



Consultant Rheumatologist

1. WE CARE FOR YOU

We care because:

- **We** always put the patient first.
- Everyone counts – we treat each other with courtesy, honesty, respect and dignity.
- Committed to quality and continuously improving patient experience.
- Always caring and compassionate.
- Responsible and accountable for our actions – taking pride in our work.
- Encouraging and valuing our diverse staff and rewarding ability and innovation



2. JOB IDENTIFICATION

Job Title:	Consultant in Rheumatology
Grade:	Consultant Pay scale (April 2023) YC72 £93,666 - £126,281 per annum (pro rata)
Tenure of post:	Permanent
Department(s):	Rheumatology
Responsible to:	Divisional Director for Specialty Medicine
Accountable to:	Executive Medical Director



3. JOB PURPOSE

This post is based at Doncaster Royal Infirmary, but the post holder will work across hospital sites.

This is a new post to cover the increasing rheumatology activity (new referrals and follow-ups). In addition, we are developing a metabolic bone service in Doncaster that would complement the service that is already developed in Bassetlaw.

We are looking to appoint an enthusiastic and forward-looking physician to join an evolving dynamic department with four other consultant rheumatologists.

The post holder will be required to offer the appropriate level of skills in general rheumatology whilst expertise in a sub specialist area complementary to those offered by the present consultants would also be desirable.

The Trust is committed to providing a mentoring opportunity for all newly appointed consultant posts. Please enquire about this at your interview.

4. MAIN DUTIES/RESPONSIBILITIES

The successful applicant will be expected to contribute to the delivery and development of Rheumatology services across all Trust sites.

The principal duties of the post will include:

1. To provide, with the other Consultant Rheumatologists, continuing responsibility for Rheumatology Services in Doncaster and Bassetlaw Teaching Hospitals NHS Trust.
2. To share responsibility for the Clinical Rheumatology Service, including liaison with Clinicians, other hospital staff and General Practitioners, in the diagnosis and management of Rheumatological disorders.
3. To participate with the other Consultant Rheumatologists in the management of the Department.
4. To demonstrate a firm commitment to Clinical Governance including participation in effective Clinical Audit and continuing Medical Education.
5. To contribute to management within the Trust through the Medicine Division.
6. Participation in the multidisciplinary team meetings relevant to the post.
7. Take joint responsibility for the professional supervision and development of training and non-training grade posts in the department.



8. Participate in the system of consultant cover for annual, study and professional leave.
9. Maintain good communication with all members of the multidisciplinary teams.
10. To be involved in clinical trials, work and co-ordination.
11. To ensure mandatory training is up to date.
12. To ensure own practice is up to date this will include taking responsibility for own Clinical Professional Development.
13. To comply with all relevant trust policies and procedures.

Indicative Weekly Job Plan

Below is an example of a provisional timetable for the post but this can be subject to change depending on the specialist interest of the applicants. Each outpatient clinic runs for 4 hours and includes a mixture of new and follow up patients, typically including 2 new and 10 follow up patients with 30 minutes for paperwork.

	Start/End Times	AM (4 hours)	Start/End Times	PM (4 hours)
Monday	TBA	Outpatient clinic	TBA	Clinical admin/help line calls
Tuesday	TBA	Student teaching Ward round Inpatient referrals	TBA	Outpatient Clinic/ Virtual Clinic
Wednesday	TBA	Outpatient Clinic	TBA	MDT meeting with nurse specialist Core SPA
Thursday	TBA	Outpatient MMH/BDGH Shortened by 1 hour once monthly for the combined radiology meeting	TBA	Clinical Admin MMH/BDGH Monthly combined radiology meeting Core SPA (includes postgraduate rheumatology meetings and monthly departmental meeting)
Friday	TBA	Clinical admin/help line calls	TBA	Outpatient clinic
Direct Clinical Care (DCC)			8.5	
Supporting Professional Activities (SPA)			1.5	
On-call			Opportunity for on call	
TOTAL PA			10 Programmed Activities	

Job Plan

Under the terms of the new consultant contract (2003) the basic full-time Job Plan contains ten Programmed Activities (PAs) of 4 hours each. The 10 PA allocation will be a mixture of DCC and SPA. All full-time posts will be offered a minimum of 1.5 SPA's up to a maximum of 2.5 SPA's depending upon the requirements of the role, although the actual ratio may vary



and will depend on the specific, identifiable, JD and agreed contributions in various areas (see below).

There is recognition and remuneration for out-of-hours availability as per the national terms and conditions and for any mutually agreed additional activity, if applicable. Any appointee wishing to undertake Private Practice will be required to offer the Trust an 11th PA, which the Trust may or may not wish to take up. The Trust may also independently wish to offer an additional 11th PA to the appointee, irrespective of any anticipated involvement in Private Practice.

1.5 SPAs should be set aside to meet the requirements of proof of fitness to practice including personal internal CPD including participation in clinical meetings, private study and document review, audit and clinical governance issues (clinical incident reports, risk management, complaint responses etc) as well as preparation for, and full engagement in, personal appraisal, assessment and job planning. Attendance at mandatory meetings (e.g. Resuscitation and Fire lectures, Equal opportunity training) is included under this heading. Time for attendance at other general Trust and Directorate meetings (e.g. Hospital Medical Committee and Consultants communication meetings) would also be included here. The list is not intended to be exclusive. Assessment of satisfactory engagement in these areas forms part of the annual appraisal process.

It is recognised that the time spent in other Supporting Activities will depend on individual involvement and specific circumstances and may vary significantly both between individuals and over time. Time spent on these activities will need to be accounted for as part of the annual appraisal and job planning process, and the Trust reserves the right to modify the Job Plan accordingly in discussion with the appointee. There may be circumstances where additional SPA time (above the average 2.5) is required to fulfil all the agreed additional commitments, which may necessitate an agreed reduction in clinical time. Equally there may be circumstances where an agreed reduction in SPA time (below the average 2.5) is appropriate, with the potential for additional clinical involvement within the overall PA allocation. Any altered commitments under this section will need to be agreed in advance with the Divisional Director and General Manager so as not to disadvantage clinical activity within the Division. Additional SPA allocation may be achieved by delivering a role, e.g. Educational Supervision, Governance Lead, etc. This agreement is subject to review.

Categories under this heading include:

- Formal teaching of undergraduates / postgraduates, Junior staff supervision, College Tutors
- Being a Trust Appraiser
- Agreed formal Trust committee involvement (e.g. Drug and Therapeutics Committee, Ethics Committee, Cancer Steering Group, Specialty subgroups etc)
- Clinical Governance Lead
- Lead clinicians (cancer etc)



The duties of the post may be changed with the agreement of the post holder. An annual review of duties will take place with the Divisional Director as part of the Job Plan process.

Education and Development:

- There is a wide teaching role within the post, to train medical students, nurses and junior doctors, as they rotate through the department.
- There is a monthly all staff teaching session which the post holder will be expected to attend and contribute to. This includes a regular audit meeting, where again, consultant contribution is expected.
- The study leave allowance is 30 days/3 years pro-rata. It is expected that these will be used, in addition to SPA time, for CPD towards revalidation as per the recommendations of the Royal College and the various specialty bodies. The trust is fully committed to supporting and assuring revalidation, by way of a dedicated support team and IT infrastructure package.
- The trust has a programme of mandatory training which all consultants are expected to undertake.
- For appointees new to the consultant role, or who may have had a career break, the department strongly encourages mentorship support

Clinical Governance:

- Attendance at the monthly specialty clinical governance group is expected.
- Further contribution to clinical governance activities in the form of local, regional and national audit participation, guideline writing/updating, and undertaking other relevant projects would also be expected.

Management and Leadership:

- There will be an expectation to take on management roles, such as Specialty or Foundation training co-ordinator, education lead or clinical governance lead. For any of these roles, additional SPA time would be granted.

Research:

The Trust has an active Research and Development Department, and provides access to research nurse support, participation in research is encouraged. This may take the form of personal local projects, or collaboration in regional or national projects.

Recent years have seen tremendous advances within the Trust, culminating in the attainment of Teaching Hospital status in January 2017. Central to this achievement remains the long-standing commitment of the Trust to deliver a quality, patient centred research programme.

The research agenda will continue to be aligned with and influence changes in clinical services delivered within the Trust. We will achieve this through working with colleagues to capitalise on effective internal partnerships between clinical and corporate Trust areas, as well as maximising opportunities for collaborations with regional, national, and international partners.



The strategy complements several other enabling strategies to deliver the Trust Strategic Direction 2017-2022, notably.

- Clinical Quality and Governance
- Quality Improvement and Innovation
- People and Organisational Development
- Communications and Engagement
- Information and Digital
- Estate and Facilities



Support:

The post holder will have a dedicated office space and secretarial support, shared with the other consultants. In addition to the department's electronic patient record the trust has comprehensive IT services, which ably support all aspects of the role.

Mandatory Training (Statutory and Essential Training):

All staff are required to abide by all Trust Policies and Procedures, details of which can be accessed via the Trust Intranet and are required to comply with Mandatory Training requirements. In particular, medical staff should be aware of, and comply with, infection control and safeguarding requirements.

5. OUR SERVICE/OUR TEAM

Clinical: Department of Rheumatology

Facilities

The Department was established in 1978 with the appointment of a full-time consultant in Rheumatology. Over the years, it has expanded to 4 consultant rheumatologists and 1 associate specialist.

Both inpatient and outpatient services are offered at Doncaster Royal Infirmary (DRI) and Bassetlaw Hospital (BDGH). There are satellite outpatient clinics at Montagu Hospital in Mexborough (which helps serve patients from the Dearne Valley region in particular) and Retford Hospital. Rheumatology inpatient facilities are shared with the Renal inpatients in Ward 32, away from the main medical and surgical wards. There is a GP registrar (StR) and a Rheumatology specialist registrar who provide junior doctor cover. The Rheumatology specialist registrar may have general medical commitment, which is dependent on the stage of training. The GP registrar is shared between Rheumatology and Dermatology.

Day case Rheumatology takes place at Rheumatology Day Unit at DRI and Medical Day Unit at BDGH.

Dedicated specialist physiotherapy and occupational therapy staff provide care for outpatients and also advise ward-based therapists on care of rheumatology inpatients. The physiotherapists have a hydrotherapy pool for our patients based at DRI. There is sessional input from chiropody and specialist podiatry service. The hospital has a comprehensive orthotics service.

There are six specialist nurses (4.2 WTE) across the Trust providing the appropriate dedicated input. They run clinics for disease assessment / management, education, biological therapies, and osteoporosis service. The department at DRI has a computerised system (TAMONITOR), established in October 1999, for monitoring disease modifying drugs. This is run, under medical supervision, by the specialist nurses with clerical support allowing safe and cost-effective monitoring of the large and growing numbers of patients. There are recently updated and agreed shared care protocols in place with the CCG with regards to prescription and monitoring of



DMARDs and immune-suppressive. A telephone helpline run by specialist nurses provides further support for the patients.

There are two DEXA scanners in the Trust, one at DRI and the other at BDGH. We provide clinical reports on DEXA results and they are currently reported by Dr Stevens, Dr Al-Kholfash and Dr Ramanath (Care of the Elderly consultant with special interest in osteoporosis). The Trust's current metabolic bone and osteoporosis clinic is run at BDGH. However, due to the expanding need there is a plan to develop this service at DRI. There are very good working relationships with the nationally recognised Metabolic Bone Centre at the Northern General Hospital, Sheffield. The successful appointee, if interested in osteoporosis, would be able to have their job plan reviewed to help develop the expected metabolic bone service at DRI.

The department work closely with other related specialities and have established joint meetings/clinics:

1. Combined obstetric-rheumatology clinic with Dr Yin (obstetrician) – monthly
2. Combined radiology-rheumatology meeting – monthly
3. Combined rheumatology-renal meeting – every 2 months
4. Combined rheumatology-respiratory meeting – every 3 to 4 months

In addition, we have established an early inflammatory arthritis service with a pathway which aims to meet NICE standards for assessment and treatment of inflammatory arthritis. All consultants are involved in this service and patients in the pathway are pooled together. There is great teamwork within this service as all consultants review each other's patients who are in this pathway.

The department has a very strong track record in research with significant growth in research activity in both commercial and non-commercial studies. This has been recognised and attracted praise from National Institute for Health Research, South Yorkshire Comprehensive Local Research Network (CLRN) and Director of R&D. Research is a core business for the trust and is in the Trust strategy (the R&D strategy is available at www.doncasterclinicalresearch.org). Therefore, the successful appointee would be encouraged to be involved in research.

Thursday afternoons are a dedicated time for the department, aimed at non-direct clinical care issues. This includes clinical governance meeting (monthly), multidisciplinary management meeting (monthly) and academic meetings organised by Sheffield Rheumatology Unit. Our unit hosts the regional South Yorkshire Rheumatology Meeting once a year, which rotates around rheumatology units in the South Yorkshire and North Nottinghamshire region (previously known as North Trent). Audit is an important aspect for our department and at DRI there is a regular audit programme in the medical directorate.

Our Trust has recently achieved teaching hospital status, providing clinical education to Sheffield University medical students. Our department provides regular rheumatology teaching to Phase



3b students. It is expected that anyone taking up this post would be actively involved in providing ongoing education to our students.

There is an active Postgraduate Centre at both the Doncaster Royal Infirmary and at Bassetlaw Hospital with teaching programmes for SHOs and junior staffs to which all specialties contribute. There is a regular weekly Medical Directorate lunch time Clinical Meeting where Consultants and Junior Staff present to Directorate colleagues. There is a Friday lunchtime Postgraduate meeting programme at both the DRI and Bassetlaw sites on topics common to all surgical and medical disciplines. Our department are regular presenters at these meetings and in the postgraduate teaching programmes.

There is a purpose-built professional library adjacent to the Postgraduate Centre. There are over 15,000 volumes in stock and access is available by a joint scheme with other libraries and with the National Lending Library. There are comprehensive computer and Internet facilities. An excellent Medical Illustration department helps provide support for clinical and non-clinical issues.

Consultants:

Dr Annabel Coote	Special interest: Adolescent Rheumatology; Specialty Lead
Dr Robert Stevens	Special interest: Vasculitis & Connective Tissue Disease
Dr Mahmoud Al-Khoffash	Special interest: Osteoporosis
Dr Chee-Seng Yee	Special interest: Connective Tissue Disease & Rheumatic Diseases in pregnancy

1 Full Time (10 PA) post – this job

Other Medical Staff:

1 Rheumatology SpR	
1 StR (GP VTS)	This post is shared with Dermatology

Nursing Support:

Sr Lesley Geddes	Rheumatology Specialist Nurse (Full Time)
Sr Kath Humphreys	Rheumatology Specialist Nurse (Part Time)
Sr Joanne King	Rheumatology Specialist Nurse (Part Time)
Sr Kristie Gray	Rheumatology Specialist Nurse (Part Time)
Sr Rebecca Amesbury	Rheumatology Specialist Nurse (Part Time)
Sr Sarah Fairclough	Rheumatology Specialist Nurse (Part Time)

Physiotherapy:

Catherine Wilson	Part Time
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Occupational Therapy:

Kathleen Lynch	Part Time
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Office and Secretarial Support:

The post holder will be provided with office accommodation at Doncaster Royal Infirmary with a personal computer. There will be secretarial and IT support for this post. Prospective candidates are encouraged to contact the following staff to discuss the post:

Divisional Director – Speciality Medicine:	Dr Anu Agrawal
Divisional Clinical Director:	Dr Ian Stott 01302 642717
Specialty Lead:	Dr Annabel Coote
Deputy Chief Operating Officer:	Debbie Pook
Divisional Director of Ops:	Mel Howard
Business Manager:	Michelle Beynon

6. TERMS AND CONDITIONS

The appointment will be subject to the Terms and Conditions of Service (England 2003) for the new consultant contract agreed with the Trust.

Applicants must be on the General Medical Council Specialist Register or within six months of being admitted to the Register for trainees if in a training programme within the UK. In accordance with the regulations all other categories of doctors must be on the GMC Specialist Register to be considered for a consultant appointment by the Advisory Appointments Committee. Applicants must continue to hold a License to Practise.

The person appointed to the post will be expected to live within 10 miles of the hospital or within 30 minutes recall time, by road, from the hospital.

The job description and the weekly timetable will form an initial job plan as outlined by the Terms and Conditions of Service (England 2003) for the new consultant contract. This will be subject to an annual review by the Clinical Director of the Division.

New consultants will be paid on the first point of the consultant salary scale. For existing consultants there is an internal process to assess previous consultant level experience. Your basic salary will increase with the provisions of Section 20.2 and Schedule 15 of the Terms and Conditions.

Annual leave entitlement is as per national Terms and Conditions of Service for Consultants. Arrangement to take annual leave must be made with clinical colleagues and approved by the Divisional Director/Clinical Director as per local procedures and the local Rota coordinator should be notified accordingly.

HEALTH CLEARANCE & MEDICAL EXAMINATION

This appointment is subject to medical fitness and the appointee may be required to undergo a medical examination and chest X-ray.

Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regard to HIV/AIDS, Tuberculosis, Hepatitis B and Hepatitis C viruses.



The successful candidate must be immune to Hepatitis 'B' and Tuberculosis. They will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed appropriate by the Occupational Health Department).

DBS CLEARANCE

This appointment is subject to an enhanced Disclosure & Barring Service (DBS) clearance. Please note that all charges associated with this check will be passed on to the applicant.

REMOVAL EXPENSES

Removal expenses on appointment (should you be eligible) will be paid in accordance with the Doncaster & Bassetlaw Teaching Hospitals NHS Foundation Trust Removals and Associated Expenses policy. This can be found on the Trusts website by following this link. <https://www.dbth.nhs.uk/about-us/our-publications/publication-scheme/our-policies-and-procedures/policies-a-to-z/>



**Doncaster and Bassetlaw
Teaching Hospitals**
NHS Foundation Trust

Medicine Division



Medicine structure

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