



James Paget  
University Hospitals  
NHS Foundation Trust

## Application and Recruitment Pack

**Position:** Consultant Obstetrics and Gynaecology

**Reference:**



**#Proud  
of the  
Paget**

James Paget University Hospitals NHS Foundation Trust, Lowestoft Road,  
Gorleston, Norfolk, NR32 6LA

Hospital Switchboard: 01493 452452  
Medical Staffing: 01493 452677 / 3869 / 2676 / 3415  
[jpaget.nhs.uk](http://jpaget.nhs.uk)

# Welcome from Chief Executive *Jo Segasby*

Dear candidate,

I am delighted that you are interested in joining our Trust, and are taking the time to read this information pack. James Paget University Hospitals NHS Foundation Trust is a rapidly growing Trust with a very bright future, and we take pride in finding the right 'Paget's People' to help deliver the best care for our patients on the east coast of Norfolk.



Our Trust has become a valued and much-loved local institution, serving the communities of Great Yarmouth and Waveney since it fully opened in 1982. Today, we employ over 4000 members of staff, working closely with our hospital partners to deliver innovative and compassionate care.

We cherish our role as a provider of education, working closely with local and international universities Higher Education institutions, and we are committed to 'growing our own' – investing in employing and training people from our community to develop and flourish in a variety of clinical and non-clinical careers.

The James Paget is known internationally for its excellence in research and training, and for the clinical experience we offer to our trainee doctors and healthcare staff. We are a diverse, welcoming hospital, and are committed to offering flexible working arrangements to help develop the skills and experience of our teams.

Our hospital is also on the path towards developing a new hospital over the coming years, working closely with the Department of Health and Care to deliver a modern, innovative health and care campus on our current site as part of the national New Hospital Programme.

We are looking for people that embody our values of caring for our patients, each other and ourselves, underpinned by our Trust behaviours:

- Courtesy and respect
- Attentively kind and helpful
- Responsive communication
- Effective and professional

We welcome your interest, and look forward to receiving your application!

Yours sincerely,



Jo Segasby, Chief Executive

# SECTION 1: PERSON SPECIFICATION

**Job Title: Consultant Obstetrics and Gynaecology**  
**Directorate: Division of Surgery and Women’s and Children’s Services**  
**Reports to: Assistant Medical Director for the Division of Surgery and Women’s & Children’s Services**

		A	I	T	R
Education and Qualifications					
MBBS or Basic Medical Degree	E		✓		
MRCOG or equivalent	E		✓		
Hold a certificate or being within 6 months of completion of training or being on or eligible for the UK Specialist Register at the date of interview.	E		✓		
Full GMC Registration	E		✓		
MD/PhD		D	✓		
Experience & Knowledge					
Ability to provide expert clinical opinion across a wide range of problems within the specialty of General Obstetric and Gynaecology	E		✓	✓	
Ability to exhibit leadership and management skills and participate in developments within the division	E			✓	✓
Willingness to participate in and lead a multi-disciplinary team, balancing department and personal objectives	E				
Advanced laparoscopic surgical skills		D			
RCOG Advanced Labour ward practice ATSM or equivalent	E				
Ability to manage obstetrics and emergency Gynaecology independently	E				
Experience of committee work/project management		D	✓	✓	✓
Participate in the TOP service		D	✓	✓	
Experience in leading preterm prevention one stop clinic		D			
Experience in leading multidisciplinary management of mental disorders in pregnancy.		D			
Experience in conducting service development projects in Obstetrics		D			
Experience in High Risk Pregnancy	E				
Academic Achievements					
Ability to use research outcomes in clinical practice	E		✓	✓	
Familiarity with conducting clinical audit	E		✓	✓	
Knowledge of using evidence base medicine to support decision making	E		✓	✓	
Involvement in research projects and published papers		D	✓	✓	
Other					
Awareness and respect for colleagues, patients and relatives’ dignity, privacy, integrity, cultural and religious beliefs	E			✓	✓
Energy and Enthusiasm and an ability work under pressure	E			✓	✓
Ability to travel to meet the requirements of the post		D	✓		

Assessment Criteria A= Application, I= Interview, T= Test, R= References

SECTION 2:

JOB DESCRIPTION

Title	Consultant in Obstetrics and Gynaecology
Location	James Paget University Hospitals Foundation NHS trust.
New or Replacement Post	Replacement post
Accountable to	Assistant Medical Director of the Division of Surgery and Women’s & Children’s Services
Principle Job Purpose	To provide in conjunction with colleagues Obstetrics and Gynaecology services for the Trust.
Main Duties	<div><div>1. Share with consultant colleagues the Obstetrics and Gynaecology workload.</div><div>2. Out-of-hours responsibilities, including participation in Consultant on-call rota where applicable;</div><div>3. Hold a lead role within an area of Obstetrics in line with clinical governance requirements within the department.</div><div>4. Undertake Gynaecology in an area of special interest to the candidate, if desired and that fits in within the department.</div><div>5. Cover for colleagues’ annual leave and other authorised absences;</div><div>6. Give a consultation and advisory service to medical colleagues in other specialities in the Trust.</div><div>7. Liaise with medical staff in other specialities and participate in the regular clinical meetings and other post-graduate activities of the hospital.</div><div>8. Take part in the Royal College of Obstetrician &amp; Gynaecologists Continuing Professional Development. The Trust will provide study leave expenses in line with national terms and conditions of service.</div><div>9. Play a full part in the teaching and audit activities of the department.</div><div>10. Participate in the trust’s appraisal process and attend mandatory training.</div><div>11. Participate in the Trust’s Clinical Governance processes.</div><div>12. Contribute to management of the service and, in due course, take on roles of responsibilities within the department.</div><div>13. Comply with the outline Consultant work programme (under provisions of Circular HC90/16) and the weekly timetable of fixed commitments (ie: regular scheduled NHS activities in accordance with paragraph 30B of the TCS).</div><div>14. Deploy unallocated, flexible professional time on liaison, emergency work, travel, continuing clinical responsibility, teaching, research, medical audit, inter-disciplinary meetings and continuing professional development.</div><div>15. Academic input is optional but there is the opportunity for developing research. Significant academic contribution will entitle the appointee to apply to be an Honorary Senior Lecturer.</div></div>

<b>Other responsibilities</b>	<p>To remain on the GMC register and revalidated and to undertake yearly appraisals and personal development plans.</p> <p>Subject to the provisions of the Terms and Conditions of Service 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.</p> <p>To observe local and national employment and personnel policies and procedures, and to comply with Regional and Trust Health and Safety policies.</p> <p>To assume responsibility for and facilitate contact from members of staff with delegated duties for personally accountable patient care.</p>
<b>Advertising</b>	<p>We welcome applications from internal and external candidates.</p>
<b>Health and Safety Responsibilities</b>	<p>To ensure that the Trust's Health and Safety Policies are understood and observed and that procedures are followed.</p> <p>To ensure the appropriate use of equipment and facilities and that the working environment is maintained in good order.</p> <p>To take the necessary precautions to safeguard the welfare and safety of yourself, patients, visitors, and staff, in accordance with the Health and Safety at Work Act.</p> <p>To undertake appropriate health and safety training to support safe working practice, including where appropriate, its management.</p> <p>To demonstrate a practical understanding of risk assessment in relation to their areas of responsibility and to ensure safe systems of work are in place.</p> <p>To ensure that all incidents occurring within the department are reported in accordance with Trust procedures, investigated and corrective action taken as necessary and/or reported to senior management and specialist advisers.</p> <p>To ensure that occupational health advice is sought if employees identify health conditions which may affect their ability to carry out their responsibilities safely.</p> <p>To be responsible for ensuring that their staff attend statutory and mandatory training.</p>
<b>Equality and Diversity</b>	<p>All employees are required to follow and implement the Trust's equal opportunities policy and to undergo any training and development activities to ensure that they can carry out their duties and responsibilities in terms of promoting, developing, implementing and reviewing the policy arrangements in the course of their work.</p>



**#Proud of the Paget**

## BUILDING A HEALTHIER FUTURE TOGETHER

### OUR PRIORITIES & AMBITIONS

**CARING FOR OUR PATIENTS**

1. Deliver the best and safest care for our patients
2. Continuously improve patient experience
3. Reduce health inequalities, ensuring equitable access for all
4. Empower patient choice and personal responsibility for health

**COLLABORATING WITH OUR PARTNERS**

1. Collaborate to achieve seamless patient pathways both at place and system level
2. Embrace our role as an anchor institution, working together for the best outcomes
3. Be an effective partner to achieve both our ambitions and our partner's ambitions

**SUPPORTING OUR PEOPLE**

1. Promote an inclusive, fair and safe workplace
2. Develop compassionate and effective leadership
3. Attract, engage, develop and deploy our staff to deliver the best care for our patients
4. Promote well-being opportunities to keep our staff healthy and well

**ENHANCING OUR PERFORMANCE**

1. Make the best use of our physical and financial resources
2. Lead the way towards achieving Net Zero Carbon
3. Future-proof our service for the people we serve
4. Improve services through digital transformation, research and new models of care

**OUR VALUES**

**COLLABORATION**

**ACCOUNTABILITY**

**RESPECT**

**EMPOWERMENT**

**SUPPORT**

**We're Proud of the Paget.**  
We hope you will be too.  
Scan here to read our full strategy.

[www.jpaget.nhs.uk](http://www.jpaget.nhs.uk) [James Paget University Hospital](#) [@JamesPagetNHS](#) [@JamesPagetHospital](#) [James Paget University Hospitals NHS Foundation Trust](#)

## Job Plan

This is for a 10 PA contract. The following provides scheduling details of the fixed clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Clinical lead/Divisional Director with regard to the scheduling of all other activities, including the Supporting Professional Activities. Modifications may be made depending upon the needs of the service, sub specialist interests and to cover periods of leave. The timetable is only indicative. Consultants participate in covering the on-call one week CDS session which at present works out to be 1 in 10 rotas (hot week cover). The consultant responsible for the hot week will not be on duty to cover any other clinical activities or private practice during that week

## On Call Availability

The appointee will provide an out of hour's emergency service (Mon - Fri from 5pm to 9am or weekends Fri 5pm till 9am Mon) on a 1: 10 daytime 1:8 nights shared basis with other Consultants within the department, covering both Obstetrics and Gynaecology and liaising with other specialties as required.

The Hot week and the out of hours on call covers both obstetrics and gynaecology which maintains the required skills to perform emergency gynaecological surgery. We work very closely with our tertiary referral centre in Norfolk and Norwich University Hospitals for the management of complex emergency gynaecological surgery.

Following additional investment in the Obstetrics and Gynaecology service in spring 2023, we are recruiting 3 additional Consultants, which will reduce the frequency of on call commitments once these additional Consultants are in post. We are also implementing 2<sup>nd</sup> Consultant on call, which will require an adjustment in Job Plan content to reflect these changes once they commence.

### PA Activity

Day	Time	Location	Work	Category	PAs
Monday	08:30 13:00		Admin	DCC	1.0
	13:30 17:30		ANC	DCC	1.0
Tuesday	09:00 13:00			SPA	1
	13:30 18:00				
Wednesday	08:15 18:00		Special Interest clinic 1:2	DCC	0.5
	09:00 13:00				
	13:30 17:30		Specialist ANC 1:2 Minor Op 1:2	DCC	1.0
Thursday	08:30 13:00				
	13:30 17:30		GOPC	DCC	1.0
Friday	09:00 13:00		Theatre 1:2	DCC	1.0
	13:00 17:00		Team meetings / education (part of core)	SPA	1
CDS Hot Week Cover 1 in 10 weeks				DCC	1.25
Agreed on-call rota – Prospective/Non Prospective cover for Annual/Study leave (1:8 on call)				DCC	1.0
Obstetrics Lead roll				SPA	0.5
Total PA's (SPA)				10	10

THE DEPARTMENT

The James Paget University Hospitals NHS Foundation Trust is seeking to appoint one permanent Consultants in Obstetrics and Gynaecology with interest in High Risk Pregnancy with special emphasis on mental health problems and care for women at high risk of preterm labour to complement current interests in the department.

The positions provide an excellent opportunity for a suitably qualified specialist to actively contribute to a modern Obstetric & Gynaecological and Gynaecological service within this highly regarded Trust with its wide range of acute and community services, which will afford high professional visibility.

These posts will attract 10 PA’s on the new Consultant contract. These posts will include a hot week (Monday to Friday 0900 to 1700) on the delivery floor every 10 weeks.  
There will be a dedicated part time secretary for each posts. A personal office will be shared with one other consultant.

**The Division**

Obstetrics and Gynaecology is fully integrated in the Division of Surgery and Women’s & Children’s Services at the James Paget University Hospitals NHS Foundation Trust.

Clinical Lead Obstetrics	Dr Vandana Choudhary
Clinical Lead Gynaecology	Dr Jane Preston

The Division has its own secretarial and information support team.

**Bed Complement**

The bed complement of the Division is:

- 20 Obstetric beds
- 5 bedded antenatal day care unit
- 25 Surgical beds for Gynae Inpatients shared with Breast Care and General Surgery
- Access to Day Care Unit for Gynae Day Cases
- 9 SCBU level 1 cots (including 2 equipped ITU cots)
- 16 Paediatric beds
- 10 Surgical paediatric beds
- 6 Adolescent unit beds

**Obstetric and Gynaecology Activity Need up to date activity data**

<b>Deliveries:</b>	1,800 births annually
<b>Gynaecology inpatients:</b>	904 Total inpatients (384 were emergencies, 520 were planned admissions)
<b>Day cases:</b>	1368
<b>Outpatient attendances:</b>	10754 Total attendances ( excludes ward attendees’) (New outpatients 4414, Follow up cases 6340)



## **Obstetric service**

The department of obstetrics provides the care for a population with increased complex socio economic, mental and medical problems. The levels of social and economic deprivation, smoking, increased BMI is considered to be among the highest in England.

Despite these challenges we have an Eden team of midwives who look after the most vulnerable of our patients, many of whom have complex social issues, some including mental health issues which ensures continuity during their pregnancy and postnatal care. We also have a team of Midwives providing Continuity of Carer to specific groups within our Great Yarmouth and Waveney population, which ensures they receive continuity, which is appreciated by our pregnant people.

The majority of our caseload are managed under the traditional model with Community Midwifery support.

The labour ward consists of 7 single en-suite rooms, a dedicated theatre and recovery area and a four-bedded observation bay. A full epidural service is available and there is active anaesthetic involvement in the care of high-risk patients.

We have a modern antenatal clinic, with three ultrasound rooms. We are currently running a multidisciplinary diabetic antenatal clinic on weekly basis, regular preterm prevention one stop clinic and regular mental health problem clinics with multidisciplinary input. MDTs are arranged as and when needed and we have a policy in place for urgent ones.

There is also a plan for the introduction of high-risk pregnancy clinic with the expected expansion of the consultant body. There is also a dedicated anaesthetic clinic for high-risk obstetric cases. High risk maternal medicine cases are discussed at the MDT in conjunction with our tertiary unit the Norfolk and Norwich hospital via video link.

Attached to the antenatal clinic is the Maternity assessment Unit which provide day to day care and monitoring of high risk cases.

All the team members, Midwives, Obstetricians, Obstetric anaesthetists, trainees, sonographers are invited to the departmental governance processes, and Consultant attendance is encouraged.

The CQC report, following the January 2023 Inspection has highlighted issues that we are working through as a department and Trust to improve the governance processes. As a team, we are working hard to return from the present rating of “Inadequate” to our previous rating of “Good” as soon as possible. Part of this is to significantly increase the numbers of consultants appointed with a significant interest in Obstetrics.

The Division has a Midwifery Led Care unit since 2010, as recommended from “Towards the Best, Together” (NHS East of England). 10-15% patients deliver in this midwifery led unit and our home delivery rate is 1%.

## **Special Care Baby Unit – Level 1**

The Special Care Baby Unit is colocated with the delivery floor and contains 9 cots and is able to ventilate two babies, thus providing intermediate level care within the regional neonatal network. It is normal practice to retain babies of >30 weeks for singletons or >32 weeks for twin gestations and over but to generally transfer to Norfolk and Norwich Hospital before this gestation. Triplets generally are referred to the Norfolk and Norwich Hospital for their care. We have easy access to fetal medicine services are located at the Norfolk and Norwich Hospital – we have a twice yearly joined perinatal morbidity meeting with our fetal medicine specialists at NNUH.

## **Gynaecological oncology**

The James Paget University Hospital and Norfolk & Norwich Hospital form jointly a Calman Cancer Centre. Radiotherapy and Oncology services are based at Norwich with outpatient clinics at the James Paget University Hospital. Patients are treated between the two units on agreed protocols and efficient videoconference multi-disciplinary meetings are held on a weekly basis with the Norfolk and Norwich Hospital. Management plans are discussed and authorised at these meetings. Oncological surgery for advanced disease, are referred to the lead oncological surgeon at the Norfolk and Norwich University Hospital surgery for early stage endometrial cancer are carried out at JPUH.

Two full time clinical nurse specialist covers this service and coordinates the care pathways for the patients with our full time PPC (patient pathway co-ordinator).

Chemotherapy can be given at JPUH in the Sandra Chapman Centre. Radiotherapy is only available at the Norfolk and Norwich Hospital.

Two weeks wait clinics are undertaken each week with on-site radiographer support for ultrasound scanning. Outpatient procedure rooms are also available to these clinics on-site.

## **Colposcopy**

Currently clinics are undertaken by three consultants on weekly basis. There are two fully equipped rooms which can run simultaneously; outpatient treatments (LLETZ, diathermy ablation) can be performed in each room. There is a chance for accommodating one trainee colposcopist in each clinic who can work under direct supervision of an accredited colposcopist. Community practice nurses often visit for updates/experience.

The two clinics have recently been equipped with new colposcopes, new monitors and diathermies. A new software (Infoflex) has also been introduced to cover all aspects of the colposcopy service. The colposcopy suite has dedicated recovery rooms

There is a monthly videoconference colposcopy MDTs with the Norfolk and Norwich cellular pathology department to discuss complex cases. We also have regular colposcopy business meetings and operational meetings.

We see about one hundred and fifty colposcopy patients per quarter. And we fulfil all the criteria of KC65 data set which occurs every 3 months.

## **Infertility Unit**

The Infertility Unit is staffed with one consultant obstetrician & gynaecologist with an interest in reproductive medicine, one full time Infertility nurse and a receptionist.

The James Paget unit is Level 2 Infertility Unit

## **Ultrasound Facilities**

Ultrasound facilities are well established both in the ante-natal clinic and gynaecology clinic for both the inpatients and outpatients and provided by a team of trained ultrasonographers. Specialist ultrasound facilities and amniocentesis / CVS are available via referral to Norfolk & Norwich Hospital or tertiary centres in London.

The radiographers give a fabulous service and provide an emergency service on a Sunday morning.

## **Urogynaecology**

Our Urogynaecology service treats a number of issues including urinary incontinence, vaginal prolapse, and recurrent urinary tract infections

There is a weekly Urodynamics session and a monthly nurse led Urodynamics clinic. Urodynamics is performed on new 'Dantec' equipment. There is a monthly video-Cystometry session available.

Accredited Physiotherapists who specialises in Women's Health see about 230 new patients a year. A full variety of physiotherapy tools are available within the trust, including biofeedback.

There is close co-operation with the Trusts Urologist as well as local Nurse Continence Advisers (NCAs). There are also links with Colleagues from the Norfolk & Norwich Hospital and representation on the Norfolk Core Continence Panel.

A monthly multidisciplinary meeting is held where patient management is discussed.

Various surgical modalities are used to treat stress urinary incontinence and prolapse and Botox is available for persistent bladder over activity

## **Paediatric Gynaecology**

There is a dedicated paediatric and Adolescent Gynaecology Service. This has a regular monthly clinic in the paediatric department run to BRITSpag recommendations. There is a play specialist in the clinic and dedicated paediatric nursing staff in attendance in addition. Tertiary referral when required is to Addenbrooke's or UCL in London as required.

## **Day Cases**

Day Cases are admitted to the general Day Case Ward which is a well-equipped new facility with 3 co-located theatres.

## **Gynaecological Surgery**

The theatre suite houses all surgical specialities with a brand new recovery area. There are a total of 56 theatre lists in the 8 week cycle (i.e. 7 per week) dedicated to gynaecology. The laparoscopic surgery equipment is up to date. We have a well-established MDT way of working with other surgical specialities e.g. general surgery and urology allowing more advanced surgery to be undertaken. Good video facilities for laparoscopic and hysteroscopic procedures for minimally invasive hysteroscopic surgery. Both endometrial resection, endometrial ablation facilities are available. All types of hysterectomy including TLH are currently performed.

## **Early Pregnancy Service**

An early pregnancy unit runs 5 days a week staffed by specialist nurses who undertake scanning and work to protocols with all early pregnancy problems. Conservative, medical and surgical options are available to patients. The unit has a lead consultant

## Termination of Pregnancy Services

Termination of pregnancy services include early medical and surgical TOP service. This service is backed by good nursing input. 4 medical clinicians take part in sharing this service for both consultation and surgical management. Medical terminations are undertaken generally now in the patients homes or could be undertaken in the outpatient department where we have individual room space available. Late medical terminations for fetal anomaly or IUD take place on the central delivery suite. Late medical TOPs for clause C are undertaken at the Norfolk and Norwich hospital as they have better overnight facilities for this if required.

## Staffing – Obstetrics & Gynaecology

The staffing of the department includes:

### Consultants

<u>Dr V Choudhary</u>	Consultant Obstetrician and Gynaecologist Maternal Medicine Lead Clinical Lead Obstetrics
<u>Mr N Oligbo</u>	Consultant Obstetrician and Gynaecologist Clinician for Urodynamics & Continence Surgery Lead for Medical School – Module 9
<u>Dr J Preston</u> (Part-time)	Locum (following retirement), Consultant Gynaecologist Temporary Gynaecology Clinical Lead
<u>Mr M Saleh</u>	Consultant Obstetrician and Gynaecologist Interest in Colposcopy
<u>Mr Jude Ifionu</u>	Consultant Obstetrician and Gynaecologist Lead Colposcopy RCOG College Tutor
<u>Ms Reet Johal</u>	Consultant Obstetrician and Gynaecologist Digital Health Lead
<u>Mr Haytham Fardoun</u>	Consultant Obstetrician and Gynaecologist Interest Preterm Labour, Fertility
<u>Dr Abi Derbyshire</u>	Consultant Obstetrician and Gynaecologist Interest Minimally invasive surgery Gynaecology Cancer Lead
<u>Mr Mahmoud Elwerdany</u>	Consultant Obstetrician and Gynaecologist Interest Vulval Disorders Clinic Lead Clinician for EPAU
<u>Mr Alin-Ioan Ciopec</u>	Consultant Obstetrician & Gynaecologist Interest Benign Gynaecology, Office Hysteroscopy and advanced labour ward practice. Lead Clinician for PROMPT/Audits and Guidelines /PMRT and Bereavement
<u>Mr Martino Zacche</u>	Consultant Obstetrician & Gynaecologist Interests, Urogynaecology, pelvic floor disorders, such as pelvic organ prolapse, urinary incontinence, recurrent cystitis and childbirth injuries.

<u>Dr Gabriella Dimitriu</u>	Consultant Obstetrician and Gynaecologist Interest Urogynaecology, Paediatric Gynaecology
<u>Mr Hana</u>	Locum Consultant Obstetrician and Gynaecologist
<u>Dr Sitamani Sahoo</u> (Part-time) <b>Specialty Doctor</b>	Locum Consultant Gynaecologist Interest Infertility Services
<u>Dr Emad Abulmagd</u>	CSPL Lead
<u>Dr Niruthan Thirunavukkarasu</u>	

## **7 Specialist/Specialty Registrars - 3 with an NTN**

## **4 FY 2 Trainees**

## **3 GPSTs**

### **The Emergency Assessment and Discharge Unit (EADU)**

The EADU was opened in 2005 with a view to restructure the way all emergency admissions are managed. The main purpose of the Unit is to improve patient care, reduce unnecessary delays, accelerate decision-making, and enhance early discharge. The unit also helps address the targets of the European Working Time Directive for Junior Doctors and the Hospital at Night programme by enabling cross-specialty and cross-discipline working.

The unit has its own Clinical Support Practitioners, Clinical Support Assistants and Specialist Nurses. Throughout the day there is effective senior presence on the Unit. The EADU is an essential part of the emergency patient's journey.

The EADU currently has 34 beds. It is a joint Medical and Surgical Unit. Surgical patients are the responsibility of the on-call specialist teams. It currently admits patients with General Medical, General Surgical, and Urological presentations. Medical patients are covered by a rota involving the on-call physicians.

The unit has enhanced access to radiological and laboratory investigations. There is a shared (with A&E) blood gas analyser machine within the department. The PACS system is accessible within the EADU enabling the recall of all existing radiological images for any given patient. The EADU utilises an in-house patient tracking system which has a wide range of functions that aid in immediate patient management and data collection including audit. The intranet provides a wide range of guidelines, contact numbers and other useful resources.

### **Hospital at Night**

The James Paget University Hospital operates a 'Hospital at Night' team, the aim of which is to provide a safe and supported framework to optimize patient care and junior doctor supervision. The Hospital at Night team relies on generic working of team members. This means that a team of doctors and nurses will have appropriate skills as a whole to manage most problems arising overnight. Hospital at Night covers six specialties: Medicine, Surgery, Urology, Orthopaedics, ENT and Obstetrics & Gynaecology. There is senior support available for all specialties if required. The EADU takes a central role in the Hospital at Night Programme.

The unit is also a very important area for the teaching, training and assessment of Junior Doctors as well as an important area for the teaching and training of Medical Students and other staff.



## SECTION 3: TRUST INFORMATION

The Trust provides comprehensive acute care for the population of Great Yarmouth, Lowestoft and the South Waveney area and for many visitors to the area. This acute care provided from the James Paget University Hospital site at Gorleston is supported by other community services at the Newberry Centre, Kirkley Rise North Lowestoft and outreach clinics.



The Trust serves a population of approximately 230,000. We are a University Hospital with a medical school, training the next generation of health professionals and developing research.

The James Paget University Hospital is a high performing hospital with a history of strong performance both financially and in terms of achieving national and local targets. There is a close working relationship between staff and management with a strong culture of team working which contributes to a friendly working environment. The Trust has successfully undertaken several national pilots.

The Hospital has a strong reputation for Education and Training. It has a close working relationship with the Norwich Medical School and contributes approximately a third of the medical school's secondary care teaching. There is also an established multidisciplinary research culture within the Trust, with a growing body of applied healthcare research and evaluation.



The Hospital is based in the coastal town of Gorleston between the resorts of Great Yarmouth and Lowestoft. Other coastal resorts such as Southwold, Caister and Hemsby also lie within the Trust's catchment area along with several Broadland villages/towns such as Beccles, Acle and Oulton Broad. The historic city of Norwich is a short journey away. The North Norfolk coast and Southern Suffolk coast are also within easy reach.

There is a good supply of high quality housing at reasonable prices from barn conversions and historic houses to architect designed modern builds. There is a good choice of locations from rural and village to coastal and town. There are many high quality state and private schools from Nursery through to sixth form colleges and the UEA.

The Trust has been selected as one of the sites for a new hospital build by the government, with construction beginning in the next five years.

## SECTION 4 : EDUCATION AND TRAINING

### **Norwich Medical School and University of East Anglia**

This is a joint venture involving the UEA, Norfolk & Norwich University Hospital and James Paget University Hospital NHS Foundation Trust (JPUH), Norfolk Mental Health and General Practitioners in Norfolk and Suffolk.

The first intake of students was in autumn 2002. The James Paget consultants are involved in the development and delivery of the Curriculum and Teaching Programme, with approximately 30% of all secondary care teaching being based at JPUH. In addition a significant proportion of the lectures / seminars / teaching sessions / assessments at the UEA for Medical Students are also delivered by employees of the Trust. The medical school emphasises the importance of innovative teaching methods especially problem-based learning in the education of undergraduates. The appointee will have the opportunity to apply for specific teaching roles in the delivery and development of the undergraduate curriculum and to become a Recognised Teacher in the Medical School. Honorary UEA appointments are awarded to consultants making a significant contribution to MB/BS teaching.

### **Research**

The hospital is part of a Research Consortium in association with the Norfolk & Norwich University Hospital and the University of East Anglia. These links are being enhanced to facilitate collaborative projects and ideas. As a University Hospital, there is a drive to increase research activity. Collaborative partners include The School of Health, University of East Anglia, which has particular expertise in epidemiology and Health economics. A number of consultants in the James Paget University Hospitals NHS Foundation Trust hold honorary Senior Lecturer appointments at the University of East Anglia.

Participation in research is actively encouraged and supported and we are particularly interested in recruiting clinicians with experience of applying for research grants. The JPUH has a Research Support Group, which will give practical advice.

### **Postgraduate Medical Education**

Post Graduate Education is based within the Education and Training Centre at the JPUH. There is also a good medical reference library within the Trust, which is located at the Burrage Centre also situated on the hospital site.

The centre provides a wide and varied programme to support continuing education with the local consultants and visiting specialists participating. There is a GP vocational training scheme and an active teaching programme for junior staff in which most consultants participate. A major expansion of teaching facilities has recently taken place. Consultants from the trust play an active regional role in training trainers.

The weekly training programme includes:

- Grand Round
- Curriculum teaching/clinical presentations for Junior Doctors
- Half-day protected teaching for Foundation Years 1 and 2 trainees.
- Half-day protected teaching for GPSTs
- Speciality education and journal club meetings

Regular MDT/teleconferencing meetings take place linking to regional hospitals.

Clinical Divisions have their own education and audit programmes.

The Trust expects all Consultant Medical Staff to comply with the current guidelines from their professional bodies, GMC, Royal Colleges etc. concerning education and revalidation. Emphasis is placed on training senior staff in teaching and training skills. All new consultants are expected to have attended or be willing to attend a teaching course.

Those intending to develop an interest in Medical Education will be encouraged to obtain a qualification in this field. The Trust recognises that training in adult learning is an important part of undertaking undergraduate training as a partner in the joint venture medical school at UEA.

The appointee will have the opportunity to be involved in the professional supervision and training of junior medical staff and will be invited to a training course to become an Educational Supervisor for Trainees.

### **Education and Training Centre**

This purpose-built centre provides a wide range of state of-the-art teaching facilities and most rooms have built in modern audio-visual presentation facilities. There are seminar rooms and consultation and examination rooms, a spacious entrance area, a coffee lounge along with wet and dry skills rooms and an IT training room.



The centre provides teaching and training facilities for a wide range of staff including Medical Students and BLS/ ILS/ ALS/ ALERT courses. We have plans to build another large space for Innovation in Education in the next few years. We have been conducting laparoscopic surgery course in our wet lab for ST2 to ST5 level trainees for the last 3 years. In addition, we have been conducting non-technical skills for surgeons (NOTSS) courses for the last 3 years running this at least 2 times a year for all trainees across East of England including local faculty development.

### **Study Leave**

Study Leave will be obtainable within the limits of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England & Wales) as amended, subject to the Regional Postgraduate Medical Educational Policy. The current study leave budget is £1,100 (pro rata) per Consultant.

### **Audit/QI**

Audit is an important item within the Trust agenda. The Clinical Audit and Effectiveness Committee oversee the requirement. It is expected that a significant QI project be completed for every revalidation cycle. QI department has been established and actively encourages doctors to participate and guide with quality improvement projects. We have registered and have access to Life QI.

### **Personal Facilities**

The appointee will be provided with personal secretarial support and office accommodation at the James Paget University Hospitals NHS Foundation Trust. The appointee will have a computer or laptop due to moving to more mobile solutions, which will be linked to the hospital intranet with facilities for internet connection and e-mail. Ample car parking is available on site at a very low/no-annual charge compared to other local hospitals and nationally.

### **Personal Development for Consultants**

All new consultant recruits are given the opportunity to review their personal development with their clinical lead/independent management consultant and agree a personal development plan. Although this is very much owned and driven by the individual, the Trust will provide financial support for personal development activities. Each year all consultants are required to undergo an appraisal with either their Assistant Medical Directors or another consultant selected from a list of appraisers to discuss their development and in anticipation of revalidation.

## **Clinical Governance**

The Trust has introduced Clinical Governance under the joint leadership of the Medical and Nurse Directors. It has been at the forefront of the introduction of Risk Management. The Trust was one of the first to achieve CNST Level 2. Recent appointments of Senior Staff to support Clinical Governance emphasise the Trust's commitment and it is expected that all Medical Staff will participate.

## **Working with Colleagues**

The post holder will be expected in the normal run of their duties, and within their contract to cover the occasional brief absence of colleagues and during occasional emergencies and unforeseen circumstances.

## **Improving Working Lives Flexible Career Scheme**

The scheme has been developed to give all doctors, both junior and senior levels, the opportunity to work flexibly e.g. part-time working and career breaks. Further details of this scheme are available from the Medical Staffing Department.

## **Disclosure & Barring Service Forms**

All successful applicants will be required to complete and return a Disclosure & Barring Service form.

If you have not been resident in the UK you will be required to produce a "Certificate of Good Standing" or "Police Check" from an authorised Police Authority from the country of your last residence.

## **Safeguarding Children**

All employees have a duty for safeguarding and promoting the welfare of children. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Staff must also ensure they receive the appropriate level of safeguarding children training depending on their role in the Trust.

## **Infection Control**

Staff working in a clinical environment must ensure that they understand and follow the infection control policies, procedures and best practice applicable within the Trust.

In order to do so they must;

- Observe all infection control policies and practices relevant to the post
- Act as a role model to others regarding infection control best practice
- Ensure that they keep up to date and attend all relevant training relating to infection control issues applicable to their post
- Ensure that patients, visitors and contractors are aware of and follow infection control best practice (where applicable).
- Report non-compliance or concerns regarding infection control issue/best practice to their line manager.

## **Confidentiality**

All employees are required to ensure the confidentiality of all patients, staff and other sensitive, including commercially and financially sensitive, information that is made available to them as part of their duties.

This post is offered under the terms and conditions of service of the new contract.

# SECTION 5: GENERAL CONDITIONS OF APPOINTMENT

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

With the Terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.

<b>Salary:</b>	As per pay circular and pay scale T&Cs for consultants
<b>Pension:</b>	NHS contributory scheme.
<b>Life insurance:</b>	Covered within NHS superannuation scheme.
<b>Holidays:</b>	As per terms and conditions of service schedule 18, paragraph 1.
<b>Notice period:</b>	3 months
<b>Terms:</b>	Post is subject to Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales)
<b>Location:</b>	When on-call for their clinical specialty, the successful candidate will normally be within 15 miles of the main hospital base or 30 minutes travel time unless specific approval is given by the Trust. The post holder is based at the James Paget Hospital but may be required to undertake duties at other locations within the locality.
<b>Medical:</b>	Required to complete Trust's Confidential Occupational Health Services medical questionnaire and undergo medical examination, if necessary. The post holder will require validated identity verification of immunisations for Hepatitis B, HIV and Hepatitis C screen prior to commencing.
<b>Rehabilitation of Offenders:</b>	Exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975.
<b>Equal Opportunities:</b>	James Paget University Hospitals NHS Foundation Trust is committed to the promotion thereof, on the basis of opportunity and advancement correlating with ability, qualification and fitness for work.



<b>Expenses:</b>	Reimbursed interview travel and subsistence expenses limited to two preliminary site visits (where appropriate from the point of entry to the U.K.)
<b>Registration:</b>	Required to have and maintain full registration and be on the GMC Specialist Register. To comply with requirements for revalidation and CPD as laid down by the General Medical Council, colleges and similar bodies. Required to conform to GMC guidelines for Good Medical Practice. Membership of a Medical Insurance Society is strongly recommended.
<b>Relocation package:</b>	<p>Comprehensive package (substantive posts only). Please note relocation expenses are considered to be a taxable benefit by Inland Revenue and you are liable to pay any tax that is due. The claim should only be used for appropriate expenses i.e. stamp duty, removal firm fees, solicitor, storage and is payable on submission of receipts.</p> <p>Modern onsite single accommodation may be available, if required. However, if married accommodation is required you will need to seek this yourself in the private sector</p>

## SECTION 6: APPLICATION INFORMATION

If you have any queries regarding applying online please contact the Medical Staffing Team.

Telephone: 01493 453667

Applicants who require further information about the post and/or who wish to make an informal visit are invited in the first instance to contact:

Name: Dr Jane Preston

Email: jane.preston@jpaget.nhs.uk

For further information about the Trust please log onto our website [www.jpaget.nhs.uk](http://www.jpaget.nhs.uk)

### Advertising

The post will be advertised to the Trust's public membership through a range of routes, including the external Trust website, Trac, NHS Jobs and the BMJ.

Successful applicants will be notified by

### Applications

The preferred method of application is through Trac/NHS jobs.

#### Applications should include:

A completed online application form via Trac, with education and professional qualifications, and full employment history. It is also helpful to have daytime and evening telephone contact numbers and e-mail addresses, which will be used with discretion. The details should include names and contact details of three referees. References will not be taken without applicant permission and must include the direct line manager.

All candidates are also requested to complete an Equal Opportunities Monitoring Form which will be available upon submission of your online application. This will assist us in monitoring our selection decisions to assess whether equality of opportunity is being achieved.

The successful applicant will be subject to Occupational Health and, Disclosure and Barring Service checks.

- Whether the person has been convicted in the UK of any offence or been convicted elsewhere of any offence which if committed in any part of the UK would constitute an offence; and
- Whether a person has been erased, removed, or struck off a register maintained by a regulator of a health or social work professional body.

For further information about the Trust please see our website at [www.jpaget.nhs.uk](http://www.jpaget.nhs.uk)

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