SUB-SPECIALTY TRAINING PROGRAMME IN MATERNAL AND FETAL MEDICINE IN WESSEX DEANERY

This is a 2-3 year training programme in Maternal and Fetal Medicine starting at ST6/7 aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to lead to subspecialty accreditation in maternal and fetal medicine and support training for a CCT in Obstetrics and Gynaecology. Details of essential competences and qualifications are to be found on the RCOG website under “Application to subspecialty training”.

The programme is based at the Princess Anne Hospital in Southampton, within the Wessex deanery.

Trust Generic/Specialty Information

Wessex Fetal and Maternal Medicine Unit

The Wessex Fetal and Maternal Medicine Unit, based in the Princess Anne, began operating in February 1996 and acts as a regional centre for the management of women with complex pregnancies. The unit was recognised for subspecialty training in Maternal and Fetal Medicine in September 1997 under the directorship of Mr David Howe. Referrals are received both for the management of fetal anomalies and for management of women with medical conditions that may affect or be affected by their pregnancies. High risk antenatal clinics are run for the management of women with medical conditions, and antenatal diagnostic services are provided by these consultants. Approximately 1000 women are seen annually for diagnostic ultrasound or invasive procedures and the unit offers a full range of intrauterine therapies. There are regular joint lists with paediatric cardiologists for fetal cardiac diagnosis. The service is supported by three specialist nurses/midwives who help in the organisation of the unit and in counselling of parents. We have close working relationships with other regional services based in the Southampton General or Princess Anne Hospitals, including Neonatology, Paediatric Surgery and Cardiology and Clinical Genetics. The regional Cytogenetics laboratory is located in Salisbury.
The Princess Anne Hospital

The Princess Anne Hospital comprises 80 maternity beds and 22 gynaecology beds. There are 16 delivery rooms and two high dependency rooms, two recovery rooms and a four-bedded induction area, four operating theatres and approximately 6000 deliveries a year. The Neonatal Intensive Care Unit provides a tertiary service and has recently expanded to include 36 cots. The sub-specialties of Fetal Medicine, Reproductive Medicine, Urogynaecology and Gynaecological Oncology are represented within the hospital and there is an active Day Surgical Unit. There is a Colposcopy Suite, and facilities for outpatient hysteroscopy and urodynamics. The ultrasound department is located within the hospital and performs about 18000 scans per year. The Day Obstetric Unit is based within the delivery suite area to facilitate team working.

The Princess Anne also houses the University Department of Obstetrics and Gynaecology and the School of Midwifery. The hospital is adjacent to, but separate from, the main General Hospital complex.

Staff

The Department of Obstetrics and Gynaecology contains the following staff:

Consultant Staff
19 Consultants
1 Consultant Nurse in Prenatal Diagnosis and Family Support
3 Consultant Midwives
1 Consultant Physiotherapist in Urodynamics

Junior Staff
This post will be in addition to thirteen other Speciality Trainees and two senior special interest Trust fellows, who all contribute to the on-call middle grade rota. There is a separate senior and junior registrar rota and the post holder will normally participate in the senior tier. There are nine SHO equivalents (O&G ST1/2s, F2s and GP ST1/2s) as well as 3F1s who work solely in gynaecology.
Health Education Wessex

Health Education Wessex is a relatively small deanery with a defined geographical area which does lead to there being a single unit of application. The Health Education Wessex covers a geographical area from Basingstoke in North Hampshire to Dorchester in West Dorset and the Isle of Wight to the South. This is a spread of approximately 65 miles North to South and 76 miles East to West. The Wessex Deanery serves a population of around 2.8 million people.

Health Education Wessex is part of the Wessex and Thames Valley Local Education Training Board which works locally on behalf of Health Education England. In addition, Health Education Wessex provides training programmes within Hampshire, Dorset and South Wiltshire under a formal agreement with the Health Education England. Health Education Wessex is responsible for the training of some 2,500 trainees.

Study and Training

Health Education Wessex is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training. Study leave is granted in accordance with Deanery/Trust policy and are subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties:

1. Assist in the management of women referred to the Fetal and Maternal Medicine Unit, and be involved in receiving tertiary referrals and referrals from local GPs.
2. Assist with antenatal diagnostic tests and with clinical matters arising from ultrasound
3. Help to maintain close links with related services including Anaesthetics, Radiology; Neonatal Medicine; Paediatric Surgery, Cardiology, Neurology and Nephrology; Pathology and Genetics.

4. Supervise, monitor and assist the junior medical staff in the day-to-day management of in-patients.

5. Liaise between nurses, junior medical staff, patients, relatives and senior medical staff.

6. Attend and participate in ward rounds as timetabled.

7. Attend antenatal clinics and day assessment unit.

8. Take part in rostered emergency work including delivery suite and gynaecology on call.

9. Involvement in the administration of the department such as dictating discharge summaries, helping to develop protocols, write patient information sheets, attend business meetings and audit activity and clinical outcomes.

10. Maintain statutory and mandatory training and continued professional development.

11. Undertake audit within the department.

12. The trainee will be required to be actively involved in the training of medical students, sonographers and midwifery students as well as other trainees in Obstetrics and Gynaecology. There is a specific duty to organise the weekly Fetal Medicine meetings.

13. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.

14. Attend induction in each hospital or new department

15. Comply with all local policies including dress code, annual and study leave

Curriculum


- Work-based assessments required throughout training to assess competencies.
The subspecialty trainee will take part in a structured programme to develop his/her skills during the attachment. During this time he/she will work with each of the consultants involved in the Fetal and Maternal Medicine unit and the programme will also allow for temporary attachments to other specialities to develop a better understanding of the interactions with them. The training programme will be modified to take account of existing skills or to develop particular areas of interest. The trainee will be assessed annually by the subspecialty committee of the RCOG who may also suggest modifications of the training programme in the light of his/her progress during the year. It is important that the trainee is demonstrating an appropriate aptitude in the subspecialty and progression in order to continue with training at the first annual review.

For candidates who have already completed the necessary research requirements the programme would normally be two years. Candidates who are not research exempt according to subspecialty training requirements would need to complete a three year training programme to include integrated research time. Research would be supervised by Mr Howe.

Although the end of ST5 is the earliest stage at which a sub-specialty programme can be commenced, candidates need to have achieved appropriate general skills towards their CCT to be able to apply for this at the end of the programme, and it is expected that most trainees will need to have completed four years of higher specialist training before appointment. Progression into the second year will depend on satisfactory review or progress by the RCOG assessors.

**Teaching**

- Extensive local teaching programme available at Princess Anne Hospital.
- Regional teaching programme first Friday of the month rotating between units. 3 year rolling programme to include mandatory courses within core curriculum.
Main Conditions of Service
The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

Hours
The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours must not exceed 56 hours in a week (New Deal Contract requirements) across all their employments and any locum work they do.

Pay
You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time. The payscales are reviewed annually. Current rates of pay may be viewed at

http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx
Pay supplement
Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current payscales may be viewed at: http://www.nhsemployers.org/ . The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

Pension
You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

Annual leave
Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.

The TCS may be viewed at http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx

Sick pay
Entitlements are outlined in paragraphs 225-240 of the TCS.

Notice
You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.
Study leave
The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

Travel expenses
The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

Subsistence expenses
The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.

Relocation expenses
The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPRReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx
You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on www.wessexdeanery.nhs.uk

Pre-employment checks
All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at http://www.nhsemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx

Professional registration
It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.
Health and safety
All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

Disciplinary and grievance procedures
The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

Educational supervisor
The employer will confirm your supervisor on commencement.

General information
The Deanery’s management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at www.wessexdeanery.nhs.uk and in the national ‘Gold guide’ to Specialty Training at http://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx