

SHAPE YOUR STORY

Recruitment Information Pack



Specialty Training Registrar ST5+ in
Obstetrics and Gynaecology



Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

	Value	Key behaviours
W	WELCOMING 	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E	ENGAGING 	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C	COLLABORATIVE 	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A	ACCOUNTABLE 	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R	RESPECTFUL 	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E	EQUITABLE 	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



Job Particulars

THE ROYAL LONDON AND MILE END HOSPITALS

The Royal London Hospital is one of the largest and busiest hospitals in the UK, providing services to more than half a million patients each year. The hospital provides general medical services to Tower Hamlets and the City and specialist services for the whole of London and beyond.

The hospital (founded in 1740) is situated in Whitechapel. Our new hospital redevelopment project saw the much-needed redevelopment of The Royal London Hospital in Whitechapel in 2012 and the creation of a specialist cancer and cardiac centre at St Bartholomew's Hospital in West Smithfield in 2014.

These hospitals provide the capital's largest trauma service, including HEMMS. They offer the services of over 40 medical, surgical and emergency specialities, many of which are at the leading edge of medicine.

The Royal London Hospital serves an area of striking contrasts. It covers some of the city's most affluent areas (Canary Wharf) and some of the poorest (Whitechapel.)

WOMENS DIVISION

In line with the trust leadership model, the Women's Division is one of the five divisions in Royal London and Mile End Hospitals. The Division manages Maternity and Gynaecology, Outpatients department, and Medical Records for the entire site. The Divisional Triumvirate has a Divisional Director, Divisional Manager and Associate Director of Midwifery and Nursing (ADON) who report to the site leadership team and are responsible for the strategy, Governance, Operational performance and Governance of the Division. The Divisional Manager and ADON report to the Divisional Director, who reports to the Chief Executive Officer of Royal London and Mile End Hospitals. Under the Divisional Triumvirate, a service line triumvirate consists of a Clinical Director, General Manager, Deputy Head of Midwifery and Senior Nurse. The Service managers, Clinical leads and matrons support the service line triumvirate.

Maternity

The midwifery and obstetric services are fully integrated and are responsible for around 5,100 deliveries per annum. The total resident population of these districts is at least 625,000. In Tower Hamlets, about 55% of mothers are of Bengali origin. As a result of the local high prevalence of Gestational Diabetes, the Obstetric unit has developed particular expertise in managing this condition. Maternity provides all four choices of Place of birth for our women.



The midwifery service is community & hospital-based. It utilises a team-based approach centred on lead midwives based on general practices in different district locations. In addition to the obstetric unit, there is a co-located midwifery-led birth centre (the Lotus Centre), and the hospital also runs the off-site midwifery-led Barkantine Birth Centre on the Isle of Dogs. We also provide a very active home-birth service. These services are used with a rigorous risk assessment framework to offer a choice of place of birth to the women of Tower Hamlets.

High-risk pregnancy, diabetes and maternal medicine

Tower Hamlets has a population with a broad spectrum of issues ranging from medical conditions to significant psychiatric illness to social deprivation and drug dependency. The obstetric unit provides specialist expertise for women with co-morbidities living within and outside the borough in its' dedicated tertiary maternal medicine service. The service is based on the multidisciplinary care model and involves an obstetric physician, diabetologists, endocrinologists, rheumatologists, haematologists, anaesthetists, cardiologists, and a dedicated perinatal psychiatrist. The service already provides tertiary clinical care to women with complex cardiac and renal problems as far as Southend and Basildon. We also offer a Placenta Accreta service to the other maternity units in Barts Health and North East London. We also run a preterm clinic and a multiple-pregnancy clinic. The preterm clinic offers scans for cervical length, and cervical sutures, including abdominal cerclage, are provided for women. We have a dedicated weekly breech clinic where ECV is offered with success rates and supports women who choose a vaginal breech birth. Our unit is the NE London Maternal Medicine network hub and the hub for Abnormally Invasive Placenta with our partner trusts in East London.

Intrapartum care

The Royal London labour ward has 31 maternity triage rooms and an in-patient induction labour suite. There are two dedicated obstetric theatres and a 4-bed obstetric high-dependency unit.

There are ten consultant obstetric anaesthetists with dedicated labour ward sessions and an anaesthetic fellow. They contribute to a joint obstetric /anaesthetic clinic for opinions and delivery pre-planning.

The labour ward staff engage in multidisciplinary handover, skills and drills training, and risk management. We have fetal fibronectin bedside testing kits, Cook catheters, a cell salvage machine, and 24-hour interventional radiology cover. We host the regional placenta accreta service.



The Fetal and Maternal Medicine Centre

The Royal London Hospital is the tertiary referral centre for fetal and maternal medicine services within Barts Health NHS Trust and beyond, providing specialist multidisciplinary care for pregnancies complicated by fetal and maternal medical conditions and for women with a high risk of massive bleeding, including abnormally invasive placentas.

The Fetal Medicine Centre at Royal London Hospital has rapidly expanded over the last five years to provide specialist diagnosis and management of fetal abnormalities. Sub-specialist consultants lead the unit, and it offers training to national and international clinical fellows. The Royal London Hospital is a RCOG sub-specialist training centre for Maternal and Fetal Medicine. The centre serves the local population as well as referrals from 6 regional hospitals and manages complex fetal medicine, fetal surgical abnormalities, and invasive intra-uterine procedures. Intrauterine surgery is currently carried out at King's College Hospital with a plan, with a plan to provide this service at Royal London Hospital within two years.

Weekly joint multi-disciplinary clinics include fetal cardiology (outreach from Great Ormond Street Hospital), paediatric surgery, paediatric urology, and neonatal medicine. Preterm surveillance, morbidly adherent placenta and integrated multiple births clinics are also run weekly. An onsite fetal MRI service supports the unit.

Adjacent to the fetal medicine unit is a maternal day assessment unit, which provides an ambulatory obstetrics service.

Neonatology.

The Royal London is one of two tertiary (Level 3) centres within the London Region NE Thames sector for neonatal intensive care, and in addition, is the regional centre for neonatal surgery with excellent outcomes. Whenever possible, the unit accepts both utero & ex-utero transfers from the region & elsewhere.



The neonatal unit provides posts for subspecialty trainees. There are currently 30 medical cots and seven neonatal surgical cots. The unit offers over 3500 medical intensive care days & admits about 150 neonatal surgical patients annually. Transitional care is provided in the postnatal ward. There is an active neonatal research programme.

Gynaecology

We have a busy gynaecology department. 2019 we had 1265 Emergency Admissions (including 311 EGU procedures). We had 11033 OP Appts (including 3864 rapid access EGU appointments) and 968 Elective Surgical procedures. We have an excellent emergency gynaecology unit which offers care to women with early pregnancy problems, including expectant and conservative management of miscarriages and medical and surgical management of ectopic pregnancy. We also provide Manual Vacuum aspiration for miscarriages. Besides performing all minimal access procedures and open gynaecology surgery for benign gynaecology, since 2015, we have been awarded the status of an accredited Endometriosis centre, accreditation renewed annually for complex, deep endometriosis and we get tertiary referrals from within and outside NE London. We also offer tertiary urogynaecology services in association with Colorectal Colleagues. We also treat complex referrals from two other gynaecology units in Barts Health.

Queen Marys University London School of Medicine and Dentistry, Women's Health Research Centre – Wolfson Institute of Population Health

Queen Mary University of London is one of London and the UK's leading research-focused higher education institutions. Amongst the largest colleges of the University of London, QMUL's 2,800 staff deliver world-class degree programmes and research across a wide range of subjects in Humanities, Social Sciences and Laws, Medicine and Dentistry and Science and Engineering. With a budget of £200 million per annum and a yearly economic impact on the UK economy of £500 million, QMUL offers a strong and diverse environment to its 13,000 students. Queen Mary's distinctiveness also arises from its commitment to an engagement with international excellence in education and research and a twin commitment to bring that engagement to bear on its London and Thames Gateway environment through educational outreach and knowledge transfer projects.



Queen Mary's University London School of Medicine and Dentistry is part of Queen Mary, University of London. Through a partnership with local NHS trusts, notably Barts Health NHS Trust, and associated University Hospital Trusts – Homerton, Newham, Whipps Cross and Queen's (Romford), the School offers international levels of excellence in research and teaching while serving a population of unrivalled diversity in an expansive and stimulating clinical environment.

Part of the medical school, The Women's Health Research Centre undertakes multidisciplinary research to understand why a woman and her unborn child can become ill and how they can stay healthy. The Centre is part of the Wolfson Institute of Population Health Sciences, aiming to deliver world-leading research and education to inform and support local and global primary care and public health policy.

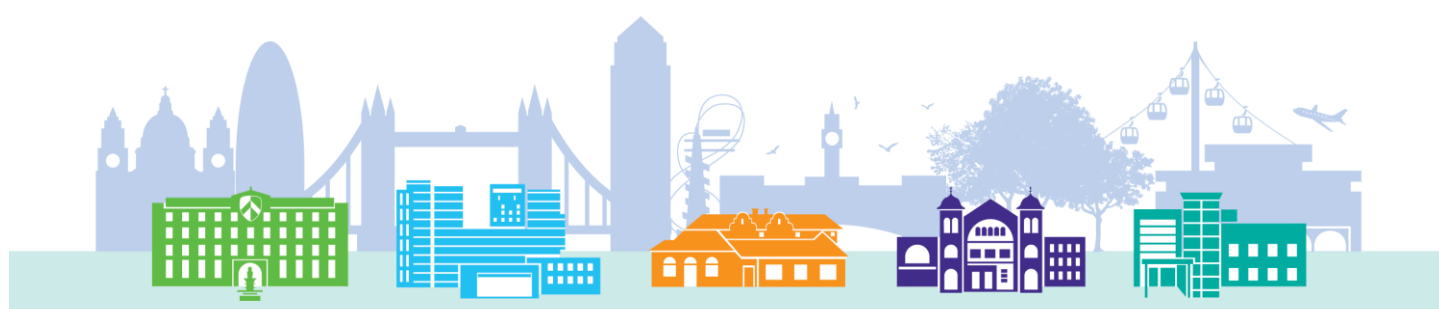
The Centre conducts epidemiological and ample data research, clinical trials and evidence synthesis collaboratively with patient and public involvement. The centre hosts "Katie's Team", a diverse, user-led patient and public advisory group for women's health research. The unit involves a range of disciplines, such as clinical epidemiology, biostatistics and health technology assessment, which are the cornerstones of research to improve policy and practice embedded within communities and health systems locally, nationally, and globally. The main objectives of the

The Centre works closely with Barts Health NHS Trust (with over 17,000 deliveries annually across three sites). It leads the undergraduate module in Obstetrics and Gynaecology for MBBS students and a module for the master's degree in public health.

The current Centre Lead is Professor Stamatina Iliodromiti, a Consultant Obstetrician and Gynaecologist at The Royal London Hospital.

Royal London Hospital Women's Health Department Leadership

Divisional Director	Dr Caroline May
Divisional Manager	Thomas Logan
ADOM	Ailish Edwards



Clinical Director Obstetrics	Dr Susana Periera
Clinical Director Gynaecology	Miss Charlotte Chalhia
Deputy Head of Midwifery	Hussai Sessay
Gynaecology Lead nurse	Loverne Oredeko
Academic Lead	Professor Stamatina Iliodromiti
Obstetric Lead	Dr Philippa Corson
RCOG College tutor	Miss Elizabeth Egbase

Royal London Hospital Obstetrics and Gynaecology Consultants

Consultant	Specialist interest
Mr Joe Aquilina	Fetal Medicine Unit Lead Menstrual disorders
Miss Emma Aberly	Obstetrics Lead for postnatal care OP hysteroscopy
Miss Liza Ball	Obstetrics and Gynaecology Lead for Endometriosis Centre Lead for Ambulatory Gynaecology Paediatric gynaecology
Miss Angie Bourke	Obstetrics and Gynaecology Lead for Fetal Monitoring
Miss Charlotte Chalhia	Clinical director for Gynaecology Urogynaecology Postnatal pelvic floor/perineal disorders
Miss Philippa Corson	Obstetrics Clinical Lead for Obstetrics Lead for antenatal services Lead for breech service
Miss Elizabeth Egbase	Obstetrics and Gynaecology Lead for Intrapartum care Acute gynaecology Medical education
Miss Dina -El -Hamamsy	Obstetrics and Gynaecology Urogynaecology
Miss Elena Greco	Obstetrics Fetal medicine Academia
Mr Matthew Hogg	Obstetrics and Gynaecology



	Maternal medicine
Miss Stamatina Iliodromiti	Obstetrics and Gynaecology Professor of Women's Health Lead of Women's Health Research centre
Miss Swena Kapoor	Obstetrics and Gynaecology Colposcopy
Mr Rehan Khan	Obstetrics and Gynaecology Lead for Maternal Medicine Service Lead for AIP service Recurrent miscarriage and pregnancy loss
Miss Mandeep Kaler	Obstetrics and Gynaecology Maternal Medicine Medical Education
Miss Krupa Madhvani	Obstetrics and Gynaecology Minimally invasive surgery
Miss Misha Moore	Obstetrics Lead for Perinatal Mental Health
Miss Amelie Morin	Obstetrics and Gynaecology Acute gynaecology
Mr Ram Navaratnarajah	Obstetrics and Gynaecology Fertility Benign gynaecology OP hysteroscopy
Mr Emeka Onwudiwe	Obstetrics and gynaecology Ambulatory obstetrics
Mr Emeka Okaro	Benign Gynaecology Outpatient hysteroscopy
Miss Susana Pereira	Clinical Director for Obstetrics Obstetrics Fetal medicine
Miss Sophie Relph	Obstetrics Fetal Medicine
Mrs Anita Sanghi	Diabetes in pregnancy Urogynaecology Foundation Programme Director
Mr Adam Steingold	Lead for Obstetric Governance Obstetrics Fetal Medicine
Mr Michael Wong	Lead for Early Pregnancy and Emergency Gynaecology



	Obstetrics and gynaecology Benign Gynaecology
--	--

Duties of the Post-holder

This is anticipated to be a fixed-term appointment for 12 months, with the possibility of extending the post if the appointment is successful. There is one post, and the successful candidate can choose either a gynaecology-focused or obstetric-focused job.

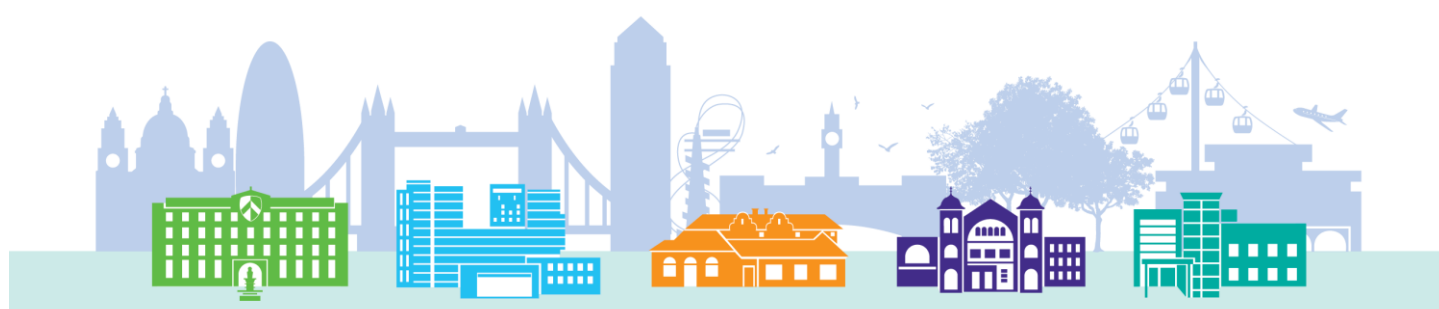
The post-holder must be a senior clinical fellow with specialist interests, clinical skills and knowledge in either high-risk obstetrics, maternal medicine or acute gynaecology and gynaecology ultrasound scan.

The primary clinical work area will be ambulatory obstetrics – high-risk maternity triage and the antenatal ward setting or acute gynaecology setting/gynaecology assessment unit. An obstetric-focused postholder will have dedicated time to develop their obstetric scanning skills in the fetal medicine unit and use these skills to manage obstetric patients in the ambulatory obstetric setting/ maternity triage. A gynaecology-focused postholder will have dedicated time to develop their acute gynaecology surgical and scanning skills.

Any post holders will also have an opportunity to maintain and develop their obstetrics and gynaecology skills, which will facilitate the completion of training and serve as evidence for portfolio development.

The post holder should be within 12 months of CCT or CESR. If the successful applicant still needs to start this and supports the CESR application, they can undertake ATSMs /SITMS.

The successful applicant is expected to work closely alongside the obstetric or gynaecology leadership and governance teams and play an active role in audit, governance and quality improvement within the division. In addition, an obstetric-focused applicant will be expected to participate in multi-disciplinary training programmes such as PROMPT. As a gynaecology-focused applicant, I will have the opportunity to participate in scan and laparoscopy training.



The successful applicant must be able to participate as a senior registrar in the junior doctor's on-call rota and provide support to other junior doctors on the rota. In addition, the successful applicant is anticipated to offer senior obstetric cover for maternity triage.

The division will undertake to support the successful applicant through leadership programmes via the Barts Health Education Academy.

The successful applicant will facilitate multi-disciplinary teaching to junior doctors and midwifery staff, liaise with the Education Team regarding learning from incidents, and participate in multi-disciplinary training programmes such as PROMPT with the Education Lead and lead for fetal monitoring.

Gynaecology-focused post holder will work closely with the clinical lead for the Emergency Gynaecology department and develop their gynaecology leadership and governance skills.

Sessions

An example obstetric job plan is as follows:

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	LW	Ambulatory Obstetrics /maternity triage PROMPT 1:4	Obstetric Scanning / maternal medicine clinic	Rota A	Off/Diabetic clinic
PM	LW	Ambulatory Obstetrics /maternity triage PROMPT 1:4	Obstetric Scanning / Maternal medicine Clinic	Rota A	Senior cover in maternity Triage

An example gynaecology job plan is as follows:



	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Gynaecology Theatres	Gynaecology Governance meeting	Rota A	Maternity triage	Acute Gynaecology
PM	Acute Gynaecology	Admin	Rota A	Maternity triage	Acute Gynaecology

***This job plan may change depending on individual expertise and the department's needs. Rota A is a set of flexible sessions for learning needs requests and the department's clinical needs.**

On call duties

The post-holder will be the senior registrar rota for obstetrics and gynaecology (see rota pattern below). The onsite obstetric consultant covers at The Royal London Hospital from 08:00-2200. There is a separate Gynaecology Consultant on call who is onsite from 08:00 -1700 and off-site 17:00-08:00

On call rota

Senior reg	Mon	Tue	Wed	Thurs	Fri	Sat	Sun
Week 1	Night	Night	Night	Night	Off	Off	Off
Week 2	Off	Off	Off	Off	Off	Off	Off
Week 3	LD	SD	SD	SD	SD	Off	Off
Week 4	SD	LD	Off	SD	Night	Night	Night
Week 5	Off	Off	SD	LD	SD	Off	Off
Week 6	SD	SD	LD	SD	SD	Off	LD
Week 7	SD	SD	SD	Off	LD	Off	Off



The postholder's general duties are to contribute to general obstetrics and gynaecology duties. The post holder is expected to be competent in these areas and able to work in a busy tertiary unit.

Teaching & training

The post holders will benefit from our extensive teaching programme, daily multimodal teaching and many opportunities to participate in simulation training. They will also be expected to contribute to the teaching of junior medical staff and take an active role within the training programme for trainees in obstetrics and gynaecology. The successful applicant will also participate in multi-disciplinary training programmes such as PROMPT with the Education Leads.

Undergraduate & other teaching

The post holder will undertake undergraduate teaching.

Leadership

We seek dynamic individuals with the drive and enthusiasm to achieve service development and transformation as we strive to provide outstanding, cutting-edge care to all women. We commit to providing personalised, safe, positive experiences for all women who use our services. The successful post-holders will be expected to contribute clinically and operationally to this.

Other Matters

The list of duties above is incomplete, and the post-holders may be asked to adjust responsibilities as required by the clinical director. It should be recognised that the job description reflects the core activity of the post at a particular time and that as the department and the individual develop, there will inevitably be changes in the emphasis and duties of the post. If changes to a job become significant, the clinical director, the general manager and the post holder should review the job description formally together.

Performance management and appraisal

All staff are expected to participate in individual performance management processes and reviews.

Personal development and training

Barts Health NHS Trust actively encourages workforce development, and employees must comply with trust mandatory training. *Barts Health's education academy aims*



to support high-quality training for NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.

Health and safety at work

The post holders have a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAIs. All post holders must comply with trust infection screening and immunisation policies and be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe sharps disposal.

All staff must immediately challenge non-compliance with infection, prevention and control policies and feedback through the appropriate line managers if required.

Confidentiality and data protection

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance with the Data Protection Act 1998. For those posts where there is management or supervision of other staff, it is the employee's responsibility to ensure that their staff receive appropriate training (e.g., HISS induction and organising refresher sessions for staff when necessary).

Conflict of interest

The trust is responsible for ensuring that patient service meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staff are not allowed to further their private interests in the course of their NHS duties.

Equality and diversity

The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union



membership. Selection for training and, development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

PERSON SPECIFICATION FOR THE POST

	ESSENTIAL	DESIRABLE
Education	<p>Full GMC registration</p> <p>Complete MRCOG or appropriate qualification</p> <p>Completion of RCOG core ST5 competencies</p> <p>ATSM Advanced LW practice (or eligible to register)</p> <p>ATSM in Acute gynaecology and Early pregnancy (or eligible to register)</p>	<p>Relevant CCT or equivalent (<i>equivalence</i> must be confirmed by PMETB/GMC by date of advisory appointments committee)</p> <p>ATSM in Benign Gynaecology</p>
Clinical Experience	<p>Senior Clinical Fellow working on a senior registrar rota in Obstetrics and Gynaecology</p> <p>>12 months of NHS experience in Obstetrics and Gynaecology</p> <p>Ability to take responsibility for clinical care of patients and operate as a senior registrar in a busy tertiary unit.</p>	<p>Up to date RCOG portfolio or equivalent</p> <p>Log of experience or procedure</p> <p>Obstetric scanning Skills and accreditations Or Intermediate gynaecology scanning skills</p>
Skills	<p>Evidence of participation in audit and quality improvement</p> <p>Experience of teaching and supervising junior medical staff</p>	<p>Formal training in quality and improvement methodology</p> <p>Peer Reviewed publications</p>



	A track record in Quality improvement Experience in Clinical Audit	
Personal	Good interpersonal skills and a caring attitude to patients Commitment to continuing medical education An awareness of their own strengths and weaknesses. Good organisational skills A clear vision of safe maternity culture Commitment to delivering outstanding personalised care ensuring all women have safe positive experiences. Outstanding multidisciplinary teamwork	

For further information, please contact:

Miss Elizabeth Egbase

Consultant Obstetrician and Gynaecologist, Labour Ward Lead
 RCOG College Tutor
 Honorary Clinical Senior Lecturer in Women's Health
 Wolfson Institute of Population Health
 Queen Mary University of London
Elizabeth.egbase@nhs.net

Michael Wong

Consultant Obstetrician and Gynaecologist
 Emergency Gynaecology Clinical Lead
 The Royal London Hospital, Barts Health NHS Trust
Michael.wong3@nhs.net



