



## RCPSG Flexible Working Network

Below are details of Fellows and Members of the College who have experience of training and working flexibly and less than full time. They are happy to share their experiences with you and we would be happy to put you in contact with them.

Some members have given permission for their contact email address to be displayed. If there is no email address available below, please contact Lynsey McNaught ([lynsey.mcnaught@rcpsg.ac.uk](mailto:lynsey.mcnaught@rcpsg.ac.uk)) or call 0044 (0) 141 227 3216 with your query in the first instance and we will provide contact details for the network.

### Medical

<b>Name:</b>	Dr Linda Buchanan
<b>Position/Specialty:</b>	Consultant Physician - General Medicine with Diabetes and Endocrinology
<b>Location:</b>	NHS Forth Valley, Scotland
<b>Biography:</b>	<p>Trained as an old style registrar full time 1988-1990. I worked as a staff grade for 4 years 1992-1996. I then became a part time senior registrar for 4 years 1996-2000.</p> <p>I obtained my CCST in 2000 and was initially appointed as a part time Consultant the same year, working 7 sessions under the old contract. When the new consultant contract was introduced I took on 10 sessions and I now work 11 sessions.</p>

<b>Name:</b>	Dr Carolyn Datta
<b>Position/Specialty:</b>	SpR - Palliative Medicine
<b>Location:</b>	West of Scotland Region
<b>Biography:</b>	<p>I graduated from Glasgow University in 2000 and gained my MRCP (UK) a few years later. After some voluntary work abroad I decided to specialise in Palliative Medicine.</p> <p>I began my SpR training in 2006. After completing approximately 17 months I went off on maternity leave and returned to my training on a flexible basis. I now work 0.6 whole time equivalent and this has been working generally very well and I have been well supported by colleagues during this time.</p> <p>My working days are Mon-Wed which means I have the other half of the week to be at home with my child.</p>

<b>Name:</b>	Dr Jane Duffty
<b>Position/Specialty:</b>	SpR - General Anaesthesia
<b>Location:</b>	Gartnavel General, Glasgow/West of Scotland
<b>Biography:</b>	<p>I am a year 4 Anaesthetic SpR with 13 months full time equivalent training to do. I work 6 sessions a week, Wednesday, Thursday and Friday and do 60% on-call.</p> <p>I started working part time in January 2007, after the birth of my first son, when I was in year 3. I am currently on maternity leave having had twins 3 months ago.</p> <p>I graduated in 1997 and after my house jobs did a medical rotation in Stirling. I then did an anaesthetic SHO job in Stirling before moving to Gartnavel in 2002.</p> <p>I am a West of Scotland trainee, based in Gartnavel General where I have always gained a great deal of support from the Anaesthetic Department.</p>

<b>Name:</b>	Dr Ruth Gillespie
<b>Position/Specialty:</b>	Consultant Gastroenterologist
<b>Location:</b>	Glasgow Royal Infirmary, Scotland
<b>Email:</b>	<a href="mailto:Ruth.Gillespie@ggc.scot.nhs.uk">Ruth.Gillespie@ggc.scot.nhs.uk</a>
<b>Biography:</b>	I trained in Edinburgh and did the first half full-time. After having kids I was able to train part-time at 60% full-time. I was lucky to unofficially "job-share" with another part-time colleague which allowed us to fit into the clinical team quite easily. However, there are issues regarding communication/continuity etc. Since finishing my training I have been working as a part-time consultant since 2004.

<b>Name:</b>	Mr Stuart N. Lloyd
<b>Position/Specialty:</b>	Consultant – Urology
<b>Location:</b>	Leeds, England
<b>Biography:</b>	Flexible annualised contract of 6 plus 2 plus 1 dcc for pp work. Only work over 37 weeks to allow me time to run golf events and holiday business.

<b>Name:</b>	Dr Margaret McMillan
<b>Position/Specialty:</b>	Consultant - Nephrologist
<b>Location:</b>	Glasgow, Scotland
<b>Biography:</b>	I trained mainly in Glasgow and have been a consultant since 1990. I trained fulltime (or I'm sure I wouldn't have made it to consultant!) but then dropped a couple of sessions when, as a consultant, I had a child. My experience is that successful flexible working is entirely down to supportive, flexible colleagues and reliable childcare.

<b>Name:</b>	Dr Tricia Moylan
<b>Position/Specialty:</b>	Consultant Physician - Geriatric Medicine
<b>Location:</b>	Gartnavel General Hospital, Glasgow
<b>Email:</b>	<a href="mailto:Tricia.Moylan@ggc.scot.nhs.uk">Tricia.Moylan@ggc.scot.nhs.uk</a>
<b>Biography:</b>	I trained full time as an SpR in Geriatric and General Medicine and was appointed to my first Consultant post at Monklands Hospital in 2003. I initially worked full time but after the birth of my first child in 2004 I returned to work part time (3 days per week). I had another child in 2007 and on returning to work took up a new post at Gartnavel General Hospital in 2008. I have continued to work 3 days per week and I am about to increase to 4 days per week. Overall working part-time has been a positive experience for me.

<b>Name:</b>	Dr Janice Murtagh
<b>Position/Specialty:</b>	SpR - Geriatric Medicine (dual accrediting in General Medicine
<b>Location:</b>	West of Scotland
<b>Email:</b>	<a href="mailto:Janice.Murtagh@ggc.scot.nhs.uk">Janice.Murtagh@ggc.scot.nhs.uk</a>
<b>Biography:</b>	I trained full-time through my JHO/SHO/SHOIII jobs and for the first year of my SpR training. I then had my son and returned after Maternity Leave as a flexible trainee, working at 80%. I will continue at this level for the foreseeable future.

<b>Name:</b>	Dr Maire O'Riordan
<b>Position/Specialty:</b>	Consultant - Palliative Medicine
<b>Location:</b>	ACCORD Hospice, Paisley, Scotland
<b>Biography:</b>	Currently working 7 sessions per week and on call. Trained flexibly in West of Scotland training scheme, CCST 2007. Part time General Practitioner for six years before retraining. Reason for flexible working- 4 children.

<b>Name:</b>	Dr Ian Reeves
<b>Position/Specialty:</b>	Consultant – Care of the Elderly
<b>Location:</b>	Glasgow, Scotland
<b>Biography:</b>	<p>I started as full time Consultant in 2003, reducing to a 3 day working week in 2007 after the birth of children. My wife is also a physician and works flexibly.</p> <p>My acute work is all concentrated to the front end of the week, so I am on call usually every Monday or Tuesday.</p> <p>The biggest problem I find is that many CPD meetings are on a Thursday/Friday, which I obviously cannot do, and I've ended up going to meeting that are on a Monday, Tuesday or Wednesday just to get some CPD, rather than having chosen them specifically.</p>

<b>Name:</b>	Dr Gillian Roberts
<b>Position/Specialty:</b>	SpR - Rheumatology/G(i)M
<b>Location:</b>	West of Scotland
<b>Biography:</b>	<p>I worked full time as a medical SHO (medical rotation at Western Infirmary) and then SHO3 in Rheumatology. I became a SpR in Rheum/Medicine in 2002 and initially started full time.</p> <p>After 2 years and 3 months I went on maternity leave for 6 months and returned to work at 60%FT. I returned to the same department. The training and service aspects of the post were discussed in detail prior to starting. I had a second period of maternity leave the following year and again returned at 60% FT.</p> <p>I am still a flexible trainee at 60% FT. I am due to obtain my CCT on 1/2/10.</p> <p>Flexible training/maternity leave has added 3.5 years to my total training period.</p> <p>As a flexible trainee I have worked at Glasgow Royal Infirmary, Gartnavel General Hospital, Southern General Hospital and Stobhill Hospital. For the majority of the time I have "slot shared" with another flexible trainee but there have been other aspects where I have been in a post where previously a full time trainee would have been in post.</p> <p>I have had a very good experience as a flexible trainee - the application process was straightforward, the pay structure is clear.</p> <p>The departments I have worked in have been very accepting and ensured that my training requirements were met. I have to be a flexible as possible with the days I work when starting in a new department to ensure both service commitment and my training objectives.</p> <p>It is not always possible to have study leave/training days that match your working pattern so it is necessary to occasionally extend your hours from time to time to accommodate this as certain educational meetings are vital to professional development. However I not been put under pressure for any additional activities.</p> <p>I would recommend flexible training to anyone who wishes to combine (as in my case) a young family with a medical career. Clearly it significantly lengthens the period of training -3.5 years in my case but can be significantly longer than this.</p>

<b>Name:</b>	Dr Hazel Scott
<b>Position/Specialty:</b>	Consultant Physician and Director Medical Education
<b>Location:</b>	Lanarkshire, Scotland
<b>Email:</b>	<a href="mailto:Hazel.Scott@lanarkshire.scot.nhs.uk">Hazel.Scott@lanarkshire.scot.nhs.uk</a>
<b>Biography:</b>	Consultant Physician Respiratory/General Internal Medicine and Director of Medical Education. Based in Wishaw General Hospital.

<b>Name:</b>	Dr Deborah Shanks
<b>Position/Specialty:</b>	Consultant - Paediatrician
<b>Location:</b>	Inverness, Scotland
<b>Biography:</b>	<p>I am a part-time (8 sessions) Paediatric consultant in a District General Hospital. I returned to Paediatrics as a staff grade after completing GP training. I then moved into Flexible Part Time Registrar training which I did at 50% as I had 3 children. I was supernumerary and able to do most of this in Inverness where my husband is a GP.</p> <p>I knew I needed to work in a Children's hospital but could not face being away from home all week for a year. So my husband took a research sabbatical and we went to Australia for a year and I worked full time. This meant I was home most evenings and the whole family had an educational experience.</p> <p>I became a consultant 6 years ago when all my children were at school. I have found being a consultant much more demanding on my time and I am glad to have got to this position at the stage I did. The longer training in a smaller hospital has helped me in having had more continuity with patients prior to becoming a consultant. I would never have moved back into training if part time training had not been available</p>

<b>Name:</b>	Dr Brigitte Yip
<b>Position/Specialty:</b>	Consultant – Geriatric Medicine
<b>Location:</b>	West of Scotland
<b>Biography:</b>	<p>Consultant Physician in Geriatric Medicine Hairmyres Hospital East Kilbride since October 1997 and also Postgraduate Tutor since November 2005. I worked full time till January 2007 when I reduced my clinical commitments to try and achieve better balance between work and family life. I have experience of supervising trainees training flexibly in Geriatric Medicine.</p>

## Surgical

<b>Name:</b>	Dr Fiona C. Eatock
<b>Position/Specialty:</b>	Locum Consultant - Endocrine Surgery
<b>Location:</b>	Belfast, Northern Ireland
<b>Biography:</b>	<p>I am a Glasgow graduate who moved to Northern Ireland in 2000.</p> <p>After the initial move, I spent approximately eight months as flexible trainee in General Surgery on the SE Scotland SpR training scheme. I then spent a year working full-time in Belfast until gaining a flexible training number to become Northern Ireland's first and thus far, only, flexible trainee in General Surgery. I spent three years training flexibly, returning to full-time training once my younger daughter had started school.</p> <p>I feel that flexible training, being longer in duration meant that as my CCT approached I felt well trained and ready to move on to a Consultant post.</p>

<b>Name:</b>	Mr Steven Mannion
<b>Position/Specialty:</b>	Consultant Surgeon – Orthopaedic & Trauma Surgery
<b>Location:</b>	Blackpool, England as well as Malawi, PNG, Laos, Bangladesh
<b>Biography:</b>	<p>Ortho CCST in 1999. Full time consultant in Malawi 1999- 2003. Job share in NHS since 2003 working 2 weeks on, 2 weeks off, allowing time to work in the developing world.</p>

<b>Name:</b>	Dr Lakshmi Sundararajan
<b>Position/Specialty:</b>	Consultant - Paediatric Surgery (Special interest: Paediatric Urology and Laparoscopy)
<b>Location:</b>	Cardiff, Wales
<b>Biography:</b>	<p>SpR in Paediatric Surgery training at Birmingham Children's Hospital between May 2004 and Aug 2007. Trained flexibly during this period - less than full time (80% for daytime work and 100% of on call work).</p> <p>SpR Paed Surgery King's College Hospital London – July 2002 to March 2003, full time. Took 15 months off career training following this when I went on maternity leave for 2<sup>nd</sup> child.</p>

	SpR Paediatric Surgery Yorkhill Hospital Glasgow – Feb 2000 to May 2003, full time.
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## Dental

<b>Name:</b>	Mrs Melissa Louise Good
<b>Position/Specialty:</b>	SpR – Restorative Dentistry
<b>Location:</b>	Belfast, Northern Ireland
<b>Biography:</b>	<p>Melissa Good (née Troughton) graduated with Honours from Queen's University of Belfast in 1993. She spent the subsequent eight years in both general dental practice and the hospital dental services during which time she completed the DGDP (UK) and MFDS (RCPS of Glasg).</p> <p>In 2001 she was appointed as a Specialist Registrar in Restorative Dentistry at the Belfast School of Dentistry. Training flexibly, she passed her ISFE in Restorative Dentistry in 2008.</p> <p>Melissa teaches and examines at undergraduate and postgraduate level and is an examiner of the MFDS at the RCPS (Glasg). Her research and publications have been primarily in the area of dental materials, including collaborative work with the University of Minnesota.</p> <p>She has been a member of a number of committees related to the hospital dental services and takes a particular interest in clinical audit. Melissa is married with two children.</p>

<b>Name:</b>	Dr Lorna McCaul
<b>Position/Specialty:</b>	Consultant - Restorative Dentistry with a special interest in oral rehabilitation for Head and Neck Cancer patients
<b>Location:</b>	Bradford Teaching Hospitals NHS Foundation Trust, England
<b>Biography:</b>	<p>I trained as a flexible trainee in Restorative Dentistry at Glasgow Dental Hospital from 1994 to 2001. During that time I had two children. I now work as a Consultant in Restorative Dentistry and I am still less than full time but starting to increase hours as the children become more independent.</p> <p>It has been an excellent way to train and achieve the career goals which were aspired to at the same time achieving a work/life balance. That said, there are inevitably drawbacks as well but most of these are surmountable.</p>

<b>Name:</b>	Dr Joyce I. Russell
<b>Position/Specialty:</b>	Consultant Orthodontist
<b>Location:</b>	Liverpool/North West England/North Wales
<b>Biography:</b>	<p>Glasgow graduate (1981), worked in Newcastle and Glasgow, completing a PhD before Orthodontic Registrar training in Dundee. I moved to North Wales in 1989 and worked as an Orthodontic Clinical Assistant in Chester. I undertook flexible Senior Registrar training (1992 – 1997) in Orthodontics between Chester and Liverpool and in 1997 was appointed as Consultant in Orthodontics to the Cleft Service at Alder Hey Children's Hospital, in Liverpool. In 2005 appointed Clinical Director of the Cleft Lip and Palate Network for North West England, Isle of Man and North Wales.</p>