

SHAPE YOUR STORY

Recruitment Information Pack



**GP with a Special Interest in Women's Health
0.8WTE (Fixed Term Contract until 31/3/27), with
possibility of job sharing)**





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



1. About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew’s, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew’s in the City, London’s oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children’s hospitals in the UK, a major dental hospital, and leading stroke and renal units.

The Women’s Health Hub

The Women’s Health Hub in Tower Hamlets has been developed collaboratively by Primary Care, Sexual and Reproductive Health and Gynaecology. A pilot in 2023/24 has been widely viewed as a success in improving management of women’s health, gaining significant local and national attention. Barts Health has committed to maintain the model until 31/3/2027.

The model involves the triage of all GP gynaecology referrals, and virtual and face to face clinics for those women appropriate to be seen in the Hub clinics, which run 3 days per week. The hub clinics are staffed by GPs, SRH doctors, gynaecologists, a women’s health physiotherapist and social prescriber, with plan to further expand the MDT. Work is ongoing to develop patient facing information and it is anticipated that self-referral will become possible in due course.

2. Job Particulars

Job Title	GP with a Special Interest in Women’s Health 0.8WTE
Duration	Fixed Term Contract until 31/3/2027
Location	Mile End Hospital, with the option of some remote working (Advice & Triage / virtual



	clinics)
Reports to	Dr Ishi Bains / Dr Janet Barter / Dr Rehan Khan (Women's Health Hub clinical leads)
Responsible to	Dr Malik Ramadhan

3. Job Summary

The advertised post is for a GP with a Special Interest in Women's Health based at Sylvia Pankhurst Centre at Mile End Hospital at Barts Health NHS Trust. This is a 0.8WTE role, but the service is open to the role being shared among multiple GPs.

4. Main duties and responsibilities

a. Responsibilities of the post

- The post holder will deliver women's health clinics including, for example, management of menstrual disorders, contraception counseling, menopause care, procedures (including IUD insertions, difficult smears, polypectomies and pessary fittings) and sexual health. The post holder may both receive and provide the necessary supervision and training in conjunction with other clinical staff working in the clinic.
- The post holder will assess referrals to the Women's Health Hub Single Point of Access, provide advice to primary care referrers and triage to appropriate women's health service in collaboration with Women's Health Hub colleagues, including gynaecologists, SRH consultants and the physiotherapist.
- The post holder will support delivery of women's health care as part of the Women's Health Hub team and the wider Tower Hamlets system. This may include mentorship for other staff or GPs in training based at the hub and leading or contributing to quality improvement projects.

b. General Responsibilities

- To provide evidence-based care.
- To have regard at all times to the clinical and quality standards set out within Trust guidelines.
- To liaise effectively and on a timely basis with colleagues within the department, other clinical specialties within the Trust particularly gynaecology, General Practitioners, community services, and all healthcare agencies.
- To maintain and promote team and multi-disciplinary work, working closely and regularly with the consultant medical staff.
- To provide cover for annual and study leave colleagues so far as is practicable,
- Continuing responsibility for the care of patients in his/her charge, including all administrative duties associated with patient care.

c. Management and administration



- To use the clinic IT systems effectively.
- To regularly check personal trust email account and respond in a timely manner to emails.
- To adhere to all procedures and protocols and update them as and when necessary, through a consultative process.
- To ensure the smooth running of the service during the day.

d. Clinical Governance & Management

- The post holder is expected to support the clinical leads in the participation of the Trust's clinical effectiveness activities, and encourage and foster improvements in the quality and standards of clinical services and support for judicial processes.
- The post holder is expected to fulfil the statutory requirements in relation to adult and child safeguarding procedures.

e. Accountability

- The appointee will be clinically accountable to the Clinical Leads and managerially accountable to the Trust and the Chief Executive, through the Service Clinical Director.

f. Annual Leave and Study Leave

- To ensure the efficient running of the service, the post holder must make sure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences or annual leave.
- Annual leave and study leave must be booked a minimum of 6 weeks in advance.
- Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Clinical Director / General Manager.

g. Other Aspects of the Post / Additional Information

- The post holder will be mainly based at the Sylvia Pankhurst Centre at Mile End Hospital. The above is an outline only. It is not exhaustive and may be altered from time to time in accordance with the needs of the service. The post holder will be required to be cooperative and flexible in accordance with the needs of the service.
- Consideration will be given to any special interests developed by the post holder.



Proposed Timetable

The table below shows an indicative timetable, which is subject to negotiation with the post holder and dependent on the needs of the service. The Women's Health Hub is also open to the post being shared among multiple GPs with a Special Interest.

Detailed weekly timetable of activities					
Day	Time	Location	Description of work	Category of work	No of PAs
Monday	9-13				
	13-17	Mile End (or remote)	Single Point of Access (advice & triage)	DCC	1
Tuesday	9-13	Mile End	Single Point of Access (advice & triage) / checking & responding to results	DCC	1
	13-17	Mile End	Admin / Service Development	SPA	1
Wednesday	9-13	Mile End	Women's Health Hub Clinic	DCC	1
	13-17	Mile End (or remote)	Women's Health Hub Clinic (including remote clinics)	DCC	1
Thursday	9-13	Mile End	Single Point of Access (advice & triage)	DCC	1
	13-17	Mile End	Admin / Service Development	SPA	1
Friday	9-13	Mile End	Women's Health Hub Clinic	DCC	1
	13-17				
Saturday	9-17		N/A		
Emergency On-call work			N/A		



Salary and Conditions of Service

- The post is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales), to the General Whitley Council Conditions of Service and also to the National Health Service Pension Regulations.
- Due to the nature of the work in this post, it is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions, including those which, for other purposes are “spent”, under the provisions of the Act, and are required to disclose convictions including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.
- The post holder will be required to complete the necessary documentation to enable police security checks (DBS).
- In accordance with the Health and Safety at Work Act 1974, the post holder must be aware of local safety policies and to report all accidents, untoward occurrences and complaints as required by these policies.
- The post holder must at all times carry out responsibilities and duties with due regard to Barts Health NHS Trust’s Equal Opportunities and other Policies.
- Salary will be according to the current national agreed salary for your scale and will be detailed in your contract of employment.
- The post holder will normally be required to live within 1 hour travelling time of the Trust.



5. Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE	How assessed
<p><u>Qualification/Training</u></p> <p>a) What professional qualifications are needed (including part qualifications)?</p> <p>b) What general professional training is needed?</p> <p>c) Are other specific attainments required?</p>	<p>MChB or equivalent</p> <p>LoC intrauterine Techniques (FSRH)</p>	<p>Postgraduate teaching qualification</p> <p>DRCOG/MRCOG or Equivalent or MFSRH or Equivalent</p> <p>Additional certifications related to menopause care or vulval health, such as the British Menopause Society certificate.</p>	<p>Documentation /References</p>
<p><u>Previous Experience</u></p> <p>a) What work experience is needed?</p> <p>b) What length of experience is needed?</p> <p>c) What level of responsibility should be shown now?</p>	<p>Experience in women's health /gynaecology</p> <p>Experience of general practice</p> <p>No particular length or level of experience is required but the ability to demonstrate particular skills or experience in the field of women's reproductive health is a prerequisite</p> <p>Ability to take independent decisions on case management</p>	<p>Ability to work under pressure</p> <p>Experience of performing minor gynaecological procedures</p> <p>Prior involvement in setting up or running specialised clinics (e.g., menopause or menstrual disorders clinics).</p> <p>Experience of working in Tower Hamlets primary care / women's health</p>	<p>Documentation / References</p> <p>Interview</p>
<p><u>Skills and Knowledge</u></p> <p>What special skills or knowledge does the post holder require e.g.</p> <p>a) Leadership skills</p> <p>b) Organisational skills</p> <p>c) Communication skills</p>	<p>Ability to take decisions in a busy clinic and at times under pressure</p> <p>Knowledge of Clinical Governance and safeguarding</p> <p>IT skills</p> <p>Ability to organise own work.</p>	<p>Patient-centred communication, particularly for sensitive topics like sexual health and domestic violence</p> <p>One to one and small group clinical teaching</p> <p>Developing teaching programmes</p>	<p>Documentation / References/</p> <p>Interview</p>