

Consultant in Respiratory Medicine with a speciality interest in Cystic Fibrosis and/or Bronchiectasis

DATE 23-1-24

VALUES AND BEHAVIOURS



ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services and we are at the forefront of new surgical procedures and research programmes. We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

1 THE POST

This is an exciting opportunity to join the NUH respiratory team, working in the Adult Cystic Fibrosis and Bronchiectasis service. Ideally the successful candidate will work in both areas, but this is not essential. If a candidate has limited experience in CF but is keen to develop their expertise and take on a role in this area, we will support with a period of training and mentorship, tailored to the candidate's needs.

We are one of the largest respiratory departments in the country with a wealth of subspecialty services, ranging from asthma, COPD, cystic fibrosis, bronchiectasis, ILD including LAM, through lung cancer to infections including TB. We also provide a regional fungal service.

The department has a strong research reputation and we are proud to have team members with national and international profiles. A new consultant will join a well-established team and will help us to consolidate and expand the services we provide.

We are the East Midlands tertiary centre for cystic fibrosis and the service is delivered from the Wolfson Cystic Fibrosis Unit. This is a bespoke, modern unit with 16 inpatient beds, where we care for patients accommodating CF, bronchiectasis and a wide range of respiratory conditions. There is an indoor and outdoor gym, educational kitchen, holistic therapies area and videoconferencing technology.

The unit also has an outpatient facility, with 5 cohorted CF Clinics per week, in addition to specialist annual assessment, diabetes, hepatology and transition clinics. The service has developed excellent links with colleagues in the NUH transplant, obstetric, paediatric and palliative care teams. There is scope for the successful candidate to develop further specialist clinics and interests such as transplant, fungal, and women's health.

The CF service has a track record for innovation. We have an ongoing digital platform of adherence support (CF Health Hub), capturing nebuliser adherence data. We link with national CF centres in a network professionals researching and supporting treatment-taking, and we have our own behavioural psychologist leading this, with the opportunity to publish and present projects nationally and internationally.

We are also a very active clinical and academic research unit, being members of the European CF clinical trials network, and we have strong links with Nottingham University. We are actively recruiting into a portfolio of clinical research trials, such as CF STORM, with support from a strong team of in-house research nurses.

We are a large, dynamic and friendly team, with weekly clinical and educational MDT meetings. Specialist MDT cares for around 250 patients and is run in line with CF Trust specifications.

If a candidate has an interest in bronchiectasis, there is an opportunity to join committed and ambitious colleagues to influence the future shape of a developing service. We have ambitions to develop the service provided to this cohort of patients. To this end we have appointed specialist nurses and physiotherapists to join our multi-disciplinary team. We have recently established a weekly MDT with microbiology consultant input in order to discuss complex patients etc. We also have nurse-led hot clinics and a home IV service. Stable patients can be admitted directly to the Wolfson CF unit for inpatient IV therapy. The service benefits from strong support from our OPAT colleagues. We have well established links with fungal and TB services for patients with atypical infection.

2 THE SPECIALTY

The Respiratory service runs on both campuses; therefore cross site working is a requirement of the post. Respiratory inpatient beds are currently predominantly on the City campus. We have a dedicated respiratory assessment unit (RAU), taking direct admissions via 999 ambulance service, as well as transfers from the Emergency Department based at Queen's Medical Centre campus. RAU has 20 beds, including 4 side rooms, and is led by a strong team of nurses, including Advanced Clinical Practitioners (ACPs) and a team of doctors, including a dedicated Trust grade post. On the QMC campus we have the 12 bedded Acute Respiratory Care Unit (ARCU). The Respiratory team also provides in-reach cover to the Emergency department and acute medical admissions area based on the QMC campus.

The successful candidate will join a team of 24 NHS Respiratory consultants and 8 academics, who also have a wide range of sub-specialty interests. The consultant team is supported by 8 middle grade doctors and a team of nurse specialists across COPD, lung cancer, oxygen, ILD, Asthma and TB. We also have Advanced Clinical Practitioners (ACPs) supporting the acute pathway and some chronic disease clinics.

On-call commitment is to cover respiratory medicine across both campuses. New specialty appointments within the Medicine division contribute to the Acute Medical Receiving Area, based at

QMC and this post has 0.42 PA specifically to support this. This equates to 11 twilight shifts per year (5-10pm) working with Acute Medicine colleagues.

The successful applicant will have weekly outpatient clinics, including CF and bronchiectasis/general respiratory medicine, and will also lead the care of our inpatients, contributing equally with consultant colleagues. The Respiratory service holds weekly meetings including Governance, audit and external speakers.

NUH is committed to supporting new consultants and to this end an additional 0.5 SPA time is included in the job plan for the first 12 months to support induction and orientation. We offer a new consultant induction programme and mentoring for all newly appointed consultants.

3 JOB PLAN & TIMETABLE

The following indicative Job Plan & Timetable reflects an assessment of what the final plan will be, based on a 10 PA full-time applicant. The job plan will be amended to reflect the interests and experience of the successful applicant and will be subject to change to meet the requirements of the service. Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post on a part-time basis; 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.

An example of a Job Plan for this role is detailed below:

TIMETABLE:

The post will include 18 working weeks per year of in-patient ward cover, which will include 3 consultant Ward Rounds plus trouble shooting and team support.

In-patient weeks (18 weeks) – example only:

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	CF Unit consultant ward round 9am-1pm	CF Unit board round 9-10am Bronchiectasis / General Resp clinic 10am-1pm	CF Unit consultant ward round 9am-1pm	CF Unit board round 9-10am CF clinic 10am-1pm	CF Unit consultant ward round 9am-1pm
Lunchtime	Respiratory meeting 1-2pm	CF Educational MDT 1-2pm	CF clinical MDT 1-2pm	Core SPA 1-2pm	Departmental X-Ray Meeting 1-2pm
Afternoon	Admin 2-3pm CF Unit admissions 3-5pm	CF Unit admissions 2-4pm Bronchiectasis MDT 4-5pm	Admin 2-3pm CF Unit admissions 3-5pm	Admin 2-3pm CF Unit admissions 3-5pm	Admin 2-3pm CF Unit admissions 3-5pm

Non-in-patient weeks (24 weeks) – example only:

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Core SPA 10-1pm	Bronchiectasis / General Resp clinic 9am-1.00pm	CF Hot work 9-12am Admin 12-1pm	CF Clinic 9-1pm	Core SPA 9-1pm
Lunchtime	Respiratory meeting 1-2pm	CF Educational MDT 1-2pm	CF clinical MDT 1-2pm	Admin 1-2pm	Departmental X-Ray Meeting 1-2pm
Afternoon	Cystic Fibrosis Clinic 2-5pm	Admin 2-4pm Bronchiectasis MDT 4-5pm		Core SPA 2-5PM	Induction and training 2-5pm

This post includes Respiratory on-call at the city campus, working as part of the RAU rota, approximately 1 in 16 weekdays and 1 in 8 weekends, with both 1st and 2nd on weekends. This post is deemed to be in Category B, low frequency (1%).

4 DUTIES

The appointee will be expected to fulfil the following duties with the agreed Job Plan.

Clinical**INPATIENTS**

The successful candidate will work alongside colleagues to provide inpatient care for our patients on one of our five respiratory wards on the City Hospital campus, 18 weeks per year.

OUTPATIENTS

They will also conduct outpatient clinics focusing on Cystic Fibrosis and Bronchiectasis/General Respiratory, working alongside our specialist nurses and clinicians as well as research teams. Clinic templates vary according to sub-specialty; as an example most general respiratory clinics contain 2 New and 8 Follow-up slots.

RAU

The successful candidate will also take their share of on-calls on the RAU rota, when he/she will be responsible for the management of those patients admitted under his/her care for a period of 24 hours. This will include morning and afternoon post-take ward rounds.

IN-REACH TO QMC

The Respiratory consultant body also provides in-reach support to Queen's campus, and the successful applicant will be part of the rotating team who, working alongside our Registrars and ACPs, reviews and advises on patients at Queens with a respiratory need.

These duties are subject to review from time to time in the light of the changing requirements of the service. If alterations to the described duties are required, these will be mutually agreed between the appointee, his/her Consultant colleagues, and the Trust. The person appointed will be required to devote substantially the whole of his/her time to the duties of the post and give them priority at all times. There is an expectation that the person appointed will demonstrate a commitment to Continued Personal Development (CPD) and revalidation, and they will be supported in this by the department and the Trust.

Periods of leave are covered prospectively and this is factored into job planning. Consideration of time-off in lieu will be given where appropriate (e.g. additional weekend working).

Governance and Audit

Each consultant is expected to take an active role in clinical governance activities including (but not limited to) clinical audit, incident reporting, review of complaints, risk management, CPD and Evidence-Based Practice. Each directorate has a Consultant Clinical Governance lead.

Teaching

Both main campuses of the Trust are major centres for undergraduate and postgraduate education and teaching.

The Trust works to ensure the best possible placements and training for both undergraduates and junior doctors and to ensure consultant trainers & teachers are developed and supported. The Trust facilitates this through agreeing appropriate job plans, a clear framework for the delivery of medical education, and the opportunity to enhance clinical and teaching skills through Continuing Professional Development. This is something that the successful candidate could pursue once they are in post.

Research

The Trust has extremely close links with University of Nottingham and has academic departments in the majority of its clinical specialties. There are University and Trust research facilities. The Trust has a research strategy and management framework, which aligns its funding for research with the research and innovations activities it supports. Consultants who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval, and must adhere to the National Framework for Research Governance.

Other Duties as Agreed

The appointee may wish to take on other roles alongside their clinical role. Any positions offered by bodies outside the Trust, (e.g. Training Programme Director, Regional College Advisor, Royal College Representative etc.) must be discussed and agreed by the Head of Service in advance of the position being accepted, so that the impact upon the specialty can be fully considered and any job plan amendments undertaken should the additional role be accepted.

5 SPECIALTY MEDICAL STAFF

Professor David Baldwin
 Professor Wei Shen Lim
 Dr Muhammad Abid
 Dr Sanjay Adlakha
 Dr Vadsala Baskaran
 Dr Amy Binnion
 Dr James Bonnington
 Dr Sy Giin Chong
 Dr Martin Culshaw
 Dr Jane Dewar
 Dr Patience Ehilawa
 Dr Alison Gill
 Dr Sherif Gonem
 Dr Syeda Jafri

Dr Samuel Kemp
 Dr Arun Khanna
 Dr Ivan Le Jeune
 Dr George Mabeza
 Dr Abhilash Nair
 Dr Sally Palser
 Dr Harry Pick
 Dr Anna Rich
 Dr Chamira Rodrigo
 Dr Gauri Saini
 Dr Milind Sovani
 Dr Jill Baker (Clinical Academic)
 Dr Helen Barr (Clinical Academic)
 Dr Andrew Fogarty (Clinical Academic)
 Dr Emma O'Dowd (Clinical Academic)
 Professor Charlotte Bolton (Clinical Academic)
 Professor Ian Hall (Clinical Academic)
 Professor Richard Hubbard (Clinical Academic)
 Professor Simon Johnson (Clinical Academic)

6 ADMINISTRATIVE SUPPORT

Office accommodation and administrative support will be provided by the Trust, as will a PC with email and Internet access. All consultants are required to check their hospital e-mail regularly.

7 PROFESSIONAL STANDARDS

The Head of Service is managerially responsible for all activity and personnel in their speciality. They are accountable to a Clinical Director. The Medical Director and Responsible Officer Dr Keith Girling, has overall responsibility for the professional standards of consultants employed by Nottingham University Hospitals NHS Trust.

All consultants are expected to follow the guidelines on practice laid down by the General Medical Council's "Maintaining Good Medical Practice", and are accountable to the Trust for their actions and for the quality of their work. There is annual review of Job Plans and annual Appraisal, as well as an expectation to revalidate every 5 years. There is expectation to participate in regular governance, audit and Continuing Professional Development (CPD) as part of annual appraisal process.

8 ETHICS OF CLINICAL PRACTICE COMMITTEE (ECPC)

The Ethics of Clinical Practice Committee is a source of advice on the ethical principles underlying decisions in healthcare and clinical practice. The committee discusses actual or potential ethical issues arising from the care and treatment of potential, current, or former patients of the Trust. Such issues may arise in the implementation of policies or new initiatives or legal decisions affecting patient treatment and care. The Committee can be contacted via the Trust secretary.

9 CONDITIONS OF SERVICE

The successful candidate will be contracted to Nottingham University Hospitals NHS Trust.

This appointment will be on the terms and conditions of the extant NHS Consultant contract.

The person appointed will be expected to adhere to local policies and procedures and to take note of the standing orders and financial instructions of the Trust. In particular, where the consultant manages

employees of the Trust, they will be expected to observe the employment and Human Resource policies and procedures of the Trust.

All employees who have responsibility for other staff need to ensure that individual performance is reviewed and a personal development plan is jointly agreed, at least annually. Managers and Supervisors will work jointly with their staff to ensure all developmental actions that are agreed during the review take place and are evaluated during the following year.

10 RESIDENCE

Because of on-call commitments, the successful candidate is expected to be contactable by telephone and to reside not more than ten miles, or half an hour's travelling time, from their main campus, unless the Trust gives prior, specific approval for a greater distance (or time).

11 HEALTH & SAFETY

The Trust recognises its duties under the relevant Health and Safety at Work legislation: to ensure, as far as reasonably practicable, the health, safety and welfare at work of all its employees. In addition the business of the Trust shall be conducted so as to ensure that patients, relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risks to their health and safety.

All medical and dental staff under contract to the Trust will be expected to be familiar with and adhere to the Health and Safety Policies of the Trust.

ALL accidents must be reported to your Head of Service, and you must submit a completed accident/incident report form and support accident prevention by reporting potential hazards. A copy of the Department's Health and Safety policy will be available to the successful candidate.

Included in these policies is the requirement that all new medical staff will provide evidence that they are not carriers of Hepatitis B before appointment, and accept immunisation if not already immune.

12 REHABILITATION OF OFFENDERS ACT

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are therefore not entitled to withhold information about convictions which for other purposes are "spent" under the provision of the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies. If once employed, an employee receives a conviction they are required to inform the Trust.

13 PROTECTION OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS

In accordance with the requirements of the Safeguarding Vulnerable Groups Act, a check will be made with the Disclosure and Barring Service (DBS) before the appointment can be confirmed.

14 VISITING

Candidates are encouraged to make arrangements to visit the Trust, and should contact one of the following individuals in the first instance if they wish to do so:

Dr Sally Palser (CF Lead)
Dr Helen Barr
Dr Vadsala Baskaran
Dr Gauri Saini

sally.palser2@nuh.nhs.uk
helen.barr@nuh.nhs.uk
vadsala.baskaran@nuh.nhs.uk
gauri.saini@nuh.nhs.uk

JOB PLAN FOR CONSULTANT RESPIRATORY PHYSICIAN WITH SPECIAL INTEREST IN CYSTIC FIBROSIS AND/OR BRONCHIECTASIS:

PROGRAMMED ACTIVITIES:

Direct Clinical Care:

Emergency duties – predictable (Respiratory on-calls with Post take ward rounds)	0.4
Emergency duties - unpredictable	0.2
Emergency duties - acute medicine	0.4
Acute hot work bronchiectasis/CF	0.5
Ward rounds and outlier Quota	2.5
Out-patient clinics	2.5
Multi-disciplinary meetings and preparation	0.5
Patient administration	1.0
Other	-
Sub Total	8.0

Supporting Professional Activities

Training (Postgraduate)	-
Medical Education (Undergraduate)	-
CPD, Appraisal, Job Planning	1.5
Research	-
Clinical Management	-
Other - Induction, Orientation & Training	0.5
Sub Total	2.0

TOTAL PAs 10.0

ON-CALL SUPPLEMENT:

Rota Frequency:	1 in 16 weekdays, 1 in 8 weekends (2 tier weekends, 1 in 16 for each)
Category:	B
On-call Supplement:	1%

CONSULTANT IN RESPIRATORY MEDICINE WITH A SPECIALITY INTEREST IN CYSTIC FIBROSIS AND/OR BRONCHIECTASIS:

PERSON SPECIFICATION

ATTAINMENTS	ESSENTIAL	DESIRABLE
Professional Registration	Full GMC registration Eligible to be included on the Specialist Register CCT expected within 6 months of interview date	
Professional Qualifications/Development	MRCP or Equivalent	Higher professional degree eg. MD/PhD
Clinical Skills/Experience	Evidenced technical skills as described in the job description Able to communicate effectively and appropriately with patients, their families and other health professionals.	Specific training in communication skills Specific training in patient safety and/or human factors
Commitment to Trust Values and Behaviours	Able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards	
Management Skills	Able to develop, present and operationalise coherent ideas for service development/delivery. Able to delegate appropriately. Able to work in a team.	Higher management degree or qualification or training Experience of change management
Personal Skills/Qualities	Able to work flexibly in a changing health service Able to use the Trust's IT support systems	

Teaching, Audit & Research	Evidence of participation in Clinical Audit. Able to teach and support junior staff effectively.	Original Research Publications Higher teaching degree or qualification or training
Practical Requirements	Ability to travel between City Hospital Campus and Queen's Medical Centre campus Evidence of Level 3 Safeguarding Children (Paediatric positions only)	

NOTTINGHAM AND THE TWO HOSPITAL CAMPUSES

1 NOTTINGHAM

Nottingham is a vibrant and prosperous city with something to for everyone. It has excellent schools and colleges, and two thriving Universities. There are good theatres, an arena which attracts national and international performers, and several renowned arts centres and museums. Nottingham is the home of Trent Bridge Cricket Ground, Nottingham Forest and Notts County Football Clubs, Nottingham Ruby Club, the National Water Sports Centre, the Nottingham Tennis Centre, and Ice Arena.

Set within a county of outstanding natural beauty that includes Sherwood Forest, Wollaton Park, lively market towns and wonderful historic buildings, the city is one of the UK's leading retail centres with a wide choice of restaurants, bars and nightclubs. There is a good network of roads with easy access to the M1 and the A1, the rail service to London (two hours) and other major cities is frequent, and there are numerous international destinations from East Midlands Airport (30 mins) and Birmingham Airport (60mins).

<http://www.nottinghamcity.gov.uk>

<http://www.nottinghamshire.gov.uk>

<http://www.experiencenottinghamshire.com>

<http://www.nottingham.ac.uk/>

Guide to local property <http://www.zoopla.co.uk>

2 THE TRUST

The Trust's services and facilities currently operate on (and from) two main campuses. However, future development and location of our clinical services is continuously reviewed and some services (or parts of services) may relocate to the other campus.

(i) NOTTINGHAM CITY HOSPITAL

Services

Nottingham City Hospital offers a wide range of clinical services to the local population of greater Nottingham and beyond in specialties such as plastic surgery and burns, cardiac and thoracic surgeries, cancer, renal, breast services, urology, stroke services, neurorehabilitation and respiratory medicine.

There is no Accident and Emergency department on this site, though the hospital does take specialist medical and surgical emergency patients referred to its specialties by GPs, our Emergency Department and from other hospitals.

City Hospital has a long association with the city of Nottingham. It first opened in 1903 and the buildings are a mixture of old and new, although services have recently benefited from significant investment in improving the facilities for patients. These developments include the purpose-built Endoscopy Centre, Nottingham Radiotherapy Centre, Nottingham Breast Institute, Nottingham Urology Centre, Trent Cardiac Centre, Short Stay Unit, Centre for Clinical Haematology, PET scanner and Radiotherapy Centre.

Research interests at City Hospital include oncology, respiratory medicine, clinical haematology, rheumatology, diabetes/endocrinology, stroke medicine, urology, and breast cancer. There are academic departments of Haematology, Continuing Care and Anaesthetics.

Educational Facilities

The City Hospital Postgraduate Education Centre provides an excellent educational environment for multi-disciplinary conferences and seminars, postgraduate medical education and continuing medical education, including a Clinical Skills Centre. The Library at in this facility has an extensive section of the University Library which, together with access to national lending and other libraries in the Country, provides a wide range of literature.

Other Facilities

The City Hospital has restaurant and several Coffee City outlets selling hot and cold snacks. There is a cash machine (outside main outpatients).

(ii) QUEEN'S MEDICAL CENTRE

Queen's Medical Centre (QMC) opened in 1978 and is hometo the the University of Nottingham Medical School and School of Nursing and Midwifery.

Clinical services provided at QMC include a very large Emergency Department, Nottingham Children's Hospital and the East Midlands Major Trauma Centre.

Educational Facilities

The Postgraduate Centre at QMC has eleven meeting rooms of varying sizes and audio-visual equipment including video-conferencing, and the Trent Simulation and Clinical Skills Centre, a state-of-the-art simulation centre and clinical skills facility, which opened in April 2004. There are high fidelity simulators (adult and paediatric) with video recording 10 laparoscopic skills stations and an endoscopy simulator. The Greenfield Medical library is situated in the Medical School (NUH medical and dental staff have free access and borrowing rights).

Other Facilities

There are a number of facilities provided at QMC, including a Newsagent/Grocery shop, Costa Coffee, Clothes shop, and a Pharmacy/Chemist's shop. There is a large dining area, Cyber Café, roof garden and an active Doctors' Mess with kitchen, PCs with Internet access, sitting room, billiard table, and television.

3 MANAGEMENT ARRANGEMENTS

Nottingham University Hospitals NHS Trust is managed via a structure of five Clinical Divisions, all of which are cross-town based. These are:

- Medicine
- Cancer & Associated Specialties
- Clinical Support
- Surgery
- Family Health
- There are also the Corporate Departments - including Strategy, Finance, HR, Estates and Facilities and Communications and Engagement

Each Division is led by a Divisional Director, supported by a Divisional Team, and each specialty within that division will have a Head of Service.

4 PARTNER ORGANISATIONS

The Trust works in close association with the University of Nottingham, Nottingham Trent University, the University of Derby and Loughborough University. There are very strong links with nursing and midwifery training, which is part of the University Of Nottingham Faculty Of Medicine, and with the locally-based Schools of Physiotherapy, Radiology and Radiotherapy.