## Job Description

<table>
<thead>
<tr>
<th>Job title:</th>
<th>Consultant</th>
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</thead>
<tbody>
<tr>
<td>Specialty:</td>
<td>Neurology  2 posts</td>
</tr>
<tr>
<td>Health Group:</td>
<td>Medicine</td>
</tr>
<tr>
<td>Closing Date:</td>
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<td>Contact Details:</td>
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### OUR VALUES

**CARE**
We are polite and courteous, welcoming and friendly. We smile and make time to listen to our patients and staff. We consider the impact our actions have on patients and colleagues. We take pride in our appearance and our hospitals and we try to remain positive.

We do not treat anyone unfairly. We do not let our mood affect the way we treat people. We don't talk negatively about colleagues or other teams. Offensive language, shouting, bullying and spreading rumours are unacceptable.

**HONESTY**
We tell the truth compassionately. We involve patients in decisions about their care and we are honest when things go wrong. We always report errors and raise concerns we have about care. Our decisions and actions are based on facts not stories and opinions.

We do not withhold information from colleagues or patients. We never discourage staff from reporting concerns. We are not careless with confidential information. We do not present myths as facts.

**ACCOUNTABILITY**
We are all responsible for our decisions and actions and the impact these have on care. All staff are responsible for maintaining high standards of practice and we take every opportunity to continuously learn. Everyone is encouraged to speak up and contribute their ideas to improve the care we provide.

We do not unfairly blame people. We positively embrace change and we don't discourage people from having opinions. Controlling behaviours and silo working should not be exhibited in our Trust.
The Trust

Hull University Teaching Hospitals NHS Trust is one of the largest acute trusts in the North of England with two hospitals serving a local population of 600,000, increasing to 1.2 million for tertiary services. The services provided by the Trust are split across Hull Royal Infirmary, situated close to Hull city centre, and Castle Hill Hospital, in Cottingham on the outskirts of the city.

The Trust has an annual budget of £600m, employing over 10,000 staff who provide a wide range of emergency, inpatient and outpatient services including:

<table>
<thead>
<tr>
<th>Hull Royal Infirmary</th>
<th>Castle Hill Hospital</th>
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<tr>
<td>Acute General Surgery</td>
<td>Urology</td>
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<tr>
<td>Vascular Surgery</td>
<td>Pain Team</td>
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<tr>
<td>Neurosurgery</td>
<td>Orthopaedics</td>
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<tr>
<td>Trauma and Orthopaedics</td>
<td>Cardiology</td>
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<tr>
<td>Paediatric Surgery</td>
<td>Cardio and Thoracic Surgery</td>
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<tr>
<td>Ophthalmology</td>
<td>Gynaecology Oncology</td>
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<tr>
<td>Obstetrics and Gynaecology</td>
<td>Plastic Surgery</td>
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<tr>
<td>Renal Medicine</td>
<td>Rehabilitation</td>
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<tr>
<td>Neurophysiology</td>
<td>ENT</td>
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<tr>
<td>Diabetes and Endocrinology</td>
<td>Clinical Haematology</td>
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<tr>
<td>General Medicine</td>
<td>Upper and Lower GI Surgery</td>
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<tr>
<td>Gastroenterology</td>
<td>Clinical and Medical Oncology</td>
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<tr>
<td>Respiratory Medicine</td>
<td>Dermatology</td>
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<tr>
<td>Medicine for the Elderly</td>
<td>Breast Surgery</td>
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<tr>
<td>Neurology</td>
<td>Infectious Diseases</td>
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<tr>
<td>Paediatric Medicine</td>
<td>Oral and Maxillofacial Surgery</td>
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<td>Rheumatology</td>
<td>Intensive Care Unit</td>
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<td>Emergency Medicine</td>
<td>Day Surgery</td>
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<td>Acute Assessment Unit</td>
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<td>Intensive Care Unit</td>
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<tr>
<td>Day Surgery</td>
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Hull York Medical School Partnership

Hull York Medical School is a partnership between the Universities of Hull and York and the NHS in North and East Yorkshire, and Northern Lincolnshire. The school performs well in league tables in recognition of its excellent undergraduate medical curriculum and research, judged to be of high international quality.

With a distinctive and innovate approach to training doctors for the health services of the 21st century, HYMS aims to influence positively the recruitment and retention of doctors in the region and the quality of local health services.
HYMS offers a five year programme using contemporary learning and assessment methods in an integrated structure to some 140 students each year. The programme features a modern learning environment and high quality clinical attachment opportunities. There is a strong focus on learning in community settings, including primary care, and on working collaboratively with other health professionals.

Since 2009, HYMS has offered postgraduate taught and research programmes. Its postgraduate research student population has grown rapidly, with a large number of MD, PhD and MSc by Thesis students registered for HYMS degrees, in addition to the research students based in HYMS Centres following University of York research programmes.

**Educational Facilities**

Medical Education at Hull University Teaching Hospitals NHS Trust comprises of the Medical Education Centre (MEC) and the Lecture Theatre at Castle Hill Hospital. The department is accessed by all health care professionals and offers a broad range of training and support. The main facilities are easily accessible for both internal staff and external visitors due to its ideal location on the Hull Royal Infirmary site. The Medical Education Centre provides a modern, flexible arena in which professionals can train in a supportive environment. The Centre contains a 190 seat auditorium and three large seminar rooms which are fully equipped with up to date audio visual presentation equipment and dual projection facilities. The Lecture Theatre at Castle Hill Hospital comprises of a 70 seat lecture theatre with modern audio-visual equipment.

The Hull Institute of Learning and Simulation (HILS) is able to offer practical skills rooms including ward areas, operating theatre and simulation suites. Each room has been built with a high level of flexibility and all can be customised to the user’s needs. HILS has fast become an established and highly reputable centre of excellence in Clinical Skills training for all healthcare professionals locally, regionally and nationally with state of the art simulation facilities and an active in-situ simulation programme.

In addition, the Suture Centre based at Suite 22 at Castle Hill Hospital is an ideal training venue for all wet lab and surgical skills training. This facility comprises of 10 surgical stations all with wall mounted monitors, large presentation screen plus a preparation area and procedural simulation room with 24/7 swipe card access.

Library and Knowledge Services provide a highly rated service, with access to over 10,000 texts both online and physically. The refurbished libraries are accessible 24/7 with a swipe card and PCs are available to access online resources. The growing Current Awareness Service delivers monthly updates in a variety of specialties, while experienced staff are on hand to source research and to guide users to the evidence they need. With a 96% score from the latest quality assurance assessment the Library and Knowledge Service team is there to support students and staff at all levels of their career.
The Local Area

Hull is a thriving university city with excellent shopping, leisure facilities and dining experiences. It is surrounded by attractive villages and countryside, and is in easy reach of the East Yorkshire coastline and the Yorkshire Wolds. The minster towns of Beverley and York are both within easy travelling distance.

Hull and the East Riding of Yorkshire offer a diverse and impressive range of housing choices, offering great value for money as house prices are generally cheaper than other parts of the UK.

The area provides a broad range of educational opportunities close to the University, including a number of Further and Higher Education Colleges. A number of schools and academies in Hull and the East Riding have been rated Outstanding by Ofsted, and the area also offers a good choice of independent schools with boarding and day school options.

There are an increasing number of direct inter-city trains to London and regular services to other major centres. The M62 motorway provides fast communications within Yorkshire and links up directly with the A1 and M1 North/South motor routes. Humberside Airport provides a reliable service to several European cities.

The Service and the Role

Neurology Department

MEDICAL NEUROSCiences
Neurology is a part of the Neurosciences group that lies within the Specialties subunit within the Medicine Health Group. Neurosciences include Neurology, Stroke and Neurophysiology. Since October 2021, the Neurology department at Hull University Teaching Hospitals (HUTH) merged with the Neurology department of the North Lincolnshire Goole and Grimsby Hospitals (NLAG) and is now known as Humber Neurology services. HUTH is responsible for the management of Humber Neurology services.

The Department provides neurological services to East Yorkshire, Hull, North East Lincolnshire and North Lincolnshire (a combined population of approximately one million). HUTH. Neurology which is the regional local neuroscience centre have merged services with NLAG neurological services such that the consultant and specialist nurses previously working in NLAG are now part of the wider Humber Neurology services team umbrella. Outpatient services are co-ordinated such that there is a single waiting list across the region and the plans are for patients requiring face to face appointments and investigations to be seen closer to home where possible. Also the current clinical nurse specialists will continue to provide services for their own areas where possible, providing comprehensive and equitable outpatient Neurological services for our region.
The Neurology in patient referrals who require face to face evaluation in Grimsby and Scunthorpe Hospitals are currently provided by one substantive and one locum Consultant Neurologist (who visit each site once a week). Day to day and other after hours Neurological support for inpatients at the NLAG hospitals is provided by the Neurology team based at HUTH by phone.

**There are 2 posts to which we are recruiting. One is a replacement substantive Consultant Neurologist post and the other is a new appointment, also a substantive Consultant Neurologist post.** Ideally suited for a general neurologist. A special interest in a sub specialty, including Epilepsy, or Headache would be desirable. It is the intention that this replacement post, together with the other newly approved consultant post will supplement existing Neurological services in the the Hull and NLAG hospitals.

Neurology in-patient services are based at the Hull Royal Infirmary. There is a 26 bed unit shared by Neurology and Stroke rehabilitation. Out-patient face to face (F2F) sessions are mainly held at the Hull Royal Infirmary, although there are established clinics at Castle Hill Hospital and Beverley Community Hospital, all within 12 miles of the main centre. Face to face clinics are also provided at the NLAG sites by a Neurologist and specialist Neurology nurses. The department has ambitions to progress to 70% of the service delivered in a non-F2F manner utilizing Attend AnyWhere (AAW) video consultation and also telephone clinics. This change in delivery will enable the service to be delivered in a safe manner without increasing clinical risk of Covid-19 exposure to patients and staff. Attempts are made to transfer those inpatients patients from NLAG with predominant Neurological problems to the HUTH Neurology bed base for investigation and management.

One of the lessons learnt from the Covid pandemic is that many neurological consultations – both new referrals and reviews can be managed initially by telephonic or video consultation. It will be desirable if the post holder will be able to conduct virtual consultations as well as face to face consultations.

The interests of the current Neurology team include Epilepsy, Headaches, Movement disorders, Motor Neurone disease, Neuromuscular disorders, Multiple Sclerosis, Dementia and disorders using of Botulinum toxin.

**Current Staffing**

**Medical:**

8 Neurology Consultants  
Dr Alec Ming - Movement disorders and Epilepsy (Clinical director)  
Prof Fayyaz Ahmed – Headache  
Dr Jayati Tarafder – Epilepsy  
Dr James Harley – MS  
Dr TP Nandakumar (locum) - Neuromuscular and MND  
Dr Rubesh Gooriah - Cognitive Disorders and Movement disorders (Clinical Lead)  
Dr Jayam Lazarus - General Neurology

5 Specialist Registrars in Neurology
3 Specialist Neurology doctors (part time)
1 Trust grade registrars in Neurology
1 Clinical research fellow in Neurology
7 Core Medical Trainees/Foundation doctors (who work on the Neurology and Stroke ward)

Other:
3 Epilepsy Nurses in Hull, 1 nurse in Grimsby, 1 nurse in Scunthorpe
2 Hull Learning Disability Epilepsy nurses (employed by Humber Mental Health)
4 Parkinson’s Nurses in Hull, 1 nurse in Grimsby and 1 nurse in Scunthorpe
2 Multiple Sclerosis Nurses in Hull, 1 nurse in Grimsby and 1 nurse in Scunthorpe
MND Nurse in Hull
2 Headache Specialist Nurses
1 Neuromuscular disease
Links to Huntington’s Disease Support Team and Euro HD team in Hull

Some of the Neurologists and Stroke Physicians are Honorary Clinical Tutors at Hull York Medical School. We have one Professor of Neurology

There is a fully established Level 1 Stroke Unit (including a hyperacute service) with 24 beds (on the same floor as the Neurology/Stroke Rehabilitation Ward) at HUTH. Thrombolysis and full services are provided 24/7. In addition, there is a 09.00 to 19.00 week day Mechanical Thrombectomy service led by the stroke team and interventional neuroradiologists. Business plans are in place to extend this to a 7 day service. The Stroke Services are provided separately by a team of 6 Consultant Stroke Physicians and 6 Stroke co-ordinators.

At this point, Humber Neurology do not have a direct role in stroke services and this is not specifically planned, although if there is an applicant who is a consultant Neurologist with an interest in Stroke medicine, the application would be considered.

RELATIONSHIPS WITH OTHER SERVICES

Neurosurgical Facilities
The regional centre for Neurosurgery has 29 Neurosurgical beds on the adjacent wards 4/40 together with five Intensive Care beds in a specially equipped Unit, with a further 10 beds on wards for spinal surgical patients. There are more than 10 Consultant Neurosurgeons. There is a close liaison between the Neurosurgical and Neurological teams.

Neuroradiology
There are 12 Consultant NeuroRadiologists who provide Neuroradiological Services at the Hull and Castle Hill sites. The facilities provided within the department include myelography, therapeutic and diagnostic angiography, vertebroplasty, CT and Magnetic Resonance Investigations, nerve root block, perfusion scans, PET scan, DaT Scan and stroke thrombectomy (weekdays 9-5). There are plans to extend the hours of thrombectomy service for acute stroke.
There are further radiological services at Grimsby and Scunthorpe Hospitals, including MRI and CT scans at both sites who offer a full range of imaging tests. The objective is to provide patients with choice to have imaging and other tests closest to the patients’ residence.

**Neurophysiology**
The Department provides a comprehensive Neurophysiological service. This includes full peripheral nerve Neurophysiology, standard EEG, ambulatory and video monitoring EEG studies, portable EEG for ICU patients, clinical electrophysiology of vision, neurophysiology of hearing, neonate audiometry and plan to develop in-theatre monitoring.

All of the current EEG and the majority of nerve conduction studies are conducted and reported by the very experienced team of senior physiologists with support of a local Consultant neurologist. The Hull department then has part time agency locum consultant Neurophysiologists who see complex cases and provide electromyography where required. There is also a part time consultant who delivers remote EEG reporting and supervision of the physiologists.

There is a separate neurophysiology department at Grimsby Hospital who provide the same services as above with the use of part time consultant Neurophysiologists.

**Neuropathology**
There is a full time Consultant Neuropathologist and a comprehensive Neuropathology service is available.

**Liaison Psychiatry and Neuro-rehabilitation Services**
This service, with whom Neurology has close links, is provided by the department of Psychological Medicine, which is part of Humber Mental Health. The department of Psychological Medicine, is based on different sites in close proximity to HRI at Victoria Street, Princes Avenue and Gladstone Street in Hull. These services are only available to Hull and East riding residents.

Psychiatric services in North and North East Lincolnshire are provided by local mental health services.

**Rehabilitation**
There is a Neuro-rehabilitation service which is run at the Castle Hill Hospital site for Hull and East Riding residents. There is also joint working with the spinal rehabilitation team in Pinderfields.

NLAG provide a comprehensive community based rehabilitation service in Goole Hospital and Brigg.

**Neuro-Oncology**
The oncology service is run from the Queen’s centre at Castle Hill Hospital. There is close liaison between the departments of Neurosurgery, Neurology and Neuro-oncology and weekly Neuro-oncology MDT’s are held on a weekly basis.
The Role

There are 2 posts – one is a replacement substantive Consultant Neurologist post and the other is a new substantive Consultant Neurologist post, ideally suited for a general neurologist. A special interest in a sub specialty, including Epilepsy, Movement disorders or Headache would be desirable. It is the intention that these 2 new consultant appointments, will together provide 2 additional days of work per week at the NLAG sites, delivering both inpatient and outpatient services. They will supplement the work at the NLAG hospitals currently provided by the existent NLAG consultant Neurologist. The other days of work will be based at the Hull Royal site. The new consultants will also have a role, like the rest of the Humber Neurology team, providing care for inpatients, ward referrals and outpatients at Hull Royal Infirmary, which is a Neuroscience Centre.

Job plan
A standard full time Job Plan will contain 10 programmed activities (PAs) comprising 8 PAs for direct clinical care (DCC) and 2 for supporting activities (SPAs) in the first year of service – to be adjusted after that to 8.5 DCC and 1.5 SPA. 1.5 SPAs are classed as ‘core’ and cover time for training, teaching, internal CPD, audit, appraisal, clinical governance and attendance at service meetings. There is potential for provision of additional SPA activity, like research, HYMS student teaching, appraisal etc, which would have to be agreed with the clinical lead of the department, after the first year of appointment.

The Job Plan includes 4 outpatient clinics, 2 ward rounds/referral sessions, 1.5 clinical admin sessions, 0.5 PA for MDT and 2 SPAs. The out of hours activity carries an additional PA and consideration will be given for time in lieu for any weekend and bank holiday working, in line with Trust policies. The successful candidates will be required to contribute to the Neurology on call rota.

There are opportunities to participate in undergraduate teaching within the Neurology module of the HYMS medical school curriculum. Additional SPA time can be allocated for HYMS teaching, research, clinical management and educational supervisor (ES) activity. Each of these activities need to be approved by the clinical lead before taking on the roles. It is envisaged that this post would include the educational supervision of at least one trainee per year who could be from any level of training from FY1 to speciality registrar. It is expected that the appointee will have completed ES training or complete this within a short time of taking up the post. All new appointees will be encouraged to develop their management skills by taking on a management role which could include assisting more senior colleagues with the organisation of educational activities, audit, junior doctor management, recruitment etc. Personal preferences can be taken into account and training will be given for the chosen role. Additional PA time is negotiable for more senior management, research or educational roles within the department.

Typical 10PA Job Plan

<table>
<thead>
<tr>
<th>Activity</th>
<th>No. of PA’s</th>
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<tbody>
<tr>
<td>Outpatient clinic/triage of referrals</td>
<td>4</td>
</tr>
<tr>
<td>Ward rounds/Referrals/A&amp;G</td>
<td>2.5 (3 in 2nd year of appointment)</td>
</tr>
<tr>
<td>Patient administration</td>
<td>1.5</td>
</tr>
<tr>
<td>SPA</td>
<td>2 in first year of post, then 1.5</td>
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8
<table>
<thead>
<tr>
<th></th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
</tr>
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<tbody>
<tr>
<td><strong>AM</strong> 9.00-1030</td>
<td>Neurology MDT followed by weekly planning meeting</td>
<td>Ward round in Scunthorpe or Grimsby Hospital</td>
<td>Patient admin/SPA/ supervision of specialist nurses</td>
<td>Ward round/referrals at HRI</td>
<td>Patient admin/SPA/neurosciences academic followed by neuroradiology meeting</td>
</tr>
<tr>
<td></td>
<td>Patient admin/SPA</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>PM</strong></td>
<td>Patient admin</td>
<td>F2F clinic in Scunthorpe/Grimsby</td>
<td>clinic (special interest)</td>
<td>General outpatient clinic HRI</td>
<td>clinic (general)</td>
</tr>
</tbody>
</table>

Duties other than those clinical duties specified will be in accordance with the Job Plan agreed between the Appointee, the present Consultants and the Chief Executive. The Job Plan allows time for Administration, Teaching and Medical Audit.

There is currently 1 in 5 on call rota at the regional centre and is anticipated to be 1 in 6 following current appointment. The on-call supplement is category A at 3%. All new consultants are asked to contribute to the on call rota which is 1 week in 6.

With the “on- calls”, after hours (Monday –Friday), there will be a Neurology registrar on call until 21.00, after which consultant will take calls directly. On Saturday, Sunday and Bank Holidays, there will be a neurology registrar from 09.00 to 17.00. The consultant will do hot clinics, ward rounds, referrals and supervise on site between 09.00 and 15.00 after which, the consultant will give phone advice directly. An additional PA would be given (above the basic 10 PA’s) for weekend and after hours work. The Consultants will share the junior medical staff for the in-patient ward, currently shared with stroke rehabilitation patients.

The hospital policy is that Consultant Job plans need to be reviewed at least on an annual basis.
Participation in audit/appraisal and CME is mandatory under Clinical Governance/ GMC guidance. Supporting PA’s are dedicated to this in the job plan. Consultants are expected to be involved in the supervision of registrars, junior doctors and specialist nurses.

After the first year of employment, the consultant will be given the option of being involved in teaching of HYMS medical students.

All consultants may be required to work on any of the Trust’s sites and across the seven day period where necessary.

Secretarial support and appropriate office accommodation and IT facilities will be provided.

There are established multi-disciplinary departmental governance meetings, where issues arising from incidents, complaints and risks within the speciality are reviewed regularly (part of core SPA)

There is a monthly Governance, Mortality and Morbidity meeting (all part of core SPA)

There is a monthly Neurology service meeting (part of core SPA)

**Additional PAs**

Any additional programmed activities above 10PAs will be agreed during the job planning process with the clinical lead and clinical director. Any agreement will be made in writing and the additional programmed activities will be incorporated into the job plan schedule.

**Travel**

When consultant commutes to and back from District Hospital (SGH), 1.5 to 2 hours travel time ( dependent on the site) will be allocated on that day and work activity/time in lieu will be adjusted appropriately.

**Resources**

Appropriate secretarial support will be provided along with appropriate office accommodation and IT facilities. Consultants have shared offices (2 consultants in one office)

**Mentorship**

All new consultants will be allocated a mentor from within the neurology department. Where there is the need a mentor from another division can be provided

**Workload Figures**

In the last 12 months the Neurological Service has delivered a total of 13,078 an annual workload of:

In-patients – 1,666 (Elective, Non-elective and day case episodes)
New Outpatients – 4,473; FU Outpatients 8,605 Urgent referrals are seen in most clinics. There are additional daily “Hot clinics” where suspected tumours, first seizures and urgent
referrals from emergency department are seen. Ward referrals from other Consultants are seen on request daily and there is a dedicated Neurology opinion services to the Acute Assessment Unit which is provided daily and on weekends and bank holidays by a member of the Neurology team.

Consultant Neurologists rotate their inpatient work, either to attend to the patients in the Neurology ward, outlying patients in other wards or covering referrals in the Acute Assessment Unit. In any setting there will be 2 sessions a week dedicated to the ward round or seeing referrals. Consultants all attend the weekly MDT for inpatients and there is a weekly neuroradiology MDT attended by Neurologists, Stroke physicians, Neurosurgeons and Neuroradiologists. There is a weekly neurology CPD session, twice monthly journal club and monthly governance and business meetings. There is a weekly tumour MDT and monthly neurovascular MDT which are run by the neurosurgery department which neurologists attend adhoc. There is also a monthly stroke MDT.

**Additional Information**

**Appraisal/Revalidation/CPD**
The Trust is committed to supporting the requirements for continuing education and professional development as laid down by the Royal Colleges. An appraisal review will be undertaken annually by a trained appraiser and clear objectives agreed. The appraisal process is carried out according to GMC guidance in preparation for revalidation.

**Training**
The post will have timetabled training with some flexible time for mandatory training and preparation for appraisal and revalidation. This is in keeping with national recommendations.

**Flexible Working**
Any consultant who wishes to work part time will still be eligible to be considered for the post. If such a person is appointed, modifications of the job description will be discussed on a personal basis following consultation with colleagues and the Chief Executive.

Appointments under the Department of Health Flexible Careers Scheme will be in accordance with the provisions of that scheme and the associated guidelines for Trusts.

**Audit**
There are full facilities and support for audits. Audits are done from an agreed plan set departmentally on a yearly basis.

**Research and Development**
As a Teaching Hospital working in partnership with the University of Hull and the Hull York Medical School we recognise the need to build on existing strengths whilst realising and utilising new research and innovation opportunities. Our vision is to create a ‘research aware and active’ workforce, empowering staff to participate in research, access and implement the best available research findings and develop innovative approaches to clinical practice which deliver a real and lasting difference to the quality and experiences of clinical care for our
patients.

The provision of high quality care for our patients is our top priority and indeed our very purpose. We believe that by enabling us as a research-intensive organisation, our staff can contribute to the delivery of a Research and Innovation Strategy that will contribute significantly to the aspiration for Hull to be a vibrant and healthy city.

To achieve this, the Trust has made ambitious commitments to achieving our long-term goals by setting out plans that will further build our research and innovation capability and capacity as well as focussing on purposeful partnerships to maximise research opportunities for our patients and carers.

Research is conducted in the majority of clinical areas in the Trust with the support of around 65 key staff and there are key academic research units built upon the strong historical research partnership with the University of Hull in Oncology and Haematology, Cardiology, Respiratory, Diabetes and Endocrinology and Vascular Surgery.

Our clinical research consists of interventional (i.e. interventional, complex drug and medical device trials) observational (i.e. data collection) and large cohort studies (i.e. public health questionnaires). Around a third of our research activity is commercially funded. The Trust has a strong track-record of delivering research in collaboration with the pharmaceutical and medical technology industries. These links are further enhanced through our membership of the Yorkshire and Humber Academic Health Science Network (Y&H AHSN), Northern Health Science Alliance and the NHS Innovation Hub (Medipex).

In terms of research facilities, the Research and Innovation Team are based in the Medical Research and Teaching Building (Daisy) on the Castle Hill site which also provides laboratory facilities. The research delivery teams are based across both hospital sites with access to support services in pharmacy, labs and imaging.

The Trust also has access to simulation and clinical skills facilities and through the PET-CT and Daisy Appeal, has the potential to develop a truly translational research programme through the creation of a fixed-site cyclotron facility. In collaboration with the University of Hull, researchers also have access to the Hull Health Trials Unit based in the Allam Medical Building and the Daisy Tumour Bank based in the Daisy Building.

From a research delivery perspective, the Trust is a Partner Organisation of the Yorkshire and Humber Clinical Research Network, receiving funding from the NIHR that supports the majority of our research staffing resource. We have around 450-500 research studies either actively recruiting, in follow-up or completing at any given time.

Professor Fayyaz Ahmed (Consultant Neurologist) has for years been actively involved in Headache research at the Hull Royal infirmary. He has supervised doctorates and MD’s in headache research and has a clinical research fellow and a headache research nurse.

**Relationships between Consultants, the Chief executive and the Trust Board**

The management of hospitals and other health care facilities is the responsibility of Trust Boards discharged through their Chief Executives, who have authority to decide policy
commensurate with their responsibility. Consultants have a primary role to provide clinical services to patients referred to them.

The Consultants have a responsibility to the Chief Executive and a commensurate authority in respect of the reasonable and effective use of such resources and staff as they use and influence. The successful candidate will be expected to operate within the agreed speciality budget and workload target. There is in addition a collective responsibility falling on all Consultants to consult with their colleagues and, hence, to co-ordinate their individual commitments in order to ensure that the particular clinical services with which they are involved operate effectively.

Each consultant has a specific responsibility to the appropriate Service Management for the use of the resources. Tim Hodgins is the Operations Director, Wendy Page is the Nurse Director and Dr Shoaib Faruqi is the Medical Director for Health Group.

**Conditions of Service**

It is a legal requirement for all doctors to be on the Specialist Register before they can take up a Consultant appointment.

The post holder must live within 30 minutes travelling time of base hospital.

**Trust Policies**

**Equality, Diversity and Inclusion**
The Trust is committed to building a workforce which is valued and whose diversity reflects all communities from which it serves. Evidence shows that a diverse and inclusive workforce has a positive impact on not only staff but also on patient experience and outcomes.

**Health and Safety**

In addition to the Trust’s overall responsibility for your health and safety you have a personal responsibility for your own health and safety. As such you are required to inform your line manager of any safety issues that you identify, that could affect you or others in the workplace. You must co-operate with management and colleagues at all times in achieving safer work processes and work places, particularly where it can impact on others.

As a Trust employee you will be trained in the correct use of any equipment provided to improve safety and health within the Trust. You are required to use the equipment when necessary and as instructed which will include checking the equipment is safe to use, prior to its use and must report any defects immediately to your line manager.

You are responsible for the implementation and adherence to Trust safety policies and procedures for areas within your remit.

You are required to ensure suitable and sufficient risk assessments are completed for all areas within your remit. The controls identified must be evaluated and implemented where necessary.

You are required to review all risk assessments periodically and particularly when staffing
and/or equipment changes, monitoring the effectiveness of any control measure implemented.

You are to ensure suitable and sufficient equipment is provided to sustain the health and safety of staff, patients and visitors to areas within your remit.

**Infection Control**

In addition to the Trust’s overall responsibilities under The Health and Social Care Act 2008 Code of Practice for healthcare, including primary and adult social care on the prevention and control of infections (revised December 2010) for your safety, you have a personal responsibility to ensure your work adheres to this Code in the delivery of safe patient care within the organisation. This code relates to ALL Trust staff and contractors working within the organization who are employed to ensure this level of care is provided.

As an employee you will be trained to ensure adherence and compliance to the various Infection Control policies within the Trust.

**Sustainability**

To actively support the Trust’s goals for sustainability by encouraging and adopting sustainable ideas and practices.

**Safeguarding**

The Trust has a duty and is committed to safeguarding all service users and provide additional measures for adults and children who are less able to protect themselves from harm or abuse. As an employee* you have an individual responsibility to contribute to the detection, reporting and prevention of abuse to safeguard those in our care (Section 11 Children Act, 2004, Human rights Act 1998, Equality Act 2010 Mental Capacity Act 2005 Care Act 2014) and are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person or adult at risk. The Trust will assist you in this process by providing training, guidance and advice. There are corporate safeguarding teams who can be contacted for advice, support and safeguarding supervision. All concerns must be reported as per Trust Safeguarding Policies which are available on the Trust Intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.
## Person Specification

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Essential</th>
<th>Desirable</th>
<th>How Assessed</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Professional Registration</strong></td>
<td>• Full Registration with the General Medical Council</td>
<td></td>
<td>CV, GMC Interview</td>
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<tr>
<td></td>
<td>• GMC Specialist Registration (or expected inclusion within 6 months)</td>
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<tr>
<td><strong>Qualifications and Training</strong></td>
<td>• MRCP(UK) or equivalent higher medical qualification</td>
<td>• Postgraduate degree: e.g. MD, PhD</td>
<td>CV</td>
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<tr>
<td></td>
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<td>• Postgraduate qualification in Education or significant experience in post graduate training</td>
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<tr>
<td><strong>Clinical Experience</strong></td>
<td>• Demonstrable commitment to Neurology</td>
<td>• Experience of delivering acute Neurological care in Neuroscience Centre and District General Hospitals</td>
<td>CV</td>
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<td></td>
<td>• Ability to offer sound clinical opinion on range of acute Neurological conditions</td>
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<td>Interview</td>
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<td>• Ability to take full and independent responsibility for clinical care of patients</td>
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<tr>
<td><strong>Management and Administration Experience</strong></td>
<td>• Ability to manage and lead medical teams</td>
<td>• Ability to develop, present and operationalise coherent ideas for service development/delivery</td>
<td>CV</td>
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<td></td>
<td>• Ability to lead on smooth and efficient running of the unit</td>
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<td>Interview</td>
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<td>• Ability to organise, prioritise and manage high intensity workload</td>
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<td><strong>Teaching, Audit and Research</strong></td>
<td>• Experience of supervising junior medical staff</td>
<td>• Evidence of having conducted a practice-changing audit</td>
<td>CV</td>
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<td>• Commitment to formal and informal teaching of medical staff, AHPs and medical students</td>
<td>• Original peer-reviewed research publications</td>
<td>Interview</td>
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<td>• Evidence of participation in audit</td>
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<tr>
<td>Personal Attributes</td>
<td>Ability to extrapolate clinical research evidence to care for individual patients</td>
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<tr>
<td>Interview</td>
<td>Ability to work flexibly in a changing health service and to develop a new model of Neurological care in a district general hospital.</td>
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<td>Excellent manner with patients, being sensitive to their needs and fears</td>
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<td>Ability to communicate effectively with other hospital departments, patients, relatives, GPs, Nurses and other health professionals and flex style as appropriate</td>
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<td>Willingness to undertake additional professional responsibilities at local, regional and national levels</td>
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<td>Ability to communicate effectively with teams in District General Hospitals and external agencies and other disciplines</td>
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<td>Familiarity within issues of service organisation and development</td>
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