

People Centred

Positive

Compassion

Excellence

## **JOB DESCRIPTION**

### **FOR THE POST OF CONSULTANT RHEUMATOLOGIST BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST**

**JOB TITLE:** Consultant Rheumatologist

**TENURE:** Permanent

**KEY INTERNAL RELATIONSHIPS:** Divisional Director (Unscheduled Care)  
Deputy Divisional Director (Unscheduled Care)  
Head of Department for Rheumatology  
Consultant and Allied Health Professional colleagues in the Rheumatology Department  
Department Management Team  
Clinical Administrative & Support Staff  
Colleagues in all specialities

**KEY EXTERNAL RELATIONSHIPS:** General Practitioners  
Fylde Coast Clinical Commissioning Groups  
North West Rheumatology Alliance  
Health Education North West

## INTRODUCTION

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and is committed to Values Based Collaborative Leadership and being a 'Great Place to Work'. The Trust is one of the HSJ's 2015 Best Places to Work.

Blackpool Teaching Hospitals NHS Foundation Trust was established on 1st December 2007. The Trust gained Teaching Hospital status and became Blackpool Teaching Hospitals NHS Foundation Trust in 2010. In April 2012 the Trust merged with community health services from NHS Blackpool and NHS North Lancashire as part of the Transformation of Patient Pathways Programme. We are now a Vanguard site with Extensive Care Services provided for the complex elderly population within Blackpool, Fylde and Wyre.

The Trust serves a population of approximately 440,000 residents across Blackpool, Fylde, Wyre, Lancashire and South Cumbria and the North of England. It comprises Blackpool Victoria Hospital which is a large busy acute hospital and two smaller community hospitals – Clifton Hospital and Fleetwood Hospital and the National Artificial Eye Service. The Trust is also responsible for the provision of Community services such as District Nursing and Midwifery to a large geographical area, extending from Lytham St Annes in the South to Morecambe and Carnforth in the North. The Trust provides Tertiary haematology services for Lancashire and South Cumbria and is the site of the Lancashire Cardiac Centre which provides comprehensive cardiology and cardiothoracic surgical services for the adult population of Lancashire and South Cumbria (around 1.6 million people).

## THE POST

The successful candidate will join a multi-professional team based at Victoria and Clifton Hospitals. They will undertake clinics at Victoria and Clifton Hospitals, in line with the Department's philosophy to deliver care closer to the patient's home.

The post holder will be employed by Blackpool Teaching Hospitals NHS Foundation Trust

## TRUST VALUES

Genuine engagement of our staff is vital to our success and aspiration. Our core values provide us with the framework to create the right culture that supports our staff to be the best they can be and achieve better care together for the benefit of our patients. We expect all staff to uphold our agreed set of values and be accountable for their own attitude and behaviours.

<b>People Centred</b>	Serving People is the focus of everything we do
<b>Positive</b>	Having a can do response whatever the situation
<b>Compassion</b>	Always demonstrating we care
<b>Excellence</b>	Continually striving to provide the best care possible

## INDICATIVE WORK PLAN

### 1.0 Whole Time Equivalent Post:

Direct Clinical Care

8.5 programmed activities

Supporting Professional Activities

1.5 programmed activities

The job plan will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity. All consultants will be allocated 1.5 core SPA per week for professional development (CPD), Job Planning, Appraisal, Mandatory Training, attendance at regular team meetings which will have a clinical governance aspect and participating in Audit. Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed, agreed and made clear within the Consultant Job plan.

Additional SPA time will be made available to Consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Head of Department during the Job Plan review session. Additional (non- core) SPA time will be undertaken within the Trust or at other agreed NHS sites or academic institutions during the normal working day.

### Indicative\* Job Plan

	Mon	Tues	Wed	Thurs	Fri
<b>09:00 – 13:00</b>	WARD REFERRALS / ADMIN	OUTPATIENT CLINIC BVH	OUTPATIENT CLINIC BVH	WARD REFERRALS/ ADMIN / MDT	OUTPATIENT CLINIC BVH
<b>13:00 – 17:00</b>	OUTPATIENT CLINIC CLIFTON	WARD REFERRALS / ADMIN	0.5 WARD REFERRALS / ADMIN 0.5 SPA	OUTPATIENT CLINIC BVH	SPA

SPA – Supporting Professional Activities

MDT – Multidisciplinary team meeting (2 hours – may be done over email / telephone)

\* Clinic times and locations will be confirmed on commencement of post.

Clinics will take place at Blackpool Victoria Hospital and one other peripheral site (likely to be Clifton Hospital). Travelling time will be factored in to start and finish times of peripheral clinics.

Clinic templates will be set at 6 new or 12 follow up slots (or equivalent e.g. 3 new + 6 follow up)

There are no trainees or students scheduled to attend these clinics. This may change in the future, subject to negotiation.

The Department receives an 5 – 10 ward referrals per week, which are divided amongst the team. It is therefore anticipated that for the sessions designated “Ward Referrals / Admin”, approximately 20% of the time will be allocated to ward referral work and 80% for clinical administration. There is a requirement to be flexible within these sessions to accommodate fluctuations in workload. Over 90% of the ward referrals are from the base hospital site.

There is no on-call commitment for this post

## **THE DEPARTMENT OF RHEUMATOLOGY**

The Department of Rheumatology provides services for patients throughout the Fylde Coast. The successful candidate would join a team of four (3.6 WTE) existing consultants. The main hospital base is Blackpool Victoria Hospital with outreach clinics at Clifton Hospital, Fleetwood Hospital, Lytham Primary Care Centre and the Garstang Clinic. Rheumatology day-case facilities are provided at Clifton Hospital, where a DEXA scanner is also sited. Specialist nursing support is provided by one Rheumatology Lead Nurse (with Osteoporosis interest), three Rheumatology Clinical Nurse Specialists and one infusion nurse. Allied Health Professional support to the team is provided by one 0.8 WTE Band 7 occupational therapist, one 0.5 WTE band 4 occupational therapy assistant and one 0.6 WTE Band 7 specialist physiotherapist. Podiatry input is provided by the Trust’s therapy team and a workforce review is due to be completed. The successful applicant will have support from all the aforementioned Allied Health Professionals.

In January 2014, the Department established a fast-track Early Arthritis Clinic and is now achieving the NICE Quality Standards for the management of patients with Rheumatoid Arthritis. There is access to musculoskeletal ultrasound but an opportunity exists to develop this service in-house. The Department is keen to enhance services for patients with all rheumatological conditions. The team is currently piloting new ways of working and is working with NHS England as part of the Elective Care Demand Management Collaboration. Successful interventions include a telephone triage service and virtual clinics.

There is one Rheumatology Specialty Trainee on rotation from Health Education North West (North Western) allocated to the department, whose duties are split between all the consultants, including the new appointee. There is one Specialty Trainee (usually ST1 or ST2) from the General Practice Vocational Training Scheme who is based on the Dermatology/Rheumatology Unit at Clifton Hospital but also undertakes some Rheumatology outpatient clinics.

The Department of Rheumatology has close links with the other medical specialties within the Division of Unscheduled Care. Rheumatology secretaries are also part of the Unscheduled Care Division for managerial purposes. The department also has excellent working relationships with the Radiology Department and there is a monthly musculoskeletal radiology meeting.

Office accommodation is available for use by the appointee, which will include a networked PC with e-mail facility, Intranet and Internet access. This is a new post and secretarial support will be provided.

It is an exciting time to join the Rheumatology Team at Blackpool Teaching Hospitals. This is to realise our vision of enhancing the models of care provided to patients, to achieve the quality standards for patients with rheumatic disease and to improve patient outcomes. The Department has recently expanded its nursing workforce and established early arthritis and annual review clinics.

## **Consultant Rheumatologists**

Dr Chandini Rao (Head of Department) Tel: 01253 953854; email: [dr.rao@nhs.net](mailto:dr.rao@nhs.net)

Dr Stephen Jones

Dr Hanadi Sari-Kouzel

Dr Andrew Jeffries

Dr Sneha Varughese

## **Directorate Manager**

Susan Hegarty Tel: 01253 953728, email: [susan.hegarty1@nhs.net](mailto:susan.hegarty1@nhs.net)

Please contact Dr Rao or Susan Hegarty for further information.

## **TEACHING**

The Trust is a teaching hospital for the University of Liverpool Medical School and the successful candidate may consider participating in undergraduate teaching within the sessions allocated to support professional activities.

The Trust also hosts Junior Doctors in training placements in all specialities, working in collaboration with Health Education England North West (HENW, formerly North West Deanery). This includes Foundation Doctors, Core Trainees and Specialist Trainees at all levels. There are extensive opportunities for teaching all grades of doctor.

There is an active Health Professionals Education Centre with 24 hour library facilities and a full Simulation suite. Support will be provided to enable suitably qualified candidates to become fully recognised by the GMC as trainers.

## **CLINICAL AUDIT**

The appointee will be expected to carry out an ongoing programme of clinical audit and participate where appropriate in regional and national audit.

## **RESEARCH AND DEVELOPMENT**

Research is considered core Trust business. There is an expectation to deliver evidenced based care and to also contribute to the evidence base by supporting research studies. This includes NIHR portfolio studies and the opportunity to develop in house studies. The Trust is a member of the CLAHRC North West (Collaborations for Leadership in Applied Health Research and Care), and the NW Coast CRN and AHSN. We working closely with the Lancaster Health Hub and there are opportunities for honorary academic appointments with Lancaster University, a top ten university in the UK, to recognise research contributions including supervision of PhD and MSc students.

## **CONTRACTUAL COMMITMENT**

The post holder will have continuing responsibility for patients in his/her care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

## **APPRAISAL**

There is a requirement to participate in annual appraisal in line with GMC regulations and incremental salary progression is linked to engaging with this process

You will be expected to maintain your CME/CPD in line with college guidelines, and this will be supported by the Trust study leave policy.

The Trust is committed to supporting revalidation and has a dedicated Revalidation Team, led by Professor Ravi Gulati.

## **LEADERSHIP DEVELOPMENT**

The Trust offers a range of leadership programmes for both new and senior Consultants employed by the Trust and all newly appointed Consultants and Senior SAS doctors will be given the opportunity to enhance their effectiveness in their role.

New appointees will be automatically invited to attend a New Consultant and Senior SAS Doctor induction programme which takes place over 4 months and includes action learning as well as taught interactive modules. All will be encouraged to access our in-house coaching and mentoring service.

## **ASSOCIATED DUTIES AND RESPONSIBILITIES**

### **i) Main Duties and Programmed Activities**

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually and in line with the provisions below.

### **ii) Associated duties**

You are responsible for the associated duties set out in schedule 2 of the Terms and Conditions. These include amongst other things a requirement to:-

- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.
- Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged. Conforming to “state of the art” advances will ultimately depend on other priorities within the total unit.
- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

### **iii) Objectives**

Agreed personal objectives will form part of individual Job Plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual's clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

## **TRUST LEADERSHIP**

The Trust Board members are as follows:

Chairman

Mr Steve Fogg

Executive Directors

Chief Executive

Mrs Trish Armstrong-Child

Executive Director of Strategic & Transformation

Steve Christian

Director of Finance

Mr Feroz Patel

Medical Director

Dr Jim Gardner

Director of Integrated Care & Performance

Mrs Janet Barnsley

Chief Operating Officer

Mrs Natalie Hudson

Director of Nursing, AHP's & Quality

Mr Peter Murphy

Interim Executive Director of People & Culture

Mrs Louise Ludgrove

Joint Director of Communications

Mrs Shelley Wright

Non-Executive Directors

Mr Mark Beaton

Mrs Sue McKenna

Mr Mark Cullinan

Mr James Wilkie

Mr Andy Roach

Miss Fiona Eccleston

Mr Adrian Carridice-Davids

## **POLICY & STRATEGY**

Policies which drive our Agenda include:

Blackpool Teaching Hospitals NHS Foundation Trust Strategic Review

The 5 Year Forward View

NHS Long Term Plan

The National Service Frameworks

National Cancer Plan

National Clinical Guidelines (NICE)

Health Improvement Programmes and Joint Investment Plans

## **HEALTH & SAFETY**

The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

## **RISK MANAGEMENT**

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

## **CLINICAL GOVERNANCE**

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust has adopted an approach to Clinical Governance which draws together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

## **CLINICAL RESULTS**

The post holder will be expected to contribute to the ongoing quality improvement of clinical services.

## **RESOURCE MANAGEMENT**

The post holder will be expected to ensure that services are delivered within agreed parameters.



## **APPENDIX 1**

### **ABOUT THE TRUST:**

Blackpool Teaching Hospitals NHS Foundation Trust is a combined acute and community trust with secondary care provided for residents of the Fylde Coast at Blackpool Victoria Hospital.



The Trust has recently completed a clinically-led strategic review based around the need to ensure clinical and financial sustainability. Blackpool Teaching Hospitals NHS Foundation Trust's strategic vision for 2020 is: **"As a high performing Trust, operating as part of an integrated care system, we will provide high quality, safe and effective care. This will be achieved in a financially sustainable way, through our skilled and motivated workforce"**.

The Trust's ambitions underpinning this vision are challenging, with aspirations to reach the highest levels of clinical quality, patient experience, operational performance, and staff satisfaction as well as delivering a healthy financial services risk rating.

There is a large programme of consultant expansion in the Unscheduled Care Division to facilitate earlier senior review particularly in the emergency and acute medical units. The principles of the Consultant Medical Workforce Plan are:

1. More consultant-delivered care to inpatients
2. More consultant-delivered care to patients at weekends
3. A sustainable 7 day consultant-delivered service model, with commitments at weekends contracted
4. Continuity of care to patients through a Team-Job Planning model of care which enables patients to receive more of their care from the same consultant.

The Trust hosts a wide range of surgical specialities including General Surgery, Trauma and Orthopaedics, Urology and Gynaecology. There is a Women and Children's unit including both Consultant led and Midwife led maternity care.

The Trust provides Tertiary haematology services for Lancashire and South Cumbria and is the site of the Lancashire Cardiac Centre which provides comprehensive cardiology and cardiothoracic surgical services for the adult population of Lancashire and South Cumbria (around 1.6 million people).

The Trust has recently developed its undergraduate medical teaching and trains 48 fourth year medical students from the University of Liverpool annually in addition to 20 final year medical students. It has an active undergraduate team and is a Teaching Hospital.

The Hospital has had a series of redevelopments over the last few decades, providing a Phase 5 A&E / AMU/ ITU development which opened in 2001, a self-contained Cardiac Wing which opened in 2006, a Phase 6 Surgical wing incorporating a pre-assessment unit, day-case unit, in-patient operating rooms and wards beds, which opened in 2011. A new 'Front of Hospital', containing retail outlets and associated multi-storey car park opened in early 2014.

There is a strong emphasis on enhanced recovery techniques across the surgical specialities, with day of surgery admission being the norm. This includes Cardiac Surgery where up to 85% of patients undergoing elective surgery are same day admissions



On-site educational assets include a Health Education Centre (HPEC) with facilities for undergraduates and postgraduates, a separate Simulation and Skills centre including a simulation suite, various seminar rooms and lecture theatres. Within the cardiac build there are wet-lab facilities. There is a regular teaching Grand Round on Wednesday lunchtime. Professional development is supported with in-house courses, as well as access to regional and national resources.

There is a strong theme of promoting the development of our future leaders with leadership development opportunities at all stages from new starters through to potential senior leaders. All consultants are expected to participate in leadership development as part of the Trust vision of building a culture of collective leadership with high quality care.

Clinical leadership is provided from the senior Medical Leadership Team, led by the Medical Director and includes the Deputy Medical Director, Associate Medical Director for Leadership and Engagement, Divisional Directors, Director of Research and Development and Director for Medical Education. Consultants are encouraged to take up leadership responsibilities within their Division. There is a strong Nursing Leadership which works closely with the Medical Leadership Team. General management and finance functions work with the Divisional structures to provide optimal levels of clinical care. We have a strong and ongoing focus on improvement and risk reduction. Clinical quality is overseen through the Divisions which report through to the Trust Board. There is an active Clinical Research department with facilities within the main hospital building.

Blackpool Victoria Hospital is a busy hospital, serving a local population of 440,000 residents within Blackpool, Fylde & Wyre and North Lancashire. With the inclusion of our Tertiary Haematology and Cardiac Services we support a population of around 1.6 million. The Trust employs over 6500 staff within its hospital and community arms with a turnover of around £370M. We have worked closely with our local commissioners to set up the Vanguard Extensive Care Service, supporting the highest risk patients to remain within a community setting.

Blackpool is a town on the North West coast of England well served by road, with Junction 4 of the M55 being a couple of miles from the hospital. There are new direct rail services to London from Blackpool North station or alternatively frequent connections from Preston, a major station on the West Coast Main Line. There are direct rail connections to Manchester Airport, which has direct flights to North America and Asia.

For colleagues with children we also have an on-site crèche and there are a number of private schools in the area. High quality housing is available locally and there is also extensive rental accommodation. Opportunities for recreation are varied, from watching Rugby at Fylde or Football at Blackpool, to

participating in sport at any of the local facilities. The beauty of the Lake District is within an hour's drive and again is also accessible by train and or bus.

We recognise that when you work for us, in the course of your duties, you may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. The Trust has in place a 'Whistle blowers Policy' for staff wishing to express concerns.

We believe that Infection prevention and control is the responsibility of all Trust staff. All duties relating to the post must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures. We also believe that every employee is personally responsible for the quality of the work, which they individually perform. It is our duty to seek to attain the highest standards achievable both individually and collectively to support the Trust's philosophy of pursuing quality in all its services.

The Trust condemns all forms of harassment and bullying and actively seeks to promote a work place where employees are treated with dignity, respect and without bias. The Trust actively promotes equality of opportunity for all its employees.

## CONSULTANT PERSON SPECIFICATION

### POST: Consultant Rheumatologist

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Legal Requirements</b>	Inclusion on the Specialist Register or eligible for inclusion within 6 months of interview date		Curriculum Vitae (CV)
	Full registration with the GMC		CV
<b>Qualifications and Training</b>	MB ChB or equivalent	Higher degree (MD/PhD)	CV
	MRCP or equivalent		CV
<b>Skills and Abilities</b>	Excellent communication skills – both oral and written.	Computer and IT skills	CV/Interview/ Assessment Centre
	Effective teaching skills	Educational qualification or working towards.	CV/Interview
	Ability to organise and prioritise workload and to delegate responsibility and supervise staff.		CV/Interview/ Assessment Centre
	Ability to motivate and inspire a multi-disciplinary team and work sensitively within teams and across organisations		Interview/Assessment Centre
	Involvement and evidence of implementation of service development and managing change in a healthcare setting		CV/Interview
	Leadership skills- ability to take responsibility, show leadership and make decisions		CV/Interview/ Assessment Centre
<b>Management skills</b>	Awareness of NHS organisation and core values of NHS		CV/Interview
	Understanding of the management responsibilities of NHS consultants		CV/Interview/ Assessment Centre

	Participation in a management training course		CV/Interview
<b>Knowledge / Research</b>	Commitment to CPD and requirements of clinical governance and audit	A proven track record in self-directed research	CV/Interview
		Publications in peer reviewed journals	CV/Interview
<b>Adherence to the Values of the Trust</b>	<p><b>People Centred</b> Always patient and staff focused. Supports effective team work. Able to demonstrate integrity through honest and open behaviours Communicates widely and effectively.</p> <p><b>Compassion</b> Always shows empathy for patients and staff. Always seeks to understand how others are feeling.</p> <p><b>Positive</b> Always staying positive to reassure staff and patients. Always reflecting the impact of own attitude and behaviours upon the service and staff.</p> <p><b>Excellence</b> Always striving to do best for patients and staff. Always appreciating the efforts of others. Always taking responsibility for actions. Always seeking out opportunities for improvements.</p>		Interview/ Assessment Centre