This job description may be subject to change according to these changing needs in the future. The post holder will be fully consulted in relation to any changes required.

***St George's University Hospitals NHS Foundation Trust is an Equal Opportunities employer and operates a No Smoking Policy.***

### **PERSON SPECIFICATION FOR THE POST OF CONSULTANT**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
Qualifications and Training	<ul style="list-style-type: none"> <li>• Full registration the General Medical Council (GMC) or eligible for full registration if applying from abroad.</li> <li>• Currently on the specialist Register or eligibility for entry within 6 months of the closing date</li> <li>• CCT or equivalent qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with Myoma service and experience in complex Myoma surgery</li> <li>• Endometriosis Clinical Fellowship or equivalent</li> </ul>

	<ul style="list-style-type: none"> <li>• MRCOG or equivalent qualification</li> <li>• ATSM in Advanced Laparoscopy and Hysteroscopy for Benign Gynaecological conditions Or ATSM in Benign Gynaecology with additional out of programme surgical fellowship</li> <li>• Undergraduate and postgraduate teaching experience and qualification</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>• Clinical training and experience equivalent to that required for gaining UK CCT in relevant specialty.</li> <li>• Evidence of Gynaecological Surgical Fellowship or Advanced Gynaecological surgical training</li> <li>• Benign Gynaecological Ultrasound scanning skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Previous experience in conducting MDTs for complex Gynaecological cases.</li> <li>• Evidence of publications in the field of gynaecology</li> <li>• Evidence of service improvement in way of development of PIFU, guidelines, patient information leaflets</li> <li>• Evidence of presentations in International and national conferences including BSGE, ESGE</li> <li>• Evidence of contribution towards Book Chapters and Systematic reviews</li> <li>• Evidence of independent proficiency in one stop Complex benign Gynaecology/Endometriosis Clinics and Outpatient Hysteroscopy Clinics</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Surgically confident and able to function at consultant level independently when on-call.</li> </ul>	<ul style="list-style-type: none"> <li>• Independent proficiency in complex Laparoscopic Hysterectomies</li> <li>• Competence in Excisional treatment of endometriosis, and ureterolysis</li> <li>• Ability to perform complex Caesarean sections including high BMI patients and help with Placenta Accreta service.</li> </ul>

		<ul style="list-style-type: none"> <li>• Competence in Outpatient and inpatient operative Hysteroscopy</li> </ul>
Personal	<ul style="list-style-type: none"> <li>• Organisational and IT skills</li> <li>• Demonstration of excellent feedback by colleagues and staff</li> <li>• Good interpersonal skills and a positive caring attitude to patients and colleagues</li> <li>• Commitment to teaching and medical education</li> <li>• An awareness of their own strengths and weaknesses.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate a range of ideas for further research within specialist areas.</li> </ul>

*NB: Essential - Requirements that all candidates MUST meet. Desirable - Requirements that are not necessarily needed.*

### List of Medical Staff within the Department of Obstetrics and Gynaecology

Cons Obstetrician, Clinical Director	Ms J. Moore
Sr Lecturer, Care Group Lead Gynae, Lead for Endometriosis	Ms. S. Pandey
Care Group Lead Obstetrics & College Tutor	Mr. A Feick
Cons Obs and Gyn, Lead for hysteroscopy, SWL Gynae Lead	Ms. M. Swer
Cons Obstetrician, Lead Postnatal Care	Ms P. Hughes
Cons Gyn Oncology	Mr D. Barton
Cons Obs/Fetal Med, Lead for DAU	Mr A. Bhide
Cons Obs and Gyn	Mr. H. Byrne
Cons Obs and Gyn, Lead for Colposcopy	Mr P. Carter
Cons Fetal cardiology	Dr J. Carvalho
Cons Obs/Maternal Medicine, Lead for Diabetes and HDU	Mr M. Caudwell
Sen Lecturer & Cons in Obs and Gyn, Lead for AGU	Mr K. Hayes
Cons Gyn Oncology	Mr.T. Ind
Cons Obs/Gyn, Lead for Pregnancy Advisory Service	Mr E Johnson
Cons Obs/Fetal Med & Lead for Multiple Pregnancies	Professor A. Khalil
Cons Gyn, Reproductive Medicine	Mrs G. Nargund
Cons Gyn, Pregnancy Advisory Service	Mr K Ojha
Cons Obs/Fetal Med	Prof A. Papageorghiou
Cons Obs/Gyn, Preterm birth and midtrimester loss	Ms. O. Pillay
Cons Obs/Fetal Med, Lead for Accreta Service	Ms. A. Pinas
Cons Obs and Gyn, Menopause Lead	Ms E. Saha
Cons Obs/Fetal Med, Director of Fetal Medicine	Prof B. Thilaganathan
Cons Obs/Gyn, Lead for Preterm birth and mid trimester loss	Mr. A. Ugwumadu
Cons Obs/Maternal Medicine, Lead for Maternal Medicine	Ms I. Watt-Coote
Cons Obs/Maternal Medicine	Ms. A. Wijemanne

1 x Lecturer in Obstetrics and Gynaecology  
9 x Specialist Registrars  
9 x Clinical Fellows  
2 x F1s

Non-rotational  
Rotational

### Clinical Services

The Obstetric Department of St. George's Hospital fulfils a dual role, firstly as a major provider of obstetric care to the residents of Merton and Sutton and Wandsworth, and secondly as a provider of tertiary specialist obstetric care and Fetal Medicine services to women living within South Thames Region and beyond (population about 3m). There are approximately 5000 deliveries a year.

The obstetric services include:

- Specialist antenatal clinics including maternal medicine and previous pregnancy loss clinics.
- Large delivery suite including dedicated triage area, 2 obstetric HDU beds and a

bereavement suite.

- 2 obstetric theatres used for emergencies and elective obstetric cases.
- Dedicated antenatal and postnatal ward.
- Midwifery led birth unit.
- Large tertiary referral Fetal Medicine Unit and collocated pregnancy Day Assessment Unit

The obstetric service is supported by a level 3 neonatal unit.

The Gynaecology department includes a dedicated Women's Health ward with 12 designated beds. The annual workload includes 514 elective in-patient surgeries, 496 Inpatient emergency admissions and 1899-day surgery cases.

Contact names and Addresses:

Clinical Director for Women's services  
Ms Jessica Moore  
Dept of Obstetrics and Gynaecology  
Tel: 020 8725 2022

Gynaecology Care Group Lead  
Miss Suruchi Pandey  
Dept of Obstetrics and Gynaecology  
Secretary: Vanisha.Gohil@stgeorges.nhs.uk

General Manager  
MS. Cheryl Stewart  
Dept of Obstetrics and Gynaecology  
Email: Cheryl.Stewart@stgeorges.nhs.uk

Further information about the post may also be obtained from Miss Suruchi Pandey, (Suruchi.Pandey@stgeorges.nhs.uk)

## **GENERAL TERMS AND CONDITIONS**

### **Funds:**

No special funding can be made for any additional supporting staff, specialist equipment or other facilities unless such provision has already agreed by the Executive Board. All requests will be treated in competition with others by the appropriate Clinical Director and General Manager, in the light of the total priorities.

### **Main conditions of service:**

The appointment will be held with St George's University Hospitals NHS Foundation Trust:

All Consultant appointments made after 31 October 2003 are offered on the new Consultant contract (2003). The nationally agreed Terms and Conditions of Service apply as well as local policies for pay and other terms and conditions of employment.

The terms and conditions of employment in St George's University Hospitals NHS Foundation Trust are currently based on those determined nationally and described in the Whitley Council Handbooks.

### **Salary Scale:**

The Consultant salary scale starts at £75,249; pay progression will be as set out in 'Terms and Conditions – Consultants (England) 2003'.

The annual leave entitlement is 6 weeks + 2 days per annum. Consultants who have worked for 7 or more years as an NHS consultant are eligible for 2 additional days. The leave year runs alongside the financial year. Study and professional leave amounts to 30 days in 3 years (taken approximately at a rate of 10 days per year).

Annual, study and professional leave arrangements are to be co-ordinated within the department to maintenance of adequate consultant cover in all specialties.

### **Place of residence:**

The successful candidate will be required to reside within a reasonable distance of St. George's Hospital, SW17. This will normally be within ten miles/30 minutes, but subject to the discretion of the Trust.

### **Removal expenses:**

Reasonable removal expenses will be paid if agreed with the department prior to appointment, subject to a maximum, currently £5,000.

### **Indemnity:**

The Trust will cover all medical staff for NHS work under NHS Indemnity. St George's University Hospitals NHS Foundation Trust is required to encourage medical and dental staff to ensure that they have adequate defence cover for any work which does not fall within the scope of the Indemnity Scheme (HSG (96)48 refers). Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organisation.

### **Training in radiation protection:**

It is a legal requirement for any clinician who personally directs or performs radiological investigations (other than radiologists) to have attended a recognised course in radiation protection and possess a Core of Knowledge Certificate. This includes medical staff who undertake x-ray films in theatre. For radiopharmaceutical exposures, this includes medical staff who administer radiopharmaceuticals for diagnostic or therapeutic purposes or who clinically direct.

### **Health clearance:**

A full medical examination will not normally be required but the successful candidate will be required to complete a health questionnaire and will also be required to produce evidence of a satisfactory chest x-ray within the last year.

Posts are offered on the understanding that the applicant will comply with requirements regarding immunisations.

Applicants for posts which include surgical/invasive work will be asked to supply written evidence to the Occupational Health Department of degree of immunity to Hepatitis B.

If not immunised, the result of a test which indicates freedom from carrier state will be required and immunisation should then be commenced. Applicants should be aware of the guidance to HIV infected health care workers from the Department of Health and the GMC/GDC.

**Medical audit:**

The post-holder will be expected to take part in clinical audit activities.

**Conditions of appointment:**

The appointment will be made in accordance with the National Health Service (Appointment of Consultants) Regulations 1982 (S.I.1982 No. 276), as amended by the National Health Service (Appointment of Consultants) Amendment Regulations 1990 (S.I.1990 No. 1407) and EL (93)25.

Applications received after the closing date will be accepted only in exceptional circumstances and where the Chairman of the Advisory Appointments Committee is satisfied that there is a reasonable explanation for the failure to make the application by the closing date.

Canvassing of any member of the Advisory Appointments Committee or of St. George's Healthcare NHS Trust or of the Regional Health Authority, will disqualify the applicant.

A candidate who is unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

**Place of work:**

Whilst the duties of the NHS appointment will be primarily at the hospital(s) stated, the appointment will be made to the St George's University Hospitals NHS Foundation Trust and there will be a commitment to attend occasionally at any other hospital or clinic in the Trust, as may be necessary from time to time, e.g. in emergencies.

**Induction:**

New staff are required to attend a Trust induction either on the day they start or the first Monday on which a Trust induction is held. The Trust induction is held on alternate Mondays throughout the year, except for Public Holidays.