

# CONSULTANT RHEUMATOLOGIST

DATE 27/11/2023

## Values and Behaviours



1. **Patients** - We will ensure our patients receive consistently high quality, safe care with outstanding outcomes and experience
2. **People** - We will build on our position as an employer of choice; with an engaged, developed and empowered team that puts patient care at the heart of everything it does
3. **Places** - We will invest in our estate, equipment and digital infrastructure to support the delivery of high quality patient care
4. **Performance** - We will consistently achieve our performance standards and make the best use of resources to contribute to an affordable healthcare system
5. **Partners** - We will support the improvement of the health of the communities we serve through strong system leadership and innovative partnerships to deliver integrated models of care
6. **Potential** - We will deliver world-class research and education and transform health through innovation

**Our TEAM NUH values are:**

**TRUST**

We build trust with our patients and staff through our kindness, compassion and care

**EMPOWERING**

We empower people to be innovative and creative in their work and make positive choices that support healthier lifestyles

**AMBITIOUS**

We celebrate and recognise our staff and aspire to be known for clinical excellence and outstanding patient care

**MINDFUL**

We value everyone's contribution, take pride in our inclusivity and diversity, make best use of the resources entrusted to us and always make time for people

**NURTURING**

We encourage all our teams to be the best they can be through continuous learning, education, research and feedback

**UNITED**

We pull together as one team and aspire to be a valued partner in the wider health and social care system

**HONEST**

We're open, fair and honest in all we do and have the courage to speak up



## 1 THE POST

This is a full time Rheumatology Consultant post at Nottingham University Hospitals NHS Trust. Applications are welcome from those who wish to work less than full time.

The successful applicant will join an established team of 8 pure rheumatologists, and 2 acute physician rheumatologists. The post-holder will be encouraged to develop specialist interests to complement those in the department.

The Trust operates a Mentor scheme for new starters (and established consultants) and has a New Consultants Committee.

## 2 THE SPECIALTY

### a) THE RHEUMATOLOGY UNIT

The Department has its office base, clinics at Queens Medical Centre campus.

The current Rheumatology team includes both pure Rheumatology consultants, and acute physician rheumatologists:

**There are 2 Acute Physician Rheumatology Consultants who undertake acute medicine on-take**

Dr Asha Srikanth      Head of Service for Rheumatology

Dr Julie Mchale      General Rheumatology

**There are 8 pure NUH Rheumatology Consultants:**

Dr Philip Courtney      Special interest in CTD and Vasculitis, Adolescent and Transitional Rheumatology

Dr Peter Lanyon      Special interest in CTD and Vasculitis, current GiRFT Rheumatology lead

Dr Ira Pande      Special interest in Osteoporosis and patient database development

Professor Abhishek      Professor of Rheumatology and Honorary Consultant Rheumatologist  
Clinical and research interest in crystal arthritis and inflammatory arthritis

Dr Frances Rees      Special interest in CTD and vasculitis, lead for departmental postgraduate activities, chair of renal rheumatology lupus MDT

Dr Rozeena Garner      Governance lead for Rheumatology, Adolescent and Transitional Rheumatology

Dr Fiona Pearce      Associate Clinical Professor in Rheumatology Epidemiology  
Clinical and research interest in rare rheumatic diseases, SLE and vasculitis

Dr Cattleya Godsave Consultant Rheumatologist, General Rheumatology

There are typically 4 Specialist Registrars training in the department. There is a nurse consultant, specialist nursing staff and an experienced wider MDT.

The pure rheumatology consultants support our Specialist Registrars in providing the NUH rheumatology on-call rota supporting inpatient areas 9am-5pm Monday to Friday, and 10am-12pm on Saturday and Sunday. The on call duties are part of 'Consultant of the Week' with no other conflicting clinical commitments.

Office space and IT facilities will be provided.

The successful applicant will be expected to contribute to the Educational activity of the Department for trainees at all levels from undergraduate rheumatology teaching, to postgraduate teaching at the weekly postgraduate education sessions and the regional Specialty Registrar training days.

All out-patient rheumatology clinics and day case services are held in Gateway E in the Nottingham Treatment Centre, which is a modern purpose built, self-contained facility on the QMC campus. NUH have recently been awarded a 5-year contract to run the services at the Treatment Centre. Consultation rooms, patient waiting rooms, venesection service, pharmacy, ultrasound facilities and radiology (including MRI and CT) are all in very close proximity on a single level. Equipment and support is available for musculoskeletal ultrasound within the clinic and ward environment.

Opportunities to take part in acute medicine shifts is encouraged and is negotiable; an example would be 0.4 PA in the job plan. This allows the applicant to keep their general medicine skills current.

### **Clinical Governance/Audit/Research/CPD**

There are established department governance meetings for both outpatient Rheumatology and inpatient activity, where issues arising from incidents, complaints and risks within the speciality are reviewed regularly.

Any issues that require escalation, shared learning or external speciality involvement are raised at the monthly directorate governance meeting with clinical representatives from all the specialities in Acute Medicine. The successful applicant will be expected to contribute to the audit and Governance programme.

There is a weekly x-ray meeting, held with colleagues from sports medicine and paediatric rheumatology. There is a weekly MDT meeting to discuss inpatients and referrals, and a weekly Postgraduate Education meeting.

The department has an active research programme in inflammatory arthritis and connective tissue diseases supported by an administrative and nursing team. Recruitment to trials is, in almost all cases, at or above target numbers. There are two clinical academic rheumatologists with joint contracts with the University of Nottingham who lead teams conducting cutting edge research in epidemiology, clinical trials and bed-to-benchside immunology in common and rare inflammatory conditions.

NUH has a well-established process to facilitate consultant job planning, appraisal and revalidation. The candidate is required to have annual appraisals with the choice of a trained appraiser and will be supported through the revalidation process

### 3 JOB PLAN & TIMETABLE

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

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.

This service provided by Rheumatology Specialty is provided across both campuses, but your primary base is Queens Medical Centre

The proposed Job Plan is detailed in this job description.

#### TIMETABLE

Example timetable

DAY	AM	PM
<b>Monday</b>	Clinic	Undergraduate teaching
<b>Tuesday</b>	ES/ self directed CPD	Clinic
<b>Wednesday</b>	Admin	Physicians meeting Clinic
<b>Thursday</b>	Clinic	X-ray, MDT and Postgraduate meeting
<b>Friday</b>	Clinic (alternate weeks)	Admin/SPA
<b>Saturday</b>	1 in 10 rota 10am-12pm on-call	
<b>Sunday</b>	1 in 10 rota 10am-12pm on-call	

NB: On calls as per consultant of the week (1 in 10) to include the weekends

The post will initially contain 2 core SPA's to support activities required for revalidation and to ensure CPD needs are met, as well as teaching and educational supervision in keeping with other jobs in the department. Additional SPA up to 2.5 could be available subsequently for additional roles within NUH subject to agreement, as part of the on-going job planning process. This would include clinical governance or management commitments.

Estimated annualised job plan PA's, subject to agreement

Direct Clinical Care:

4.5 clinics per week	4.5
Clinic admin	1.25
Rheum on call- consultant of the week	2

MDT/x-ray meeting	0.375
<b>Sub total</b>	<b>8</b>

Supporting Professional Activities:

Training (Postgraduate) Educational supervision	0.25
CPD, Appraisal, Job Planning- personal CPD	0.25
Audit	0.25
Departmental postgraduate meetings	1
Research	0
Clinical Management	0
Governance	0.25
<b>Sub Total</b>	<b>2</b>

**Total PAs** 10

## 4 DUTIES

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

### Clinical

A full range of outpatient and day case rheumatology activity is carried out in the Treatment Centre. The successful applicant will provide clinics for new and follow up patients. **Clinics are booked to Royal College of Physicians guidelines.** The appointee will also be involved in working with and supervising the activities of clinical nurse specialists. The expectation is for clinics to be delivered over 38 weeks (allowing for the consultant of the week in the job plan) per year to allow for leave and statutory holidays. Typically for this role, this approximates to 380 new patients per year with a new to follow up ratio of approximately 1:4.

Your clinical duties will also include:

- Provision with, Consultant colleagues, of a comprehensive elective and emergency Rheumatology service
- Provision of reciprocal cover for periods of leave
- Continuing responsibility for the care of patients in your 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, their 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.

Specialty interests including osteoporosis, CTD, educations, management and research would be considered.

### 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 directorate has a Consultant Clinical Governance lead.

### Teaching

Both main campuses of the Trust are major centers for undergraduate and postgraduate education and teaching. The successful candidate will be expected to play a significant 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.

### Flexible working

The department embraces flexible working. The job is available to fulltime (FT)/less than fulltime (LTFT) applicants.

## **5 SPECIALTY MEDICAL STAFF**

### Rheumatology Speciality Management Team:

Dr Asha Srikanth, Head of Service Rheumatology  
Sally Hawes, General Manager Rheumatology  
Sarah Howarth, Directorate General Manager for the Clinical Services Directorate  
Susan Morgan, Matron in Rheumatology

### Ambulatory Care Divisional Management Team:

Dr Claire Greaves, Divisional Director  
Lorraine Hourd, Divisional nurse  
Paul Sillandy, Divisional General Manager

Rachel Clarke, Directorate General Manager for the Outpatient Directorate  
Rachel Moskwa, Directorate General Manager for the Admitted Directorate  
Rebecca Hatch, Divisional HR Business Partner  
Gurpreet Mahal, Divisional Finance Business Partner  
Harjinder Dhillon, Divisional Lead Pharmacist

## **6 ADMINISTRATIVE SUPPORT**

Office accommodation and administrative support including secretarial 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.

## **7 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.

## **8 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.

## **9 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.

## **10 RESIDENCE**

Because of on-call commitments, the successful candidate is expected to be contactable by telephone and to reside not 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).

## **11 HEALTH & SAFETY**



The Trust recognises its duties under the relevant Health and Safety at Work legislation: to ensure, as far as reasonably practicable, the health, safety and welfare at work of all its employees. In addition the business of the Trust shall be conducted so as to ensure that patients, relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risks to their health and safety.

All medical and dental staff under contract to the Trust will be expected to be familiar with and adhere to the Health and Safety Policies of the Trust.

**ALL** accidents must be reported to your Head of Service, and you must submit a completed accident/incident report form and support accident prevention by reporting potential hazards. A copy of the Department's Health and Safety policy will be available to the successful candidate.

Included in these policies is the requirement that all new medical staff will provide evidence that they are not carriers of Hepatitis B before appointment, and accept immunisation if not already immune.

## **12 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.

## **13 PROTECTION OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS**

In accordance with the requirements of the Safeguarding Vulnerable Groups Act, a check will be made with the Disclosure and Barring Service (DBS) before the appointment can be confirmed.

## **14 VISITING**

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:

Dr Asha Srikanth, Head of Service Rheumatology via the PA Arun Goswami Tel 0115 9194477 ext 78947

Dr Claire Greaves, Divisional Director Ambulatory Care Division via the Divisional PA Jessica Tattersall Tel 0115 9249924 ext 78836

## JOB PLAN FOR CONSULTANT RHEUMATOLOGIST

### PROGRAMMED ACTIVITIES:

Direct Clinical Care:

Emergency duties – predictable- Consultant of the Week	2.0
Emergency duties - unpredictable	0
Operating session (including pre/post op)	0
Ward rounds	0
Out-patient or other clinics	4.5
Clinical Diagnostic Work	0
Other patient treatment / consultation	0
Multi-disciplinary meetings	0.375
Patient administration	1.25
Travelling time between sites	0
Other	
<b>Sub Total</b>	<b>8</b>

Supporting Professional Activities

Training (Postgraduate) Educational supervision	0.25
CPD, Appraisal, Job Planning- personal CPD	0.25
Audit	0.25
Departmental postgraduate sessions	1
Research	0
Clinical Management	0
Governance	0.25
<b>Sub Total</b>	<b>2</b>

**TOTAL PAs**

**10**

### ON-CALL SUPPLEMENT:

Rota Frequency:	1:10
Category:	A
On-call Supplement:	3%

### Notes

Consultant of the Week

10 weeks a year as full time consultant

Includes: reviewing referrals in the week, on call weekend (Saturday and Sunday 10-12)  
ward round of any patients in the hospital, Advice and Guidance, eVetting, trainee supervision, work place based assessments for registrars, on call admin  
No clinics scheduled during this week

4.5 clinics a week, based on 38 weeks delivery a year

Annualised clinic delivery many fluctuate if on call requirements change

## **CONSULTANT RHEUMATOLOGIST**

### **PERSON SPECIFICATION**

<b>ATTAINMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
Professional Registration	Full GMC registration Eligible to be included on the Specialist Register CCT expected within 6 months of interview date	
Professional Qualifications/Development		Higher professional degree
Clinical Skills/Experience	Evidenced technical skills as described in the job description Able to communicate effectively and appropriately with patients, their families and other health professionals.	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 operationalise coherent ideas for service development/delivery.  Able to delegate appropriately.  Able to work in 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.	Original Research Publications Higher teaching degree or qualification or training
Practical Requirements		Ability to travel between City Hospital and Queen's Medical Centre campus	

## **Appendix 1**

### **NOTTINGHAM AND THE TWO HOSPITAL CAMPUSES**

#### **1 NOTTINGHAM**

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 (30 mins) 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> [www.rightmove.co.uk](http://www.rightmove.co.uk)

#### **2 THE TRUST**

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.

##### **(i) 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 Post Graduate Centre at QMC has eleven meeting rooms of varying sizes and audio-visual 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.

### **(ii) NOTTINGHAM CITY HOSPITAL**

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 Rheumatology, 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 in 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).

## **3 MANAGEMENT ARRANGEMENTS**

Nottingham University Hospitals NHS Trust is managed via a structure of six Clinical Divisions, all of which are cross-town based. These are:

- Medicine
- Ambulatory Care
- 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.

#### **4 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.