

Consultant Rheumatologist

February 2021

At Gloucestershire Hospitals NHS Foundation Trust, we take great pride in delivering high quality acute services and we understand just how precious life is.

People entrust their lives to our care every day and they have the right to expect the very best experience and outcomes. That's why our ambition and the pursuit of excellence is the foundation of everything we do.



Dear candidate,

I am delighted you are interested in joining us as a Consultant Rheumatologist at Gloucestershire Hospitals NHS Foundation Trust. This information pack contains all the information you need to apply for the post, I would actively encourage you to read the information and make contact with our Clinical Lead Dr Hilary Johnson 03004 22 3883, Dr Jessica Gunn Consultant Rheumatologist - 03004 22 5302 or Dr Sarah Hickey Consultant Rheumatologist - 03004 22 6406

Please note that relocation expenses and support with childcare are available, and we welcome applications for less than full time working.

We provide acute hospital services from two large district general hospitals, Cheltenham General Hospital and Gloucestershire Royal Hospital. Maternity Services are also provided at Stroud Maternity Hospital. We remain the major provider of secondary care services in the area and analysis shows that for Gloucestershire we are the leading acute healthcare provider by a significant margin.

If you are new to the county, take a quick look at [this recruitment video](#) to find out why we choose to live and work in this beautiful part of the world.

I wish you every success with your application to join this team.

Best wishes



Prof Mark Pietroni
Medical Director

Your introduction to Gloucestershire Hospitals

We are a large organisation providing acute services from Gloucestershire Royal Hospital in Gloucester and Cheltenham General Hospital to a population of 652,475* in Gloucestershire as well as caring for patients from surrounding counties and beyond.

Our workforce is almost 8,000 strong and our caring and dedicated staff are recognised as providing good and outstanding patient-centred, high quality emergency, elective and specialist care across a range of clinical areas.

We are committed to recruiting the best people to work with us to achieve our Vision of providing Best Care for Everyone and our success depends on the commitment and dedication of our staff, many of whom are world leaders in healthcare, teaching and research. You could make a real difference to our patients' lives by joining our team.

*Figures based CCG data on the number of people registered at a GP surgery in Gloucestershire

Rheumatology Service

The Clinical Lead for the rheumatology team is Dr Hilary Johnson and Lead Specialist Nurse is Alison Eamer. The Specialty Director is Dr Tom Millard and Matron for Medicine (Rheumatology) is Laura Greenway. The General Manager is Zoe Cliffe, working with Jo Knickenberg as Assistant General Manager.

The Rheumatology Department is part of the Medical Division. The Chief of Service is Dr Ian Shaw, who also holds clinical commitments as a consultant in gastroenterology. The Divisional Director of Medicine is Alison McGirr and the Divisional Director of Quality & Nursing is Gav Hitchman.

Our Team:

Consultants

The Rheumatology service for Gloucestershire is organised on a countywide basis. The Department of Rheumatology consists of 3 full time and 2 part time consultants, based either at Gloucestershire Royal Hospital (GRH) or Cheltenham General Hospital (CGH). In addition, peripheral clinics take place at a variety of community hospitals in the Forest of Dean (The Dilke and Lydney Hospitals), Tewkesbury, Stroud, Berkeley (The Vale Hospital), Bourton on the Water and Moreton in Marsh. A weekly Early Arthritis Clinic runs at both GRH and CGH. Combined clinics are also undertaken with dermatology (with a focus on connective tissue disorders and psoriasis), Orthopaedics and Paediatric rheumatology.

Dr Gill Coombes Osteoporosis

Dr Sarah Hickey



Dr Hilary Johnson Transitional Rheumatology

Dr Safwan Jamal

Junior Medical Staff

At Gloucestershire Royal Hospital we have a registrar in rheumatology (pure or with GIM) on annual rotation (Severn rotation including Bristol and Bath). Since 2015 we have also had a registrar at Cheltenham General Hospital on the Oxford rotation.

Rheumatology Specialist Nurses

Alison Eamer (Lead Nurse)

Sarah Fishlock

Gill Flynn

Rachael Knight

Jo Morrison

Rheumatology Specialist Physiotherapist

James Peirce

Admissions and Day Cases

Elective inpatient admissions are to a renal ward at GRH with a dedicated rheumatology bed. Intravenous therapies including biologics are carried out on a separate dedicated Medical Day Unit at GRH.

Other support services and facilities include:-

- A dedicated team of physiotherapists and occupational therapists
- Hydrotherapy facilities at Gloucestershire Royal Hospital
- Radiology Services – there are CT and MRI scanning facilities on both DGH sites.

Teaching and Training

The Rheumatology Department teaches rheumatology to 3rd year medical students from the University of Bristol Medical School during their MDEMO attachment, as part of the Gloucestershire Academy. We also contribute to the training programmes for Core Medical Trainees, GP trainees and Rheumatology Specialty Registrars.

Continuing Professional Development

The Rheumatology Department runs a departmental programme, including CPD, audit and clinical governance, which the postholder would be expected to attend and contribute towards. Ad hoc educational meetings are also organised, often with well-respected external speakers. The team contributes to the weekly Medical Grand Round.

Job details

Job Title:	Consultant Rheumatologist
Division	Medicine
Department:	Rheumatology
Responsible and accountable to:	Clinical Lead. Further line management is provided by the Specialty Director and subsequently the Chief Of Service or Medical Director
Grade:	Consultant
Location:	Gloucestershire Royal Hospital & Cheltenham General Hospital

Overview

The Trust provides a comprehensive Rheumatology service in Gloucestershire. The services are currently led by five consultants who are employed by Gloucestershire Hospitals NHS Foundation Trust and provide outpatient clinics at Gloucestershire Royal Hospital and Cheltenham General Hospital, with outreach clinics held in Tewkesbury, Stroud, Dursley, Bourton-on-the-Water, Moreton-in-Marsh, Lydney and The Dilke Hospital. A further rheumatologist is employed by Great Western Hospitals NHS Trust and provides outpatient clinics on behalf of Gloucestershire Hospitals NHS Foundation Trust at Cirencester Hospital.

The current Consultants working in the countywide service are:

Gloucestershire Hospitals NHS Foundation Trust

Dr Gill Coombes

Dr Jessica Gunn

Dr Sarah Hickey

Dr Hilary Johnson

Dr Safwan Jamal

Great Western Hospitals NHS Trust - Dr David Collins

The post holder will share responsibilities with his/her fellow rheumatologists for the provision of inpatient care, acceptance of referrals, outpatient clinics and appropriate practical procedures.

This full-time post reflects the steady incremental growth of Rheumatology as a specialty within Gloucestershire Hospitals NHS Foundation Trust. The post will be based at Cheltenham General Hospital. The appointee will be expected to take an active role in the running of the Rheumatology service with full participation in cross-county activities and planning (including community hospital clinics).

The post is full time (10.0 PAs) over five days per week. Job share and part time applicants are welcome; if such a person is appointed, modification of the job content will be discussed on a personal basis.

Job purpose

The successful applicant will join the existing team of five Rheumatologists at Gloucestershire Royal Hospital and Cheltenham General Hospital.

As a senior employee of the Trust the post-holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Trust's patients.

Integral to the responsibilities of the post are the following requirements:-

- ▶ To ensure the provision of a first class clinical service
- ▶ To provide effective leadership to all staff engaged in the specialty
- ▶ To sustain and develop teaching and research wherever appropriate
- ▶ To undertake all work in accordance with the Trust's procedures and operating policies
- ▶ To conduct clinical practice in accordance with contractual requirements and within the parameters of the Trust's and Division's service plans
- ▶ To maintain the confidence of business plans and development strategies formulated for the specialty, the Medical Division or the Trust

Teaching/Training (as agreed with Clinical Lead or Service Line Director)

The health community of Gloucestershire supports the development of the Gloucestershire Academy. The Academy is hosted by the Gloucestershire Hospitals NHS Foundation Trust. Initially led by the University of Bristol Medical School and now also involving the University of the West of England Faculty of Health and Social Care, it will continue to grow to embrace the ambitions of the NHS, the University and other organisations that may be relevant to our county's Trusts and employees. Meanwhile its implementation currently involves providing an academic infrastructure for students in medicine, nursing and the allied health professions to pursue the curriculum with relevant high education institution, in the health service, clinical setting of the secondary care Trusts of Gloucestershire.

- ▶ To provide conditions for improved training opportunities in line with national and local recommendations.
- ▶ To participate in the undergraduate teaching programme, including medical students from the University of Bristol at the Gloucestershire Academy
- ▶ To assist and participate with the development of postgraduate training for F1s, F2s, Core Trainees, Specialty Registrars and other staff as appropriate.
- ▶ Where agreed, to act as Educational Supervisor to junior and middle grade medical staff, being responsible for their appraisal and personal development planning.

Audit

The Trust has a well-established framework for clinical governance that incorporates the clinical audit program. A wide variety of audits are undertaken within the Department. Clinical Governance meetings are regular. The post-holder will be expected to take part in developing clinical audit activities within the

department and achieving clinical governance objectives in accordance with the agreed Divisional and Trust clinical governance programs.

- ▶ To promote evidence-based practice. To respond appropriately to NICE guidance. To change own and others clinical practice in response to new clinical developments.
- ▶ To undertake and supervise relevant clinical audit topics.
- ▶ To be involved in risk management and quality assurance.
- ▶ To remain up to date and engaged in CPD as per RCP guidelines

Clinical Governance

- ▶ To undertake all work in accordance with Gloucestershire Hospitals NHS Foundation Trust procedures and operating policies.
- ▶ To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CPD requirements.
- ▶ To participate in an annual Job Planning Review process.
- ▶ To participate in the Trust's annual Appraisal process.
- ▶ To respond appropriately to complaints and critical incidents.
- ▶ To adhere to Trust Adverse Clinical Incident Policy.

Management (as agreed with Clinical Lead or Service Line Director)

- ▶ There is an expectation that consultants will participate in directorate clinical management roles and this work will be part of Supporting Professional Activities (average 1 PA).
- ▶ Attendance at meetings to develop cross county working.
- ▶ To provide medical information for the development of systems appropriate for Trust needs.
- ▶ To participate in departmental consultant and senior staff meetings whilst remaining within the framework of the agreed strategy of the Trust and the Department.
- ▶ To attend other departmental, Divisional and Trust meetings as necessary.
- ▶ To attend regional and national meetings as necessary.
- ▶ To undertake all work in accordance with Trust procedures and operating policies.

Teamwork

- ▶ To work within the framework of team decisions.
- ▶ To take a whole systems approach to working with the wider health community
- ▶ To show initiative, enthusiasm and flexibility

Strategic Development

- ▶ The Trust is rationalising medical services cross-county - primarily between Cheltenham General and Gloucestershire Royal hospitals.

Accountability

- ▶ The post holder will be immediately accountable to the specialty Clinical Lead and Divisional Lead.
- ▶ The post holder will be expected to undertake appraisal and to respond to any identified development needs.

The post-holder has a general duty of care for their own health, safety and well being and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post-holder is expected to:

1. Observe the rules, policies, procedures and standards of Gloucestershire Hospitals NHS Foundation Trust together with all relevant statutory and professional obligations.
2. Observe and maintain strict confidentiality of personal information relating to patients and staff.
3. Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.

Important information for candidates

If successful, you will have access to vulnerable adults and may have access to children under the provision of Joint Circular No HC(88) 9 HOC8/88 WHC (88) 10. Criminal Records clearance is a job requirement. Therefore, applicants are advised that the appointment will be subject to disclosure of any convictions, bind-over orders or cautions. Attention is also drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allows convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

Gloucestershire NHS Foundation Trust will support applicants who are unable for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

Candidates are asked to note that canvassing of any member of the Advisory Appointment Committee or Gloucestershire Hospitals NHS Foundation Trust Board will disqualify them from appointment. This should not deter candidates from approaching any person for further information about this post.

Contract

Appointment will be offered on a Gloucestershire Hospitals NHS Foundation Trust contract. General Terms and Conditions of Service are contained in the "Terms and Conditions, Consultants (England) 2003". Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies and procedures applicable to this

post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

Salary

£82,096 rising by increments to £110,683 per annum (based on 10 PAs 2020/21 pay rates). Full details, including those of seniority, are outlined in the “Terms and Conditions of Service – Consultants (England) 2003” and subsequent amending national pay circulars.

Annual Leave Arrangements

It is expected that all leave will be booked at least 8 weeks in advance. The locally agreed leave policy is available on the Local Negotiating Committee website or via Human Resources.

Secretarial Support and Accommodation

The post-holder will have secretarial support. Office accommodation will be provided within an office shared with other consultants and their secretaries. The postholder and his/her secretary will be linked to the Trust’s Inflex data collection / discharge summary system and have computer access to radiology, PAS, Trust intranet, e-mail and internet and other hospital systems.

Conditions of appointment

The successful applicant must be fully registered with the General Medical Council. Proof of registration will be required on an annual basis.

Any offer of employment will be conditional on satisfactory health clearance by Occupational Health. This is by health questionnaire, but may involve a medical examination.

The successful applicant will be required to provide documentary evidence of natural or acquired immunity to hepatitis B. Where this is not possible, the post holder will be required to demonstrate by recent (within the last year) evidence of serology showing the absence of hepatitis B surface antigen. These provisions are to meet the requirements of the Department of Health’s instructions to Trusts (HSG(93)40).

Health and Safety

Your attention is drawn to the Health and Safety at Work Act 1974 which requires you to:-

1. Take reasonable care for the health and safety of yourself and others who may be affected by your acts or omissions at work, and,
2. Co-operate with the Trust on any matters of health and safety.

You are required to acquaint yourself with and comply at all times with Trust policies governing Health and Safety at Work. In particular, you must ensure that any accidents/incidents are reported accurately in accordance with the Trust’s procedures. Your responsible officer and/or the Personnel Department hold copies of the policies and procedures.

Confidential Information

In the course of your employment you may have access to, see or hear confidential information concerning the medical or personal affairs of patients and/or staff or other Health Service business. Unless acting on the instruction of an authorised officer, on no account must such information be divulged or discussed, except in the performance of normal duties. Breaches of confidence, including improper passing of registered data will result in disciplinary action which may lead to dismissal. You should also be aware that regardless of any action taken by your employing authority, a breach of confidence could result in civil action for damages.

In addition, records – including VDU screens and computer printouts of registered data – must never be left in such a manner that any unauthorised persons can obtain them. Written records must either be destroyed or retained in safe custody when no longer required. VDU screens should always be cleared when unattended.

No Smoking

There is a No Smoking Policy throughout all premises and grounds.

Location

The principal places of work for this post will be Gloucestershire Royal Hospital and Cheltenham General Hospital, with possible regular sessions in community hospitals as agreed. Other work locations, including off site, may be agreed in the post-holder's Job Plan where appropriate. The post-holder will generally be expected to undertake their Programmed Activities at the principal places of work or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. You will be required to work at any site within the Trust, including new sites.

Review

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

Provisional Job Plan

Day	Time	Location	Work	Category	No. of PAs
Monday	09.00 – 11.00	CGH	Core SPA including CPD, audit etc.	SPA	0.5
	11.00 – 13.00		Admin etc	DCC	0.5
	14.00 – 18.00	CGH	Outpatient Clinic & Clinic related admin	DCC	1
Tuesday	09.00 – 14.00	CGH	Out patient clinic & Clinic related admin X-ray meeting alt weeks Grand Round	DCC SPA	1 0.25
	14.00 – 17.00	CGH	Admin etc	DCC	0.75
Wednesday	09.00 – 12.00		Outpatient Clinic &	DCC	1.0
	12.00 -13.00	CGH	Clinic related admin		
	13.00 – 15.30	CGH/GRH	Admin etc	DCC	0.625
	15.30 – 17.00		Core SPA including Departmental Meetings weeks 1,3 and 5	SPA	0.375
Thursday	09:00 – 12.00	CGH	Outpatient Clinic	DCC	1.0
	12.00 - 13.00		Clinic related admin		

	13.00 – 15.30	CGH	Admin	DCC	0.625
	15.30 – 17.00		Core SPA including specialty meeting week3	SPA	0.375
Friday	09.00 – 12.00	CGH	Outpatient Clinic &	DCC	1.0
	12.00 – 13.00		Clinic related admin		
	13.00 – 17.00	CGH	Admin etc	DCC	1.0
Total PAs					10.0

Programmed activity	Number
Direct clinical care	8.50
Supporting professional activities	1.50
Other NHS responsibilities	
External duties	
TOTAL PROGRAMMED ACTIVITIES	10.0

The Medical Local Negotiating Committee (LNC) has agreed on behalf of the medical staff body within the Trust a standard allocation of 1.5 SPAs for all new appointments. Core duties are included in the present allocation of 1.5 SPAs but additional SPAs (up to a total maximum of 2.5 SPAs) may be available following discussion with the Specialty Director, depending upon Trust requirements and individual expertise.

In line with the terms and conditions, the final job plan is subject to the agreement of the Trust through the Specialty Director and the appointee.

Consultants provide cover for their colleagues for emergency work whenever they are away. The maximum number of Consultants away at any one time is always subject to the provision of an adequate service for patients.

The job plan represents an average week. The plan may vary in response to other consultants leave and to unplanned increases in work. The consultant will be expected to monitor their hours to ensure that the workload averages out to the proposed job plan.

PERSON SPECIFICATION

Consultant Rheumatologist

Based at:

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualification	<p>Full General Medical Council registration and a licence to practise</p> <p>Entry on the GMC Specialist Register via</p> <ul style="list-style-type: none"> • CCT/CCST or CESR (CP) (proposed CCT/CESR (CP) date must be within 6 months of interview) • CESR or • European Community Rights <p>MRCP</p>	<p>Higher degree</p> <p>Teaching qualification</p> <p>ALS Provider</p>
Clinical Experience	<p>Clinical training and experience equivalent to that required for gaining UK CCT/CCST in Rheumatology.</p> <p>Ability to take full and independent responsibility for clinical care of patients.</p>	<p>Experience in adolescent rheumatology</p>
Audit and evidence-based practice	<p>Experience in devising, conducting and applying audit results</p>	<p>Training in evidence-based practice</p>
Management & Administrative Experience	<p>Willing and able to work with colleagues in management, nursing and other specialities to ensure the delivery of a high quality, safe and reliable service</p> <p>Familiar with clinical governance</p> <p>A willingness to accept responsibility and provide leadership</p> <p>Awareness of current relevant developments within the NHS</p> <p>Determination to play a full part in the future development of the service</p>	<p>Experience of clinical governance</p> <p>Experience of protocol / pathway development and change management</p>

Teaching Experience	Must have an interest in teaching all grades of hospital and professional staff	Practical experience in teaching posts
Research Experience	Ability to apply research outcomes to clinical problems	Shown by publication to have an interest in Rheumatology Clear plans for possible ongoing research projects relevant to service
Personal Attributes	Flexibility and willingness to share clinical responsibility for patients Fluent in English Able to travel through the county Able to work co-operatively as a team member Ability to self-motivate	Ability to think laterally Full UK driving licence