

# Consultant in Neurology

April 2024

**At Gloucestershire Hospitals NHS Foundation Trust, we take great pride in delivering high quality acute services and we understand just how precious life is.**

People entrust their lives to our care every day and they have the right to expect the very best experience and outcomes. That's why our ambition and the pursuit of excellence is the foundation of everything we do.



**Dear candidate,**

I am delighted you are interested in joining us as a Consultant in Neurology, at Gloucestershire Hospitals NHS Foundation Trust. This information pack contains all the information you need to apply for the post. I would actively encourage you to read it then to also make contact with our Clinical Lead for Neurology, Dr Mark Silva on 0300 422 6758.

Gloucestershire Hospitals NHS Foundation Trust is one of the largest providers of secondary care services in the UK. We provide a full range of acute, subacute and chronic disease management services. We are closely integrated with our colleagues in Gloucestershire Health and Care NHS Foundation Trust and primary care.

If successful, you will be joining an enthusiastic and dynamic team who provide a large range of services to the populations across Gloucestershire and Herefordshire. Our in-patient unit is based at Gloucester Royal Hospital, with outpatient services at Cheltenham, Gloucester and Hereford. If you are new to the county, take a quick look at [this recruitment video](#) to find out why we choose to live and work in this beautiful part of the world.

We are committed to diversity, inclusion and equality of opportunity for everyone, and pledge to reflect it in our workplace. We firmly believe that a rich mix of experiences & backgrounds are vital to shaping a stronger organisation.

Please note that relocation expenses and support with childcare are available, and we welcome applications for less than full time working.

I wish you every success with your application to join this team.

Best wishes



**Prof Mark Pietroni**  
**Medical Director**

## Your introduction to Gloucestershire Hospitals

We are a large organisation providing acute services from Gloucestershire Royal Hospital in Gloucester and Cheltenham General Hospital to a population of 652,475\* in Gloucestershire as well as caring for patients from surrounding counties and beyond.

Our workforce is almost 8,000 strong and our caring and dedicated staff are recognised as providing good and outstanding patient-centred, high quality emergency, elective and specialist care across a range of clinical areas.

We are committed to recruiting the best people to work with us to achieve our Vision of providing Best Care for Everyone and our success depends on the commitment and dedication of our staff, many of whom are world leaders in healthcare, teaching and research. You could make a real difference to our patients' lives by joining our team.

\*Figures based CCG data on the number of people registered at a GP surgery in Gloucestershire



## Our Neurology Service

### THE NEUROLOGY SERVICE

The Neurology service for Gloucestershire is organised on a countywide basis. The team consist of a highly experienced and close working team including Dr Geraint Fuller who is the current GIRFT lead for neurology. Each Consultant Neurologist has a specialist interest:

- Dr Mark Silva (Clinical lead) – Parkinson's disease
- Dr Geraint Fuller (National GIRFT lead) – Epilepsy
- Dr Roswell Martin – Multiple Sclerosis
- Dr Farhad Golestani – Epilepsy
- Dr Sian Alexander – Huntington's (newly established service) and Motor Neuron Disease
- Dr Goghy Stokin – Cognitive disorders

It is expected that the successful applicant will also wish to develop an area of expertise and all subspeciality interests are welcome.

The consultants benefit from a team of specialist nurses that focus on managing long-term neurological conditions include Parkinson's Disease, Motor Neuron Disease and Epilepsy alongside each consultant. The neurology department is a friendly and supportive team, who work closely together in the management of inpatients under the neurology team. Each consultant contributes to the Advice & Guidance service for GPs and ward referrals through a Liaison Neurologist rota.

The department and offices for Consultants, Specialist nurses and administrative staff, is located at Gloucestershire Royal Hospital. Outpatient clinics run from both Cheltenham General and Gloucester Royal Hospital.

## Inpatients

Neurology has 16 dedicated beds on a ward at Gloucestershire Royal Hospital (6A). Consultants rotate onto the ward Consultant for a fortnight at a time, a few times a year. During this time, usual clinic commitments are cancelled.

## Neurology support and facilities

- MRI and CT scanning is readily available and we have a weekly neuroradiology meeting with visiting a neuroradiologist (Dr Paul Smith).
- Neurophysiology facilities are provided at Gloucestershire Royal Hospital. Dr Oware, Clinical Neurophysiologist, comes from Southmead one day a week. The service provides routine and ambulatory EEG, nerve conduction studies and EMG, and evoked potentials.
- The neurology department has a well-developed multidisciplinary team of Allied Health Professionals including physiotherapists, occupational therapists, speech and language therapists, dieticians, psychologists and a social worker.
- Close links with neurosurgeons, neuropathologists and neuroradiologists based at Southmead. The consultants and SpR attend the clinical meetings, and regional academic meetings.
- Brain Injury Team at Gloucestershire Royal Hospital.
- Collaborative and supportive working environment with opportunities for formal and informal discussions of complex cases and shared decision making.
- A well-resourced Health Psychology department and good links with inpatient Psychiatry services.
- New neurology consultants are well supported with an informal within-department mentor, a Trust wide consultant mentor scheme and can choose to participate in a Trust-wide new consultant forum

## Junior staff

The neurology ward is well supplied with rotating doctors in training and we encourage all juniors to participate in outpatient clinics. At any time, there are usually 1-2 internal medicine trainees, 1 FY1, 2 GP trainees and 1 specialist registrar (part of the Severn Deanery Neurology rotation).

## General Medicine

This post does not include any commitment to the General Medicine or Acute Stroke rotas.

The Stroke department is separate and based at CGH, and whilst no commitment to the Stroke service is expected, this could be discussed on an individual basis.

Job details

Job Title:	Consultant in Neurology
Division	Medicine
Department:	Neurology
Responsible and accountable to:	Speciality Director. Further line management is provided by the Chief of Service or Medical Director
Grade:	Consultant
Location:	Gloucestershire Royal Hospital

Overview

We wish to appoint new Consultant colleague to join our neurology service at Gloucestershire Hospitals NHS Foundation Trust (GHNHSFT).

We are delighted that you are interested in this job. Our neurology department offers an excellent opportunity to pursue your own subspecialty interests alongside general neurology, and in a friendly and supportive environment.

Gloucestershire is a beautiful county, with easy access to the countryside, vibrant town centres and a renowned education system. We hope that you will find plenty to entice you to join us here, and hope that you will contact us directly to discuss your interest and particular requirements.

There is scope to accommodate a variety of clinical interests, working patterns and interests in management or education and research alongside clinical work. We have a track record of doing this successfully in recent years.

This appointment replaces sessions that arise from changes within the department. The appointee will join seven existing consultants to provide a comprehensive Neurology service to the whole of Gloucestershire.

The post will be based at Gloucestershire Royal Hospital. The appointee will take an active role in the running of the Neurology service with full participation in cross-county activities and planning.

Full time, part-term and job share applicants are all welcome; job content will be tailored to the appointee’s requirements with scope for flexibility to meet individual requirements

Job Purpose

This post is as Consultant within the Trust's Neurology service. As a senior employee of the Trust the post-holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Trust's patients.

The integral responsibilities of our posts are the following objectives:

- ▶ to ensure the delivery of a high-quality patient-centred clinical service
- ▶ to provide effective leadership to all staff engaged in that same task and specialty
- ▶ to sustain and develop teaching and research wherever appropriate
- ▶ to work in accordance with our trust's procedures and operating policies
- ▶ to support the business plans and development strategies formulated for the specialty, the Medical Division and our Trust
- ▶ to work within the framework of team decisions
- ▶ to take a whole systems approach to working with the wider health community both NHS and social services
- ▶ to show initiative, enthusiasm and flexibility

## Clinical responsibilities

The appointee will be expected to share responsibility for the delivery of high-quality care to the patients presenting to the Neurology Department.

- To examine and treat patients and supervise patient care on the ward.
- To see patients referred to neurology from other teams within the hospital
- To see patients in the out-patient clinics
- To support the clinical decision making of junior medical and nursing staff
- To provide on call support out of hours. To attend the Department out of hours as per agreed protocols. To remain contactable and available when on call
- To carry out ward rounds
- To manage internal ward referrals

## Education and Training

The introduction of the Gloucestershire Academy for University of Bristol medical students in 2004 means that our department provides learning opportunities including regular teaching sessions for year 4 medical students during their Year 4 COTE/Primary care/Dermatology curriculum unit.

We also teach and train Physician Associate students on attachment from Worcester University and the University of the West of England, Bristol.

There is a weekly medical grand round in which all specialties and individual consultants are expected to participate.

- ▶ to participate in our departmental undergraduate teaching programmes
- ▶ to participate in postgraduate training and other staff teaching as appropriate
- ▶ Where agreed, to act as Clinical Supervisor (and in agreement with our departmental postgraduate lead as Educational Supervisor) to junior and middle grade medical staff
  - ▶ To provide conditions for improved training opportunities in line with national and local recommendations including undertaking work-based assessments.

## Audit Management (as agreed with Clinical Lead)

- ▶ To promote evidence based practice. To respond appropriately to NICE guidance. To change own and others clinical practice in response to new clinical developments
- ▶ To undertake and supervise relevant clinical audit topics

- ▶ To be involved in risk management and quality assurance
- ▶ To remain up to date and engaged in CME/CPD as per RCP guidelines
- ▶ To respond appropriately to complaints and critical incidents
- ▶ The post holder will be expected to take part in developing clinical audit in accordance with agreed Directorate and Corporate Clinical Governance programmes.

## Research

- ▶ The post holder will be encouraged to be active in clinical research.

## Clinical Governance

- ▶ To undertake all work in accordance with Gloucestershire Hospitals NHS Foundation Trust procedures and operating policies
- ▶ To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME/CPD requirements
- ▶ To participate in an annual Job Planning Review process and revalidation
- ▶ To participate in the Trust's annual Appraisal process and to respond to any identified development needs
- ▶ To adhere to the Trust's Adverse Clinical Incident Policy

## Management

- ▶ To provide medical information for the development of systems appropriate for Trust needs
- ▶ To participate in departmental consultant and senior staff meetings whilst remaining within the framework of the agreed strategy of the Trust and the Department
- ▶ To attend other departmental, Divisional and Trust meetings as necessary
- ▶ To attend regional and national meetings as necessary
- ▶ To undertake all work in accordance with Trust procedures and operating policies

## Teamwork

- ▶ To work within the framework of team decisions.
- ▶ To take a whole systems approach to working with the wider health community
- ▶ To show initiative, enthusiasm and flexibility

## Continuing Professional Development

We recognise the importance of continuing medical education and actively encourage our consultant team to prioritise professional development. You will undertake CME / CPD as per College recommendations. A mentoring scheme for new consultant staff is well established and each new appointee will be appointed a mentor shortly after appointment.

You will be encouraged to be active in clinical research. We are part of a network of hospitals that have been collaborating with Cranfield University to form the Cranfield Postgraduate Medical School (based at Redwood House in Gloucester). Consultants at Gloucestershire Royal and Cheltenham General Hospitals currently hold professional honorary academic appointments. You may be afforded the opportunity to join this multi-disciplinary postgraduate medical school as a faculty member depending on interests and research activity.

We have a well-established framework for clinical governance that incorporates the clinical audit program. A wide variety of audits are undertaken within the Department. The Department is supported by a dedicated audit assistant, a dedicated member of the Information department and a dedicated risk manager. Clinical Governance meetings are regular. The post-holder will be expected to take part in developing clinical audit activities within the department and achieving clinical governance objectives in accordance with the agreed Divisional and Trust clinical governance programs.

The Gloucestershire health community supports the development of the Gloucestershire Academy. The Academy is hosted by the Gloucestershire Hospitals NHS Foundation Trust. Initially led by the University of Bristol Medical School and now involving the University of the West of England Faculty of Health and Social Care, it will continue to grow to embrace the ambitions of the NHS, the University and other organisations that may be relevant to our county's Trusts and employees. Meanwhile its implementation currently involves providing an academic infrastructure for students in medicine, nursing and the allied health professions to pursue the curriculum with relevant high education institution, in the health service, clinical setting of the secondary care Trusts of Gloucestershire.

## Important information for candidates

If successful, you will have access to vulnerable adults and may have access to children under the provision of Joint Circular No HC(88) 9 HOC8/88 WHC (88) 10. Criminal Records clearance is a job requirement. Therefore, applicants are advised that the appointment will be subject to disclosure of any convictions, bind-over orders or cautions. Attention is also drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allows convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

Candidates are asked to note that canvassing of any member of the Advisory Appointment Committee or Gloucestershire Hospitals NHS Foundation Trust Board will disqualify them from appointment. This should not deter candidates from approaching any person for further information about this post.

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

**Relocation** The appointee will be required to live within a reasonable travelling distance (normally 10 miles) of the Base Hospital. Reasonable traveling distance will be determined by the Specialty Director. Candidates will be eligible to claim relocation expenses under the terms of the Trust policy.

**Salary** YC72 £93,666 rising by increments to £126,281 per annum (based on 10 PAs 2023/24 pay rates). Full details, including those of seniority, are outlined in the "Terms and Conditions of Service – Consultants (England) 2003" and subsequent amending national pay circulars.

**Annual Leave Arrangements** It is expected that all leave will be booked at least 8 weeks in advance. The locally agreed leave policy is available on the Local Negotiating Committee website or via Human Resources.

**Secretarial Support and Accommodation** The post-holder will have secretarial support. The post-holder will be linked to the Trust's Infoflex data collection / discharge summary system and have computer access to radiology, PAS, Trust intranet, e-mail and internet and other hospital systems.

## Provisional Job Plan

Gloucestershire Hospital NHS Foundation Trust is a Neurology Centre that provides comprehensive neurological care for patients in Gloucestershire.

The Neurology consultants at Gloucester work closely together and there is an expectation that all newly appointed consultants and current consultants will work together equitably. Support and mentoring will be provided.

Inpatients: the neurology team work on an 'attending' system so each neurologist covers the ward for a fortnight every 14 weeks (for the current 7 neurologists). When on the ward there is a daily board round, with 2 full ward rounds a week and a brief daily ward round on weekends.

Ward referrals: these are divided between the neurologists who are not 'attending' and are seen daily at both Gloucester Royal and Cheltenham General. This usually means one day covering referrals and another responding to requests for Advice and Guidance, but this is flexible depending on colleagues on leave and consultant availability, and so relies on mutual cooperation.

Advice and guidance is provided to GPs via email.

Clinics: 3.5 per week.

Clinics are booked according to ABN guidance (30 minutes per new, 15 minutes per follow up).

Outpatient clinics are at both Gloucester and Cheltenham, with the majority currently at Gloucester. The timetable is organised so that the consultant doing a clinic in Cheltenham will see referrals there to avoid the need to travel between sites.

Most clinics are currently general neurology but involvement with specialist clinics will be encouraged, depending on the particular interests of the appointee.

Academic meeting/clinical governance: 1.5 SPA

A weekend service is provided with a brief ward round of neurology inpatients, reviews of any new admissions and any inpatient referrals (usually 1-4 patients) within a 3 hour session. Currently this is a 1 in 7 rota. Either a flexible day (annual leave) in lieu is given working these 2 sessions or this can be incorporated into the job plan and remunerated accordingly.

On call to cover our inpatients is also 1 in 7 and is currently telephone advice (B) with no expectation of attending the hospital. Out of hours neurology advice is provided by the on call neurology registrar and consultant at Southmead hospital.

Example job plan (when not 'attending') based on a 10PA job plan:

	Monday	Tuesday	Wednesday	Thursday	Friday
Am	Clinic	Clinic	Complex inpatient meeting Academic meeting	Clinic	Clinic alt weeks
Pm	Referrals	Neuroradiology meeting Admin	Consultant and departmental meetings (monthly) Admin	Advice & Guidance	Admin

This is an approximate job plan; this will vary from week to week and is subject to change

## Example job plan when 'attending'

	Monday	Tuesday	Wednesday	Thursday	Friday
Am	Board round Full ward round Admin	Board round Short ward round (new/sick patients)	Board round Complex inpatient meeting Short ward round	Board round Full ward round	Board round Short ward round Admin
Pm	Hot clinic	Hot Clinic GRH Neuroradiology meeting	Admin	Hot Clinic	Hot Clinic

The Medical Local Negotiating Committee (LNC) has agreed on behalf of the medical staff body within the Trust a standard allocation of 1.5 SPAs for all new appointments. Core duties are included in the present allocation of 1.5 SPAs but additional SPAs (up to a total maximum of 2.5 SPAs) may be available following discussion with the Specialty Director, depending upon Trust requirements and individual expertise.

In line with the terms and conditions, the final job plan is subject to the agreement of the Trust through the Clinical Lead and the appointee.

Consultants provide cover for their colleagues for emergency work whenever they are away. The maximum number of Consultants away at any one time is always subject to the provision of an adequate service for patients; this currently means 3 consultants present at any one time.

The job plans above represent an average week. The plan may vary in response to other consultants leave and to unplanned increases in work. The consultant will be expected to monitor their hours to ensure that the workload averages out to the proposed job plan.

The total nominal sessional allocation is calculated as follows:-

Supporting professional activity 1.5 PAs

Direct clinical care 8.5 PAs

Total	10	PAs
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## Person Specification

<b><u>REQUIREMENTS</u></b>	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>	<b><u>HOW MEASURED</u></b>
<b>Qualifications</b>	Full GMC registration  MBBS or equivalent  Entry on the GMC Specialist Register via <ul style="list-style-type: none"> <li>• CCT (proposed CCT date must be within 6 months of interview)</li> <li>• CESR</li> </ul>	MD or PhD, Additional degrees, diplomas or postgraduate thesis relevant to the specialty	CV, Certificates, CCST
<b>Clinical experience</b>	Clinical training and experience equivalent to that required for gaining UK CCST in Neurology Ability to take full and independent responsibility for clinical care of patients	Subspecialty expertise that complements those within the department Background experience in general medicine (MRCP)	CV, Certificates, CCST
<b>Motivation and attitude</b>	Highly motivated Forward thinking		CV, References, Interview
<b>Personal skills</b>	Communication skills, written and verbal Ability to work in multi-disciplinary team Ability to show initiative and enthusiasm Ability to work under stress Flexibility, able to adapt to changing circumstances Honesty and reliability Enquiring, critical approach to work Caring attitude to patients Ability to communicate effectively with patients, relatives, GP's, nurses and other agencies	Willingness to undertake additional professional responsibilities at local, regional and national levels	References, Interview, CV, Psychological testing or Psychological Appraisal, Complaints
<b>Research and publications</b>	Ability to appraise research critically and apply research outcomes to clinical and surgical problems  Ability to supervise junior staff undertaking research projects	Publications in peer-reviewed journals	CV, References, Interview
<b>Information Technology</b>	Basic IT skills. Word processing, literature searching	Understanding of medical information	CV, References, Interview

<u>REQUIREMENTS</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	<u>HOW MEASURED</u>
		management systems .	
<b>Management</b>	Evidence of participation in Audit and Clinical Governance Programmes Ability to manage and lead a Neurology firm	IT skills including database management and word processing skills Attendance on a management courses	CV, References, Interview
<b>Quality management</b>	Ability to manage risk Ability to manage change Ability to deal with complaints Commitment to CPD / CME Ability to take part in and respond to appraisal Experience in audit & clinical governance Working knowledge of evidence based practice		CV, References, Interview
<b>Teaching</b>	Ability to teach clinical and operative skills Ability to apply research outcomes to clinical and surgical problems	Training in teaching skills Certificate of education Involvement in undergraduate education Experience of teaching and clinical skills to undergraduates and postgraduates Ability to supervise postgraduate research	CV, References, Interview