



Mersey and West Lancashire Teaching Hospitals NHS Trust

Consultant in ENT with Specialist interest in Head & Neck

### **This Post**

<b>Title</b>	Consultant ENT with specialist interest in Head & Neck
<b>Site</b>	Whiston Hospital / St Helens Hospital
<b>Type of post</b>	Replacement
<b>Accountable to</b>	Divisional Medical Director Mr John McCabe
<b>Reports to</b>	Clinical Director Mr, V Nandapalan

### **Job Summary**

Our Trust is on an exciting journey to enhance ENT services for local patients. Mersey and West Lancashire Teaching Hospitals NHS Trust are currently looking for an enthusiastic, forward-thinking Consultant in ENT to join our friendly and dynamic team.

We are offering an exciting opportunity for a highly motivated Doctor to join a dynamic, rapidly expanding team delivering multidisciplinary acute care. The Trust wishes to appoint a full time ENT Consultant Surgeon with a specialist interest in Head & Neck to provide both elective and emergency care of ENT patients. We are taking applications for a substantive position.

The candidate appointed will work on both the St Helens and Whiston site for both theatres and outpatient clinics with further scope in the future to work on Southport and Ormskirk sites.

Applicants are required to hold Membership of the Royal College of ENT with specialist interest in Head & Neck (UK or equivalent qualifications), to be fully registered with the General Medical Council, and to be on the Specialist Register or due to obtain their CCT within six months of the date of interview.

### **Responsibilities of the Post**

Responsibilities for the post will include supporting provision of emergency and elective activity. Activities will include theatre sessions, outpatient clinics, and associated administration and SPA time. In addition to CPD, teaching, research appraisal & assessment of trainees outside of DCCs will be expected. These activities will take part on Whiston Hospital and St Helens Hospital sites. Therefore, the applicant will be required to travel between sites and adequate travel time will be accounted for within the job plan.

The post holder will be expected to join the on-call with a commitment, of 1:4 (prospective cover) rota for weekdays and evenings at St Helens & Knowsley Teaching Hospitals, and 1:4 rota for weekends for ENT emergencies.

The post holder will be expected to support the general ENT service and will be encouraged to develop their own subspecialty.

It requires clear vision, initiative, flexibility, and the ability to lead and coordinate the team. As well as the elective and emergency work, the successful applicants will be expected to develop their subspecialty interest with Head & Neck and complement the sub-specialty interests of the existing consultants and meeting the needs of the local health economy.

The appointee will be responsible for:

- Providing advice on complex clinical problems based on interdisciplinary principles. He/she should provide second opinions for concerned patients at the request of consultant colleagues.
- Providing clinical care to patients referred to them
- Working with colleagues to provide effective clinical leadership for all staff in the service
- Contributing to and participating in the development of services
- Take an active part in continuing medical education including providing clinical training for junior staff and undergraduate students.
- Participate actively in audit and will be encouraged to pursue research and education activities.
- Be encouraged to participate in Trust, Regional and National developments to facilitate modernisation of the speciality and enhance the profile and capability of the organisation for the benefit of patients and staff.
- Be encouraged to contribute to the management of the department with the objective of the continued improvement of the service.
- The successful applicant would be expected to take part in the MDT meetings on a weekly basis should his/her specialist interest deem this necessary.

### **Mersey and West Lancashire Teaching Hospitals NHS Trust**

A £338 million (PFI) investment has re-built and modernised both Whiston and St Helens Hospitals, resulting in modern state of the art health care facilities for the treatment and care of patients. St Helens Hospital was completed in 2008 and Whiston Hospital in 2010. The hospitals include 887 inpatient beds with state-of-the-art CT and MRI facilities existing on both hospital sites. CT and MRI scanners at St Helens have also recently been upgraded including installation of a high field 3 Tesla MRI scanner. The DEXA scanner is also located at St Helens Hospital.

The Trust delivers acute hospital care, intermediate care, community, and primary care services to a population of over 600,000 people with a combined workforce of around 9000 dedicated and skilled staff from 17 locations including Whiston, Southport & Formby, St Helens, Ormskirk, and Newton hospitals.

The Trust provides regional services for burns, plastic surgery, and spinal injuries to more than 4 million people across Mersey and West Lancashire, Cheshire, the Isle of Man and North Wales.

As a Trust, our aim is to provide a high-quality service to all patients. We strive to meet the best standards for professional care whilst being sensitive and responsive to the needs of individual patients. Our valued workforce is recognised for their unique skills and talents with our teams of experts winning national awards on a regular basis.

### **Whiston Hospital**

Whiston Hospital a busy teaching hospital which provides a comprehensive range of acute Medical and Surgical Services, Emergency Services, Maternity Services, Paediatrics and Medicine for Older People. The Regional Burns and Plastic Surgery Units are also based on this site. There is a Critical Care Unit consisting of ICU, HDU, CCU and an onsite Cardiac Catheter Laboratory. The stroke consultants deliver 24/7 thrombolysis to eligible patients presenting with acute stroke. There is a 30-bed Stroke Unit which accommodates both acute stroke patients and those with rehabilitation needs.

### **St Helens Hospital**

St Helens Hospital is an Ambulatory Care Centre providing Intermediate Care and Day Surgery. Rheumatology, ENT, Dermatology and Diabetes services are based on this site and within easy reach of other acute specialties at Whiston Hospital.

### **Southport Hospital**

Southport Hospital is a General Hospital that includes adults' accident and emergency services, intensive care, and a range of medical and surgical specialities. There is also an outpatients' service. The North West Regional Spinal Injuries Centre at Southport hospital provides specialist care for spinal patients from across the North West, North Wales, and the Isle of Man.

The hospital, which replaced the Southport General Infirmary and the Southport Promenade Hospital, opened in September 1988.

### **Ormskirk Hospital**

Ormskirk Hospital is a General Hospital and provides women's and children's services, including accident and emergency services, surgery, and maternity care.

The hospital provides these services for patients living across West Lancashire, Southport, and Formby.

### **Our Achievements**

Mersey and West Lancashire Teaching Hospitals NHS Trust is the only acute Trust in Cheshire and Merseyside, and one of the few in the entire country, to achieve the title of OUTSTANDING, rated by the Care Quality Commission.

Our Vision is to deliver 5 Star Patient Care:

- CARE that is evidence based, high quality and compassionate
- SAFETY that is of the highest standards
- COMMUNICATION that is open, inclusive, and respectful
- SYSTEMS that are efficient, patient centred and reliable
- PATHWAYS that are best practice and embedded, but also respect the individual needs of patients

### **Our achievements include:**

- Trust rated Outstanding by CQC Inspection August 2018
- Top 100 places to work in the NHS (NHS Employers & Health Service Journal)
- Awarded National Preceptorship Accreditation (2023) for our Nursing & AHP Preceptorship Programme

## **Life in Merseyside and West Lancashire**

Merseyside, which includes the great city of Liverpool, is within easy reach of North Wales, the Lake District and the Peak District and provides an interesting mix of rural and urban life.

Liverpool is a vibrant, music city which has undergone a renaissance in recent years and has recently been named European City of Culture.

High quality schools are available in and around Merseyside and West Lancashire. The area has many sports facilities including championship golf courses, several sailing clubs and one of the finest windsurfing venues in Britain.

People from Merseyside and West Lancashire are renowned for their friendliness and quick-witted humour and the region sports two of the finest football teams in the Premier League.

The town of St Helens is renowned for its glassworks and rugby. The district has a population of around 340,000 and is of mixed residential, industrial, and rural character. It is situated on the edge of Merseyside, between the open countryside of Cheshire to the south and Lancashire to the north.

Southport is a seaside town and has a population of around 90,000. Southport lies on the Irish Sea Coast and is fringed to the north by the Ribble estuary. Town attractions include Southport Pier, the second longest seaside pleasure pier in the British Isles and Lord Street, an elegant tree-lined shopping street. Southport today is still one of the most popular seaside resorts in the UK and hosts various events including an annual air show on and over the beach, the largest independent flower show in the UK and the British Musical Fireworks Championship.

Ormskirk is an historic Market town surrounded by beautiful countryside, reserves, and wildlife. Ormskirk has quaint village streets, winning restaurants and farm shops and is also home to the award-winning Edgehill University.

### **Distance to Liverpool City Centre:**

From Whiston Hospital – 13.3 miles  
From St Helens Hospital – 15 miles  
From Southport Hospital – 19.9 miles  
From Ormskirk Hospital – 18.1 miles

### **Distance to Manchester City Centre:**

From Whiston Hospital - 26.6 miles  
From St Helens Hospital – 27.7 miles  
From Southport Hospital – 42.4 miles  
From Ormskirk Hospital – 35.4 miles

## **Surgical Care Group**

The Surgical Care Group offers an extensive range of services across both our sites.

Divisional Clinical Director of

Surgery

Mr John McCabe

ENT/ Head & Neck Surgery	Clinical Director, Mr V Nandapalan
General Surgery	Clinical Director, Mr A Kaul
Urology	Clinical Director, Mr K Hughes
Burns & Plastics	Clinical Director, Mr D Bell
Trauma & Orthopaedics	Clinical Director, Mr N Emms
Obstetrics & Gynaecology	Clinical Director, Mr T Idama
Theatres & Anaesthetics	Clinical Director, Dr P Singh
Ophthalmology	Clinical Director, Mr I Akram

### **Department Facilities**

The ENT Department provides inpatient and outpatient services at Whiston, St Helens and Newton Hospitals. Adult and Paediatric inpatient and day case surgery occur on the Whiston Site within the Paediatric and General Surgical Wards. Day case surgery occurs at St Helens Hospital site.

The Whiston site has a 12-theatre suite complex with ultra-modern facilities based on the 4<sup>th</sup> floor. St Helens Theatres opened in 2008 and are located within the day case suite. The suite has 6 theatres. Both sites offer elective work 7 days per week.

There is dedicated, well-equipped ENT theatres across all sites with up-to-date endoscopic equipment for Head & Neck, endoscopic sinus surgery and airway endoscopy as well as video cameras and facilities for recording.

Adult patients are currently accommodated on surgical wards and the service plans to expand and create a dedicated ENT bed base with treatment room facilities and appropriate equipment on the Whiston site. Paediatric patients are accommodated in dedicated Paediatric wards shared with general paediatrics.

### **Outpatient Facilities**

Specialist clinics are provided in the following areas:

- Head and Neck Cancer MDT
- Two week wait clinic
- Paediatric
- Allergy clinics
- Sleep Study clinics
- Thyroid MDT and clinic
- Audio hearing aids

The ENT Department has fully equipped modern consulting rooms, St Helens Hospital has a dedicated ENT Outpatient Department based on the first floor. The suite offers state of the art equipment, and a large audiology suite is located within. Other clinics are held at Whiston Hospital and Newton Hospital within general outpatient departments.

Subspeciality clinics including Head and Neck, neck lump, hearing loss, balance, and allergy clinics are run regularly. The suite is managed by a Charge Nurse/Sister, and a dedicated team of ENT nurse

specialists and healthcare assistants. The nursing staff run nurse-treatment clinics each week, performing skin allergy testing clinics.

Each consultant within the department has a special ENT interest and area of expertise. The appointee will be expected to bring further expertise in Head & Neck and complement the existing team in providing the people of St Helens and Knowsley with a high-quality ENT Service.

There is a well organised dedicated Head & Neck Clinic and MDT carried out at St Helens Hospital with one stop facilities supported via Head & Neck and Oncology consultants from the regional hub. Regular MDT meetings are carried out jointly with the regional hub and the Pathologist and Radiologist teams to discuss all new patients and to address management issues. Patients requiring complex head and neck surgery are operated on at the Aintree University Hospitals surgical team, with postoperative follow up care provided at St Helens Hospital after initial recovery.

We have an enviably close working relationship with our Audiology colleagues whose testing facilities are collocated with the ENT clinic rooms. Audiology takes direct referrals from GP of all patients with hearing loss. We have a Balance Assessment Team, including audiologists and a physio, who again see almost all patients referred direct from GP. Micro suction clinics are run by community-based nurses and a GPSI.

Nurses are allocated to support all clinics. We plan to update current outpatient equipment to installed new chip-tip videoendoscopes in all clinic rooms at St Helens with support for image capture and recall.

Secretarial support is situated immediately adjacent to our shared consultant offices on the St Helens site.

The post holder will work as part of a team of Consultants within the Department and shall in every regard be equal to other Consultants within the structure. This is demonstrated in the illustrative Job plan as below.

## **Staffing**

### **Medical Staff**

Mr Vel Nandapalan	Clinical Director for ENT with interest in skull base and benign H&N lumps.
Mr Yousuf Saleem	Consultant Surgeon in ENT with interest in Rhinology
Vacant	Consultant Surgeon in ENT with interest in Head and Neck
Vacant	Consultant Surgeon in ENT with interest in Otology

### **The consultants are supported by:**

- 6 Speciality Doctor Surgeons
- 1 Cancer Navigator
- 2 Visiting H&N consultants
- 1 Visiting H&N CNS
- 8 Audiologists

Outpatient ENT nurses

### **Illustrative Job Plan**

This Job plan may be subject to change however the following principles will apply:

- 7 DCC's per week including PA for on call
- 1 PA's for Administration
- 1.5 SPA's core for Supporting Professional Activities
- 1 SPA non-core- for Supporting Professional Activities
- Additional 1 PA may be offered to help with inpatient activity capacity.

Day	Time	Work	Site	Categorisation	PA's
Monday	0900 - 1300	Admin		Admin	1
	1300 - 1700	SPA		SPA	1
Tuesday	0800 – 12:30	MDT Clinic	St Helens	DCC	1.125
	1300 - 1700	Theatre	Whiston	DCC	1
	1700 - 2000	Theatre	Whiston	DCC	1.33
Wednesday	0900 - 1230	Clinic	St Helens	DCC	1
	1300 - 1700	Clinic	St Helens	DCC	1
Thursday	0900 - 1300	Clinic	Whiston	DCC	1
	1300 - 1700	SPA		SPA	1
Friday	1100 - 1300	SPA		SPA	0.5
Out of Hours	On-Call	Variable Frequency		DCC	0.5
Total					10.5

The on-call commitment, 1:4 (prospective cover) rota for weekdays and evenings at St Helens & Knowsley Teaching Hospitals, and 1:4 rota for weekends for ENT emergencies. This may change depending on the job plans of other colleagues within the department. Any change will be discussed with the individual and any work arising from the on call can be recognised within the individual's job plan and in their allocation of PA's.

The post holder will be expected to join the on-call with a commitment, of 1:4 (prospective cover) rota for weekdays and evenings at St Helens & Knowsley Teaching Hospitals, and 1:4 rota for weekends for ENT emergencies.

### **Development and Support**



Full secretarial support, dedicated office space with a desk and personal computer will be provided for sole use of the post holder. The successful candidate will be appointed a mentor. The post holder will be expected to act as clinical/educational supervisor.

It is a requirement of the post that post-holders comply with Trust policies and procedures, have (and maintain) GMC registration / licensing, and participate in a formal CPD programme

The Trust supports the requirements for Continuing Medical Education as lay down by the Royal College of Surgeons and are committed to providing time and financial support for these activities.

The post-holders must also participate in regular medical audit, an annual appraisal and annual job planning.

### **Audit and Education**

The hospital has a clearly defined programme of medical audit to which the appointee will be expected to contribute. All specialities spend one half day bi-monthly on audit and clinical governance. This occurs at the same time for all specialties, allowing an exchange of views between specialties and encourages multi-disciplinary audit. The audit occurs on a different half day each month, rotating from Tuesday morning to Thursday afternoon.

The Postgraduate Centre has a purpose-built lecture theatre, a number of seminar rooms and a library, including electronic databases and internet access. There is a varied programme of lectures and seminars and sub-specialty educational meetings.

The Trust has for decades been one of the three major providers of clinical training for undergraduate medical students from the University of Liverpool.

### **Leave and Cover arrangements**

Any annual or study leave should be applied for with at least six weeks' notice and the local Senior Medical Staff leave policy should be adhered to.

### **Management, Professional Development and Mentorship**

The appointee will have a responsibility for the running of their clinical service, integrating this with the department as a whole and ensuring appropriate communication with general practitioners, managers and hospital committees. The appointee will be responsible for contributing to the achievement of relevant aspects of the Trust's contractual obligations and business plans.

The appointee will be expected to ensure their clinical service is in accordance with the principles of Clinical Governance which must include appropriate clinical audit, clinical targets, Key Performance Indicators (KPI's), evidence based practice and continued personal educational and professional development. They will be expected to comply with existing appraisal procedures, job planning procedures and revalidation procedures.

The Trust supports the requirement for continuing professional development as laid down by the Royal College of Physicians and is committed to allocating time and financial support accordingly for this.

The Trust has the required arrangements in place as laid down by the Royal College of Physicians to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

The successful candidate will be offered the option of having a senior consultant colleague as a mentor for the first year or, longer, if required.

### **Residence**

The successful candidate is required to reside within a distance of 30 minutes or ten miles by road from their principal place of work unless an employing organisation agrees that they may reside at a greater distance.

Reimbursement of removal expenses is discretionary and will be considered in line with Trust process.

Therefore, successful candidates are advised not to enter into contractual arrangement for the removal of their home until such time as the formal approval of the authority is confirmed in writing.

### **General Duties of All Employees**

- To observe the provisions of and adhere to all Trust policies and procedures.
- To actively participate in annual performance review to identify personal development needs.
- To attend Trust Statutory and Mandatory training sessions as required and any other training courses relevant to the post.
- To fully comply with the relevant sections of the Health and Safety at Work Act. The post holder must also understand and implement Mersey and West Lancashire Teaching Hospitals NHS Trust's "Statement of Policy on Health and Safety at Work" and the Trust's corporate "Health and Safety Policies and Procedures". The post holder is required to follow all applicable rules and procedures relating to Health and Safety at Work and to take all responsible precautions.
- To be aware of the confidential aspects of the post. To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively. Breaches of confidentiality will result in disciplinary action that may involve dismissal. You must maintain the confidentiality of information about service user staff and organisational business in accordance with the General Data Protection Regulation 2018 (GDPR) and Caldicott principles
- To ensure that when creating, managing and sharing information records, it is done in an appropriate way, subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines. All employees are responsible for implementing and maintaining data quality, ensuring that records are legible and attributable and that their record keeping is contemporaneous.
- To be aware of the confidential aspects of the post. Breaches of confidentiality will result in disciplinary action that may involve dismissal. The post holder should also be aware that, regardless of any action taken by the employing authority, breaches of confidentiality could result in civil action for damages.
- All employees will be treated with respect by managers, colleagues, patients and visitors and equally employees will treat managers, colleagues, patients and visitors with the same level of respect. Employees will be supported to challenge any

discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, and gender or employment status.

- To be responsible for the prevention and control of infection within their own area. To attend infection control induction training and subsequent mandatory infection control training. To follow all Trust policies, procedures and guidelines relating to infection control.
- To adhere to relevant Code of Practice of Professional body (if appropriate)
- The duties contained in this job description are not intended to be exhaustive. The duties and responsibilities of this post are likely to evolve in line with the Trust's continued organisational development.
- The post holder must be flexible in the duties performed and it is expected that similar duties, not specifically listed above, will be carried out as required and may be across sites.