

Consultant in
Respiratory and General Medicine
To
The Shrewsbury and Telford Hospital NHS Trust

JOB DESCRIPTION

July 2020

INTRODUCTION

The Shrewsbury and Telford Hospitals NHS Trust (SaTH) look to an additional Consultant in General and Respiratory Medicine to develop new and complement the existing services based at the Princess Royal Hospital, Telford. There is particular opportunity for leadership and influence in the development of both pleural services and chronic non-invasive ventilation but candidates with other interests benefiting the Trust will also be considered. There are also separate future plans for expansion of the consultant workforce within the department and based at the Royal Shrewsbury Hospital. All posts are subject to an annual collective job-planning exercise and a 10 Programmed Activity (PA) template is illustrated but with opportunity to extend to 12 PA per week with mutual discussion and also include an on-call supplement.

There is a strong tradition of teaching with several members of the department involved with delivering post-graduate regional West Midlands Deanery Training programmes in acute general medicine or specialty respiratory medicine and with undergraduate medical students to the University of Keele Medical School for which the Trust provides a large proportion of Clinical Teaching. Several Consultant colleagues are involved with teaching, research and management and would be happy to support newly appointed consultants through mentorship and lean leadership programmes delivering the Trust values.

GENERAL MEDICINE

The general medical take is through the Acute Medical Units (AMU) at both major Hospitals but include some admissions via the emergency department and is delivered with a split- weekday on-call rota by Acute Physicians and Speciality Physicians. General Practitioners (GPs) also support an Ambulatory Care Unit running in parallel working for part of the day. Weekend provisions and on-call rota commitment is 1/13 at the Princess Royal Hospital, with prospective cover. Approximately 25,000 Acute Medical presentations are admitted annually and distributed almost evenly between both Hospitals. On-call Physicians (Acute or Speciality) maintain an on-site presence until at least 8pm with non-resident on-call thereafter and twice daily post take ward rounds and on weekends providing around 9 hours of out-of-hours senior presence on site. There is a compensatory rest period allocated during the week following an on call weekend. Gastroenterologists, Cardiologists, and Acute Stroke (through Care of the Elderly Consultants) operate speciality rotas and the Trust operates a Speciality ward system for continuing care.

RESPIRATORY MEDICINE

The Respiratory Medicine department currently has a stable workforce of 10 ½ permanent WTE Consultants with 4 ½ at the Princess Royal Hospital and 6 at the Royal Shrewsbury Hospital where additional clinical sessions are also provided by Dr Warren Perks, Hon Senior Lecturer and Respiratory Physician, who otherwise takes a Lead supervising Year 5 Medical Students from the Keele University Medical School. All but one (0.5 WTE) of the Respiratory Consultants are involved with some aspect of the acute take, and all see general and Respiratory outpatients including some delivering peripheral or community clinics within the catchment. We have strong links and support from our excellent Radiologists and both major Hospital sites have CT and MRI facilities. Access to PET scanning at Stoke is rapid and streamlined. Weekly x-ray meetings allow for good discussion of complex and interesting cases.

Outpatient new referrals approximate 3,500 to 4,000 per annum shared between colleagues at both Hospitals. Respiratory inpatients approximate between 35 and 45

patients at each site at any given time. Each Hospital has a dedicated respiratory ward with Consultants rotating onto wards and attending outliers on allied wards or providing clinical opinions for inpatient respiratory referrals (10 to 15 per week at each site). Colleagues rotate through their sub-speciality interests and back-fill for study/annual leave.

Acute Non-Invasive Ventilation (NIV) and pleural ultrasound are available on the respiratory wards and there are Specialist Nurses in Tuberculosis (TB), Lung cancer, Asthma and Chronic Obstructive Pulmonary Disease (COPD). There is a community-based supported discharge scheme for COPD patients within Telford & Wrekin and a separate consultant- led scheme for Shropshire County. There are clinical pathways for prescribing nebulised and intravenous antibiotics for bronchiectasis and access to pulmonary rehabilitation in several venues across the County. A bridging service working to chronic NIV is currently available with plans to presently introduce a chronic NIV service.

Fibreoptic bronchoscopy, lung function tests and domiciliary Sleep Service are available on both sites. Endobronchial Ultrasound (EBUS) is currently performed on the Shrewsbury site by Consultants from both sites with plans at an advanced stage for extending the provision to Telford where there are also currently plans to develop the management of pleural disease with dedicated sessions, provision of tunnelled indwelling pleural catheters for malignant pleural effusions, and medical thoracoscopy.

Lung cancer is supported by dedicated oncologists based at Royal Shrewsbury Hospital and by cardiothoracic surgeons operating at the Royal Stoke University Hospital but who attend clinics and Multi-disciplinary team Meetings (MDT) alternating between Shropshire hospital sites on a weekly basis. We have close links with Network neighbours with the Severn Hospice who have beds close to both Hospital sites. Further clinical and administrative staff supporting the lung cancer pathways are presently also being recruited.

Interstitial Lung Disease is supported by monthly teleconferencing with regional therapies directed through Stoke Adult Cystic fibrosis (CF) services have developed in liaison with Stoke and the Trust paediatric CF unit with outpatient clinics and treatment at Shrewsbury. There is a local TB MDT, three times a year and the Trust also participates in the bi annual TB Cohort review with our regional partners from Stoke and Burton. Ambulatory models are in place for management of lower limb deep venous thrombosis and pulmonary embolic disease developed in partnership with our community colleagues and ambulatory care unit.

Current staff at the Princess Royal Hospital:

Dr Harmesh Moudgil	Consultant Respiratory Physician / Hon Senior Lecturer Interests- COPD/bronchiectasis, Sleep, Telehealth, ILD, clinical research Co-Lead IMP2 module for Keele University Medical School.
Dr Koottalai Srinivasan	Consultant Respiratory Physician / Hon Senior Lecturer & Dean at the trust for Keele Medical School STC Chair and TPD for Respiratory Medicine WM Deanery Interests- TB, Non-invasive Ventilation, Sleep, Lung cancer.
Dr Nawaid Ahmad	Consultant Respiratory Physician/Hon Clinical Lecturer Community Lead for COPD Interests - ILD, Community COPD, Pleural disease.

Dr Emma Crawford	Consultant Physician in Respiratory Medicine/MDT Lung Cancer Lead Interests- Lung Cancer, Domiciliary NIV and sleep medicine
Dr Annabel Makan	Consultant Respiratory Physician Royal College Tutor Interest- Community respiratory medicine/ out-reach clinics

2 Specialist Registrars (West Midlands Deanery) 2
Core Medical Trainees
3 Foundation Year 1 Trainees

2 Full time respiratory nurse specialist 1
lung cancer nurse specialist (0.8)

1 Lung Cancer support nurse (shared with Shrewsbury) 2 TB
nurses part time, shared with Shrewsbury

Current Staff at the Royal Shrewsbury Hospital:

Dr Jim Moorcroft	Consultant Respiratory Physician/Hon Clinical Lecturer Interests- Lead in Cystic Fibrosis, Bronchiectasis, Research
Dr Saskia Jones-Perrott (Job-share)	Consultant Respiratory Physician/ Support Tutor Keele Medical Director for Unscheduled Care Interests- Tuberculosis, HIV, Sepsis
Dr Elin Roddy (Job share)	Consultant Respiratory Physician Interests- Trust Tobacco Champion and Lung cancer, End-of-Life Champion
Dr Richard Heinink	Consultant Respiratory Physician Interests- Interstitial lung disease, Allergy, Bronchoscopy
Dr Gordon Wood	Consultant Respiratory Physician Royal College Tutor Interests- COPD, Non-invasive Ventilation
Dr K Ibison (Job Share)	Consultant Respiratory Physician Lead Clinician for Physician Associates
Dr A Lacy-Colson (Job Share)	Consultant Respiratory Physician Lead Clinician for Advanced Clinical Practitioners
Dr Graham Heyes	Consultant Respiratory Physician Interests in Difficult Asthma
Dr Warren Perks	Consultant Respiratory Physician / Hon Senior Lecturer Interests: lung cancer, teaching/training

Trust Lead 5th year Medical Students University of Keele Medical School Specialist Registrars (West Midlands Deanery) 1 Core Medical Trainee, 1 FY2 trainee

2 Foundation Year 1 Trainees

1 Physicians Associate

2 respiratory nurse specialists (1 WTE) 1

lung cancer nurse specialist (0.8 WTE)

1 lung cancer support nurse (shared with Telford) 2

TB nurses part time, shared with Telford

THE POST

The successful candidate will be expected to integrate into the working of the respiratory department at the Princess Royal Hospital, Telford. Collective job plans favour appointing colleagues with an interest in leading the development of pleural services and chronic non- invasive ventilation as well as supporting the department with interest or experience in EBUS, but other interests will also be considered. We are looking to attract enthusiastic candidates with leadership qualities and a wide experience of general and respiratory medicine. We would therefore also be keen to support any specialist clinical, academic or education interests of the successful candidates.

The job plans enclosed below are recommended templates at 10PAs (set out averaging from one concentrating on wards and the other more inclusive of on-call); The illustrations shown average 7.5 PA Direct Clinical Care (including multi-disciplinary working and clinical administration) and 2.5 PA Supporting Professional Activities (including CPD, audit, teaching, clinical supervision, research, Grand Rounds and where undertaken a maximum of one PA from the total SPA allowance for corporate non-clinical activity). On call is a 1.5 PA commitment and the appropriate on-call enhancement (currently 3%). The Unscheduled Care group / Respiratory Department will be happy to work with the successful candidates to finalise job plans to 12 PAs mutually meeting the needs of the Trust and candidates. This would be achieved, for example, by taking one SPA off site and rescheduling other displaced activity.

PROVISIONAL JOB PLAN

The respiratory consultants presently oversee the care of patients on the 28 bedded respiratory ward and outlying wards alongside undertaking respiratory referrals, dealing with advice for guidance from GPs and administration from triaging outpatient referrals with respiratory colleagues back filling these positions at times of absence/leave. The additional appointed consultant colleagues would contribute both to the acute medicine on-call out-of- hours commitment as well as enable expansion of the respiratory bed base to 42 to strengthen and better co-ordinate care delivered while reducing respiratory referrals and provide more opportunity for direct supervision of juniors.

This post would enhance respiratory services additionally providing more timely earlier review of patients to support the Medical Admissions Unit including the possibility of hot clinics and in-reach with improved flow of patients through the Trust. There would also be a reduced need for waiting list initiative clinics, improvement in delivering the targets for new patient consultations whilst also delivering on time-to-treatment and thereby reducing risk associated with delayed follow up of outpatients. A focus on pleural diseases clearly identifies where increasing interventional workload is handled by respiratory firms and

where delays contribute to poor outcomes and increased length of stay. Similarly, increasing reliance on ventilator support devices outside HDU/ITU in the acute setting (including level 2 respiratory care) but also for chronic domiciliary non-invasive ventilation calls for better delivery of more supervised speciality respiratory care and the potential for better quality of care with improved outcomes.

Job Plans below are for illustration only with cover provided internally; Core activity includes alternating ward work with on-call commitment. Speciality working would be either Pleural or Chronic NIV but final job plans as mutually decided.

Pattern 1	am		pm	
Monday	DCC	ward	DCC	clinic
Tuesday	DCC (1/2) DCC (1/2)	ward speciality	SPA	
Wednesday	DCC	ward	DCC	admin
Thursday	DCC (1/2) DCC (1/2)	ward speciality	DCC	MDT
Friday	DCC	ward	SPA	

Pattern 2	am		pm	
Monday	SPA		DCC	clinic
Tuesday	DCC (1/2) DCC (1/2)	on-call speciality	SPA	
Wednesday	DCC	on-call	DCC	admin
Thursday	DCC (1/2) DCC (1/2)	on-call speciality	DCC	MDT
Friday	DCC	on-call	SPA	

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EDUCATION & TEACHING

There are thriving postgraduate centres at both Hospitals. The Shropshire Education & Conference Centre (SECC) at the Royal Shrewsbury Hospital enhances the already excellent reputation of the Hospital for training junior staff, supporting seniors and continued professional development. Alongside this, the new Integrated Education Centre at RSH and the Education Centre at the Princess Royal Hospital mean that a wide range of teaching can be accommodated. Undergraduates at the Trust are from the University Of Keele Medical School from where clinical placements are from years 4 and 5.

The Trust supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

RESEARCH

It is usual for the Trust to be participating in many research projects at any time. The Trust is part of the CLRN and we are aiming to increase our participation in portfolio trials. Every effort would be made to accommodate a particular research interest of the successful applicants, particularly if trainee members of the department could be incorporated in the methodological and practical stages.

APPRAISAL AND REVALIDATION

“The Trusts supports the Royal College of Physicians guidance on provision of mentors for new Consultants, in line with General Medical Council (GMC) recommendations. This will be provided within the Trust.”

The Trust provides support for revalidation of doctors with a trained appraiser as laid down by the Royal College of Physicians; senior doctors enrol on the Equiniti Revalidation System. Appropriate educational and training needs are supported by the Trust with funding of study leave as agreed with the Local Negotiating Committee (LNC). An annual job plan review at individual and departmental level has been introduced for all senior doctors and presently delivered through the Allocate Software.

AUDIT

The Trust has a fully staffed Audit Department on both sites with well-organised teams and clinicians are expected to undertake audit and contribute to improvement through QIPP (quality, innovation, productivity and prevention) challenges.

OFFICE AND SECRETARIAL FACILITIES

Office accommodation (with a dedicated personal computer) and appropriate secretarial support will be provide

TERMS AND CONDITIONS OF SERVICE

The appointment is full-time and the successful candidates will be appointed on the Terms & Conditions and salary scale for Consultants in England) currently between £79,860 and £107,668 per annum for 10 Programmed Activities (as of 2018).

The post holder:

- will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practice
- is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust
- will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary
- will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call
- will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment
- will not be permitted to commence employment until full clearance has been received from the Criminal Records Bureau

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

ACCOMMODATION

The Trust has residential accommodation where required for medical staff.

OTHER FACILITIES

There is an active Doctors Mess run by the Junior Doctors Mess Committee at each hospital site; additionally there are on-site fitness center's (a membership fee is payable) available to all members of staff.

STAFF BENEFITS

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

VISITING

The existing consultant team would welcome visits from potential applicants. Appointments to visit the Trust should be arranged with:

Drs Moudgil, Srinivasan, Ahmad, Makan and Crawford, Princess Royal Hospital, Telford (01952)

641222 Ext 4493 or Ext 4438

Dr Jones-Perrott Royal Shrewsbury Hospital (01743) 261240

STATEMENTS

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- Participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities.

