



**North Cumbria
Integrated Care**
NHS Foundation Trust

LOCUM CONSULTANT IN OTOLARYNGOLOGY

Surgery and Critical Care Services

North Cumbria Integrated Care NHS Foundation Trust

Example Job Plan for a full time 10 PA contract can be found in Appendix 1.
Applications are welcomed from candidates wishing to work either full or part-time.

On-call commitment: 1 in 5/6 (including shift over runs, return to working for clinical need and telephone advice whilst on-call etc.)

Visiting arrangements

We strongly encourage interested applicants to visit the Trust and meet prospective colleagues, and to view the area and all of its attractions.

Arrangements for visiting may be made by contacting:

Mr Paul Counter paul.counter@ncic.nhs.uk 01228 814208

Additional information can be found on the Trust's website at www.ncic.nhs.uk

Interview/Assessment

Interviews/assessments will be conducted in line with current local and National infection provisional and control guidance at the time and therefore may be arranged remotely via video link applications.

Job Summary

North Cumbria Integrated Care NHS Foundation Trust (NCIC) is seeking to appoint a Consultant Otolaryngologist. This is a replacement post however the successful candidate's subspecialty interest is open to discussion, depending on the interest of the applicant and the needs of the department.

NCIC provides otolaryngology services for a population of 324,000 and an influx of around 16.4 million tourists a year. Our emphasis is on delivering a trust wide approach with equal access to services to both the inner city population of Carlisle and our rural populations.

The department provides a full range of secondary care otolaryngology services with tertiary support from Newcastle. Inpatient surgery is provided in Carlisle, with day case surgery in both Carlisle and Whitehaven. Outpatient clinics take place in Carlisle, Whitehaven, Workington, Penrith and Keswick.

The successful applicant will be based at Cumberland Infirmary Carlisle (CIC) however, as with all NCIC appointments, consultants will be required to work at our hospital in Whitehaven or in outlying clinics to provide a service to the whole of North Cumbria.

Applications are invited from accredited specialists in Otolaryngology who are on the Specialist Register or within six months of attaining the CCT or equivalent at interview stage.

Part-time Appointments

Any applicant who is unable to work full-time will be eligible for consideration for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with Consultant colleagues.

Candidates interested in relocating to the region are able to apply for a generous relocation package of up to £8,000 and NCIC NHS Foundation Trust will provide support and assistance to help successful applicants move to the area.

The Otolaryngology Department

Staffing and Work Pattern

Mr Paul Counter	Head & Neck and Thyroid disorders
Miss Sara Jarvis	Paediatrics
Mr Mahmoud Ali (locum)	General
Mr Abdulaziz Abushaala (locum)	Rhinology
Mr Michael Rogers (locum)	Head & Neck and Thyroid disorders
Mr Surendra Panwar (this post)	Otology
2 Registrars at ST3+ (Northern deanery)	
1 CT2 (Northern deanery)	
1 GPR	
1 FY2	
1 MTI	

Mrs Carol Cockelty
Mrs Jo-Anne Munro
Miss Anna Markovic

Aural Care Sister (WCH)
Nurse Practitioner
Aural care practitioner

There is a fully functional audiology department and close links with other specialities, in particular OMFS, Clinical Oncology, Ophthalmology, Respiratory Medicine and Radiology.

The North Cumbria Head and Neck Unit is part of the Newcastle Head and Neck MDT. There is a weekly Skin MDT and fortnightly Thyroid MDT, also linked to Newcastle.

Each consultant carries out a weekly clinic in West Cumberland, either at Workington Community Hospital or West Cumberland Hospital in Whitehaven. It is expected that, as part of normal working duties, the on call consultant will be responsible for the patients of colleagues who are off site or on leave.

The department has a strong track record and a high reputation for training junior medical staff, both regionally as part of the Northern Deanery ORL training scheme and locally with the GP and Foundation programmes. In the GMC survey of trainees as well as local and regional trainee surveys the department regularly receives good or excellent feedback. Higher surgical trainees and core surgical trainees come on placements from the Northern Deanery rotation. Mentoring can be provided within the department if required.

The department has a paediatric service that is led by Miss Jarvis, but all of the consultants are expected to provide a general paediatric ENT service. There are strong links with the Newcastle paediatric ENT team who provide tertiary support for this department.

The department is part of the Head & Neck Directorate (ENT, OMFS, Audiology & Orthodontics). The Clinical Directors are Mr Richard Pilkington, OMFS consultant & Mrs Sarah Germain, Consultant Orthodontist.

Secretarial Support/Office Accommodation

Secretarial support will be available to the successful candidate. Office accommodation and a personal computer with internet access will also be provided.

About the Role

Job Title:	Consultant Otolaryngologist
Clinical Business Unit:	Emergency Surgery and Elective Care Business Unit
Specialty:	Otolaryngology
Location:	Cumberland Infirmary, Carlisle
Hours:	Full or Part time considered
Accountable to:	The post holder is accountable to the Chief Executive

through the Clinical Director.

Principal Job Purpose To provide an otolaryngology service, in conjunction with consultant colleagues in the Trust.

Job Plan: See below and Person Specification.

Main Terms and Conditions of Service

This post is a Trust appointment and will be subject to the new Terms and Conditions – Consultants (England) 2003 as amended from time to time. The Trust has established a Joint Negotiating Consulting Committee for negotiating changes to terms and conditions of service, which will then be incorporated into the handbooks and become part of your employment contract.

Candidates appointed to an NHS Consultant for the first time will be offered a salary on the minimum scales except where a higher salary is justified by taking into account any previous consultant level experience recognised by the Trust for this purpose.

Any offer of employment with the Trust will be subject to satisfactory pre-employment checks as defined in Health Service Circular 2002/008 which include:

- references
- qualification/registration verification
- occupational health clearance
- DBS clearance
- identity verification
- eligibility to work in the U.K

and in accordance with Department of Health guidelines relating to 'Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV: New Healthcare Workers'.

Your private residence shall be maintained in contact with the public telephone service and shall be not more than 30 minutes or 10 miles by road from the base unit (Cumberland Infirmary, Carlisle) unless specific approval is otherwise given by the Trust.

Your principal hospital, for the purposes of reimbursement of travelling expenses, will be Cumberland Infirmary, Carlisle.

Professional Registration

It is the responsibility of individual doctors to hold current GMC Registration with a current licence to practise.

Professional Code of Practice

As a Registered professional, you are required to abide by the GMC's 'Good Medical Practice' (Regulating doctors, ensuring good medical practice). Disreputable behaviour, even if it is not directly connected to your professional practice, or failure to abide by the principles outlined by your code of practice mentioned above could put your registration as well as your continuing employment at risk. You should be aware that any breaches of your code of practice will be investigated in line with Trust policy, and action taken where appropriate, including reporting the misconduct to the GMC.

Health & Safety Management Responsibilities

The Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure as far as reasonably practicable, the health, safety and welfare at work of all employees. In addition, the business of the Trust shall be conducted so far as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risk to their health and safety.

Managers have a duty to ensure that safe systems of work are used within their areas of responsibility and must investigate accidents and incidents, arrange annual risk assessments and ensure all staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to co-operate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Travel and Subsistence

Travel and subsistence expenses will be reimbursed for preliminary visits in addition to interview expenses only to those candidates selected for interview. Reimbursement is restricted to two such visits, whether they are made before or after the constitution of the short list is known. In the case of candidates traveling from abroad, traveling expenses are normally payable only from point of entry to the United Kingdom.

Other Duties: Flexible Commitments

The remainder of the appointee's professional time will be deployed flexibly on other clinical duties, administration, liaison with relatives, teaching, research, clinical audit, grand rounds, special interests, continuing medical education and professional development. (Details of this part of the Job Plan arrangements will be agreed with the successful applicant).

The trust has a commitment to supporting annual appraisal and revalidation. The Trust supports the requirements for continuing professional development (CPD) and is committed to providing time and financial support for these activities.

Our organisation sees the mentoring and 'settling in' programme as delivering benefits for all involved and we are keen to develop it further

Time off in lieu of extra duties will be considered.

Travel expenses for activities away from the base site (Carlisle) are paid in accordance with the trust policy and extra PAs will be included in the job plan for the time involved.

Appendix 1 Job Plan – Consultant in Otolaryngology

Example Job Plan

Day	Time	Activity	Category	Location	PAs
Monday	am	Admin	DCC	CIC	1
	pm	SPA	SPA	CIC	1
Tuesday	am	Clinic	DCC	Penrith	1
	pm	Telephone Clinic (alt weeks)	DCC	CIC	0.5
Wednesday	am	Theatre	DCC	WCH	1
	pm	Theatre	DCC	WCH	1
Thursday	am	Clinic	DCC	WI	1
	pm	Clinic	DCC	WI	1
Friday	am	Clinic	DCC	CIC	1
	pm	Clinic	DCC	CIC	1
		On Call 1:5/6	DCC		0.5
Total:					10.0

Notes:

This is an **example** of a weekly timetable. This timetable will not be fixed and will be dependent on the availability of interventional sessions as they arise due to absences of existing consultants. Job planning is an individual matter and will be discussed with the successful candidate and is subject to annual review.

The successful applicant will be expected to take a major interest in the development of and supervision of postgraduate trainees, and will be expected to become an educational and/or clinical supervisor for one or more trainees which will be reflected in the job plan.

On-call for emergencies: 1 in 6 (including shift over runs, return to working for clinical need and telephone advice whilst on-call etc). This is a temporary arrangement, but is expected to become permanent in the near future.

The successful candidate will be encouraged to develop any particular interest she or he has and a timetable will be agreed in advance to reflect the particular interests of the post holder, the specialist interests of the existing consultants and the needs of the trust.

The job description may change in the future to take account of changes in the light of future service developments and the consultant contract.

All doctors should be familiar with the GMC requirements governing good medical practice, which is supported by the Trust.

There will be a job plan review between 6-12 months after starting the post.

Appendix 2

Person Specification – Locum Consultant Otolaryngologist

Item	Essential	Desirable
Education and Qualifications	<p>Full Registration with the General Medical Council.</p> <p>Fellow of Royal College of Surgeons or equivalent</p> <p>Proof of competency in emergency and elective index cases</p>	<p>Advanced Training in specialist aspects of Otorhinolaryngology</p> <p>Other relevant postgraduate qualification</p> <p>Entry on the GMC specialist register via relevant CCT (proposed CCT date must be within 6 months of interview), relevant CESR or European Community Rights</p>
Experience and Knowledge	<p>High level of clinical experience and competence in Otolaryngology</p> <p>Completed Higher Specialist Training (CCT) in Otolaryngology or evidence of equivalent competency.</p> <p>A special interest to complement that of the existing post holders</p> <p>A commitment to, and experience of teaching</p> <p>Excellent communication skills with patients, colleagues, managers and other staff</p> <p>Ability to take full and independent responsibility for clinical care of patients</p>	<p>An interest in developing links with Primary Care</p> <p>Experience of working in a District General hospital</p> <p>Advanced fellowship (or equivalent) in subspeciality</p>
Management & Administrative	<p>Ability to advise on efficient and smooth running of the Otolaryngology service.</p> <p>Ability to organise and manage own workload efficiently</p>	<p>Experience of audit management</p>
Teaching	<p>Experience of, and commitment to, teaching undergraduate and postgraduate medical staff.</p> <p>Understanding of training pathway in Otolaryngology including use of ISCP</p>	<p>Experience of teaching basic clinical skills to undergraduates</p> <p>Teaching of non-medical health professionals.</p> <p>Educational Qualification</p>
Research, Audit and Clinical	<p>Experience of, and commitment to, medical audit.</p>	<p>Ability to supervise postgraduate research</p>

Governance	Experience of research and clinical governance	Publications in peer reviewed journals
Communication skills and abilities	Empathetic and sensitive approach to patient needs Approachable and effective multi-disciplinary team member with excellent interpersonal skills Team loyalty Positive approach to lessons learnt Confident approach without being arrogant	IT Skills Presentation skills
Continued Professional / Personal Development	Demonstrable evidence of lifelong learning. Reflective approach to personal development with an ability to acknowledge and effectively manage poor performance. Participation in appropriate peer review processes.	Continued Professional / Personal Development
Personal Attributes	Ability to work as part of a multi-disciplinary team Participation in on call and emergency cover. Ability to travel to fulfil the requirements of the post	