

# Job Description

<b>Job title</b>	Consultant Physician in Stroke Medicine
<b>Grade</b>	Consultant
<b>Professionally accountable to</b>	Divisional Director
<b>Managerially accountable to</b>	Divisional Manager
<b>Base Hospital</b>	Dorset County Hospital

## 1. INTRODUCTION TO STROKE SERVICES

We are a forward thinking albeit smaller District General Hospital, with big ambitions. Within our senior clinicians we have nurse and AHP consultants with regional and national responsibilities. This includes ISDN leadership roles, Associate director of SSNAP and editor for the National Clinical Guidelines for Stroke.

Our stroke department provides a seven-day service for circa 530 stroke patients admitted annually from West Dorset. This has the potential to increase to around 800 with the outcome of a regional stroke reconfiguration programme. The Stroke Unit is a 24 bedded acute unit with a 10 bedded stroke and neurorehabilitation facility at the Yeatman Community Hospital in North Dorset. The rehabilitation facility is led by a consultant AHP, for which the post holder would provide clinical advice and support as well as cover for leave/illness.

We provide a 24/7 thrombolysis service, 7/7 stroke ward rounds, a 5-day TIA service (in SDEC), stroke follow up clinics and refer to University Hospital Southampton for mechanical thrombectomy. We support the management of stroke patients in ED alongside the specialist stroke nurses. We have close and excellent working relationships with colleagues in the emergency and radiology departments. These departments help support our 24/7 thrombolysis and hyperacute stroke service in line with the stroke time critical standards.

We currently have two CT and two MRI scanners and imminent implementation of Rapid Stroke AI.

We are fortunate to have the expertise of a neuro rehabilitation consultant who visits weekly, and we have twice weekly visits by a Consultant Neurologist. For immediate neurological advice we have a Teams based referral and advice service with a fast response time.

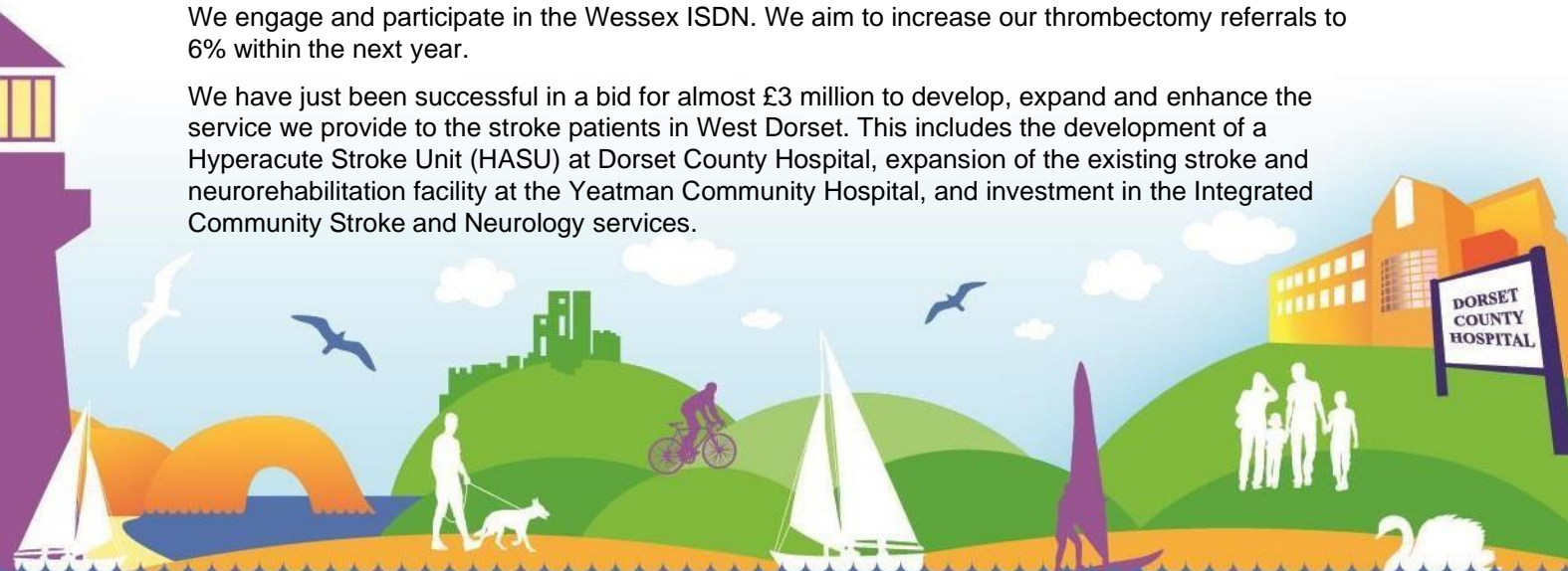
At our acute site, we are currently staffed by 1.6 WTE stroke consultants supported by 1 WTE Consultant Nurse, 1 WTE ACP and a team of specialist stroke nurses and therapists comprising of physiotherapy, OT, SALT and dieticians. We have input from orthoptists and orthotics when required.

We are actively involved in stroke research via the Wessex research network and have a dedicated stroke research nurse who works closely with the team.

The department holds monthly team and strategy meetings, regular mortality and morbidity reviews and SSNAP breach reviews. We hold regular SIM lab training for nursing staff and a modified version for our registrars. There are also thrombolysis and mechanical thrombectomy seminars for those involved in the thrombolysis rota. There is an opportunity to be involved in a weekly neurovascular MDT held at our neighbouring hospital in Bournemouth and a monthly regional PFO at University Hospital Southampton.

We engage and participate in the Wessex ISDN. We aim to increase our thrombectomy referrals to 6% within the next year.

We have just been successful in a bid for almost £3 million to develop, expand and enhance the service we provide to the stroke patients in West Dorset. This includes the development of a Hyperacute Stroke Unit (HASU) at Dorset County Hospital, expansion of the existing stroke and neurorehabilitation facility at the Yeatman Community Hospital, and investment in the Integrated Community Stroke and Neurology services.



## KEY RESPONSIBILITIES

Applications are invited for the position of Consultant in Stroke Medicine based at Dorset County Hospital. We are seeking a new stroke physician to provide day to day stroke care and support with the continued transformation of stroke services in line with our strategy and recent business case approval. This will include;

- In-patient and out-patient care for patients referred with suspected stroke or TIA
- To participate in clinical and other activities such audit, research and governance with the object of ensuring ongoing high standards of patient care
- To contribute to the provision of a 24-hour acute stroke service delivering thrombolysis and advising on other specialist treatments
- To contribute to the consultant ward rounds at weekends and public holidays
- To provide clinical advice for community stroke services as required
- To provide continuing medical education and conduct undergraduate and post graduate teaching as appropriate
- To contribute to the development of clinical quality and effectiveness in other clinical areas where these overlap with developments in stroke care

The role has clinical accountability for the care of stroke patients; there is no clinical responsibility for non-stroke patients.

The job plan will consist of 10 stroke PA's (8.5 direct clinical care and 1.5 SPA) but we are keen to explore the interests of potential candidates to tailor the post accordingly. The post holder will provide medical input and work in conjunction with consultants, nursing and therapy colleagues to continue the development of stroke services for West Dorset stroke patients. This should integrate multidisciplinary team working and ensuring adherence to principles of clinical governance.

The post-holder will be managerially accountable to the Clinical Unit Lead, and professionally accountable to the Medical Director.

The successful applicant will participate in the on-call rota for Medicine which provides a seven-day service for both inpatients and new admissions.

## 2. INTRODUCTION

Dorset County Hospital NHS Foundation Trust (DCHFT) is located close to the centre of the county town of Dorchester and is a modern, 400-bed hospital. It provides the full range of general, acute hospital services, including an Emergency Department.

The hospital serves a population of approximately 220,000 people who reside within the West of the county of Dorset (Blandford, Shaftesbury, Sherborne, Lyme Regis, Weymouth and Dorchester boundaries). A countywide renal service is provided to the whole of Dorset (750,000) and into Somerset.

The population of Dorset has been growing faster than the national average, particularly in the older age groups. The overall health for people living in Dorset is good and premature death rates are low, but there is still variation that needs to be addressed. The worst health outcomes are seen in Weymouth and Portland.

The major causes of premature death in the population are coronary heart disease, cancer and stroke. Life expectancy in Dorset, as a whole, is rising and is the third highest in England, at 79.9 years for



men and 83.8 years for women respectively, compared to 76.9 and 81.1 nationally. There is a degree of local variation, with a difference of eight years life expectancy for men between the most deprived areas in Weymouth and Portland and the least deprived in East Dorset. Dorset also has an average prison population of 530, which presents its own particular health needs.

Core operational services of Dorset County Hospital:

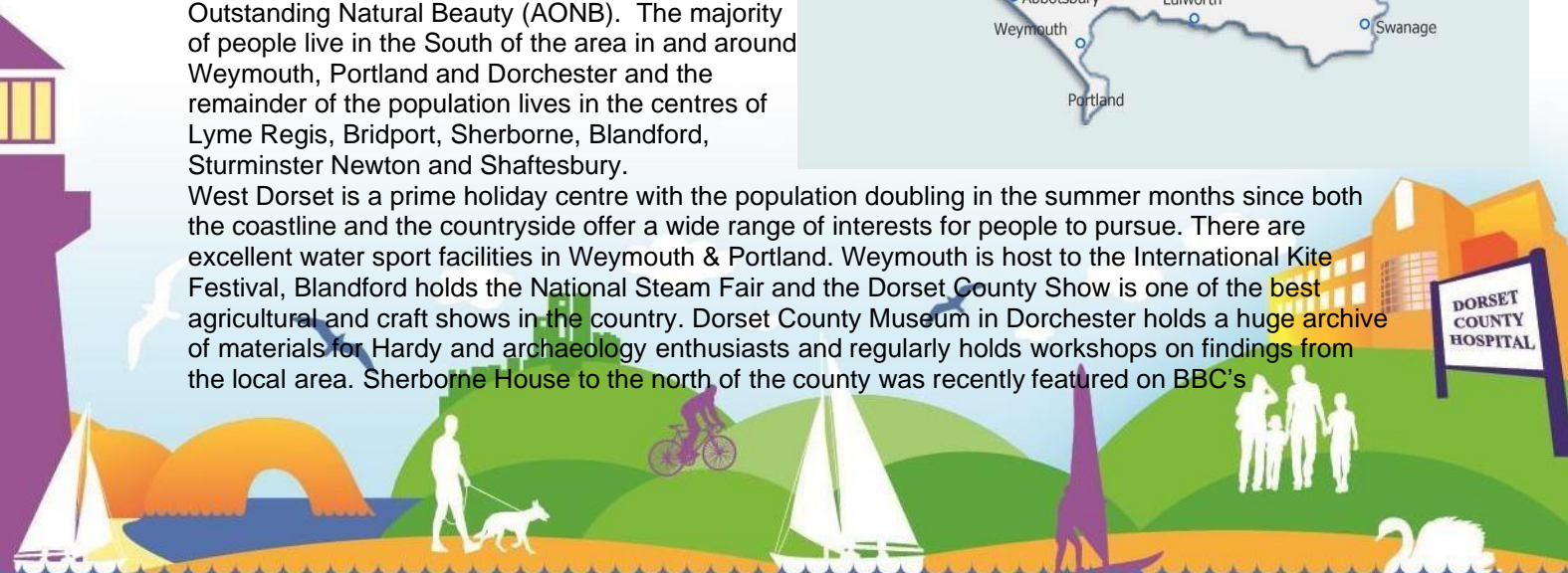
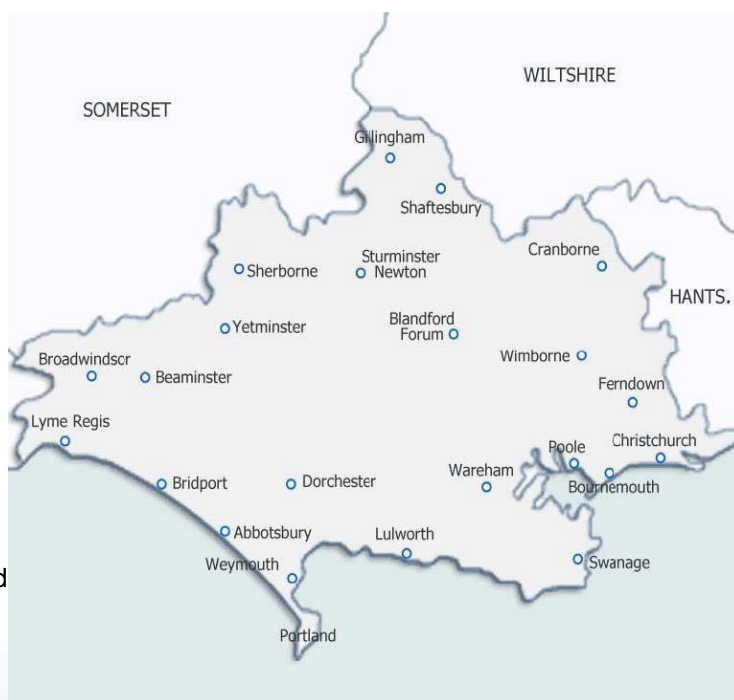
- Full accident and emergency services for major and minor illnesses and injuries including a fracture clinic.
- Emergency assessment and treatment services, including critical care (the hospital is a trauma unit).
- Elective (planned) surgery and medical treatments, including day surgery.
- A wide range of medical and outpatient services.
- Maternity services, including a midwife-led birthing unit, community midwifery support, antenatal care, postnatal care and home births. There is a Special Care Baby Unit.
- Children's services, including emergency assessment, inpatient and outpatient services.
- Diagnostic services, including fully accredited pathology, liquid-based cytology, CT scanning, MRI scanning, ultrasound, cardiac angiography and interventional radiology.
- Renal services to all of Dorset and parts of Somerset.
- A wide range of therapy services, including physiotherapy, occupational therapy, speech and language therapy and dietetics.
- Services for older people, including an acute stroke unit.
- Teaching, training and research.

Services are provided in a number of community hospitals, and, for a number of highly specialised services, patients must travel to other healthcare providers.

### 3. THE LOCALITY

West Dorset with its outstanding scenery and rugged coastline is a most enjoyable part of the country and covers a large geographical area (670 square miles), characterised by a number of small towns, each with a distinct identity. The coastline is protected by World Heritage as an Area of Outstanding Natural Beauty (AONB). The majority of people live in the South of the area in and around Weymouth, Portland and Dorchester and the remainder of the population lives in the centres of Lyme Regis, Bridport, Sherborne, Blandford, Sturminster Newton and Shaftesbury.

West Dorset is a prime holiday centre with the population doubling in the summer months since both the coastline and the countryside offer a wide range of interests for people to pursue. There are excellent water sport facilities in Weymouth & Portland. Weymouth is host to the International Kite Festival, Blandford holds the National Steam Fair and the Dorset County Show is one of the best agricultural and craft shows in the country. Dorset County Museum in Dorchester holds a huge archive of materials for Hardy and archaeology enthusiasts and regularly holds workshops on findings from the local area. Sherborne House to the north of the county was recently featured on BBC's



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Restoration programme and is fast becoming a popular centre for modern art, including a collection of work by Elizabeth Frink.

The main employers include the Dorset Council, armed forces, tourism, light and service industries, fashion retailers, Sunseekers (Luxury yachts) and the Health Service. Yeovil, 30 minutes drive away, is home to Westland, the aerospace manufacturer.

Dorset has very good state schools at all levels, and there are a number of private schools in Dorchester, Sherborne, Blandford, Poole and Bournemouth.

Further information is available from [www.dorsetcouncil.gov.uk](http://www.dorsetcouncil.gov.uk)

## **DORCHESTER**

The traditional county town of West Dorset made famous by the novels of Thomas Hardy and by historical characters such as Judge Jefferies, the reputedly satanical judge featured in John Meade Faulkner's novel, Moonfleet, is where Dorset County Hospital is sited. The hospital is a short walk away from the town centre.

Maiden Castle, a mile out of the town centre, is the largest Iron Age fort in Europe, and its breath-taking outline can be seen against the pink sunsets that are a regular feature here. Later the Romano-British town of Durnovaria was established as the capital of the Durotriges and was one of only 18 walled roman towns. Dorchester is a quiet centre, although with the influx of people relocating from London, Essex, the Midlands and Home Counties.

## **4. THE MEDICINE DIVISION**

This division consists of:

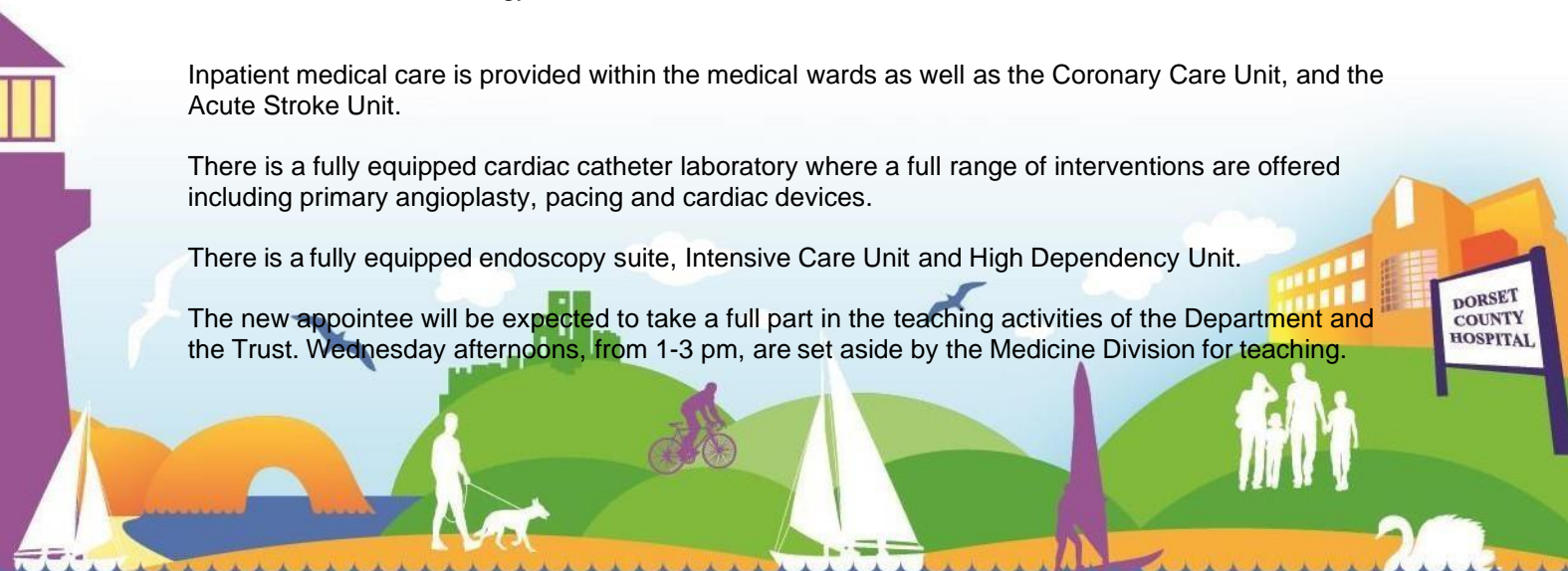
- Acute Medicine
- Cardiology
- Emergency Medicine
- Renal Medicine
- General Medicine
  - Medicine for Older People and Stroke
  - Endocrinology
  - Gastroenterology
  - Respiratory
  - Dermatology

Inpatient medical care is provided within the medical wards as well as the Coronary Care Unit, and the Acute Stroke Unit.

There is a fully equipped cardiac catheter laboratory where a full range of interventions are offered including primary angioplasty, pacing and cardiac devices.

There is a fully equipped endoscopy suite, Intensive Care Unit and High Dependency Unit.

The new appointee will be expected to take a full part in the teaching activities of the Department and the Trust. Wednesday afternoons, from 1-3 pm, are set aside by the Medicine Division for teaching.



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The current Consultants in the department are Drs Pröschel, Harries-Jones and Kelly alongside a nurse consultant in stroke at the acute site and a therapy consultant leading the team at the rehabilitation site.

A team of juniors/doctors manage all medical acute admissions, led by a medical SpR Two Acute Physicians and a General Physician cover the Emergency Medical Unit and acute admissions, with one clinician on-call overnight from 7pm.

#### ESD

The Stroke Unit at Dorset County Hospital is an acute unit with stroke rehabilitation currently being carried out offsite as part of a Pilot. There are daily MDT ward rounds on the Acute Stroke Unit on weekdays and consultant ward rounds by the On-call Physician at the weekends.

The Consultants with an interest in stroke are part of a Rapid Response Stroke Team with ED staff that provides thrombolysis 9am – 5pm. The out of hours stroke thrombolysis rota is covered by the Medicine for Older People consultants, ED consultants and general physicians.

Rapid access TIA clinics occur daily Monday - Friday.

#### Outpatient Clinics

Specialist clinics in Stroke are held at DCH, Telephone and face to face.

#### Administrative Support

The consultants are supported by Medical Secretaries at Dorset County Hospital.

#### Clinical Governance

The department takes a full part in the governance processes of the Trust and sees governance as underpinning good practice and patient safety. We hold monthly stroke business and clinical governance meetings as an MDT and a monthly steering group that highlights any governance issues to the division

#### Research

The Trust recognises that participation in research by its clinicians adds value to the care given to patients and fully support it. The department has taken part in multicentre projects and encourages SpRs to undertake research. Applicants with a strong research background would be welcome and would be encouraged to take a lead in this area.

#### 6. DRAFT TIMETABLE

Overleaf is a draft timetable at this stage and is subject to ongoing discussion within the department. The details within the job plan below are indicative only. A final job plan will be agreed with the other MOP consultants and by the Divisional Management Team prior to appointment of the successful candidate and on a yearly basis the job plan will be revised as service needs change and develop.





Programmed activity	
Direct clinical care – To be discussed on appointment	8.5
Supporting professional activities (with additional SPA for responsibilities such as appraisal, educational supervision, or clinical leadership)	1.5
Other NHS responsibilities	
External duties	
<b>TOTAL PROGRAMMED ACTIVITIES</b>	<b>10</b>

<b>Predictable emergency on-call work</b>	As rostered
<b>Unpredictable emergency on-call work</b>	On-call allowance category A



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## Management Structure

Chief Executive	Matthew Bryant
Chief Nursing Officer	Jo Howarth
Chief Operating Officer	Anita Thomas
Director of Finance & Resources	Chris Hearn
Chief People Officer	Nicola Plumb
Chief Medical Officer	Prof Alastair Hutchison
Divisional Director	Mr James Metcalfe
Divisional Manager	Andrew Miller
Deputy CEO & Director for Strategy, Transformation & Partnership	Nick Johnson

The Trust has 2 Clinical Divisions: Urgent and Integrated Care Division, and Surgical and Family Division. Each Division is headed by a Divisional Director, a Divisional Manager and a Head of Nursing. Each Division is responsible for delivering high quality patient treatment and care within the resources allocated to it. All medical staff within the division are expected to take an active part in its affairs.

The successful candidate will be professionally accountable to the Divisional Director and managerially accountable to the Divisional Manager. Senior medical staff undergo annual appraisals, at which objectives are set and reviewed.

## Postgraduate Education

The Thomas Sydenham Education Centre is a new facility located at Dorset County Hospital.

<b>Director of Medical Education</b>	Dr Paul Murray
<b>Foundation Programme Directors</b>	Dr Adam Nicholls/Dr Tamsin Ribbons
<b>Royal College Tutor</b>	Dr Javed Iqbal
<b>Head of Education, Learning &amp; Development</b>	Elaine Hartley
<b>Library Services Manager</b>	Jill Buckland

The successful candidate will be offered the opportunity of continuing professional development, including training in non-clinical aspects of the post. He/she will take responsibility for the educational





supervision of (advising, counselling and agreeing training and development plans for) junior medical staff and non-career grade medical staff. He/she will be expected to participate in the clinical supervision and training of junior medical staff as laid down in the Trust Education Contract. All staff involved in interviewing will be required to participate in Equal Opportunities training within 18 months from appointment. Equal Opportunities training for Consultants is provided within the Trust. All staff shall undergo annual basic life support, fire and manual handling training.

### **Objectives and Appraisals**

The Clinical Director will set a number of objectives in liaison with the Executive team and in consultation with the post holder, which should be achieved over the following 12 months, with a review at the end of this period. These will be set within the context of the Trust's annual appraisal process. Consultant appraisals are a professional process of constructive dialogue, in which the doctor being appraised has a formal structured opportunity to reflect on his/her work and to consider how his/her effectiveness might be improved.

### **Terms and Conditions of Service**

#### **Salary**

The successful applicant will receive a salary based on the pay scale in the Consultant Contract (2003) and will be agreed on appointment. – Salary range: £93,666 - £126,281 per annum.

#### **Pension**

There is the option of joining the NHS Superannuation scheme. Employee's contributions are dependent on salary. Employer contributions are 14% of salary.

#### **Annual Leave**

Entitlement to annual leave is at the following rates per year, exclusive of public holidays:

Number of Years of Completed Service as a Consultant:	
Up to Seven Years at Consultant grade	Six weeks plus 2 statutory days
Seven or more years' service at Consultant grade	Six weeks plus 2 statutory days plus 2 days

#### **Public Holidays**

Entitlement to ten days public holidays (including the two statutory days) to be taken in accordance with Section 2 of the General Council Conditions of Service or days in lieu thereof.

#### **Sick Pay**

There is a sick pay scheme; the period of payment is made depending on the length of NHS service. The minimum is 1 months' full pay and 2 months' half pay; the maximum is 6 months' full pay and 6 months' half pay.



## Appraisal

It is a contractual requirement that all consultant staff participate in the Trust's appraisal process based on the nationally agreed model set out in Advance Letters (MD) 6/00 and (MD) 5/01. These have been incorporated within the Trust's agreed policy on consultant appraisal.

## Outside Employment and Financial Interest

In accordance with the Trust's Standards of Business Conduct and Employment Law (supported by the BMA), it is a contractual requirement that a consultant must seek permission from his/her main employer before working for another employer and in particular working for another employer providing services to NHS patients. The person appointed must also declare any financial interests or relationships that may affect the Trust's policies or decisions.

## Hours of Work

The post is full time covering 10 PA's (40 hours) including on call commitment if appropriate. A request to move from full-time to part-time will be considered in accordance with the Trust's Flexible Working Procedure.

## Location

The post is based at Dorset County Hospital, Dorchester, but the appointee may be required to undertake some sessions at the Community Hospitals within West Dorset.

## Study Leave

The Trust wishes all medical staff to keep fully up to date within their specialty and encourage doctors to take study leave on this basis. Guidelines for study leave for Consultants and other medical staff have been produced by the Trust which follow the National Guidelines. Study leave may be granted within a maximum of 30 days within any period of 3 years. A copy of the complete guidelines is available from the HR intranet page.

## Major Incident

In the event of a Major Incident being declared all staff (whether on or off duty) are expected to respond in accordance with the Trust's Major Incident Policy.

## Non-Pay Benefits

The trust has developed a staff benefit scheme that covers entertainment, travel, shopping and house conveyancing discounts and child care benefits. Further information is available from the Human Resources Department.

## Other Terms and Conditions of Service

All other current terms and conditions of service offered by the Trust are identical to the National Conditions of Service for Hospital Medical Staff.

It is the Trust's policy to implement pay awards as per the national agreements for staff holding Trust contracts.



### **Removal Expenses**

A package of expenses is available to cover the reasonable cost of removal. The amount of reimbursement will depend on individual circumstances and is paid in two instalments. Details of the provisions are contained within the Trust's removal expenses policy.

*It is important that the successful candidate agrees the level of reimbursement of removal expenses with the Deputy Chief People Officer before committing any expenditure*

### **Domicile**

Consultants are required to reside within a distance of 30 minutes, or ten miles by road, from their principal place of work, unless their employing organisation agrees that they may reside at a greater distance. Where such permission is granted, and where a consultant is required to participate in an on-call commitment, they will make provision to be at 30 minutes notice to return to the hospital during such periods of on-call. This will be at the individual's own expense.

### **Commencement of Duties**

The appointee will be required to take up the post no later than three months from the date of the offer of an appointment unless a special agreement has been made between the appointee and the Trust. Candidates who are unable to take up the post within the specified period should indicate this on their application.

The post is subject to an Exemption Order under the Provisions of Section 4 (2) of the Rehabilitation of Offenders Act.

### **Interview Arrangements**

To be confirmed

### **Health and Safety**

Under the Health and Safety at Work Act 1974, as an employee, you must take reasonable care for the health and safety of yourself and for other persons who may be affected by your acts or omissions at work. The Act states that you must not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare.

You are also required to make yourself aware of the Trust's health and safety policies and to report any accidents/ incidents.

### **Equal Opportunities**

Dorset County Hospital NHS Foundation Trust is committed to the development of positive policies to promote equal opportunities in employment. All employees have a responsibility to ensure that they understand the standards expected and that they promote and adhere to the equal opportunity measures adopted by the Trust.

### **Confidentiality**

Confidential and personal information related to staff, patients and Dorset County Hospital NHS Foundation Trust must not be disclosed within or outside the place of work, except in the proper discharge of duties.

The Trust operates a No Smoking Policy.

ID badges must be worn while on duty.





### Job Description Agreement

Signed by – Post Holder: \_\_\_\_\_ Date: \_\_\_\_\_

Signed by – Manager: \_\_\_\_\_ Date: \_\_\_\_\_

This job description is subject to regular review



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Person Specification & Shortlisting Form – Consultant Geriatrician/Consultant ANP/AHP in Frailty			
Category	Criteria	Shortlisting score	How Assessed
Education, Qualifications & Training	An appropriate higher medical qualification - MRCP or overseas equivalent	Y/N (Essential)	Application form and certificates at interview
	Full GMC Registration with a licence to practice 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 or European Community Rights</li> </ul>	Y/N (Essential)	Application form and certificates at interview
Experience & Knowledge	5 years clinical experience in stroke medicine	3	Application form and interview
	Experience demonstrating potential ability to cope with the demands of a DGH based Consultant	3	Application form and interview
Current Skills & Abilities	Willingness and ability to fulfil the general service elements of the job description	10	Application form, technical specification interview and formal interview
	Evidence of the clinical skills required to fulfil the specialty and sub-specialty elements of the job as in the job description and technical specification	10	Application form, technical specification interview and formal interview
Team Working and Service Development	Evidence of leadership and service development	10	Application form, presentation and interview
	Ability to develop effective working relationships and team working		Application form, presentation and interview
Understanding and Participation in Clinical Governance	Evidence of understanding of clinical governance	10	Application form, presentation and interview
	Knowledge of and direct involvement in audit.		
	Knowledge of principles of research and evidence of involvement in research.		
Management Training, Organisational Skills and Strategic Vision	Evidence of general management training and skills appropriate for the post.	10	Application form, presentation and interview
	Evidence of ability to contribute to the strategic direction of the Trust		
	Knowledge of organizational aspects of the NHS		
Teaching and communication	Evidence of teaching experience and abilities appropriate to the post	10	Application form, presentation and interview
	Ability to present effectively to an audience		
	Ability to communicate effectively		

Shortlisting score: /80

Each candidate will be scored against the person specification and will need to attain a minimum score using the following as a guide:

8-10 points = fully meet or exceeds the criteria  
4-7 points = significantly meets criteria although falls short on minor aspects  
1-3 points = partially meets criteria but falls short on key aspects  
0 points = does not meet criteria

Essential Y/N  
Education, Qualification & Training - Fulfilment  
Experience - minimum 24/30  
Skills, Abilities & Knowledge - minimum 24/20  
Team working, clinical governance - minimum 24/30  
Management & teaching - 8/10  
Total shortlisting score - minimum 80/90

If more than **four** applicants meet or exceed all the requirements only those candidates with the four highest scores will be invited to interview. In a tie situation there will be a process of random selection supervised by the personnel department.

If fewer than four applicants meet the requirements the short listing panel will decide whether any of the other applicants should be shortlisted.



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