MAIDSTONE & TUNBRIDGE WELLS NHS TRUST

JOB DESCRIPTION

CONSULTANT PHYSICIAN with an interest in STROKE MEDICINE

Based at MAIDSTONE HOSPITAL

INTRODUCTION

This is a new post for a consultant physician with an interest in stroke based at Maidstone Hospital. The appointee will be fully trained in general (internal) medicine, with evidence of training and experience in stroke medicine, and probably in geriatric medicine. While the major commitment will be to stroke care, the appointee will have an opportunity to take part in acute and general medicine and to develop a sub-speciality interest as he or she wishes. Although this is a full-time post, applicants wishing to work part time will be considered.

MAIDSTONE & TUNBRIDGE WELLS NHS TRUST

The Trust was formed in April 2000 by the merger of the Mid Kent Healthcare Trust and the Kent & Sussex Weald NHS Trust. It provides general hospital services to a population of approximately 500,000 in West Kent and North East Sussex, and some specialist services to a considerably larger population. Its major hospitals are the Tunbridge Wells Hospital at Pembury and the Maidstone Hospital. The Trust’s Headquarters are at Maidstone Hospital. The Trust’s Chairman is Mr David Highton, the Chief Executive is Mr Miles Scott and the Medical Director is Dr Peter Maskell. Clinical services are organised into five divisions. The Chief of Service for Medicine & Emergency Care is Dr Laurence Maiden. The Clinical Director for Acute and Geriatric Medicine is Dr Chris Thom.

MAIDSTONE HOSPITAL

Maidstone Hospital is a relatively modern 350 bed hospital situated at the Western edge of Maidstone, two miles from junction 5 of the M20. It provides general hospital services to a catchment population of around 240,000. The Accident & Emergency Department has approximately 65,000 attendances per year. The hospital has a full range of diagnostic services, including multi-slice CT and MRI scanners. The Kent Cancer Centre is based at the Maidstone Hospital. Acute and general medicine, care of the elderly and stroke medicine, all other major medical specialties, haematology and oncology, day-case general surgery, elective orthopaedic surgery, urology and ophthalmology are provided on this site.

THE TUNBRIDGE WELLS HOSPITAL

The Tunbridge Wells Hospital is the Trust’s larger hospital and is located in Pembury, adjacent to the A21. It opened in 2011 as an entirely new hospital on an established hospital site, the first in the NHS where all main wards were comprised entirely of single en suite bedrooms. It has 512 beds. The hospital is a major emergency centre and provides all major specialties including trauma, emergency surgery, in-patient paediatrics, obstetrics & gynaecology for the Trust.
STROKE MEDICINE

The Trust centralised its inpatient stroke service on the Maidstone Hospital site in 2019. In 2020, in response to urgent service pressures, we took on responsibility for acute stroke care for the bulk of the Medway and Swale population. We are now seeing in excess of 1000 stroke patients per year. Our Stroke Unit has a maximum of 55 beds providing acute stroke care and some rehabilitation. We also look after 8 stroke rehabilitation beds in Sevenoaks Community Hospital.

The Kent and Medway Stroke Review concluded in 2019 after an extended period of deliberation, consultation and decision making. The outcome was a decision to establish co-located HASUs and ASUs in Darent Valley Hospital, Maidstone Hospital and the William Harvey Hospital in Ashford. This decision was reviewed by the Independent Review Panel, which reported to the Secretary of State in autumn 2019. We await his final decision, but expect it to be positive. We have well-developed plans to upgrade and enlarge the Maidstone Stroke Unit to provide first rate HASU and ASU facilities, including an acute assessment bay to receive patients directly from the ambulance service.

The appointee will join five existing physicians with an interest in stroke in providing consultant input to the stroke service, with one further consultant participating in weekend cover. We provide a consultant presence on site each weekday from 08.00 to 20.00 and a daily consultant ward round seven days per week. The appointee will be expected to contribute to the weekend and out of hours rota on an approximately 1:7 basis.

The unit has a team of junior doctors, including an SpR, 2 IM3s, 5 junior clinical fellows, 2 IM1/2s, a GP specialty trainee, several Foundation trainees and Trust doctors. Our own medical team covers the unit and new stroke admissions 12 hours per day, 7 days per week, with the on-call medical team covering outside these hours. We have 5 clinical nurse specialists. We have an excellent nursing team, who undertake acute stroke assessment as well as ward care. We have a very strong team of physiotherapists, occupational therapists and speech therapists as well as input from pharmacists, dietitians and orthoptists. We have the part-time support of a clinical psychologist (post currently vacant).
There are daily TIA clinics (Monday to Friday) on both the Maidstone and Tunbridge Wells sites run by consultants, staff grade doctors or by junior doctors/clinical nurse specialists with consultant support. We have plans to progress to 7 day/week TIA clinics. Stroke thrombolysis is performed during weekdays (excluding bank holidays) between 8am and 8pm by the stroke team led by an on-site consultant. Outside these hours thrombolysis is overseen remotely by a rota of stroke consultants from the West Kent hospitals. We have continuous access to mechanical thrombectomy at the Royal London Hospital or King’s College Hospital.

The Maidstone Hospital stroke service currently has a SSNAP A rating.

**MEDICINE FOR THE ELDERLY**

The stroke service forms a major part of the Department of Medicine for the Elderly, which is well established in both Tunbridge Wells and Maidstone hospitals. Most of the elderly care physicians take part in the unselected acute medical take. There are active frailty units on both sites, currently mainly operating within working hours but with plans for extended hours. There is an active orthogeriatric and surgical liaison service at Tunbridge Wells. Specialist clinics for movement disorders are provided on both sites and a clinic for falls and syncope on the Tunbridge Wells site.

The department currently has seven consultants in Tunbridge Wells: Dr Peter Maskell (Trust Medical Director, interest in stroke), Dr Peter Tsang (interest in movement disorders and community geriatrics), Dr Paul Reynolds (Clinical Tutor, interest in stroke), Dr Mamuka Kupharadze (interest in falls), Dr Owen Ingram (interest in frailty), Dr Juan Simon-Turriate (interest in orthogeriatrics) and Dr Chee Soo (interest in orthogeriatrics and frailty). In Maidstone, in addition to the stroke consultant team, Dr Bacete Bwogo leads the frailty unit and Dr Kumi Giridharan has recently been appointed to a substantive post in care of the elderly and frailty. Dr Thom has an additional interest in movement disorders.

The department has a strong commitment to education and training and looks after a large number of trainees. In Maidstone there are three SpRs, several internal medicine trainees, three GP specialty trainees, three F2s and 5 F1s as well as a number of non-training grade doctors (for whom we are nonetheless committed to providing training). The appointee will be expected to take a full part in educational and clinical supervision.

**Consultant Medical Staffing (Medical Directorate, Maidstone Hospital)**

Dr C Thom  Consultant Physician with an interest in Care of the Elderly and Stroke Medicine, Clinical Director for Acute & Geriatric Medicine
Dr F Busch  Consultant Physician with an interest in Care of the Elderly and Stroke Medicine
Dr N Chattha  Consultant Physician with an interest in Care of the Elderly and Stroke Medicine
Dr G Wallace  Consultant Physician with an interest in Care of the Elderly and Stroke Medicine
Dr A Mahmood  Consultant Physician with an interest in Stroke Medicine
Dr B Bwogo  Consultant Physician with an interest in Care of the Elderly
Dr K Giridharan  Consultant Physician with an interest in Care of the Elderly
Dr A Keough  Consultant Physician in Acute Medicine and Rheumatology
Dr A Waller  Consultant Physician in Acute Medicine and Rheumatology
Dr M Szeto  Consultant Physician in Acute Medicine and Rheumatology
Dr K Smith  Consultant Physician in Acute Medicine
Dr J Kumar  Consultant Physician with an interest in Diabetes and Endocrinology
Dr S Sivappriyan  Consultant Physician with an interest in Diabetes and Endocrinology, Lead Physician and RCP Tutor
SUPPORT FACILITIES

The post-holder will have IT facilities such as internet, intranet and EPR access to support clinical, administrative, teaching, CPD and audit activities. The appointee will be provided with adequate secretarial support and office space.

JOB DUTIES AND RESPONSIBILITIES

1. To provide a high standard of care to any patient for whom you have clinical responsibility. This will include any patients referred to you and cared for by you personally or by members of your team and, in addition, any patients of consultant colleagues when you are covering on-call or for annual leave.

2. To participate in clinical and other service activities and developments with the aim of ensuring a high standard of patient care across the Trust.

3. To work in close co-operation with other medical, professional and managerial colleagues, both within and outside the specialty, to provide high quality health care to the Trust’s patients, and to make a contribution to future thinking about the Trust’s strategic direction.

4. To participate fully in and share leadership of the clinical governance of the specialty covering its Trust-wide activities. To attend clinical governance half-days as detailed in the Trust’s Guide to Job Planning unless on agreed leave or while attending emergencies.

5. To participate actively in departmental audits, sharing co-ordination of audit activities within the department and implementation of change.

6. To take an active responsibility for undergraduate and postgraduate teaching, training and supervision.

7. To assume responsibility, both personally and corporately with consultant colleagues, for the management of junior medical staff. You are expected to be involved in their professional development, both clinical and personal as per guidance from the Deanery.

8. To ensure that all doctors in training for whom you have supervisory responsibilities undertake delegated clinical tasks that are within their level of competence and knowledge.
9. To ensure at all times that you comply with the General Medical Council’s published guide “Good Medical Practice” including the Duties of a Doctor.

10. To take personal responsibility for risk management in your work and undertake to review practices and learn from mistakes.

11. To provide prospective cover for colleagues during annual and study leave and other absences as far as is practicable and clinically safe.

12. To ensure that you respond promptly and efficiently to all complaints related to any patient care you or your staff have been involved with, assisting the Trust’s corporate responsibility to reply to complaints within a specified time frame.

13. To ensure that you develop and maintain effective working relationships with those agencies concerned with the provision of health and social care services and those representing the interests of patients.

14. To undertake an annual appraisal leading to a personal development plan as outlined in the Trust Appraisal Policy. You must collect and maintain sufficient evidence to support the appraisal process and your GMC revalidation. The appraisal will inform the study leave and job planning processes.

15. To undertake an annual job plan review as outlined in the Trust Guide to Job Planning.

16. To take reasonable care of the health and safety of yourself and others who may be affected by what you do while at work. You must adhere to Trust IRMER Regulations.

17. To be involved in the development of clinical management protocols shared with the community and other consultant colleagues.

18. To participate in the management and future development of stroke and elderly care services.
JOB PLAN

Please note that this is an outline for illustrative purposes and includes only the core elements of the job plan. There is considerable flexibility to vary the job plan by mutual agreement, possibly to include a greater commitment to acute medicine or to frailty or to allow development of a special interest (for which additional DPAs will be made available if desired). It is expected that the job plan will evolve in response to the changing needs of the service and changes in the consultant workforce.

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<tr>
<td>am</td>
<td>Firm meeting (0.25 SPA)</td>
<td>Outpatient clinic (1 DPA: 0.75 clinic and 0.25 patient admin)</td>
<td>Ward round (0.5 DPA)</td>
<td>TIA clinic (0.5 DPA)</td>
<td>Ward round (0.5 DPA)</td>
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<td>Ward round (0.75 DPA)</td>
<td>Clinical admin, family meetings etc (0.5 DPA)</td>
<td>SPA time (0.5 SPA)</td>
<td>SPA time (for revalidation, audit etc) (1 SPA)</td>
<td>Stroke on-call (1.5 DPA)</td>
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<td>pm</td>
<td>Grand round (0.25 SPA)</td>
<td>Multi-disciplinary meeting (0.5 DPA)</td>
<td>No timetabled commitment</td>
<td>SPA time (for revalidation, audit etc) (1 SPA)</td>
<td>Stroke on-call (1.5 DPA)</td>
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<td>SPA time (including educational and clinical supervision) (0.5 SPA)</td>
<td>Imaging meeting (0.25 DPA)</td>
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On-call commitment (1.5 DPA in total): 1:12 overnight on-call and 1:7 weekends.

The core time commitment will average 10 PAs per week, made up of 7.5 DPAs and 2.5 SPAs. SPA time is used for activities supporting professional development and the service, which include research, teaching, educational & clinical supervision, audit, governance, mandatory training, appraisal, revalidation and additional responsibilities such as a clinical lead role.

This job plan, including the use of SPA time, will be reviewed three months after commencement of the post and then will be subject to annual review.

CLINICAL GOVERNANCE AND AUDIT

The Trust strongly supports clinical governance and risk management and expects all senior medical staff to contribute fully to these activities, and actively work towards and to maintain high quality clinical care. Full involvement of individual patients in decisions about their care is expected, as is the need to involve patients and the public in service change. Guidance and support is given to clinical directorates in the development of their programmes. There is an active clinical audit department. Team and individual performance data are being developed and you are expected to review your practice accordingly. The commitment of all staff to clinical governance is assisted by a monthly compulsory Trust-wide half-day for structured clinical governance activities. Consultants are expected to attend and lead clinical governance activities during the half-days and will be held accountable for this at annual appraisal.
EDUCATION AND RESEARCH

You are expected to maintain a proactive interest in life-long learning and engage in continuing professional development. You are required to maintain your CME status as mandated by the Royal College of Physicians and maintain competence in your specialist fields of interest.

Postgraduate centres at Maidstone and Tunbridge Wells Hospitals are under the leadership of the Director of Medical Education, Dr Garth Sommerville, and the clinical tutors, Dr Bet Mishra (Maidstone) and Dr Paul Reynolds (Tunbridge Wells). The centres provide excellent accommodation for a range of postgraduate activities. There are good medical libraries with internet access.

Clinical research is encouraged. If you engage in clinical research you must follow Trust protocols and ensure that the research has had local ethical approval. There is an active Research and Development Committee.

JUNIOR STAFF TEACHING AND SUPERVISION

You are expected to contribute to the teaching and supervision of all training and career grade junior staff and undergraduate medical students within the department and also provide teaching to other professional groups within the Trust. You are expected to be involved in the professional development, both clinical and personal, of staff for whom you have responsibility. With consultant colleagues you are expected to assume responsibility, both personally and corporately, for the management of junior medical staff. You must ensure that all doctors in training for whom you have supervisory responsibilities undertake clinical tasks that are within their level of competence and knowledge. You will be expected to demonstrate qualification for and competence in educational supervision within 18 months of taking up your post.

APPRaisal

It is a contractual requirement that each consultant working within the Trust is appraised on an annual basis. Appraisal is a positive exercise designed to assist doctors in their educational and professional development and aims to improve and consolidate existing good practice. Sufficient evidence must be collected and maintained to support the appraisal process and your GMC revalidation. The appraisal system for consultants is as outlined in the NHS Advance Letters (AL(MD)6/00 and AL(MD)5/01, and as detailed in the Trust’s Annual Appraisal Policy and Procedure (2008).

LEAVE MANAGEMENT

You must co-ordinate your leave arrangements with those of your colleagues to provide a clinically safe environment. In respect of clinical cancellations etc. this means giving at least six weeks’ notice of intended annual and study leave. The Clinical Director or the deputy Clinical Director must agree all leave. Leave should be booked with Trust Management and taken in accordance with Trust Policy. The Trust supports study leave with expenses for CME activities and within agreed financial limits. Leave management within the specialty should ensure adequate and safe cross-cover arrangements with colleagues. Special professional leave can only be taken with the prior permission of the Clinical Director and with due notice and cover arrangements.
INFECTION CONTROL

As an employee of the Trust you are required to be familiar with, and comply with, Trust policies for infection control and hand-hygiene in order to reduce the spread of healthcare-associated infections. For clinical staff with direct contact with patients this will include compliance with Trust clinical procedures and protocols, including the uniform and dress code ('bare below the elbows'), the use of personal protective equipment policy, safe procedures for using aseptic techniques and safe disposal of sharps. All staff are required to attend mandatory training in Infection Control and be compliant with all measures known to be effective in reducing healthcare-associated infections.

Trust Consultants in their position as clinical leaders are expected to lead on infection control within their clinical areas and to set an example for other Trust employees and the public.

TRUST POLICIES AND MANDATORY TRAINING

All Trust employees should be familiar with and comply with Trust policies. These are available on the Trust intranet. Consultant staff are required to remain up-to-date with statutory and mandatory training. The Director of Medical Education and the Head of Learning & Development will provide information and organise training much of which can be completed online.

TRUST MEDICAL MANAGEMENT

As a senior member of staff, you will be expected to contribute to the management of the Trust. The main operational decision-making body of the Trust is the Trust Management Executive Committee which meets monthly, chaired by the Chief Executive. The Chiefs of Service are members of this committee and actively contribute to the Trust's management. Physicians’ meetings are held monthly on both hospital sites.

IT SKILLS

The Trust uses Microsoft Office and nhs.net and uses e-mail as a means of cascading important information and for internal communication. It is expected that consultant staff should have basic IT skills and be familiar with the use of emails, Outlook, Word, Excel and Powerpoint. Clinical Leads and Clinical Directors are expected to have at least intermediate skills with these applications.

MENTORING

You will be provided with a mutually agreed Consultant Mentor on appointment to ensure you are adequately supported.

NOTICE PERIOD

You are entitled to 3 months' notice and have to provide the Trust with 3 months’ notice of any termination of contract.
### PERSONAL SPECIFICATION - CONSULTANT PHYSICIAN WITH AN INTEREST IN STROKE MEDICINE

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<th>Requirements</th>
<th>Essential</th>
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<td><strong>Qualifications</strong></td>
<td>• MB BS (or equivalent)</td>
<td>• Distinctions, scholarships, prizes</td>
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<td>• Registered with GMC</td>
<td>• Other degrees, e.g. BSc, MSc, MD, PhD</td>
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<td>• MRCP or equivalent</td>
<td>• A sub-specialist interest complementary to those of the current Consultant staff</td>
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<td>• On GMC Specialist Register for General (Internal) Medicine (or within 6 months of CCT date)</td>
<td>• CCT in Geriatric Medicine</td>
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<td>• Training and broad experience of stroke medicine</td>
<td>• CCT in Stroke Medicine</td>
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<td><strong>Audit</strong></td>
<td>• Understand the principles of audit and Quality improvement</td>
<td>• Evidence of participation in audit and quality improvement</td>
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<td><strong>Research</strong></td>
<td>• An understanding of general principles, scientific method and interpretation of literature</td>
<td>• Evidence of personal research projects and their presentation</td>
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<td>• Publications in peer-reviewed journals</td>
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<td><strong>Motivation</strong></td>
<td>• Punctuality, reliability, enthusiasm</td>
<td>• Critical and enquiring approach to knowledge acquisition</td>
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<td>• Initiative</td>
<td>• To have undertaken a postgraduate communication skills course</td>
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<td>• Common sense</td>
<td>• An understanding of corporacy in the NHS</td>
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<td><strong>Personal skills</strong></td>
<td>• Evidence of leadership</td>
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<td>• Organisational ability</td>
<td>• Ability to cope with stressful situations</td>
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<td>• Able to take responsibility and cope with stressful situations</td>
<td>• Able to get on with other members of the multi disciplinary team</td>
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<td>• Able to get on with other members of the multi disciplinary team</td>
<td>• Credibility and integrity</td>
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<td>• A sympathetic approach to patients and relatives</td>
<td>• A sympathetic approach to patients and relatives</td>
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<td>• Ability to establish good professional relationships with others</td>
<td>• Ability to establish good professional relationships with others</td>
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<td><strong>Management</strong></td>
<td>• Evidence of organisational ability</td>
<td>• Attended a National Health Service Management Course appropriate to Consultant duties.</td>
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<td><strong>Other Requirements</strong></td>
<td>• Clear, concise and well presented CV.</td>
<td>• Experience in the training or development of trainees in medicine</td>
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<td>• An interest in teaching and education</td>
<td>• Outside interests</td>
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<td>• Clearly formulated career goals</td>
<td>• Intermediate or advanced IT skills</td>
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<td>• Physically and mentally fit with satisfactory occupational health clearance</td>
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<td>• Basic IT skills for the use of email, and Microsoft Office</td>
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