SUB-SPECIALTY TRAINING PROGRAMME IN REPRODUCTIVE MEDICINE AND SURGERY IN HEALTH EDUCATION ENGLAND

This new post is designed to offer comprehensive training at Specialist Registrar level in Reproductive Medicine and Surgery and should qualify a candidate for a consultant appointment in the subspecialty. The post will prepare the successful candidate to take responsibility for supervision of all aspects of subfertility care in a tertiary referral unit and will involve teaching and research. Candidates who have previous research experience in Reproductive Medicine and Surgery may apply to the Royal College of Obstetricians and Gynaecologists Subspecialty Board for exemption from this year. Nevertheless, a continuing commitment to clinical and all laboratory-based research will be expected and actively encouraged. Should the successful candidate undertake a research project, a commitment to a MD thesis would be expected.

The trainee will gain experience in Reproductive Medicine and Surgery, spending all their training predominately in Complete Fertility Centre, Princess Anne Hospital, Southampton, part of the University of Southampton NHS Foundation Trust.

The post will, however, be trainee centred and as flexible as is practical to all, offering the trainee the opportunity to comply fully with the RCOG syllabus in order to be a Subspecialist in Reproductive Medicine and Surgery.
Study and Training

The primary aim of the post is to achieve all the training and competencies required as stated in the Royal College of Obstetrics and Gynaecology Reproductive Medicine and Surgery curriculum and training documents.

Standards of education have been agreed by all Trusts within the rotation. The Deanery 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.

The training programme is 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 there will be minor variations in different departments nonetheless, the below list is aimed at covering the majority of duties:

1. Supervise, monitor and assist the foundation doctors and junior specialty trainees in the day-to-day management of in-patients in posts.
2. Liaise between nurses, junior doctors, patients, relatives and senior medical staff. Attend relevant clinical multi-professional meetings.
3. Assess patients in the wards, attend and participate in ward rounds and
   handovers as timetabled.
4. Attend outpatient clinics, ACU sessions and related procedures.
5. Take part in rostered emergency work both in and out of hours according to
   the local department requirements.
6. Attend gynaecology theatre lists to gain relevant subspecialty competences.
7. Dictate discharge summaries.
8. Maintain continued professional development.
9. Attend relevant local and regional educational and multidisciplinary sessions.
10. Undertake audit, write guidelines and contribute to service and quality
    improvement projects during rotation.
11. Teach medical students, nurses and junior doctors as directed.
12. Co-operate with members of the personnel department when monitoring
    hours of work and other personnel issues.
13. Attend induction in each hospital or new department.
14. Comply with all local policies including dress code, annual and study leave.

SOUTHAMPTON UNIVERSITY HOSPITALS NHS TRUST

The Princess Anne Hospital
The Princess Anne Hospital has been designed and equipped to enable staff to
provide the most up-to-date treatment possible in pleasant surroundings. The
hospital, which opened in March of 1981, comprises 80 maternity beds and 22
gynaecology beds. There are 16 delivery rooms, 4 operating theatres and a 36 cot
tertiary level Neonatal Unit, including intensive care facilities. There are
approximately 6,000 deliveries a year. The sub-specialties of Gynaecological
Oncology, Fetal Medicine, Urogynaecology and Reproductive Medicine are
represented within the hospital and there is a very active Day Surgical Unit. There is a Colposcopy Suite, facilities for out-patient hysteroscopy and urodynamics. A full ultrasound department is located within the hospital. The Princess Anne Hospital 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.

**Staffing of the Department**

- 19 Consultants

**Junior Staff**

This post will be in addition to thirteen other Specialty 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 gynecology.

**The Complete Fertility Centre**

The Complete Fertility Centre was opened in 2011 and is situated in the Princess Anne Hospital, which is part of the General Hospital complex. It is based on Level G on the hospital and is fully self-contained. All ACU procedures take place here. The gynaecology operating theatre, ultrasound department, emergency gynaecology department and outpatients are all located within the Princess Anne Hospital. The outpatient services for the endocrine department, paediatric department and pathology services are located in the main hospital immediately adjacent to Princess Anne Hospital.
Training and Duties of Post
The breadth of training can be assessed by reference to the provisional weekly work programme. Training and clinical commitments inevitably merge. The extent of training will depend on the needs of the trainees in these disciplines, but it has been agreed that a significant amount of hands on experience will be provided.

Teaching and Education
The trainee will be involved in undergraduate teaching of Southampton medical students and in service training and supervision of more junior STs, Foundation doctors and nursing staff. Participation and contribution to the rolling Regional deanery education sessions, particularly in respect of reproductive medicine and surgery, is expected.

Research Audit and Trials
Trainees will be encouraged to pursue a research interest; even if the requirement for the training programme has already been met. The Centre expects increasing clinical trial activity on a Regional, National and International basis.

Visiting
Interested candidates who may wish to discuss the programme can do so by calling Professor Nick Macklon or Mr Nick Brook on telephone number; 023 8120 6033
Provisional Weekly Timetable

The trainee is expected to undertake a daily ward round at 0800

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<thead>
<tr>
<th>Session</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Weekend</th>
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<tbody>
<tr>
<td>AM</td>
<td>IVF Unit TVOR and ET</td>
<td>Theatres YCC 1:2</td>
<td>IVF Unit TVOT and ET</td>
<td>Syllabus session</td>
<td>IVF Unit TVOR and ET</td>
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<tr>
<td>Lunchtime</td>
<td>MDT and Operations Meeting</td>
<td>MDT and Unit Meeting/Journal club</td>
<td>MDT and Clinical Meeting</td>
<td>MDT and Quality Management meeting</td>
<td>MDT</td>
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<tr>
<td>PM</td>
<td>Syllabus session</td>
<td>Theatres YCC 1:2</td>
<td>Syllabus session</td>
<td>Outpatient Fertility Clinic</td>
<td>Theatres NB 1:4</td>
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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 Human Resources 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.

[http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx](http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx)

**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 pay scales are reviewed annually. Current rates of pay may be viewed at:

[http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx](http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx)

Part-time posts will be paid pro-rata.
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 pay scales 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/JuniorDoctorsDentistsGPR/reg/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/JuniorDoctorsDentistsGPReg/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:
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
Professor Nick Macklon, Princess Anne Hospital, Southampton

General information
Health Education Wessex’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://specialtytraining.hee.nhs.uk/news/the-gold-guide/