

APPOINTMENT OF TWO FULL TIME

CONSULTANT CLINICAL ONCOLOGIST
(Urology & Lung,
Colorectal & Breast)

JOB DESCRIPTION

OCTOBER 2021



INTRODUCTION

Two full-time Consultant Clinical Oncologists are required for The Shrewsbury and Telford Hospital NHS Trust, based at the Royal Shrewsbury Hospital. The Department of Oncology consists of a team of nine Consultant Oncologists (seven clinical, one medical) providing care to the population of Shropshire and Mid-Wales.

This post is a replacement appointment which attracts 10 Programmed Activities and an on-call supplement. Applications are welcome from those who wish to work full-time, part time or job share.

THE POSTS

These posts are for Consultant Clinical Oncologists

There is one new post and one vacancy which requires site specialist interest in Lung and Urology & Colorectal and Breast.

In addition, the post holder will be expected:

- To provide a comprehensive Oncology Service together with consultant colleagues and provide Oncology expertise in the management and development of site-specialised cancer services. To collaborate with colleagues within the Department to develop Oncology Services.
- To work with and support the established multi-disciplinary site specific teams.
- To participate in the out of hours service and provide acute oncology service.
- To liaise closely with surgeons, physicians and staff in other specialties and within the Trust.
- To provide cover for Consultant colleagues' leave.
- To provide supervision and management of junior medical staff.
- To undertake teaching, examination and accreditation duties as required and to contribute to postgraduate and continuing education both locally and nationally.
- To undertake clinical audit, continuing medical education, contribute to the annual appraisal process and undertake an annual job planning review.
- To undertake research. The Trust has a thriving Clinical trials department with active encouragement in clinical trial participation.
- To undertake work on both hospital sites, The Royal Shrewsbury Hospital (RSH) and Princess Royal Hospital (PRH), Telford.



DEPARTMENT OF ONCOLOGY

The Department of Oncology is based at the Royal Shrewsbury Hospital in the new £4.8m state of the art Lingen Davies Cancer & Haematology Centre. Clinical Oncology occupies the ground floor with Out-Patient, Chemotherapy Day Centre and Radiotherapy facilities being co-located. Also in the Lingen Davies building is the Haematology Day Unit, Clinical Nurse Specialists, Palliative Care & Macmillan Information Centre.

Outpatients Facilities

Outpatient clinics are held at both the Royal Shrewsbury Hospital and the Princess Royal Hospital. All clinics are fully supported by qualified Nurses, Care Assistants and Clerks.

Inpatients

Ward 23 at the Royal Shrewsbury Hospital is the designated Oncology Ward and has 30 beds. The ward cares for patients undergoing radiotherapy who require admission, patients receiving extended chemotherapy and other patients needing continuing care. Qualified staff undergo formal Oncology Nurse training, together with training in cannulation and the administration of chemotherapy. The ward also provides 24/7 access for patients and has introduced a telephone triage tool to support the phone assessment of patients.

The in-patient facilities have been refurbished and a 30 bedded Haematology / Oncology Ward providing specialised care to patients in a single setting. A dedicated flat will be available for use, free of charge, to relatives of patients in the terminal stages of their illness.

Chemotherapy Day Case

A majority of the work is undertaken at The Royal Shrewsbury Hospital in a modern purpose built unit which consists of 26 stations and 2 treatment areas designed around the needs of patients'. The service is lead by a team of experienced staff who have developed treatment delivery options such as Nurse inserted PICC Lines. The vision to develop a community chemotherapy service is part of the service objectives.

Radiotherapy

The Radiotherapy Department, including Radiotherapy Physics, is accredited to ISO 9001:2015, supported by a dedicated QA Radiographer.

The Department has developed strong academic links with Birmingham City University and is a recognised clinical placement for Student Therapy Radiographers. Radiotherapy Physics have accreditation for STP & HSST Clinical Scientist, PTP Graduate Diploma dosimetrist and IPEM Radiation Engineering Technologist apprenticeship training.

IMRT (mainly Rapidarc) and IGRT is in routine clinical use for a number of sites, including Breast and IMC treatments. Adaptive radiotherapy using 6DoF couch used for all Head and Neck patients. 4DCT lung and DIBH breast treatments are also in clinical use using Varian RPM system. We are commissioned to provide a lung and oligometastasis SABR service from June 2021.



There is a radiotherapy lead review team including a non-medical prescribing radiographer, who see patients regularly throughout their treatment, assessing toxicities and prescribing as and when required.

Equipment

Varian 2100iX (6&10MV, OBI, Rapid Arc)

Varian Truebeam (6&10MV, KV and CBCT, Rapid Arc and FFF)

Varian Truebeam (6&10MV, KV and CBCT, Rapid Arc, FFF and 6DoF)

Toshiba Wide Bore CT Scanner

Xstrahl kilovoltage unit

Varian Eclipse 3D planning system (with CT link)

Radiotherapy Physics

Radiotherapy Physics is provided by a dedicated team based at the Royal Shrewsbury Hospital site. It is led by a Consultant Clinical Scientist and supported by a team of 7.0 wte Clinical Scientists, including 4 MPEs. Mould room and treatment planning are supported by 4.7 wte dosimetrists and linac engineering by 4.0 wte Clinical Technologists. The staffing is currently at full establishment.

CURRENT STAFFING

Medical

7 Consultant Clinical Oncologists

1 Consultant Medical Oncologist

1 Associate Specialist Doctor

4 Specialist Doctors

2 Oncology Specialist Registrars (West Midlands Deanery rotation)

1 Oncology/Haematology FY2 (part of the medical rotation)

2 Trust grade doctors

Consultant Clinical Oncologists

Dr Rozenn Allerton, special interest in breast and Gynaecological cancers, Head of Service

Dr Laura Pettit, special interest in Breast, Skin, Head & Neck cancers

Dr Narayanan Srihari, special interest in Head & Neck and Urological cancer

Dr Ravi Prashant, special interest in Head & Neck and Urological cancer

Dr Anirban Chatterjee, special interest in Lung, Upper GI, and Haematological Malignancies

Dr Dean Dhinakaran, special interest in Lung, Upper GI, and Haematological Malignancies



Dr Shazad Aslam (locum) special interest in Lower GI and Gynaecological cancers

Vacant Post Lower GI and breast cancer

Vacant Post: Urology and Lung cancer

Consultant Medical Oncologist

Dr Mohammed Nasim, Special interest in Colorectal, Gynaecology and CUP

Consultant Palliative Care

Dr Emma Corbett

Admin & Clerical

8.6 WTE – Medical Secretaries

8.6 WTE – Reception Staff

The appointed Consultant will have dedicated office space and secretarial time.

Management Personnel

Clinical Director (Surgery, Oncology, Haematology)	Dr Dewi Eden
Clinical Lead for Oncology/Radiotherapy	Dr Rozenn Allerton
Operations Manager	Ms Sally Hodson
Centre Manager (Surgery, Oncology, Haematology)	Mrs Kerry Malpass

Supporting Services

Clinical Nurse Specialists

There are 35 CNS's across the Trust most of whom who sit within their own specialty i.e. Lung CNS, Head & Neck CNS, etc.

Within Oncology the Chemotherapy CNS is the Trust Lead for chemotherapy and supports the organisation in meeting the quality standards for peer review .The role also enhances the patient experience by providing additional support and information to patients and families with complex holistic needs. In addition to the Trust CNS's we have 6 site specific CNS working alongside the oncologists in the outpatient setting.

The Trust also has Acute Oncology CNS support and rare cancer and brain metastasis CNS.

Palliative and Supportive Care

A full palliative and supportive care team work within the MDT to provide seamless care to patients and their families. All members of the palliative care nursing team are nurse prescribers and utilise this in everyday practice. The Palliative nursing service has a high profile within the Trust within the clinical areas and at an executive level. The team receive direct referrals from all Consultants.

The Trust has support from an Honorary Palliative Care Consultant .The Consultant is the lead for the palliative care MDT and provides a clinic and reviews in patients with complex specialist palliative care



needs. The palliative care nursing service is currently provided 9-5 Monday to Friday. Access to palliative care advice for health care professionals out of core hours is provided by the Severn Hospice.

Severn Hospice

The Severn Hospice is located across two sites, one at Shrewsbury and a new build opened in 2009 at Telford. The Trust has strong links with the Hospice and the palliative care CNS's.

The Hamar Centre

This is a purpose built centre at the Royal Shrewsbury Hospital. The centre provides patients with access to level 3 and 4 psychological support and provides access to a Counsellor, Clinical Psychologist and Consultant Psychiatrist. The centre also provides access to a range of complimentary therapy and there is a comprehensive range of information available.

Cancer Support and Information

The Macmillan Cancer Information and Support Centre is based in The Lingen Davies Centre and provide free information to anyone affected by cancer in a relaxed, quiet area. It provide accurate comprehensive and up-to-date information on cancer awareness, specific cancers, treatments, support groups, information about benefits and the cost of cancer support and carer's support.

Clinical Trials

The Clinical Trials Team support recruitment and management of patients into a wide variety of cancer trials across the major disease sites. The Centre has consistently achieved the Government's target of 10% of patients diagnosed with cancer entering appropriate trials a year. The Cancer Trials Unit is currently recruiting into 17 national and international trials across a broad portfolio of radiotherapy, chemotherapy, hormone therapy, monoclonal antibody therapy and other cancer drug trials plus epidemiology, genetic and surveillance studies and studies of supportive care. 325 patients have been recruited this financial year 2013/14 and there are more than 1,400 patients attending trial follow-up clinics per annum.

Recent Developments

We have recently implemented an Electronic Prescribing system for all chemotherapy regimens delivered in the Day centre and on the ward. This has resulted in increased patient safety and time saved in the. The EP system has also eradicated the need for paper patient records and the nursing team use computers on wheels to record all documentation regarding the patient chemotherapy treatment. This new system has also improved the communication between the centre and pharmacy. The SaTH trust is the only trust that has accomplished this without EEurope using this EP system. This data collection can also be used for audit purposes and can be sent automatically to National Systemic Anti-Cancer Therapy (SACT) group, whereas previously a data clerk was required to enter the data manually.



PROPOSED JOB PLAN

As required under the terms and conditions of service. A work programme including a weekly timetable of programmed activities must support the list of duties. The job plan conforms to the current recommendations of the Royal College of Radiologists. The patient related activity sessions are in the provisional timetable below:

Provisional Job Plan – Consultant Clinical Oncology Urology & Lung

Monday	Tuesday	Wednesday	Thursday	Friday
09.00 -13.00 OP Lung/Urology 1PA DCC	09.00-13.00 Radiotherapy Planning 1 PA DCC	09.00-13.30 Op Lung/Urology 1.125 PA DCC	09.00-12.00 0.75 SPA	09.00-12.30 OP Lung/Urology 0.875PA DCC
13.00-17.00 Admin 1 PA DCC	13.00-17.00 OP Lung/Urology 1 PA DCC	13.30-17.00 0.875 PA SPA	12.00-14.00 MDT 0.50 PA 14.00-15.00 SPA 0.25 15.00--17.00 Radiotherapy Planning 0.5PA	12.30-14.30 MDT Urology 0.5 PA DCC 14.30-17.00 SPA (departmental meetings 15:30 – 17:00 week 1 M&M, week 2 education, week 4/5 governance 0.625 SPA

Provisional Job Plan – Consultant Clinical Oncology Colorectal / Breast

Monday	Tuesday	Wednesday	Thursday	Friday
09:00 – 13:00 OP Clinic (CRC, Breast) 1 PA DCC	09:00 – 10:00 Admin 0.25 DCC 10:00-13:00 Breast MDT 0.75PA DCC	09:00 - 13:00 OP CRC/breast 1 PA DCC	09:00 – 10.00 admin 0.25 PA DCC Radiotherapy planning 10.00- 13.00 0.75PA DCC	09.00 - 13.00 1 PA (DCC) OP Clinic (CRC.breast)
13:00 – 17:00 Admin 0.5 PA DCC 0.5 SPA	13:00–17:00 Radiotherapy planning 1 PA DCC	13:00 – 17:00 OP breast 1 PA DCC	13:00-17:00 1 SPA	13.00 - 17.00 1 PA SPA (departmental meetings 15:30 – 17:00 week 1



				M&M, week 2 education, week 4/5 governance)
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Direct Clinical Care

7.5 PAs on average per week

(Clinical activity, clinically related activity, predictable and unpredictable emergency work)

Supporting Professional Activities

2.5 PAs on average per week

(Includes CPD, audit, teaching, research)

Expected new cases per year: 250 (of which 220 would be Breast)

Travelling time is included in PA's.

The successful candidate is expected to attend designated multi-disciplinary team meetings.

On call is non-resident, 1:9, 3% supplement.

Review of Job Plan

The post holder is expected to work with managers and professional colleagues to provide an efficient Oncology Service and will share a management role on a rotational basis with consultant colleagues – subject to the conditions of the terms and conditions of service. The post holder is expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters and to follow the standing orders and financial instructions of the Trust. The post holder is expected to make sure that there are adequate arrangements for hospital staff involved in the care of their patients to be able to contact the post holder when necessary.

The post holder will have responsibility for the training and supervision of junior medical staff and if appropriate, the post holder will be named in the contract of doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers.

This job plan is subject to review annually with the Lead Oncology clinician.

Local procedures must be followed if it is not possible to agree a job plan, either initially or at an annual review.

TRANSFORMING CARE INSTITUTE

If you want to be part of a team, dedicated to giving patients the very best care then come and join the team of Consultants and Doctors at The Shrewsbury and Telford Hospital NHS Trust.

Our team of highly motivated Consultants and Doctors span a vast range of specialties. You will work within a well-supported and multi-disciplined team, ensuring you reach your full potential. Our hospitals are forward looking and well equipped, providing you with the very best environment to work in.



EDUCATIONAL ACTIVITIES

There are thriving postgraduate centres at both Hospitals. The Shropshire Education Conference Centre at Royal Shrewsbury Hospital and enhances the already excellent reputation of the Hospital for training Junior Staff, supporting seniors and continued professional development.

The Trust has a dedicated Continuing Professional Development budget to allow Consultants to pursue CPD requirements. Participation in Audit and Clinical Governance is actively encouraged.

The Hospital provides teaching for Students from Keele University Medical School. The Oncology Department is involved in teaching and training of Specialist Registrar's from West Midland's Deanery rotation, FY2 trainees from General Medical rotation and Medical Students.

OFFICE AND SECRETARIAL SUPPORT

You will have an office with a full range of facilities including desktop PC. You will be supported by a full time secretary, and additional administrative staff supporting the existing Oncologists.

RESEARCH

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

AUDIT

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

APPRAISAL, REVALIDATION AND MENTORSHIP

The Trust has the required arrangements in place, as laid down by the Royal College of Radiology, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.

The Trust supports the Royal College of Radiology guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.



You are required to register SaTH as your designated body via the GMC to ensure that you are set up revalidation system; we will complete this as soon as possible upon your commencement with the Trust.

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

TERMS AND CONDITIONS OF SERVICE

The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £84,559 - £114,003 per annum for 10 Programmed Activities (as of March 2021).

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 practise.
- 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 Disclosure Barring Service.

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 offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

OTHER FACILITIES



There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (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

Visits are strongly encouraged and should be arranged with:

Dr Rozenn Allerton Consultant Oncologist, Clinical Director 01743 261000 ext 3942

Sally Hodson Operational Manager 01743 261 000 ext 3523

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 Trust's 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 relating to energy and water usage, transport and waste.