

## 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.

# JOB SUMMARY

10 PA Consultant in Medical Oncology with a responsibility in Hepatobiliary & Renal Cancer for Nottingham University Hospitals NHS Trust.

- Opportunity to join the Consultant Oncology Hepatobiliary & Renal Teams (candidates who have preference for other sites besides renal cancer are encouraged to discuss their preferences)
- The post will be based at Nottingham City Hospital Campus with outpatient clinics at the City Hospital and at Kings Mill Hospital
- More information including an indicative timetable for the post is featured below
- None of these tumours sites will be single-handed practice and will involve working along-side colleagues already specialising in each tumour site.

Nottingham is the regional, teaching hospital, tertiary referral cancer centre providing comprehensive cancer care. The successful candidate will be part of a team of three consultant oncologists working in the hepatobiliary service and three in the renal cancer service. The oncology department makes a major contribution to the Trust's research strength and has a very active clinical trials portfolio. We have strong links with departments



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within the University of Nottingham Medical School. The successful candidate will have the opportunity to involved with clinical research and teaching.

The speciality serves a resident population of 1.1 million and currently sees approximately 5,000 new patients each year (at City Hospital and King's Mill); providing a comprehensive range of non-surgical oncology services to the East Midlands.

The Oncology Service has 4 dedicated oncology inpatient wards with 66 beds, which includes a dedicated Teenage and Young Adult Unit and its own oncology outpatient department. There are 2 outpatient systemic therapy wards with 35 chairs and beds as well as a clinic at KMH with a further 11 chairs. Oncology at NUH runs its own 24hr admission service with a 22 bed Specialist Receiving Unit which it shares with Haematology and a Same Day Emergency Care Unit (SDEC). A rapid response triage emergency line is manned by our nurse led Cancer Admission Triage Team (CATT) using the UKONS telephone triage system. Oncology has invested in a high calibre acute oncology nursing team supporting the acute care of cancer patients admitted to city hospital campus as well as providing outreach support at Queen's Medical Centre.

The Oncology consultant team of 10 medical oncologists and 22 clinical oncologists provide site specialist care in multi-disciplinary teams. There is an established Medical Oncology Higher Specialist Training programme (9 posts), a highly successful Academic training programme (ACFs & ACLs) and a Clinical Oncology Higher Specialist programme (13 posts). There are 11 F1-IMT3 trainees and 4 Oncology Clinical Fellows.

### JOB PLAN & TIMETABLE

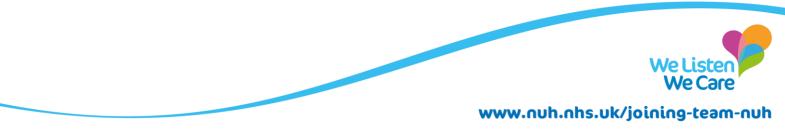
The following draft Job Plan reflects our best assessment of what the final plan will be, based on 10 PAs.

Any candidates preferring a different secondary cancer site or Acute Oncology/Cancer of unknown primary, should discuss as there is flexibility in the Job Plan.

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.

The service provided by the Oncology Specialty is provided across both NUH campuses and Kings Mill Hospital, but your primary base is City Hospital.

NUH Hepatobiliary Service 75 New Patients/year Renal Cancer 25 New Patients/year



DAY	AM	РМ	DCC	SPA	No. PA's
Monday	9:00 – 12:00 (0.75PA) Ward Round 12:00 – 13:30 (0.375PA) Patient Admin	13:30 – 17:00 (0.875PA) HpB Clinic	2	0	2
Tuesday	9:00 – 13:00 (1PA) SPA	13:00 – 13:30 (0.125PA) Patient Admin 13:30 – 17:00 (0.875PA) Clinic	1	1	2
Wednesday	9:00 – 11:00 (0.5PA) Ward Round 11:00 – 13:00 (0.5PA) Patient Admin	13:00 – 14:00 (0.25PA) Clinical Admin	1.25	0	1
Thursday	9:00 – 11:00 (0.5PA) Education / Department Meetings 11:00 – 13:00 (0.5PA) SPA	13:00 – 13:30 (0.125PA) Patient Admin 13:30 – 17:00 (0.875PA) HpB Clinic	1	1	2



Friday	Travel (0.1875PA)	13:30 – 17:00 (0.875PA)	2.5	0	2.5
	8:30 – 9:00 (0.25PA) Renal MDT –	Clinic			
	9:00 - 10:30	17:00 – 18:15 (0.1875 DA)			
	(0.25PA)	(0.1875PA) Travel			
	Clinic				
	10:30 – 13:30				
	(0.75PA) HpB MDT				
		(1 hour) non wools for	8	2.0	10
	With an additional 0.25PA DCC (1 hour) per week for			2.0	10
predictable on-call work.					

The on-call commitment is currently 1:20

This post is deemed to be in Category B and an allowance is paid for being on-call

**SPA allocation**: At NUH we offer all new consultants 2 core SPA for the first 12 months in post. 1.5 PAs are provided to ensure that doctors can maintain accreditation and revalidation through appraisal and continuing medical education (CME).

The additional 0.5 core SPA demonstrates our commitment to a culture of continuing education and training and gives new consultants time for the best possible induction / orientation with support from a buddy / mentor within their specialty.

All consultants have time for patient related admin in their job plan. However, we recognise that for new consultants additional time may be required to build competence and efficiency with regards to admin, to establish routines for working with admin and clerical colleagues and for developing skills around time management and prioritisation.

Successful candidates are encouraged to make use of additional CPD time to undertake additional education / training in order to ensure competence across all elements of the job description. This may be discussed at interview.

NUH is committed to ensuring that our trainees (Doctors in Training, Locally Employed Doctors, Advanced Care Practitioners, Physician Associates etc) have access to high quality educational and clinical supervision. New consultants will therefore be encouraged to undertake a Clinical / Educational Supervision course during their first 12 months in post with a view to taking on a formal supervision role in year 2 and beyond.

Other programmes will also be made available including leadership / management, quality improvement, QSIR, patient safety, research, governance, local incident training, time management, management of in-box.

A detailed discussion as to how the additional 0.5 SPA will be utilised, including any specific aspirations that a candidate might have for the utilisation of this time will take place with the Head of Service as part of induction.

The additional 0.5 would not automatically be lost after 12 months but will be allocated to a specific role within the basic 10 PA contract following a job planning discussion.



## **KEY JOB RESPONSIBILITIES**

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

#### Clinical

A full range of Oncology emergency and elective patients are admitted to Nottingham University Hospitals NHS Trust and the appointee will be responsible for the management of those patients admitted under his/her care.

Provision with Consultant colleagues of a comprehensive elective and emergency Oncology service. On-call episodes will include a post-take ward round.

Provision of reciprocal cover for periods of leave.

Continuing responsibility for the care of patients in his/her charge and the proper functioning of the department.

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.

#### **Governance and Audit**

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

#### Teaching

Both main campuses of the NUH Trust are major centers for undergraduate and postgraduate education and teaching. The successful candidate will play a role in undergraduate and postgraduate 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.

#### Research

The Trust has extremely close links with Nottingham University, 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.

#### **Additional Information**

All new consultant oncologists joining the department are encouraged to join our mentoring scheme for new consultants.

Job plans for new consultants are routinely reviewed after six months.

It is a contractual obligation by the consultant that they maintain their continuing professional development and comply with the Royal College of Physician and GMC regulations.

## SPECIALTY MEDICAL STAFF

The team at Nottingham University Hospitals (NUH) is friendly and supportive – reflected by the numbers who choose to stay at the hospital beyond their training. Many of the oncology team who moved to the hospital ultimately choose to stay because they enjoy working within the good facilities alongside an enthusiastic and passionate team. Increasing workload has meant that Oncology need to add to this team in order to ensure everyone reaches the desirable level of work and life balance. Mentoring support is available for new consultant colleagues with NUH.

#### **Consultant Medical Staff**

Dr J Adhikaree, Consultant Medical Oncologist- Lung Cancer and NET Cancers

Dr A Anand, Consultant Clinical Oncologist - Breast and Gynecological Cancers.

Dr L Aznar-Garcia, Consultant Clinical Oncologist - SRS, HPB and Breast Cancers.

Dr A Arora, Consultant Medical Oncologist - HpB and NET Cancers.

Dr L Brookes, Consultant Clinical Oncologist - Paediatric and Urological Cancers, Sarcoma.

Dr E Chadwick, Consultant in Clinical Oncology - Urological and Colorectal Cancers.

Prof SY Chan, Consultant Clinical Oncologist - Breast Cancers.

Dr J A Christian, Consultant Clinical Oncologist - Head and Neck Cancers.

Dr C Esler, Consultant Clinical Oncologist - Paediatrics, Sarcoma and TYA.

Dr Hester Franks, Associate Professor/Hon Consultant Medical Oncology - Melanoma

Dr K L Foweraker, Consultant Clinical Oncologist - CNS Tumours and Lung Cancer.

Dr L Gossage, Consultant Medical Oncologist- Lung Cancers, Sarcoma, Germ Cell Tumours, TYA.

Dr M Griffin, Consultant Clinical Oncologist - Head and Neck and Thyroid Cancers.

Dr I Hennig, Consultant Medical Oncologist - Lung Cancers, Sarcoma, Germ Cell Tumours, TYA.

Dr S Hosni, Consultant Clinical oncologist- Breast and Gynecological Cancers.

Dr E James, Consultant Clinical Oncologist - Lymphoma, Upper GI and Skin Cancers.

Dr K Johnson, Consultant Clinical Oncologist - Breast and Lung Cancers.

Dr Charlotte Kamlow, Consultant Clinical Oncologist- Breast Cancer, Colorectal Cancer

Dr S Khan, Consultant Medical Oncologist - Lung and Breast Cancers.

Dr Jun Hao Lim Consultant Clinical Oncologist, Urological Cancer, Breast Caner



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Prof.S Madhusudan, Professor of Oncology/Hon Consultant Medical Oncologist, Upper GI and Breast Cancers.

Dr J Mills, Consultant Clinical Oncologist - Urological and Colorectal Cancers.

Dr M O'Cathail, Consultant Clinical Oncologist – SRS Skin & Urological Cancer.

Dr A Pascoe, Consultant Clinical Oncologist - Lung and Thyroid Cancers.

Prof PM Patel, Professor of Oncology/ Hon Constant Medical Oncologist - Melanoma and Renal Cancers.

Dr R Silverman, Consultant Clinical Oncologist - Colorectal and Upper GI Cancers.

Dr A Sivanandan, Consultant Medical Oncologist – Lung, Skin & CUP.

Dr S Sundar, Consultant Clinical Oncologist - Urological and Gynaecological Cancers.

Dr G Walker, Consultant Clinical Oncologist - Urological and Colorectal Cancers, CUP

#### Junior Medical Staff

There is an established Medical Oncology Higher Specialist Training programme (5 posts), a highly successful Academic training programme (ACFs & ACLs) and a Clinical Oncology programme (9 posts). There are 11 trainees (F1-IMT3), and 4 Oncology Clinical Fellows as part of the East Midlands Healthcare Workforce Deanery (North) training rotations.

The Macmillan Specialist Palliative Care Unit of Hayward House is also sited on the City Hospital campus. Palliative Care consultants are represented in various multidisciplinary meetings, work in several joint clinics with oncology as well as providing a comprehensive in-patient and out-patient service.

#### Administrative Support

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

## 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. All consultants will be required to have regular Revalidation.

## 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.



## **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.

## **RESIDENCE**

Because of on-call commitments, the successful candidate is expected to be contactable by telephone and to reside no 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).

## **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.

## <u>VISITING</u>

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

Professor Poulam Patel – Honorary Consultant Medical Oncologist via e-mail at: Poulam.Patel @nuh.nhs.uk



# JOB PLAN FOR CONSULTANT CLINICAL ONCOLOGIST

# **PROGRAMMED ACTIVITIES:**

Direct Clinical Care:

Sub Total	8 PAs
Other	
Travelling time between sites	0.375
Patient administration	1.375
Multi-disciplinary meetings	1
Other patient treatment / consultation	
Clinical Diagnostic Work	
Out-patient or other clinics	3.75
Ward rounds	1.25
Operating session (including pre/post op)	
Emergency duties - unpredictable	
Emergency duties - predictable	0.25

Supporting Professional Activities

CPD, Appraisal, Job Planning	2.0
Audit	
Medical Education (Undergraduate)	
Training (Postgraduate)	
Clinical Management	
( see section on SPA in Timetable section above)	
Sub Total	2.0 PAs

TOTAL PAs 10 PAs

## **ON-CALL SUPPLEMENT:**

Rota Frequency:	1:20
Category:	В
On-call Supplement:	1%



# CONSULTANT MEDICAL ONCOLOGIST

## 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	Higher professional degree
Clinical Skills/Experience	Experience and special interest in hepatobiliary cancer Experience and special interest in renal cancer (or in agreed second site) and further support and training can be given if needed. Clinical Trials/Research Experience in prescribing and managing patients with systemic chemotherapy Ability to make independent and appropriate clinical decisions Able to communicate effectively and appropriately with patients, their families and other health professionals.	Experience of working within multi-disciplinary teams 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 put into operation coherent ideas for service development/delivery. Able to delegate appropriately. Able to work within 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. Experience of undergraduate and post graduate teaching.	Original research Publications Higher teaching degree or qualification or training
Practical Requirements	Ability to travel between City Hospital campus, Queen's Medical Centre campus and Kings Mill Hospital as necessary	



## NOTTINGHAM AND THE TWO HOSPITAL CAMPUSES

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 (30mins) 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

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.

## **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 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).

## **QUEEN'S MEDICAL CENTRE**

Queen's Medical Centre (QMC) opened in 1978 and is home to 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 audiovisual 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.

## 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.

#### 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.

Job description reviewed by: Poulam Patel

Date: June 2023

