



**East Suffolk and  
North Essex**  
NHS Foundation Trust

**Consultant in Chronic Pain Management  
With special interest in Multidisciplinary working and neuromodulation.**

East Suffolk and North Essex NHS Foundation Trust

**Responsible to:** Clinical Divisional Director Mr Mark Bowditch

**Accountable to:** Chief Medical Officer Dr Angela Tillett

# EAST SUFFOLK AND NORTH ESSEX NHS FOUNDATION TRUST

## Message from the Chief Executive

Dear colleague

Thank you for your interest in joining East Suffolk and North Essex NHS Foundation Trust (ESNEFT).

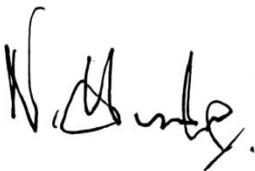
ESNEFT provides integrated care to a population of almost a million people. We employ more than 11,000 staff across two acute hospitals in Colchester and Ipswich and in community hospitals, clinics, surgeries and patients' homes. We are a partner in the Suffolk and North East Essex Integrated Care System.

We would like you to help us provide the best care and experience for the communities we serve in east Suffolk and north Essex. You can find out more about us on [our website](#) and please take a look at our [Come and Join us recruitment video](#).

We are committed to being a great place to work, and great place to train and a great place to receive care. As a large organisation we offer exciting opportunities for development, innovation, research, education and training.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we can remove unnecessary stress and frustration – giving our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme  
Chief Executive



**Facebook** @EastSuffolkNorthEssexNHS

**Instagram** @esneft

**Twitter** @ESNEFT

**YouTube** ESNEFT

**LinkedIn** East Suffolk and North Essex NHS Foundation Trust

# We are...

## East Suffolk and North Essex NHS Foundation Trust

We provide healthcare to a population of almost a **million** people in



But we don't work alone. We work alongside a multitude of teams in health, social care, voluntary services and other organisations to make care work well for local people whether they are at home or in hospital.

### Time matters



Our philosophy is that time matters. Dealing with health issues can be stressful, both for the patient and for those who care for them. There is the necessary stress of the health need and the emotional effort of caring.

However, too often the complexity of the health and care system adds unnecessary stress. At the heart of this is time. Time is important to everyone whether as patients, as family or carers, or as staff delivering care.

We will improve services to make every moment count.

### There's no place like home



**1 in 5**

of our staff work out and about in the community

And our NHS teams are supporting local people to stay in control of their health at home

When people need care in hospital we are committed to getting them home again as soon as possible

We can join the dots between care at home and hospitals



### Size matters



We are the largest NHS organisation in East Anglia employing more than 11,000 staff and several of our clinical services are among the largest in England:

- Acute children's services
- Oncology
- Trauma and orthopaedics
- General surgery
- Urology
- Ophthalmology

Our values are: **optimistic, appreciative and kind**

## **Background of East Suffolk and North Essex Foundation Trust**

ESNEFT was formed on 1 July 2018 following the merger of two NHS trusts in Colchester and Ipswich & east Suffolk. We became one of the largest NHS organisations in the region, and in 2021 grew further still when we began working in collaboration with other providers to provide community services in north east Essex.

As well as Colchester and Ipswich hospitals, our teams provide care and services from Aldeburgh, Clacton, Harwich, Halstead and Felixstowe hospitals, Bluebird Lodge in Ipswich and the Primary Care Centre in Colchester. Not forgetting our community teams who are based in local health clinics, surgeries and those who visit patients' homes.

## **Living in east Suffolk and north Essex**

Whether it's a walk through the Constable countryside of the Dedham Vale, an amble around Woodbridge or a trip to splash in the sea at Frinton, there's plenty on offer in Suffolk and Essex.

Boasting brilliant shopping locations of Ipswich and Colchester, as well as many beautiful towns such as Framlingham, Lavenham or Wivenhoe, the two counties are not short of places to visit. Quirky independent shops feature in many towns and villages, but you do not need to go that far to find your favourite larger retailers.

Woodbridge, Dedham Vale and the Shotley Peninsula were all named in the Sunday's Times' Best Places to Live guide 2021, but there are many towns and villages that offer pretty chocolate box scenes known in Suffolk and Essex, with an excellent choice of both state and private-sector schools.

With its rich history and status as Britain's oldest recorded town, Colchester is not just a shopping destination, but has a strong cultural identity with its numerous galleries, theatres and arts venues. Suffolk's main town of Ipswich is a bustling place to visit, whether you are shopping, visiting the regenerated waterfront area, or spending time at one of the many bars or cafes.

Suffolk and Essex are holiday destinations for a reason. The beautiful stretch of coastline along Suffolk and Essex offers everything from the pier and heritage of Southwold, the amusements at Clacton to sights such as Thorpeness' House in the Clouds. Long before Ed Sheeran sang about the 'castle on the hill' in Framlingham, Jimmy made its mark on the map with his TV-famous farm, and there is no shortage of days out including Sutton Hoo, Kentwell Hall, Colchester Castle or Audley End Hall.

Watch the video below about living and working in Essex & Suffolk

<https://www.youtube.com/watch?v=GkPu7HphU8A>

## Our structure and people

Our Trust is organised into clinical divisions (see below) supported by a series of corporate services.

- Medicine (Colchester) and Medicine (Ipswich)
- Cancer and Diagnostics
- Musculoskeletal and Special Surgery
- Surgery, Gastroenterology and Anaesthetics
- Women's and Children's
- Integrated Pathways
- North East Essex Community Services

The role you have expressed an interest in is in the Musculoskeletal division and the Pain Management clinical delivery group within that divisional.

Each division at ESNEFT has a divisional clinical director, an associate director of operations and an associate director of nursing, as well as a series of senior leadership positions supporting the clinical delivery group.

Information about our Trust Board can be found on the [About Us section of the ESNEFT website](#). Our Chief Executive is Nick Hulme and our Deputy Chief Executive is Neill Moloney. Our Trust chair and Non-Executive lead is Helen Taylor.

Our people values are: Optimistic, Appreciative and Kind.

## A role in Musculoskeletal (MSK)

An opportunity has arisen to join our team at Ipswich Hospital in the Musculoskeletal Department.

We are inviting applications for a full time Pain Management Consultant.

The *MSK* divisional leaders are:

- Divisional clinical director, Mark Bowditch
- Associate director of operations, Rob Power
- Associate director of nursing, Kay Hamilton

Our MSK leaders are:

- General Manager, Cheryl Marchant
- Clinical Lead, Tara Kipling
- Matron, Sue Brixey

Other clinicals delivery groups in the division are Specialist Surgery.

### **The Persistent Pain Management Services**

This is an innovative and expanding department. A Service that encourages ideas for development and uses the best evidence based practice. The multidisciplinary team offers a full range of Pain Management interventions ranging from seminars, groups, individual sessions/treatment; and Pain Management Programmes. The service is predominately on one site but works closely with neighbouring Pain Services.

There are currently 2 Pain Consultants, 2 Clinical Psychologists, 3 Non Medical Prescribers, 2 Senior Physiotherapists, 4 Nurses and 4 admin support. We also support trainees from various professional bodies. The team work closely together on various pathways: Headache/Facial; Chronic Regional Pain Syndrome; Pelvic Pain; Self-Management; Amputation; Fibromyalgia; Neuromodulation (SCS); flare Up; Opioid reduction; medical intervention. Team members are also part of various regional, national and international societies.

### **Theatres**

The Raedwald Day Surgery Unit (RDSU) is located in the Garrett Anderson Centre and treats approximately 5,000 adult and paediatric patients per year, undergoing surgical and investigative procedures requiring local and general anaesthesia. There is an integral Recovery Unit. The day surgery ward can accommodate up to 19 patients, mostly in individual cubicles. Some short stay patients may also be treated in RDSU and then admitted to inpatient wards post-operatively. There are four theatres used by multiple specialties, including upper limb orthopaedics (including under regional block), pain management, ENT, plastics, dental, urology, breast and general surgery).

### **Clinics**

The Pain Services have a designated area with clinic rooms, group room and therapy rooms. Nurse Practitioners, Health Care Assistant and admin., support the Consultants.

## Main Duties and Responsibilities of the Post

### General

All consultants in the department have a continuing and individual responsibility for the care of patients in their charge and a general responsibility to provide, in conjunction with their colleagues, an effective Service to meet the needs of the local population, within the resources available.

The post-holder will:

- Maintenance of the highest clinical standards in the management of patients.
- To promote new ways of working and co-ordinating care for patients in the hospital and community and to ensure that services are based on effective and integrated partnerships across the health community.
- Take part in multidisciplinary case discussions and meetings.
- Work with the multi-professional team to develop care pathways and clinical guidelines working closely with the clinical lead.
- Develop and maintain good working practices within wards, outpatients and A&E
- Collaborate and promote close working links with colleagues in tertiary centres, community services and primary care.
- Offer support and leadership to junior medical colleagues, nursing colleagues and other members of the multi-disciplinary team.
- To share with colleagues responsibility for the day to day management of patients.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and Audit.

### Clinical Responsibilities

The key duties and responsibilities are:

- Specialist Clinics
- Outpatient clinics
- Operating: as per specialty
- Teaching
- Other care of inpatients or outpatients
- Clinical and other administration as required by agreement
- Teaching, training and supervising of junior staff and undergraduates
- To be involved in appraising and assessing juniors
- Participation in Clinical Governance
- Teaching, research and administration

### Clinical Governance

The post-holder will:

- Comply with the Trust's Clinical Governance policy, including clinical risk management, data collection and regular departmental audit projects

**Envisaged Job Plan**

The job plan is expected to consist of 7 Programmed Activities (PAs) and the exact details of job plan will be agreed with the successful candidate after their appointment.

The appointee will be expected to undertake:

- Outpatient clinics
- Commitment to the various pathways
- Supervision and support to the NMPs
- Ward referrals
- Take part in Consultant On Call rota
- Attend Pain multidisciplinary meetings
- Attend additional multidisciplinary meetings within the MSK Directorate
- Theatre lists

**Provisional Time-table**

	<b>AM</b>	<b>PM</b>
<b>Monday</b>		
<b>Tuesday</b>	Theatre	Theatre
<b>Wednesday</b>	Clinic/MDT	Outpatient Clinic
<b>Thursday</b>	SPA/Admin	Outpatient Clinic
<b>Friday</b>	Outpatient Minor Op Theatre	Audit/Continuing Professional Development/ Clinical Governance/ Admin (SPA)

This timetable could be varied by rearrangement of the current consultants' timetables to accommodate any constraints imposed by the appointees' special interest and available clinical space in the department.

**Management**

The Divisional Clinical Director is responsible for managing the Clinical Delivery Group, and its performance, and plays an important part in the strategic management of the hospital as a member

of the Trust Senior Leadership team. All clinicians are encouraged to play an active role in the management of the hospital and services.

East Suffolk and North Essex Foundation Trust expects its entire professional staff to maintain a high level of competence, maintaining their time effectively and using expensive resources both responsibly and efficiently. Naturally, it is assumed that all staff will treat patients with both dignity and understanding, and that they will strive to work well together.

Medical members of staff are expected to contribute to the general management of the hospital, and to develop links with the community. They are also expected to work as members of the team with Resource Management accountability to the Divisional Clinical Director.

### **Continuing Professional Development**

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and Royal College and is committed to providing time and financial support for these activities.

### **Research, Audit & Teaching**

In conjunction with consultant colleagues, he/she will organise and supervise the teaching of junior medical staff and students in the department.

Research, audit and teaching are vital for the growth of effective clinical care. The consultant will be expected to support and foster these non-clinical roles in conjunction with the incumbents and to take part in the teaching of medical undergraduates and postgraduates.

### **Administration**

It is expected that all consultants will share the administrative duties associated with the running of an effective department, which will include defining policy and guiding, advising and co-operating with Practitioners in the Trust, General Practitioners and staff in the Community.

### **Office accommodation and secretarial support**

A dedicated administration support team supports the Department. The successful candidate will have dedicated desk space, office computer and Secretarial support.

### **Revalidation**

The Trust has the required arrangements in place to ensure that all Consultants have an annual appraisal with a trained appraiser and supports Consultants going through the revalidation process.

### **Mentoring**

The Trust is keen to support newly appointed consultants with named mentors.

## EDUCATION & TRAINING

The Trust is keen to develop our staff and there are excellent learning and education facilities at both Colchester and Ipswich Hospitals.

All Consultants are expected to contribute to our teaching programmes for Foundation, IMT, GP, Higher Specialty Training and the current programme is below. In addition, there are many opportunities to support the multi-professional teaching and development.

	Cross site	
Grade		
F1	Tuesdays	1200-1300
F2	Tuesdays	1300-1400
IMT	Fridays	1300-1400
Med SPR	Third Tuesday every month	
Grand Rounds	Wednesday	1230-1330
Journal Club	Thursday Lunchtime	
Surgery	Friday	0800-0900

The Trust has medical students attached from the University of Cambridge, University of East Anglia, Anglia Ruskin University and Queen Mary's School of Medicine. Departments organise local teaching and all Consultants are encouraged to participate.

We expect all Consultants and SAS doctors to become an Educational and Clinical Supervisor's. We offer a dedicated training and support package locally and with HEE East of England.

The appointee will be expected to participate in audit projects associated with the department. Medical audit sessions are held regularly every month and attendance is mandatory (it is expected that the consultants will attend 75% of them during the year).

The appointee will participate in clinical governance activities, risk management, clinical effectiveness and quality improvement program activities as requested by both the Trust and external organisations.

Research is encouraged with the support of the ESNEFT Research Team and Local Ethical Committee.

Study leave for all senior grade doctors (Consultant and SAS) to complete Continuing Professional Development is 30 days over a 3 year period. The Trust will fund activities up to a local ceiling which is currently £700 per annum, per consultant.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust.

## General Conditions of Appointment

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Divisional Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers. Current standards are:- discharge letter will be given to the patient on discharge, with a copy to the GP on the same day; a summary will reach the GP within 10 working days of patient discharge.

The appointee will be accountable managerially to the Divisional Clinical Director and the Chief Executive, and professionally to the Chief Medical Officer of the Trust.

The post is covered by the Terms & Conditions of Service of ESNEFT, which primarily reflect the New Consultant contract. Terms and Conditions – Consultants (England) 2003. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement.

The 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.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Criminal Records Bureau (CRB) disclosure service.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises. All Trust staff are responsible for complying with Trust Infection Control policies and clinical guidelines.

## GENERAL INFORMATION

### **Electronic Patient Records system**

There is an established hospital information and support system (Lorenzo in Ipswich and Medway in Colchester). A project is underway to upgrade to a new electronic patient records system – it has the biggest digitisation investment at ESNEFT for the next 10 years.

### **Quality**

The Trust is committed to providing patient care of the highest quality and requires all staff to play an active role in achieving this.

### **Confidentiality**

During the course of his/her duties, the post holder may have access to confidential information which must not be divulged to any unauthorised persons at any time, this includes compliance with the Trust's Policy on Data Protection.

### **Trust Policies**

The post holder is required to comply with all the Trust's policies

### **Relocation Package**

The Trust has designed its scheme to be as flexible as possible to enable employees to maximise their benefits. Further information can be obtained from the Human Resources Department.

### **Interview Expenses**

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

### **Enquiries and Visits**

Applicants or prospective applicants are encouraged and welcome to visit the department and to meet prospective colleagues. Arrangements for visiting can be made by contacting us.

Requests for visits to the unit should be made to: Tara Kipling ([tara.kipling@esneft.nhs.uk](mailto:tara.kipling@esneft.nhs.uk))

**PERSON SPECIFICATION – PAIN CONSULTANT**

**GRADE: CONSULTANT      SPECIALITY: PAIN MANAGEMENT**

<b>JOB REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Full GMC registration</li> <li>• MB;BS or Equivalent</li> <li>• Fully Accredited for Higher Specialist Training or will be eligible for inclusion on the Specialist Register within 6 months of the interview date.</li> <li>• FRCA or Equivalent</li> <li>• Current ALS Certification or equivalent</li> <li>• FFPMRCA or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of relevant Specialist Societies or Associations.</li> <li>• Higher degree e.g. MSc, MD or equivalent.</li> </ul>
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Excellent clinical skills and experience requisite to meeting all aspects of the Job Plan.</li> <li>• Ability to apply sound clinical judgment to problems</li> <li>• Demonstrates clear, logical thinking / analytical approach</li> <li>• Experience of working or advanced training in a pain clinic</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of clinical or research commitment and a relevant specialty interest.</li> <li>• Level 2 training in safeguarding children</li> <li>• Specific interventions: Baclofen, neuromodulation</li> <li>• Interest in specific conditions: trigeminal neuralgia</li> </ul>
<b>Skills, Knowledge and Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to work effectively as part of a multidisciplinary team and supervise juniors.</li> <li>• Experience of leading teams and awareness of leadership styles.</li> <li>• Ability to effectively organise, prioritise and manage clinical workload</li> <li>• Understanding of wider health agenda and modern NHS.</li> <li>• Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills).</li> <li>• Demonstrates clear, logical thinking / analytical approach.</li> </ul>	<ul style="list-style-type: none"> <li>• Management training on an accredited course.</li> <li>• Awareness of Service Development issues.</li> </ul>
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Effective participation in and a commitment to clinical audit</li> <li>• Ability to appraise research critically</li> <li>• Ability to supervise juniors undertaking research projects</li> <li>• Evidence of recent research and development activity</li> </ul>	<ul style="list-style-type: none"> <li>• Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty</li> </ul>