

## **An Innovative Opportunity**

We are seeking to appoint an enthusiastic Consultant Rheumatologist to join our Trust as the service continues to expand with recent new appointments. This is a full time 10 PA rheumatology post, offering the future opportunity to develop into the role of Speciality Lead. This Trust is currently looking to do a merging with a District Hospital. There would therefore be further opportunities for the service to expand the team and develop into a county wide service for the provision of rheumatology.

The successful candidate would help the department to expand and develop the service. The Trust has clear objectives in terms of delivering excellent, safe and effective patient care and aims for services that are positively rated by patients, families and stakeholders. Furthermore, the Trust aims to ensure a first-class educational experience alongside financial security over the longer term. Staff are firmly embedded within this process.

## **The Rheumatology Department**

The Rheumatology Department provides outpatient, day patient and inpatient care for patients presenting with rheumatic complaints with a particular emphasis on those with inflammatory disease and connective tissue disease including vasculitis. More than 95% of our patients on active follow up have inflammatory rheumatic diseases. Patients with soft tissue rheumatism and mechanical back pain are managed mostly in a community based interface service and from within a dedicated spinal service.

Rheumatology are the leading user of the MDU with approximately 900 patients attending per year (about 25% of these patients have a connective tissue disease). There are currently weekly urgent access / early arthritis clinics, a giant cell arteritis triage service, An electronic rheumatology advice and guidance service produces a 25% reduction in referrals to the department. Combined clinics for connective tissue patients with respiratory involvement are held regularly. There are weekly multidisciplinary and regular radiology meetings and close links with a newly established multidisciplinary fibrotic lung disease. Research studies and disease registries are supported by close collaboration with research nurses from the Research and Development Department. Educational meetings are held regularly within the Peninsula network and jointly with the Severn group of hospitals for Connective Tissue Diseases.

Undergraduate teaching forms a part of the department's activity Students are attached to the department for clinics, ward based teaching and regular weekly seminars. There are additional teaching commitments for core and speciality trainees.

## **Current Staffing**

The department is staffed by four consultants, there is a specialist registrar on rotation within the Peninsula training rotation a new clinical fellow post. A small number of rheumatology inpatient beds are supported by junior medical staff shared with the gastroenterology team. A rheumatology clinical pharmacist has also just joined the team. There are four rheumatology nurse specialists who undertake nurse led clinics and a medical day unit team to assist with infusions and day case therapies. A rheumatology

physiotherapy lead is also planned for further service development.

### **Clinical Duties**

You will provide the full range of specialist diagnosis, treatment and care to patients with acute and chronic rheumatology problems as outlined in the proposed programme. We are interested in appointing a motivated and highly competent doctor to this post, and you will have the opportunity to further develop rheumatology services within the broader vision of 'a high quality, constantly-improving Trust, providing excellent clinical services'.

Except in emergencies or where otherwise agreed with your manager, you are responsible for fulfilling the duties and responsibilities and undertaking the Programmed Activities set out in your Job Plan, as reviewed from time to time. You are responsible for the associated duties set out in the Terms and Conditions of Service.

The purpose of including agreed personal objectives in your Job Plan is to set out in clear and transparent terms what you and your clinical manager have agreed should reasonably be achieved in the year in question. These objectives are not contractually binding in themselves, but you have a duty to make all reasonable efforts to achieve them.

### **Job Plan**

There is no on-call commitment with this post. All new appointment will be based upon a 10 PA activity plan. All new job plans will be offered within 8.5 DCC, 1.5 generic SPA. A job plan review meeting will be conducted within 6 months of appointment, which will give the Service Line Manager and/or Service Line Clinical Director the opportunity to consider the needs of the department and the aspirations of the individual in agreeing the non-generic SPA. We would anticipate this non-generic SPA to be negotiated for Service Development.

### **Educational Supervision**

Consultants are required to supervise the education of doctors in training. You will be involved with teaching and training junior doctors and should help with both their professional and personal development. Consultants must ensure that junior doctors in their care are not overwhelmed by clinical commitments or overburdened by responsibilities inappropriate to the experience required. Consultants are also responsible for the assessment and appraisal of trainees under their supervision and must keep the Clinical and/or College Tutor aware of problems that may arise.

### **Clinical Audit**

The appointee will be expected to actively participate in audit. He/she will be expected to initiate and supervise audit projects related to his/her particular sub-specialty interest. He/she will liaise with the audit speciality Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Participation in national audit is encouraged and in some cases, mandatory. The appointee should also contribute to the development and reporting of Clinical Quality Standards.

Clinical Governance

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with the requirements of their professional organisations regarding supervision. The successful appointee will be expected to attend and contribute to the monthly department meetings.

(The Combined Medical Departments hold a weekly Grand Round. Directorate Audit meetings are held quarterly as an integral part of the Wednesday morning MRCP Teaching Programme, which all members of the Departments attend.)

### **Research**

Research is encouraged, particularly when this is appropriate to the professional development of the successful candidate and to the service development of the department. Opportunities are available within the Trust with applications for funding co-ordinated by the Clinical Director.

### **Research and Continuing Professional Development (CPD)**

The post holder will be entitled to 30 days study leave within a 3-year period (pro rata for part-time posts) as stated in the Terms and Conditions of Service.

The Trust is committed to ensuring that support is given for Continuing professional development and Medical Education. The post holder will be required to fulfil the requirements laid down by the relevant Royal College, and to fulfil the requirements for revalidation laid down by the General Medical Council

### **Administration/Budgetary Responsibilities**

Responsibility for undertaking the administrative duties associated with the care of patients and the administration of the department.

### **Cover for Colleagues and Emergencies**

To provide, with consultant colleagues (as appropriate) a service in the specialty to the hospitals so designated, with responsibility for the prevention, diagnosis and treatment of acute rheumatological illness.

Locums are not normally employed to cover the absence of Consultants who are away on leave. The number of Consultants who are away on leave at any one time will be agreed with the Trust specialty policy. During the absence of colleagues on leave, Consultants are expected to provide agreed levels of cover.

Where you wish to seek agreement to have External Duties included in your Job Plan, you must notify your clinical manager in advance. Scheduling of such duties will be by agreement between you and your clinical manager.

## Mentoring

The trust has a policy of offering a mentor in the form of an experienced consultant to any newly appointed consultant. There is also a program of professional development tutorials aimed at new consultants to the trust, these are run internally and any newly appointed consultant will be invited to attend these.

## Person Specification

Category	Essential	Desirable
Generic	<ul style="list-style-type: none"><li>• GMC Registration</li><li>• CCST (or within 6 months of award) in Rheumatology</li><li>• MRCP</li></ul>	
Clinical Experience	<ul style="list-style-type: none"><li>• Broad experience in Rheumatology at SpR/Consultant Level</li></ul>	<ul style="list-style-type: none"><li>• Recent experience in setting up or running adolescent/paediatric rheumatology, or</li><li>• Recent experience in the management of CTD Vasculitis run as a multidisciplinary service</li></ul>
Clinical Skills	<ul style="list-style-type: none"><li>• Understanding of clinical risk management</li><li>• Competent to work without direct supervision</li><li>• Clear, logical thinking showing and analytical/scientific approach</li><li>• Ability to mentor staff (medical and nursing)</li><li>• Able to work well as part of a team</li></ul>	<ul style="list-style-type: none"><li>• Effective running and setting up of supportive approach to MDT environment for best possible patient care</li></ul>

<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Appropriate level of clinical knowledge</li> <li>• Shows knowledge of evidence-informed practice</li> <li>• Shows awareness of own limitations</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of NHS, clinical governance &amp; resource constraints</li> <li>• Management/financial awareness and some experience of committee work</li> <li>• Prior experience of taking a lead in developing and managing or leading service and demonstrate examples of where you have worked well as a team</li> </ul>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Experience in undergraduate and postgraduate teaching and training</li> <li>• Enthusiasm for teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of teaching skills</li> </ul>
<b>Academic/ Research</b>	<ul style="list-style-type: none"> <li>• Research experience with recent peer- reviewed scientific publications</li> </ul>	<ul style="list-style-type: none"> <li>• PhD/MD awarded</li> <li>• Registration for a higher degree</li> </ul>

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