



# Consultant Rheumatologist



*"Building a Better KGH"*- <https://www.kgh.nhs.uk/home>

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## About Kettering

Northamptonshire is at the heart of England and is known as the Rose of the Shires. There is easy access to road and rail networks that will see you in London, Oxford, Cambridge or Birmingham within an hour, as well as several airports in easy range.

We have some of the most beautiful countryside, wonderful parks, many stately homes, great shops, theatres and cinemas. Northampton boasts some beautiful country parks as well as the canal network that runs through Becket's Park just adjacent to the hospital. The University of Northampton Waterside campus is located close to the hospital.

Northamptonshire is at the heart of motorsport, the home of Silverstone and the British Grand Prix. Northampton Saints rugby team is very popular, and the town hosts a first-class county cricket team, football team and excellent water sport centres.

## The Hospital

Kettering General Hospital NHS Foundation Trust is a busy District General Hospital in North Northamptonshire. It principally serves the populations of Kettering, Corby, Rushden, Wellingborough, and Market Harborough.

The hospital was designated NHS Foundation Trust in July 2008. It has 600 beds and serves a population of approximately 360,000. The hospital provides a full range of acute services, with an Accident and Emergency Department, Intensive Care and High Dependency Unit, and a satellite Dialysis Unit supported by Leicester General Hospital.

A £12M Surgical Day Case Unit and a newly extended Postgraduate Centre were opened in 2006. A comprehensively equipped large new out-patient facility (Nene Park Outpatients), which provides improved local outpatient facilities for the populations of Wellingborough and Rushden, was opened in 2010.

The Foundation Wing, comprising a new paediatric unit, extended coronary care and additional ICU beds (total of 16) was opened in April 2013. A fourth Cardiac Catheter Laboratory and 5th endoscopy suite have recently been opened. There are plans to build a new hospital on site as part of the HIP2 project.

The Trust has well developed specialist cardiology and colorectal services, offering services at the regional level. The Trust sits administratively within the Midlands and East SHA and has well-developed links with the Leicester Royal Infirmary and Leicester Medical School. The trust operates under the umbrella of University Hospitals of Northamptonshire Group

### Our Excellence Values



Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples shoes.



Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.



Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.



Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.



Courage

We dare to take on difficult challenges and try out new thinks. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

## Partnership with the University of Leicester

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### Partnership with the University of Leicester

College of Life Sciences <http://www2.le.ac.uk/colleges/medbiopsych>

***Pro-Vice-Chancellor, Head of College & Dean of Medicine: Professor Thompson Robinson***  
**BMedSci MD FRCP FESO**

The University of Leicester, with the University Hospitals of Northamptonshire (Northampton General Hospital NHS Trust - NGH) and Kettering General Hospital NHS Foundation Trust - KGH), is committed to enhancing the partnership between academia and the NHS in Leicester, Leicestershire, Rutland, Northamptonshire and the wider geographical area. A strong synergy between our organisations is the key to success. Major contributions made by consultant colleagues to the academic mission through research, teaching and education, clinical leadership, enterprise and innovation are recognised by the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.

The mission of the College of Life Sciences is to pursue the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world. Its considerable academic resources mean that it is widely recognised for its world-leading and internationally excellent research and the quality of its undergraduate and postgraduate teaching.

Based in some of the newest purpose-built and modern facilities in the UK, the College offers a wide range of courses and education in the areas of laboratory, clinical, and population health through the provision of innovative education and globally recognised research. The George Davies Centre is the largest investment in medical teaching and applied research by a UK university in the last decade. Building on the foundations laid at the inception of the medical school in 1975, the College provides an academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research, and to engage with increasing effectiveness with commercial and public bodies. We are a thriving community of academic expertise based in laboratory, clinical, health and social science settings.

The high calibre of our academic endeavour is increasingly being recognised, with the latest Research Excellence Framework (REF2021) ranking the University of Leicester 2<sup>nd</sup> for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). In addition, we were also the 2<sup>nd</sup> highest rated institution for Sports and Exercise Sciences (UoA24). These results have had a significant impact on our international and national standing; Leicester was ranked 18<sup>th</sup> (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5<sup>th</sup> in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle). In addition, Medicine was ranked 7<sup>th</sup> in the Complete University Guide 2023; a rise of 18 places.

The College comprises a matrix structure of four Research Departments: Cardiovascular Sciences, Genetics and Genome Biology, Molecular and Cell Biology, Population Health Sciences, Respiratory Sciences; two Teaching Schools: Leicester Medical School, School of Biological Sciences; and two combined Research and Teaching Schools: School of Healthcare and School of Psychology and Vision Sciences.

The University Strategy recognises the Mission of the University as ‘diverse in our make-up and united in our ambition, we change lives through education and research’. Our vision is to provide inspiring education and research working in partnership with our communities to become a truly inclusive theme. Our strategy consists of three themes, World-Changing Research, Research-Inspired Education and Our Citizens, underpinned by our three values of: **Inclusive**, diverse in our makeup and united in ambition; **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions; and **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

### World-Changing Research

The University’s institutional research strategy emphasizes our commitment to research that informs and enhances our teaching and learning, and is underpinned by the core values of excellence, rigour, originality and integrity. A key part of this strategy was the establishment of flagship interdisciplinary Research Institutes, Centres and Networks. We host a number of these within our College around which much of our research is now focused. These include two Institutes: [Leicester Institute of Structural and Chemical Biology \(Led by Prof John Schwabe\)](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> (led by Professor Chris Brightling); and nine Research Centres: Centre for Cancer Research, Centre for Diabetes Research, Centre for Microbial and Infectious Disease, Centre for Environmental Health and Sustainability, Centre for Phage Research, Centre for Lifespan Health and Wellbeing, Centre for Fibrosis Research, Centre for Sarcopenia and Muscle Research, and Centre for Population Health.

The NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough, the University Hospitals of Leicester NHS Trust and the University Hospitals of Northamptonshire NHS Group. A recently awarded expanded BRC with six themes has received a 2.5-fold increase in funding, and brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health.

The College’s central provision in support of research and teaching includes a Preclinical Research Facility, Core Biotechnology Services (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories); a Clinical Trials Unit, and the Leicester Drug Discovery and Diagnostics Centre.

The College continues to grow funded research activity with a dual approach of encouraging individuals to win project grants and personal fellowships, and supporting teams to achieve major awards with large strategic initiatives. Examples of Leicester’s infrastructure success include: an NIHR Biomedical Research Centre, an NIHR Global Research Centre, an NIHR Patient Recruitment Centre, an NIHR Applied Research Collaboration Centre (ARC), an NIHR Clinical Research Facility, an Experimental Cancer Medicine Centre, an MRC Impact Accelerator Account, an MRC Midlands Cryo-Electron Microscope Facility, the Midlands Health Data Research UK Substantive Site, a British Heart Foundation Research Accelerator Award, and a Wellcome Doctoral Training Programme for Health Care Professionals.

We are responding to the rapidly changing national and international research landscape that places an increasing emphasis on interdisciplinary and impactful research. For this purpose, we are working closely with our key NHS and other partners, University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and



Rutland), and growing our industrial engagement with biotech companies and pharma to meet the goals of the Government's Industrial Strategy and Life Science Sector Deal. In addition, we are building exciting research programmes with partners in overseas countries through the Global Challenges Research Fund. We are also very conscious of the need to play to our institutional and regional strengths, and are engaging closely with Leicester City and County Councils, and the Midlands Health Innovation network of regional Universities.

### Research-Inspired Education

Our ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned.

A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are particularly proud that our course has for many years delivered doctors who progress. We have been ranked third in UK medical schools for progression to Core & Specialty training over the past five years.

The course features:

1. A clinical focus throughout underpinned by excellence in bioscience, and access to one of the largest dissection suites in the UK;
2. Early clinical experience including a new Healthcare Assistant (HCA) programme in year one;
3. A strong group-work provision supporting student learning throughout the course;
4. A wide range of hospital and GP placements with many areas of national excellence;
5. Excellent intercalated degree opportunities, with particular strengths in our iMSc in Research and a new Masters in Clinical Education; and
6. Foundation Assistantships in year 5 which has enhanced our graduates preparedness for work as a Foundation doctor

We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. This recruits 35 students to an integrated Foundation Year enabling progression onto Year 1 of the MB ChB course. Since 2020, we also have an international joint educational partnership with the Chongqing Medical University, where students gain a Clinical Medicine degree in China and a Bachelor of Sciences in Clinical Sciences from the University of Leicester; spending a year of their course at Leicester.

The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2022, following a major philanthropic donation to the University. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

In addition there are a broad range of programmes in Biological Sciences and Psychology at both undergraduate and postgraduate levels, including the DCLinPsych. A new suite of postgraduate programmes reflecting the areas of research excellence in the College is under development including strengths in epidemiology, diabetes, medical statistics, quality and safety in healthcare, and social sciences in medicine.

### Our Citizens

We value, nurture and celebrate our people and relationships, ensuring they are inclusive, impactful, sustainable, and influence positive change in our world. Accordingly, we nurture strong partnerships with the NHS and other organisations, including the University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and Rutland), that support the delivery of our strategy. Through our NHS relationships, as well as strategic partnerships with the wider community including the Integrated Care System, the Borough, City and County Councils, and other East Midlands Universities (through the Civic University Agreement), we seek to shape policy and influence decision-making locally, regionally and nationally, to improve lives and livelihoods. We work with others to tackle the big issues of today and tomorrow with a focus on climate change, inclusion and wider





## Job description

<b>Post</b>	Rheumatology Consultant
<b>Department</b>	Rheumatology
<b>Responsible to</b>	Clinical Lead for Rheumatology, Clinical Director
<b>Professionally Accountable to</b>	Clinical Lead for Rheumatology, Clinical Director
<b>Date written</b>	4.5.22
<b>Written by</b>	Dr Anoop Kuttikat, Clinical Lead Rheumatology

## Job summary

This post is for a full time Consultant Rheumatologist appointment at Kettering General Hospital NHS Foundation Trust. The post holder will join a friendly & dynamic Rheumatology team of 3 full time Consultants (including the post holder), 1 Specialist Registrar, 1 Trust grade Rheumatology Registrar, 1 GP trainee/SHO grade, 1 Foundation Year one (shared 50% with Dermatology) & 4 Rheumatology Nurse Specialists (3 FTE).

The Rheumatology Department lies within a Clinical Business Unit (CBU) comprising of Cardiology, Respiratory, Renal, Neurology, Dermatology and Rheumatology. The CBU is led by a General Manager and the Business Unit Director (clinical).

Department is based at Kettering General Hospital Foundation Trust and sees approximately 7,000 patients annually. This is split by approximately 1500 new patients and 5500 follow ups.

There is a weekly departmental meeting and weekly hospital Grand Rounds during academic term times. There are regular cohorts of medical students (from University of Leicester) within the department and the post-holder is expected to contribute to their teaching. There will be opportunities to conduct audits and take part in regional (eg; Midlands Rheumatology Society) meetings.

Applicants should be MB ChB, MRCP (UK) (or equivalent), and be on the GMC's Specialist Register for Rheumatology, or be eligible for entry within 6 months. Applications from such candidates interested in working flexibly or part-time are welcome. An ability to work independently, and more importantly as a team, whilst working calmly under pressure is essential.

## Key working relationships

The department has a Service Manager who, together with the Clinical Director, is responsible for the management of the department. Rheumatology is part of the Specialty Medical CBU.



The medical staffing is as follows:

- 4 Consultants including this one
- 1 GP with speciality interest (2 sessions per week)
- 1 Specialist Registrar (East Midlands deanery)
- 1 Trust grade Registrar
- 1 GP Trainee/SHO
- 1 FY1
- 4 Medical Students per Quarter

The nursing staff are as follows:

- Band 7 – 1 WTE
- Band 6 – 2 WTE
- Band 2 – 2WTE

### **Main duties and responsibilities**

Consultant in Rheumatology at Kettering General Hospital NHS Foundation Trust.

#### **Special Interests**

An interest in osteoporosis/metabolic bone diseases will be desirable. Development of specialist interests will be encouraged and supported by the Clinical Director subject to organisational need.

#### **Clinical Duties**

Clinical duties will include all those normally expected in a Rheumatology Department in the UK. Fixed sessions will include sessions spent providing outpatient clinics across KGH main site, Corby, Wellingborough and the new Nene Park development in Irthlingborough. Clinic session time includes travel to the outlying clinics where applicable.

#### **On call commitments**

There are no on call commitments with this post. Duties other than those specified will be in accordance with the Job Plan to be agreed with the appointee, the Clinical Director and the Chief Executive, and will allow time for administration, teaching, clinical audit and Continued Professional Development.

#### **Workload**

The Rheumatology Department at Kettering General Hospital sites has an annual attendance of approximately 7,000 patients. If necessary, patients can be admitted to Naseby wards for inpatient care. The post holder in conjunction with his/her colleague is expected to review any referrals from other teams within 1 working day of receiving the request.

#### **Clinics**

This post will be responsible for running 5 clinics a week. There are also HOT clinics to see any new patients requiring very urgent appointments.



Any new specialised or innovative patient services that enhance patient experience and flow will be positively received.

## Facilities

The Rheumatology department has its own reception, waiting area, clinical area and an office area. The consultant will have access to a well-equipped office space. The department has a team of secretaries supporting the consultants and specialist nurses. The service is in the same area of the hospital as the physiotherapy outpatients department.

Facilities for biological infusions are available in the ambulatory care unit (AECU) and are overseen by specialist nurses working to protocols. Medical cover for these patients is generally provided by the general physicians working on the AECU. Facilities for the occasional complex infusions are available within the rheumatology clinical area and are overseen by consultants where necessary.

## Teaching

KGH FT has an active teaching programme for all medical staff. There is a weekly Friday lunchtime grand round which staff are expected to attend. The Trust also has 4 academic half days per year, attended by all specialties; these provide an excellent forum to educate, showcase and contribute to the broader education of the organisation. The Trust has a recently refurbished post-graduate Education Centre and a well-equipped medical library.

## Information Technology

The department is computerised for basic administration and access to pathology results. There is a Picture Archiving Computerised System (PACS) for radiology with high resolution screens available in strategic locations in the department.

## PROVISIONAL TIMETABLE

Provisional assessment of Programmed Activities for a whole-time contract of 10 PA split between DCC and SPA.

Direct Clinical Care (includes clinical activity, clinically related activity) (5 clinics, ward referrals and admin)	7.5 DCC
Supporting Professional Activities (includes CPD, audit, teaching and research)	2.5 SPAs

The Job Plan will be reviewed after three months and then annually, following appraisal.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Rheum	Rheum	Osteoporosis	Rheum Clinic	Rheum Clinic



	Clinic	Clinic	clinic		
<b>PM</b>	Admin/Ward referrals	MDT	Admin/Ward referrals	SPA	SPA

There is an expectation that there will be prospective cover and that consultants will cover ward referrals as required.

The Job Plan will:

- be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year;
- cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities;
- provide a clear schedule of commitments, both internal and external;
- include personal objectives with details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objective.

All consultants will undergo appraisal and revalidation, comply with the terms and conditions of the organisation and ensure their statutory and mandatory training is current and compliant.

### **Mentoring**

Mentoring is available for all new consultant staff, this is designed to help and assist new appointees to settle into working at Kettering General Hospital as easily as possible. It is designed to assist individuals in a personal way to familiarise them with the Trust and how things work in practice.

### **Statutory and miscellaneous**

- Take responsibility to ensure that Professional Registration is up to date at all times and does not lapse or expire and to inform line management immediately with any concerns or if registration lapses or expires. (all registered staff)
- This post involves treatment to children and/or vulnerable adults as defined by the Disclosure and Barring Service (DBS). It will therefore be necessary to apply for and be in receipt of a satisfactory **enhanced DBS check** of the post holder.
- The Trust requires all roles requiring DBS check, to have a satisfactory DBS recheck every three years
- The Trust requires require all new starters to subscribe to the DBS update service where it is a requirement of the role.
- Be responsible for maintaining own vaccinations/Hepatitis B immunity.
- Safeguard patient confidentiality at all times including adherence to the Data Protection Act.

- Attend the Trust statutory refresher courses as necessary
- This post is subject to the terms and conditions of employment of Kettering General Hospital NHS Foundation Trust.
- Be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff.
- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Equality, Diversity and Inclusion Strategy.
- Have a commitment to identifying and minimising risk, report all incidents and report to manager any risks which need to be assessed.
- Any other duties commensurate with the grade and in line with the requirement of the post.
- This job description reflects the present requirements of the post and it does not form part of the contract of employment. If the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the postholder. Appropriate notice of such changes will be given.

### Confidentiality, Data protection and data quality

General Data Protection Regulation (GDPR) safeguards the handling of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to:

- uphold its principles; and
- adhere to Trust policies and to always maintain strict confidentiality

It is a requirement of employment with the Trust that you must comply with the obligation of confidentiality in line with our Staff Privacy Fair Processing Notice, Patient Privacy Notice and Information Governance policies and procedures.

All staff have a responsibility to ensure that personal data is accurate, held securely and consent is gained (where appropriate).

### Safeguarding Children & Adults at Risk

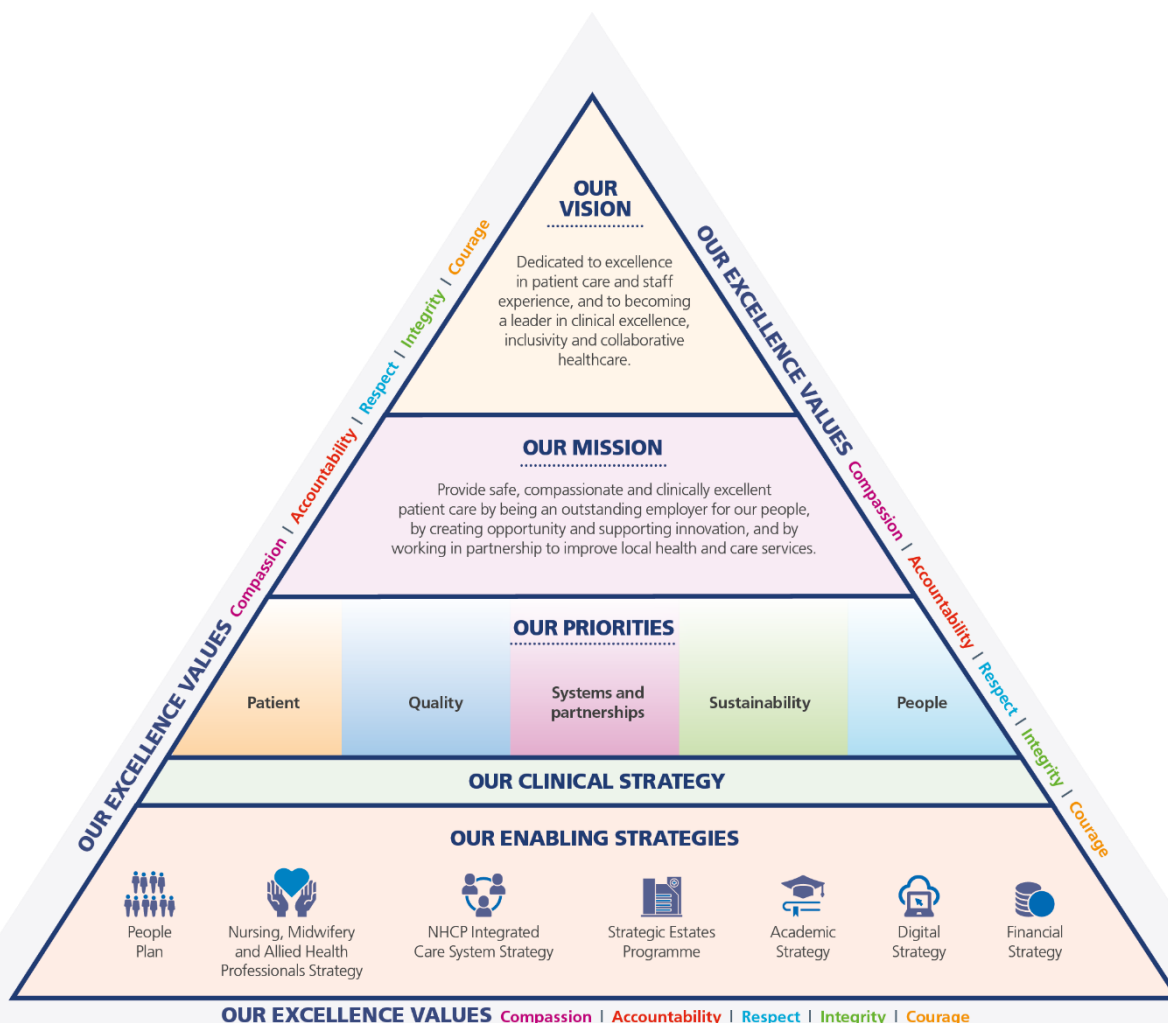
We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact during your work. To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

### Our Vision and Values

Kettering General NHS Foundation Trust and Northampton General Hospital NHS Trust are both part of the University Hospitals of Northamptonshire NHS Group. Both hospitals are separate hospitals/employers with hospital board and leadership. We share a group executive team leading on a shared vision, mission, priorities, strategies and Dedicated to Excellence Values.

Please visit the following websites for more information about working for us:

- [Kettering General Hospital NHS Foundation Trust](#)
- [Best of Both Worlds Northamptonshire](#)
- [University Hospitals Northamptonshire NHS Group](#)



**Our Excellence Values**



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We take responsibility for our decisions, our actions, and our behaviours. We do what we say we will do when we say we will do it. We acknowledge our mistakes, and we learn from them.

We value each other, embrace diversity, and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.

We dare to take on difficult challenges and try out new things. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.



## Information about the wider hospital:

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Alan Burns – Group Chairman  
Simon Weldon – Group Chief Executive  
Deborah Needham – Hospital CEO

### **Directors**

Mr John Jameson- Medical Director  
Fay Gordan – Chief Operating Officer  
Fiona Barnes – Director of Nursing  
Paula Kirkpatrick – Chief People Officer  
Anil Pursooth – Director of Finance  
Polly Grimmitt – Director of Strategy & Partnerships  
Stuart Finn – Group Director of Estates  
Kathryn Large – Director of Human Resources and Organisational Development

### **Non-Executive Directors**

Chris Welsh  
Trevor Shipman  
Alice Cooper  
Lise Llewellyn  
Damien Venkatasamy  
Liisa Janov  
Deborah Manger  
Andrew Moore

## Summary of Contractual Terms

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**Contract.** Appointment will be offered on Kettering General Hospital contract. General Terms and Conditions of Service are contained in the “Terms and Conditions, Consultants (England) 2003”. Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies and procedures applicable to this post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

**Governance and Statutory.** The post holder is expected to comply with the governance arrangements and policies and procedures of the organisation, available on the Trust intranet site.

**Equal Opportunities and Diversity.** The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the Trust’s Equal Opportunities Policy & the Race Equality Scheme. The Trust’s Staff Networks (REACH – Race, Ethnicity and Cultural Heritage, LGBT+ and Disability) also work with the Board to further the EDI agenda – ensuring the Trust empowers all of their staff. Membership to the Networks can be facilitated via HR.

**Health and Safety & Risk management.** Employees must be aware of the responsibilities placed upon them under the Health and safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain safe working environments for patients, visitors and employees. Employees must wear personal protective equipment where provided. All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are expected to maintain safe infection control practices at all times. All employees are responsible for reporting any accidents, untoward occurrence and potential hazards to their Head of Department even no injury or property damage has resulted.

**Relocation Expenses.** Relocation expenses may be available subject to eligibility in line with the Trusts policy.

**Health Clearance.** The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a preemployment health-screening questionnaire and may/will subsequently be required to attend for health screening.

**Revalidation.** The trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

**Study & Annual Leave.** The annual leave is 30 working days plus 2 statutory day holidays. All Consultants are expected to take advantage of study leave to maintain and develop their clinical skills

to comply with CME requirements. Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three-year period commencing from date of employment.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre. So far, as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.

Shortlisting Criteria	Essential	Desirable
<b>Education, Training &amp; Qualifications</b>		
Full registration with GMC	x	
MRCP(UK)	x	
Successful completion of SpR training in Rheumatology (or CCT within 6 months of AAC)	x	
CCT holder in Rheumatology or eligibility to be on the Specialist register in Rheumatology within 6 months	x	
Current certification BLS	x	
<b>Knowledge &amp; Experience</b>		
Effective participation in clinical audit	x	
Experience of post graduate and undergraduate teaching and training at an appropriate level	x	
Specialist interest to complement those of other consultants in the department		x
Publications in recognised Medicine journals		x
<b>Skills</b>		
Good organisational skills	x	
Good communication skills	x	
Management/leadership of clinical service	x	
Good team skills	x	
Disability and Equality awareness	x	
<b>Key Competencies/ Personal Qualities &amp; Attributes</b>		

## Come and meet us!

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We would love the opportunity to discuss the post and your career aspirations at Kettering General Hospital.

Please do contact Dr Anoop Kuttikat, Clinical Lead on phone 01536 491522, email on [akuttikat@nhs.net](mailto:akuttikat@nhs.net).

