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Consultant in Stroke Medicine

Full time – 10 Programmed Activities

Blackpool Teaching Hospitals NHS Foundation Trust

Job Description & Personal Specification

July 2022

Context

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Blackpool Victoria Hospital, known locally as The Vic, is the main hospital for Blackpool and the Fylde coast in Lancashire and serves a resident population of approximately 352,000. There are large seasonal fluctuations in population with Blackpool and the surrounding Fylde coast attracting up to 18 million visitors a year. Blackpool Victoria Hospital has 870 beds and since April 2012, the Trust also provides a wide range of community health services to the 445,000 residents of Blackpool, Fylde, Wyre and North Lancashire.

Working across a long-standing network across Lancashire and South Cumbria, together our hospitals deliver high quality clinical care to the people of the Northwest and further afield. The hospital offers a full portfolio of service that serve the needs of the local community and are a NIHR national patient recruitment centre.

The hospital has consultant staff encompassing all major medical and surgical specialties. In addition, there are visiting consultants in the specialties of nephrology, neurology, neurosurgery, plastic surgery, and oncology. The hospital provides tertiary services in Cardiology, Cardiothoracic surgery and Haematology.

There is a large Radiology Department, which has a state-of-the-art Spiral CT and MRI scanners. There are facilities for nuclear radiology, in addition to plain radiography and ultrasound. The department uses a film-free digital imaging service.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve. We will build an international reputation for excellence in patient care, research and education. The hospital has teaching status and attracts medical students from Liverpool University Medical School, UCLan and Lancaster University.

This post will facilitate the provision of general medical and stroke care to residents of Blackpool, Fylde and Wyre, and to visitors to the area who may attend the hospital. It will also facilitate provision of 24-hour stroke thrombolysis.

The Department of Stroke Medicine

The Department of Stroke Medicine provides services for patients throughout the Fylde Coast. There are approximately 550 acute stroke patients admitted annually. The Acute Stroke Rehab Unit (ASRU) has a total of 39 beds (16 acute and 23 rehabilitation) situated in a newly developed unit near to the Radiology department. There is an ambulatory stroke clinic providing 7-day service within the stroke unit. TIA clinics are held daily with appropriate diagnostic support.

The Trust is working towards becoming one of Hyperacute Stroke Units (HASU) in the region. The Trust are also in the process of developing an Integrated Community Stroke and Neuro Rehabilitation Service (ICSNRS) to support the redesign of current provisions provided for stroke rehabilitation across Fylde coast.

The stroke unit is currently staffed by 4 WTE consultants supported by 2 middle grades, 4 junior doctors, 1 Physician Associate and 2 Advanced Clinical Practitioner. There is a team of specialist

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stroke nurses and multi-disciplinary team support from physiotherapists, occupational therapists, speech and language therapists and dieticians. There is an effective Early Supported Discharge Team which is led by Occupational Therapy and provides on-going community rehabilitation for stroke survivors.

As part of the development of the HSAU, we are currently in the process of recruiting into 2 nurse consultant posts, with future plans to recruit further substantive consultants, middle grades, Physicians Associates and ACPs. This is with a substantial recruitment drive to improve our stroke nursing workforce at all levels.

The service is based on team job planning to enhance continuity of care for patients and ensure consistent provision of consultant services – see timetables. This enabled us to provide a same day service for TIA patients and improve compliance with NICE guidelines.

The department has excellent working relationships with the Consultant Radiologists and there is a weekly neuro-radiology meeting held in the stroke unit. The department has a weekly stroke coding meeting, a SSNAP breach meeting and a monthly mortality meeting. There is an excellent stroke educational programme with a Monday lunchtime meeting and a Journal club on a Thursday. Lancashire Teaching Hospitals NHS Trust provides us with neurosurgical, interventional neuroradiology and vascular surgery support.

Staff Establishment

Grade	Name	Position
Locum	Dr Abdussalam Amar (Clinical Lead)	Consultant
Locum	Dr Sanjeev Kumar	Consultant
Locum	Dr Anis Ahmed	Consultant
Locum	Dr Sajjad Anwar	Consultant
Trust	Dr Ahmed Elhefnawy	Specialty Doctor
Trust	Vacant	Specialty Doctor
Junior Trainees	4 positions on rotation	1x GP, 3x CMT/ST
Trust	Ruiza Perez	Physicians Associate
Trust	Hollie Dhar	Advanced Clinical Practitioner
Trust	Vacant	Advanced Clinical Practitioner

Job description

Job Title: Consultant in Stroke Medicine (10 Programmed Activities) at Blackpool

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Directorate: Teaching Hospitals NHS Foundation Trust
Terms & Conditions of Service: Integrated Medicine and Patient Flow (IMPF)
 In accordance with the Consultant Contract (2003) and NHS Terms and Conditions of Service for Hospital Medical and Dental Staff.
Responsible to: Dr David McGhee, Divisional Director, IMPF
 Dr Abdussalam Amar, Clinical Lead, Stroke Medicine
Accountable to: Mr Christopher Barben, Executive Medical Director

Key Internal Relationships

Divisional Director
 Deputy Divisional Director
 Clinical Lead for Stroke Medicine
 Consultant colleagues
 Directorate Manager
 Clinical Administrative Support Staff
 Radiology Colleagues
 Colleagues in all specialties

Key External Relationships

General Practitioners
 NHS Blackpool and NHS North Lancashire
 Blackpool Unitary Authority
 Lancashire County Council Social Services

Summary

We are seeking to appoint an enthusiastic and motivated consultant physician in Stroke Medicine based at Blackpool Victoria Hospital on a full-time basis with flexible conditions and welcome applications from those who would like to work flexibly.

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

Duties of the Post

The clinical commitments of this post include responsibility for inpatient care of acute and rehabilitation stroke patients, rapid access TIA patient assessments, outpatient stroke clinics, ambulatory stroke care and on-call for the regional tele-stroke thrombolysis service. The job involves rotating every 2 weeks between acute, rehabilitation, TIA Clinics and ambulatory stroke service / ward referrals between 4 consultants. This is the current split of the service but is subject to change to meet the service needs. (Team timetables with annualised CPD (see appendix 1))

Consultant 1 (acute stroke) – during acute cover there is a daily consultant ward round of the 16 acute stroke patients. Consultants are expected to do daily board rounds during weekdays. All new stroke admissions are expected to be reviewed by the stroke consultant within 14 hours as per the SSNAP.

Consultant 2 (Stroke Rehab) – the rehabilitation cover involves twice weekly ward rounds, 2 stroke clinics and 1 MDT. Clinics will be supported by a junior doctor.

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Consultant 3 (TIA) – the TIA consultant undertakes daily TIA clinics. The TIA clinics are held in the Vascular Department supported by the Carotid Doppler Ultrasound service. All TIA referrals are seen within 24 hours as per NICE guideline

Consultant 4 – covers the ambulatory stroke clinic which sees minor stroke and stroke mimics. He also reviews stroke inpatient referrals and stroke outliers. The 4th consultant will give prospective cover for any leave or holidays.

Direct Clinical Care (DCC) including on call duties are 8.5PAs and Supporting Professional Activities (SPA) is 1.5PAs. **Please note** that 1.5 SPA is an initial allocation sufficient for CPD, revalidation, appraisal, job planning, teaching and educational supervision commitments. Any further formal commitments such as management, research etc. will require additional SPA time to be negotiated within the job plan.

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 Job Plan, as reviewed from time to time in line with the provisions in Section 6 below.

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:

- Keep yourself 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.
- To contribute to post-graduate and continuing medical education.

On Call Duties and Emergency Responses

The post holder will support the out of hours on call rota, details can be discussed as this is currently being reviewed on how best to support the service and provide the best care for our patients.

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.

Accountability

The post holder will be professionally accountable to the Medical Director and managerially accountable to the Chief Executive, through the Clinical Director/Lead Clinician.

The post holder will undergo job plan reviews on an annual basis with the Clinical Lead and Directorate Manager and will participate in the Trusts consultant appraisal scheme. The

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appointment must maintain a clinical and service portfolio for the purpose of revalidation and fitness to practice.

You and your clinical manager will agree 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. 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 and that it contributes to the efficient and effective use of NHS resources.

Clinical Governance

The post holder will be required to participate in all clinical governance activities related to the Transplant service. This will include contributing to:

- Clinical Audit
 - The department of Stroke Medicine is actively involved in audit as part of the Sentinel Stroke National Audit Programme (SSNAP) and Advancing Quality. As part of key performance indicators, length of stay and mortality are also monitored and audited if necessary
- Clinical Risk Activities
- Clinical Incident Reporting
- Responding to complaints within the Trusts expected timescales
- Participating in the development of the involvement of users in planning and monitoring access to and standards of the service

The post-holder will assist with the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish

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.

Continuing Professional Development and Continuing Medical Education

The post holder is expected to take responsibility for the own Continuing Professional Development and take part in Continuing Medical Education activities, in line with the requirements of the Royal College of Physicians guidelines to maintain standards of performance and in consultation with the Head of Department.

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The post holder will be expected to be committed to the concept of lifelong learning and produce and maintain, as part of the appraisals process, a Personal Development Plan (PDP) in agreement with their Head of Department.

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

Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Head of Department.

Teaching and Training

The Trust is committed to sustaining and advancing the provision of medical, dental, nursing and other professional education and to the delivery of high-quality postgraduate and undergraduate training.

The post holder will provide supervision, training and support for junior staff, generally this includes one specialty doctor and one or two junior doctors.

The post holder will be expected to participate fully in the postgraduate education of medical trainees. This will involve specific timetables and regular teaching commitments agreed with the Head of Department.

The post holder is also expected to teach and supervise medical undergraduates from the University of Liverpool, UCLan and Lancaster University during their clinical attachments to Stroke Medicine.

Mentoring

The Trust actively supports new appointees with a well-established register of mentors throughout the organization.

Research and Development

The post holder will be expected to participate actively in research programmes and initiatives under the guidance of the Research and Development department and within the guidelines of Trust policies.

The successful applicant will be expected to have / obtain certification in the National Institute for Health Research, Good Clinical Practice. The stroke service actively recruits to National and International Stroke Trials. It is hoped the applicant would develop stroke research and increase recruitment of patients into research studies. Our aspiration is to recruit at least 100 patients annually into research studies. We also hope to develop local research studies for presentation at national and international stroke conferences.

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Honorary Appointments

Consultants may be eligible for appointment as Honorary Lecturer with the University of Central Lancashire. Those who make a substantial contribution in research or undergraduate education are eligible for promotion to Honorary Senior Lecturer, Reader or Professor.

Pre-employment Checks

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.

Equal Opportunities

The post holder must, at all times, carry out responsibilities and duties with due regard to the Trusts Equal Opportunities Policy.

Health & Safety

The post holder is expected to undertake the appropriate management responsibilities and be aware of individual responsibilities in accordance with the Trusts comprehensive Health and Safety Policy and report as necessary, any untoward accident, incident or potentially hazardous environment. The post holder will promote and implement the Health and Safety Policy.

The Trust operates a No Smoking Policy.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share its commitment.

Infection Prevention and Control Roles and Responsibilities

- To adhere to Trust policy and infection control principles and standards to minimise patient risk and ensure high quality patient care
- Undertake appropriate training and practice to ensure you (and your teams) have the right skills and are competent
- Are responsible for keeping the environment clutter free, clean and raising issues of concern in the interest of staff and patient safety
- Ensure high cleaning standards to prevent infection and increase patient's confidence
- Work together and with others to design the BLT urological surgical service in line with national guidance

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- With others, support and develop evidence based clinical practices consistent with national guidance
- Advise and support the Director of Infection Control and Prevention (DIPC), Deputy DIPC and infection control team in achieving their objectives and fulfilling their responsibilities
- Advise and support Divisional and CSG Infection Control leads

Salary and Conditions of Service

The post is offered under the New Consultant Contract (2003). It is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales), to the General Whitley Council Conditions of Service, and to the National Health Service Pension Regulations.

Due to the nature of the work in this post, it is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975).

Applicants are therefore not entitled to withhold information about convictions, including those, which for other purposes are “spent”, under the provisions of the Act, and are required to disclose convictions including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.

The successful candidate will normally be required to live within 30 minutes travelling time of the Trust.

Policy and Strategy

The Strategic Agenda Policies which drive our Agenda include;

- The NHS Plan
- National Stroke Strategy
- National Institute for Clinical Excellence (NICE)
- Health Improvement Programmes and Joint Investment Plans Healthier Nation Targets and Health Outcome Indicators Modernising Health and Social Services
- User and Carer Involvement Improving Working Lives
- Trust training and development Strategy

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 Teams each of which have a Head of Department. It is expected that all consultant staff will demonstrate behaviours commensurate with the Trust’s values of people centered, compassion, positive and excellence.

- **Clinical Results**

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- The post holder will be expected to contribute to the ongoing quality improvement of clinical services.
- **Policy and Strategy**
 - A fulltime appointee will be expected to participate fully in the development of community services and pathways to facilitate patient flow. This may include Directorate, Trust and multi-agency project involvement to improve the quality of health care for local residents.
- **Resource Management**
 - As part of the Directorate Team the post holder will be expected to ensure that services are delivered within agreed parameters.
- **People Leadership**
 - The appointee will be expected to provide leadership to their clinical teams and a range of project teams as required. These may include multi-agency development teams.
- **Education**
 - The post holder will be expected to take a full part in Undergraduate and Postgraduate Medical Education.

Further Information

Interested candidates are encouraged to contact Dr David McGhee, Divisional Director by email david.mcgee@nhs.net or phone 01253 955519

Appendix 1: Indicative Job Plan

Consultant 1 – Acute Job Plan

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	ASRU WR	ASRU WR	ASRU WR	ASRU WR	ASRU WR
					Neuro-Rad Meeting

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12:00	Board Round	Board Round	Board Round	Board Round	Board Round
PM	New stroke patients' reviews Thrombolysis	Admin New stroke patients' reviews Thrombolysis	New stroke patients' reviews Thrombolysis	New stroke patients' reviews Thrombolysis	New stroke patients' reviews Thrombolysis

Consultant 2 – TIA Job Plan

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	SPA	Admin	SPA	SPA	Neuro-Rad Meeting
PM	TIA Clinic	TIA Clinic	TIA Clinic	TIA Clinic	TIA Clinic

Consultant 3 – Job Plan 3

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Rehab WR	Admin	MDT Rehab Rehab patient reviews	OPC	Neuro-Rad Meeting Rehab WR
PM	Admin	OPC	SPA	Admin	SPA

Consultant 4 – Job Plan 4

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Stroke Referrals reviews Ambulatory	Stroke Referrals reviews Ambulatory	Stroke Referrals reviews Ambulatory	Stroke Referrals reviews Ambulatory	Neuro-Rad Meeting Ambulatory
PM	Stroke Outliers Admin	Stroke Outliers Admin	Stroke Outliers Admin	Stroke Outliers Admin	Coding Meeting Breach Meeting

SPA – Supporting Profession Activities

MDT – Multi-Disciplinary Team

OPC – Outpatient Clinic

Person Specification

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Full registration with the General Medical Council (GMC) MRCP Higher training in General Internal Medicine and Stroke Medicine, Geriatrics, Neurology or Rehabilitation Medicine as required for CCT Entry onto the Specialist Registrar or a UK SpR within 6 	<ul style="list-style-type: none"> Post Graduate Degree (e.g. MD, PhD, MSc)

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	months of CCT date at interview	
Experience & Clinical Skills	<ul style="list-style-type: none"> • Training and experience in the management of stroke patients including stroke thrombolysis and rehabilitation • Ability to offer expert clinical opinion on a full range of acute medical conditions including medical emergencies • Ability to take full and independent responsibility for the clinical care of patients • Good practical clinical skills • Competency in Intermediate Life Support 	<ul style="list-style-type: none"> • Competency in Advanced Life Support
Teamwork	<ul style="list-style-type: none"> • Proven ability to build and maintain effective multi-disciplinary teams 	
Communication	<ul style="list-style-type: none"> • Excellent oral, aural and written communication skills • Ability to communicate effectively in English • Excellent interpersonal skills and the ability to deal with challenging situations 	
Management	<ul style="list-style-type: none"> • Basic training in the management skills • An understanding of management in the context of Health Service including clinical governance • Ability to manage risk and end of life decisions • Evidence of good organisational and leadership skills 	<ul style="list-style-type: none"> • Attendance of management courses • Abilities to participate in committees • Ability to initiate and lead service developments
Teaching	<ul style="list-style-type: none"> • Experience of teaching junior trainees, medical students and Allied Health Professionals 	<ul style="list-style-type: none"> • Attendance of teaching course(s)
Audit & Research	<ul style="list-style-type: none"> • Evidence of audit work and where this has brought about change • Evidence of understanding research methodology • An awareness of current specialty specific developments and initiatives • Having or planning to obtain NIHR Good Clinical Practice certification 	<ul style="list-style-type: none"> • Evidence of work submitted for peer review • Ability to apply research outcomes to clinical problems • Evidence of publications
Personal	<ul style="list-style-type: none"> • Transport available to undertake the duties of the post • Live within 15 miles of the hospital 	