

JOB DESCRIPTION

Job Title:	Locum ENT Consultant - 10 PAs
Band/Pay:	Medical and Dental Consultant
Department:	Ear, Nose and Throat

Job overview

Torbay and South Devon NHS Foundation Trust has a cohesive and supportive ENT Department that manages the full range of ENT conditions in one of the most beautiful parts of the country.

The department currently comprises five substantive consultants based at Torbay, as well as an additional consultant who has been recently jointly appointed with Exeter and who is due to start later this year but will be based and cover on call at Torbay.

This role is for 10PAs, but there is the potential for less than full time working to be accommodated. We are hoping to appoint enthusiastic colleagues who would complement our current collegiate atmosphere and ideally bring expertise to the department.

Main duties of the job

- To provide high quality consultant delivered care for General ENT, including 2 week wait patient assessment, across elective and emergency patients. The ability to deliver & further develop a subspecialist practice.
- The jobs would be 10PA (with the potential for LTFT)
- To deliver clinical leadership and supervision of junior medical staff, ensuring the highest standards of clinical care are provided to all patients attending the hospital.
- To provide teaching and training at undergraduate and postgraduate level and supervise and train the juniors and specialty doctors.
- To liaise with clinicians and managers within and outside the department to address any issues arising that may affect the services.

About the team and department

Staffing

Consultants

Mr David Alderson – General and Otolaryngology, education (TPD for ST programme)
Mr Philip Reece – Head and Neck cancer lead, education
Mr James Powles – Clinical Lead, General and Otolaryngology, education
Miss Natalie Ronan – General and Balance, education
Mr Vinay Varadarajan – Rhinology
Mr Ollie McLaren (recent joint appointment with Exeter) – Head and Neck
Vacant Post

SAS Grades

Mr S Singam: Associate Specialist
Dr A Anderson: GPSI

Training Grades

2 x Specialist Registrars (share OOH middle grade on call rota with Exeter)
1 x ENT CT
3 x rotating F2
1 x rotating GP ST

Other staff

Audiologists/ H&N Specialist Nurses /Speech and Language Therapists/ Dieticians

We are a close knit, friendly team who genuinely get on and support each other across all disciplines. We would be looking for colleagues who would complement the existing team, further strengthening and developing these relationships.

About the Department

We offer a general ENT service with colleagues providing subspecialist care in their chosen field with appropriate triage and internal referrals.

Specialist clinics are provided in the following areas:

- Head and Neck Cancer MDT
- Two week wait clinic
- Voice – including videostroboscopy, jointly with Speech and Language Therapy
- Complex Vestibular – including electronystagmography, electrocochleography and calorics
- Thyroid MDT and clinic – jointly with endocrinologist
- Bone anchored hearing aids

As a department, we also run peripheral clinics in the beautiful locations of Newton Abbot (with easy access to Dartmoor and the national circuit racecourse on the river Teign), Teignmouth (a coastal beach holiday resort with 'foodie' credentials), Totnes (a world famous little town with castle and a very 'independent' spirit) and the historical stunning harbour town of Dartmouth with the Naval college and seafaring reputation at the entrance to the river Dart. Consultant involvement in these clinics has always reflected individual preference, job plans and geographical constraints but all are close to Torbay.

Nurses are allocated to support all clinics (including SHO clinics) on a 1:1 basis. We have recently installed new chip-tip videoendoscopes in all clinic rooms at Torbay with support for image capture and recall.

Secretarial support is situated immediately adjacent to our shared consultant offices providing a cohesive and friendly team environment close to outpatient clinics and theatres.

We have an enviably close working relationship with our Audiology colleagues, whose testing facilities are co-located with the ENT clinic rooms. Audiology take direct referrals from general practice of all patients with hearing loss or tinnitus (including unilateral). We have a Balance Assessment Team, including audiologists and a specialist physiotherapist, who again see almost all patients referred directly from general practice. Our Voice Therapists run parallel, independent voice clinics, again with direct GP referral. Microsuction clinics are run by community-based nurses, hospital-based specialist nurses and a GPSI.

There is a well organised and complete Head and Neck MDT which meets jointly with the Exeter, Taunton and North Devon teams to discuss all new patients and to address management issues. Patients requiring complex head and neck surgery are operated on at the Royal Devon University Healthcare Trust in Exeter by the Torbay surgical team, with postoperative care provided at Torbay after initial recovery.

Operative work at Torbay is supported by able teams in both the nationally acclaimed Day Surgery Unit as well as Main Theatres. We have recently installed two new operating microscopes, new endoscopes and stack systems and a new CO2 laser. We also now have full facilities for endoscopic ear surgery including Panetti suction instruments and dedicated otoendoscopes. We are in the process of building additional Day Surgery Theatres on site which will significantly expand operative capacity.

Patients requiring joint care with neurosurgery, plastic surgery, cardiothoracic surgery or specialist paediatrics are referred to tertiary referral centres.

The Trust and the department have always encouraged and enabled staff to fulfill their potential and members of the ENT consultant team have held positions of responsibility in various organisations at a national level, including leadership roles in ENT-UK, SAC, RSM and YCOHNS. Colleagues have also been involved in national selection at ENT ST and CT interviews and examining for the Royal Colleges and hold many significant leadership roles within the Trust.

The department has a keen focus on education with past and current TPDs for both Foundation Programme and ENT Specialist Training. We have medical students from both Exeter University Medical School and Plymouth Peninsula Medical School coming through the departments; two consultants hold Tutor posts at the Medical Schools and there are further opportunities to take on extended roles in both Universities.

About the Trust

At present it is a particularly exciting time for the Trust having secured significant funding through '*the New Hospitals Programme*'. We have embarked on a major transformation of the Estate and IT ('*Building a Better Future*' project) that will take the Trust to the forefront in the delivery of care. The building of two additional day surgery theatres are in progress, having completed the new Medical Receiving Unit to help relieve acute pressures and these are the initial stages in this major project.

As a national leader in day surgery, with a well established, internationally recognised, purpose built Day Surgery Unit, it is fitting that the Trust is currently in the process of building the two new theatres. With most of the elective operating in ENT at Torbay being daycase this will significantly expand our capacity.

The success of the Trust, the collegiate and supportive working environment and our location (with unparalleled access to some of the finest beaches and Dartmoor on the doorstep whilst retaining robust, fast major road and train access) has ensured colleagues across the specialties are of the highest quality with many national leaders and innovators.

We are constantly looking at new ways of working to best provide care for our patients, to deliver effective training and to adapt to the challenges facing the NHS going forward. The Trust has led nationally in the concept of taking an integrated approach to delivering healthcare and was supported to become the country's first Integrated Care Organisation, successfully bringing together acute and community health alongside social care.

We have an excellent relationship with colleagues in Primary Care and we maintain close links having a GPST post in the department and our relationship with our management colleagues has always been extremely good with mutual understanding & support promoting collegiate, efficient and productive ways of working.

About the Area

South Devon has always been a historically popular holiday spot for good reason. We have on our doorstep some of the finest beaches nestled by idyllic rivers leading to the spectacular natural wilderness of Dartmoor. Even the views from the hospital can be breathtaking.

Local towns & villages regularly featured in the national press suggestions of the 'best places to live'.

We have nationally ranked non fee paying boys and girls Grammar schools a short walking distance from the hospital, as well as some excellent independent schools catering to all abilities and strengths with Ofsted outstanding primary schools feeding into them.

There is a vibrant cultural scene with an abundance of art and live music, and a plethora of high quality gastronomic experiences on offer from Michelin stars to diverse street food beachhuts and food and drink festivals in stunning locations.

We are nestled between the thriving and expanding cities of Exeter and Plymouth with restaurants, shopping, elite sports teams and universities.

With the increased acceptance of remote working the area has become even more popular with professionals seeking a better work-life balance leading to bustling, diverse communities rather than second homes. This is also enabled by our excellent communication network with fast intercity trains to London (2½ hours), the M5 on our doorstep, and Exeter and Bristol airports all within easy reach.

Detailed job description and responsibilities

- *Communication and working relationships*
 - *Patients/Relatives/Carers*
 - *Nursing staff*
 - *Management*
 - *Consultant colleagues in ENT*
 - *Junior Medical staff*
 - *Audiology department*
 - *Other Medical and service departments within the Trust*
 - *Liaison with other Trusts where necessary*
- *Planning and organisation*
 - *To prioritise workload efficiently and safely on a daily basis*
 - *To be able to plan treatment care effectively*
- *Analytical and judgement*
 - *To be able to analyse results or data where necessary and make safe clinical judgements*
- *Responsibility and accountability*
 - *To provide high quality consultant delivered care to patients including clinical leadership and supervision of junior medical staff, ensuring the highest standards of clinical care are provided to all patients attending the hospital*
 - *To provide teaching and training at undergraduate and postgraduate level and supervise and train the juniors and specialty doctors. To be proactive in the department's clinical governance agenda and take on leadership roles to support continuous learning and improvement, thereby abiding by the clinical and corporate governance policies of the Trust*
- *Responsibility for patients and client care*
 - *To be pro-active in ensuring all patients receive rapid assessment treatment and clinical decision making, whilst ensuring our standard to deliver safe quality and performance are delivered and sustained*
- *Policy and service responsibility*
 - *To adhere to policies and guidelines of the Trust*
 - *To participate in relevant audit and quality assurance processes*
 - *To participate in clinical governance and M&M*
- *Responsibility for finance, equipment and other resources*
 - *Work constructively with the Associate Medical Director, associate Director of Operations and Operational Manager on budgetary issues*
- *Responsibility for supervision, leadership and management*
 - *Engage in the process of supervision and educational management of the junior medical staff*
- *Information technology and administrative duties*
 - *To complete relevant medical records both paper and electronic as per policies and procedures*
 - *Use IT systems i.e. PCIS, Galaxy, PAS, vitalpac etc*



PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications and training	<p>Full GMC Registration (with licence to practice).</p> <p>CCT Specialist Registration</p> <p>Attainment of the Intercollegiate Specialty Fellowship Exam in ENT: FRCS-ORL(HNS) by interview</p> <p>Minimum of English Level 2 (GCSE grade C or equivalent), IELTS or graduate of a UK Medical School.</p>	<p>Distinctions, scholarships, prizes.</p> <p>Other degrees, e.g. BSc, MSc, MD.</p>
Clinical experience	<p>Ability to offer an expert clinical opinion on general and, if appropriate, subspecialist interest ENT problems.</p> <p>Ability to take full and independent responsibility for urgent clinical care of all patients in General ENT/Head and Neck</p> <p>Ability to prioritise clinical need.</p>	

Specific Skills	<p>Good spoken and written English language skills.</p> <p>Ability to communicate effectively with patients' relatives and staff .</p> <p>Proven ability to teach clinical skills within multi-disciplinary teams applying evidence based knowledge.</p>	Evidence of advanced experience and expertise in Generic Professional Capabilities such as Leadership/management, teaching/training, service improvement, research.
Requirements due to work environment/conditions	Potential to be able to fully participate in a 24 hour 'on call rota' during weekdays and weekends	

Physical skills	To be able to physically be able to undertake the role as presented
Physical effort	To be able to work both in and out of hours and travel between hospitals when necessary
Emotional effort	To be able to absorb the emotional effort of sometimes 'breaking bad news'
Mental effort	To be able to concentrate for prolonged periods of time