

Blackpool Teaching Hospitals NHS Foundation Trust

Consultant Physician

General Medicine and Respiratory Medicine

Job Description

&

Person Specification



Job Description

Job title: Consultant Physician (General Medicine and Respiratory Medicine)

Grade: YC72

Hours: 10 PA (further PA's may be negotiated through job plan) + General Medical On-call participation essential

Reports to: Head of Department

DBS (Criminal Record) Check Level required for role (please tick):

No DBS Required	Standard	Enhanced without Barred list checks	Enhanced with Child only Barred List Check	Enhanced with Adult only Barred List Check	Enhanced with Child and Adult Barred List Check
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Job Overview:

It is an exciting time to join the Respiratory Department at Blackpool Teaching Hospitals, which is looking to appoint an additional respiratory physician. The trust is currently setting up a community respiratory service including a respiratory virtual ward. It is envisaged but not mandatory that the applicant will be involved in the further development of this exciting new service. The candidate will likely be involved in part of the new service providing support of the virtual ward which will likely involve participation in the daily virtual ward MDT. This will require 2 hours/ day on a rotational basis. The trust has recently approved the development of a dedicated Medical High Care Unit (MHCU) alongside our recent acute Respiratory Assessment Centre (RAC) and a dedicated Pleural Diseases service. The department has close links with the Cardiothoracic department and runs an emphysema service in close collaboration with the thoracic surgical team. The Respiratory department further runs a tertiary sleep and Cystic fibrosis service. This job is a new position within respiratory and there is scope for the successful candidates to develop their own area of sub-specialisation. We would hence welcome applications from any

candidates, who would like to join our team to help us develop our services for all our patients across Blackpool and the Fylde Coast be it community or hospital services

The successful candidate will join a multi-professional team based on Wards 5, 7 & 10 and Medical Enhanced Care Unit (September 2022) at Blackpool Victoria Hospital. The respiratory physicians currently work in several pairs with each consultant in a pair working weeks on the respiratory wards, followed by weeks off the wards.

There is also a general medical on-call commitment with 1 in 24 weekdays and 1 in 10 weekend's on-call cover. An on-call intensity supplement is payable. A separate respiratory on call is currently under review.

About the Trust

Blackpool Teaching Hospitals NHS Foundation Trust serves a resident population of approximately 330,000 and the 12 million holidaymakers who visit the area every year. The Trust comprises Blackpool Victoria Hospital which is a large busy acute hospital, a smaller community/ rehabilitation hospital - Clifton Hospital. Outpatient services are also provided in Blackpool, Fleetwood and Lytham Hospital. The Trust is also responsible for the provision of a wide range of community healthcare services, including District Nursing, Community Matrons and therapy services.

We employ approximately 7,500 staff and our budget is in excess of £200m per year. We have around 830 beds across all sites and see more than 56,000 day-case and inpatients, 250,000 outpatients and over 91,000 A & E patients every year.

The hospital has a consultant staff numbering over one hundred and ten encompassing all major medical and surgical specialties. The hospital provides several tertiary services including haematology, cardiac, cardio-thoracic surgery, sleep & Cystic Fibrosis. In addition there are visiting consultants in the specialties of nephrology, neurology, neurosurgery, plastic surgery, and radiotherapy.

Integrated Medicine & Patient Flow

Our Division was formed in 2021 following a Trust restructure. We provide high quality emergency medical care through our Emergency Department, Acute Medical Unit and Ambulatory Emergency Care Unit. In addition, the division is responsible for inpatient and outpatient care of patients falling under the following medical specialties: general medicine, diabetes and endocrinology, geriatric medicine, stroke medicine, respiratory medicine, rheumatology and dermatology. We also run Clifton hospital, a rehabilitation hospital in Lytham St Annes, and our award winning Community Frailty Team. The division is currently undergoing a period of

transformation spearheaded by the construction of an Emergency Village on our Blackpool Victoria Hospital site. This should transform patient care, including through the development of our new Same Day Emergency Care (SDEC) service.

Duties and Responsibilities

Duties of the Post

2.1 Clinical

The new post will allow further development and expansion of the Respiratory Service. The clinical commitments of this post will include responsibility for inpatient and outpatient care at Blackpool Victoria Hospital (BVH). The main thrust of the post holder's work could be the establishment of community respiratory services, although there will be a general medical component to any agreed job plan. The plan will be adjusted to the needs and wishes of any potential candidate.

The post holder will have inpatient beds at BVH. The beds are based on wards 5, 7 and 10, and currently shared with the other 'on ward' respiratory consultants. With the continued development of the Medical High Care Unit (MHCU), a Respiratory High Care Unit has been established and consultants will cover these when 'on wards' until the MCHU will move to the former High Dependency Unit.

Outpatient work will be conducted at BVH in a dedicated chest clinic suite with adjoining respiratory laboratory. The clinics are supported by respiratory and lung cancer nurse specialists.

2.2 Indicative Job Plan

Initially, this is a 10PA contract with the expectation that this could be extended (maximum 12 PA). Therefore, initially the job plan will be:

- 6.5 PA - Direct Clinical Care
- 1.5 PA - SPA
- 2 PA - Admin

The post holder will participate with colleagues from Acute and General Medicine on an on-call rota, currently on a 1 in 24 weekday basis and 1 in 8 weekends. During weekdays, the on-call consultant will carry out an evening ward round on AMU, 5pm–9pm. AMU is managed during normal working hours in the week by Acute Physicians.

Job planning occurs annually with the Head of Department/Divisional Director and Directorate Manager. Adjustments to the current job plan are negotiable at the job planning meeting.

2.3 Teaching

The appointee will take an active role in the training of junior staff. He/she will be responsible for the supervision and training of a middle grade doctor (SpR or Staff Grade), CMT/IMT, ACCS or GPVTS trainee, and a FY1 trainee and will conduct regular appraisals.

The appointee is also expected to teach and supervise medical undergraduates from the University of Liverpool during their clinical attachments to the respiratory unit.

2.4 Clinical Audit

There is an active clinical audit programme in the Medical Directorate, with each speciality having its own clinical audit lead. All Physicians are expected to participate in the design of audit within their specialty.

2.5 Mortality and Business Meetings

The post holder is expected to take an active part in the monthly departmental mortality meetings, as well as business meetings with the Directorate Manager.

2.6 Continuing Professional Development

The appointee will maintain their CME/CPD in line with College and GMC guidelines. There will be annual consultant appraisal.

2.7 Contractual Commitment

The post holder will have continuing responsibility for patients in their 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.

3. Appraisal & Mentorship

There is a requirement to participate in annual appraisal in line with GMC regulations. Mentorship with an established consultant colleague will be offered.

4. Associated Duties and Responsibilities

4.1 Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with the clinical manager, the post holder will be responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in the job plan, as reviewed from time to time in line with the provisions in Section 6 below.

4.2 Associated Duties

The post holder is responsible for the associated duties set out in Schedule 2 of the Terms and Conditions. These include, amongst other things a requirement to:

- Establish links with general practitioners to advise them about the management of patients with respiratory diseases in the community.
- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients with respiratory disease.
- Keep up to date with 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 new techniques where they can be justified clinically will be encouraged. Conforming with “state of the art” advances will ultimately depend on other priorities within the total unit.
- To contribute to post-graduate and continuing medical education. The trust supports the requirement of CME/CPD as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

4.3 Objectives

The purpose of including agreed personal objectives in the job plan is to set out in clear and transparent terms what has been agreed with the clinical manager and how that should be achieved in the year in question. These objectives are not contractually binding in themselves, but the post holder has a duty to make all reasonable efforts to achieve them.

4.4 On Call Duties and Emergency Responses

When not on an on-call rota the Trust may, in exceptional circumstances, ask the post holder to return to site for emergencies if it is able to contact him/her. The appointee is not, however, required to be available for such eventualities. Where emergency recalls of this kind become frequent, the Trust will review the on-call rota.

Additional Information

5. KEY WORKING RELATIONSHIPS:

Integrated Medicine & Patient Flow Division

Divisional Director – Dr David McGhee
Deputy Divisional Director – Dr Thomas Bongers
Deputy Director of Operations – Joanne Bark
Associate Director of Nursing – Claire Lester
Deputy Divisional Director of Operations – Christopher Broadbent
Directorate Manager – Helen Raybould
Directorate Manager – Sarah Clegg
Directorate Manager – Gail Watson
Directorate Manager – Rebecca Yates

Current Respiratory Medicine Workforce

12 WTE respiratory consultants (
8 Middle grade doctors (including 3 Specialist Registrars on rotation from NW Deanery), with further expansion planned

2 CMT/IMT, 1 GPVTS, 1 ACCS Trainee
4 FY1 Trainees
8 Advanced Nurse Practitioner

6. Responsibility for Junior Staff

The post holder will provide supervision and support for junior staff as detailed above.

7. Policy and Strategy

7.1 The Strategic Agenda

Policies which drive our Agenda include: -

The NHS Plan

The National Service Frameworks (for Coronary Heart Disease, Older People, Diabetes)

National Cancer Plan

National Clinical Guidelines (NICE)

Health Improvement Programmes and Joint Investment Plans

Healthier Nation Targets and Health Outcome Indicators

P.C.T.'s

Health Action Zones

Modernising Health and Social Services

User and Carer Involvement

Improving Working Lives

Trust training and development Strategy

7.2 Organisational Excellence

The Trust is actively pursuing a total quality approach through self-assessment. Management structures are designed to ensure that maximum devolution and decision-making rests with the Clinical Directorate Teams.

7.3 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.

7.4 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.

7.5 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 is adopting an approach to Clinical Governance which will draw together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

7.6 Processes

This post will facilitate the provision of general medical and respiratory care to adult's resident in Blackpool, Wyre and Fylde, and to holiday makers who may attend the hospital.

The current local operational agenda for improving services is informed by the recently completed reconfiguration of the two local health care trusts and the Medical Directorate.

8. Job Planning

8.1 Indicative Job Plan

The job plan comprises of 10 programmed activities as set out in Appendix 1. An additional supplement will be payable for on call availability. Additional Programmed Activities may be available subject to negotiation with the successful candidate.

8.2 The Trust has established a medical workforce planning group to ensure that appropriate infrastructure enhancement supports new developments or extensions of clinical services.

There is a recently refurbished Education Centre with close links to the University of Liverpool. There is a regular lecture programme and weekly postgraduate meetings.

8.3 Honorary Appointments

Consultants may be eligible for appointment as Honorary Teacher or Lecturer with the University of Liverpool, University of Central Lancashire or University of

Lancaster. Those who make a substantial contribution in research or undergraduate education are eligible for promotion to Honorary Senior Lecturer, Reader or Professor.

9. General Requirements And Conditions Of Service

- a) Applications from candidates who are unable to work whole time, or who wish to join in a job sharing arrangement will be considered.
- b) A satisfactory medical examination is a condition of employment for 'medical and dental staff' in the National Health Service. Therefore, the successful candidate's appointment will be subjected to medical clearance from the Trust's Occupational health Physician. In relation to Hepatitis B screening and vaccination, it is a requirement of all staff that they should undergo periodic testing and where a post is designated as potentially prone to exposure, be vaccinated.
- c) You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management.
- d) Subject to the provisions of the Terms and Conditions of Service, you are expected to observe agreed policies and procedures, drawn up in consultation with the profession on clinical matters. In particular, where you supervise employees, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary on-call.
- e) All medical and dental staff employed by Trusts are expected to comply with all Health and Safety policies.
- f) When on call, planned daytime duties are not cancelled routinely. However, it is accepted that the emergency ward round following a 24 hrs (or weekend) on duty may reduce your fixed commitments.
- g) By the same token, if urgent cases have taken up a large part of the previous night, it is acknowledged that fixed commitments may not necessarily be fulfilled.
- h) It is appreciated that the programmed activities detailed below can only apply if the medical, nursing and administrative infrastructure is in place, both in terms of quality and quantity. Any variations on the provision of the infrastructure should be brought to the attention of the general manager of the provider unit.
- i) Where involvement in clinical management is accepted by an individual consultant and this involves specified duties, an abatement of clinical sessions will be permitted.
It is expected that when management duties are relinquished, the original session(s) will be taken up.
- j) Where the appointee is required to relocate and in agreeing the assistance to be provided, the Trust will have regard to all the individual employee's circumstances, including the need to re-house dependents and the comparability of new and previous accommodation.

The Trust will however require employees to repay all or part of the reimbursements and grants paid if they leave the Trust within two years of the appointment which gave rise to the expenses.

- k) The post holder must comply with all relevant policies, procedures and training on infection prevention and control.

10. Management

There are regular meetings with management, and all consultants are expected to attend and participate in these.

11. Review of the Job Plan

You and your clinical manager have agreed a prospective Job Plan that sets out your main duties and responsibilities, a schedule for carrying out your Programmed Activities, your managerial responsibilities, your accountability arrangements, your objectives and supporting resources.

You and your clinical manager will review the Job Plan annually in line with the provisions in Schedule 3 of the Terms and Conditions of Service. Either may propose amendment to the job plan. You will help ensure through participating in Job Plan reviews that your Job Plan meets the criteria set out in the Terms and Conditions of Service and that it contributes to the efficient and effective use of NHS resources.

The appointee and Head of Department/Divisional Director have agreed a prospective job plan that sets out the main duties and responsibilities, a schedule for carrying out the programmed activities, managerial responsibilities, accountability arrangements, objectives and supporting resources.

The job plan will be reviewed annually in line with the provisions in Schedule 3 of the Terms and Conditions. Either may propose amendment of the job plan. The post holder will help ensure through participating in job plan reviews that their job plan meets the criteria set out in the Terms and Conditions and that it contributes to the efficient and effective use of NHS resources.

Provisional Job Plan for 'on ward' week

	AM	PM	
Mon	Ward Round 08.30-12.30 DCC 1.0	Radiology Meeting 12.30- 13.30 DCC 0.25	FU Clinic 13.30-17.30 Ward Round 17.30-18.30 DCC 1.25
Tues	Ward Round 09.00-12.30 DCC 0.875	Dept Teaching 12.30- 13.30 SPA 0.25	Bronchoscopy/ EBUS 13.30-17.00 DCC 0.875
Wed	Ward Round 08.30-10.30 Specialty Reviews 10.30-12.30 DCC 1.0	Grand Round 12.30-13.30 SPA 0.25	SPA 13.30-17.00 0.875
Thurs	Ward Round 09.00-11.00 DCC 0.5 SPA 11.00-12.30	Dept meeting 12.30-13.30	SPA 13.30-17.00

	0.375	DCC 0.25	0.875
Fri	Ward Round 09.00-12.30 DCC 0.875	Lung Cancer MDT 12.30-14.00 DCC 0.375	Admin 14.00-17.00 0.75

DCC 8.0

SPA 2.0 (average for on and off ward weeks)

The job plan for the 'off ward' week will be a combination of outpatient clinics and SPA activity, to be discussed with the appointee. The off-ward part of the job plan will likely involve taking part in the virtual ward MDT approximately 2 hours/ day. There will be an opportunity to work less than 5 days per week during these weeks (after discussion with consultant colleagues), depending on the appointee's preferences. There will be no inpatient work during this time.

Confidentiality

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. Infection Prevention and Control 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.

Quality Assurance

Every employee is personally responsible for the quality of the work, which they individually perform. It is their duty to seek to attain the highest standards achievable both individually and collectively within their knowledge, skills and resources available to them in furtherance of the Trust's philosophy of pursuing quality in all its services. Harassment and Bullying The Trust condemns all forms of harassment and bullying and is actively seeking to promote a work place where employees are treated with dignity, respect and without bias.

Equal Opportunities

The Trust actively promotes equality of opportunity for all its employees. (In all the foregoing text any reference to one gender whether direct or implied equally includes the opposite gender unless specifically stated to be otherwise)

FURTHER INFORMATION

Interested candidates are invited to contact Dr Thomas Bongers (Head of Department) 01253 955144, or Dr Amrith Bhatta/Dr Anju Mirakhur 01253 956706 to make arrangements for an informal visit to the hospital.

Victoria Hospital

Whinney Heys Road

Blackpool

FY3 8NR

The NHS and Blackpool Teaching Hospitals NHS Foundation Trust included are, facing considerable cut-backs which present us with significant financial pressures, which we cannot allow to compromise on the quality of care we provide.

Therefore a decision has been made to bring our interview expense practices in line with similar NHS Organisations.

Please note: only successful applicants will be reimbursed with second class travel and expenses payable from the point of entry to the United Kingdom for interview expenses.

