

Candidate Information Pack

Job Title: Consultant Neurologist

Closing Date: as specified on Trac



Dear Candidate,

Thank you for your interest in this post and for taking the time to read through our information pack and advert. If you have any remaining questions, please do get in touch with us.

This is an exciting opportunity to work in the largest hospital Trust in the South West Peninsula. We are a teaching hospital in partnership with the Peninsula Medical School and are rapidly developing as a centre for innovation and research. We employ 6400 staff, have more than 900 beds, and over 48,000 people pass through the main entrance of our hospital in a week. In addition, we have an integrated Ministry of Defence Hospital Unit, which has a staff of approximately 250 military personnel.

Plymouth, Britain's Ocean City, occupies a stunning location. It's a perfect city for ambitious people looking to build a career, and enjoy a rich and rewarding life. Please follow the link below to read through Plymouth's Book of Wonder and find out more:

<http://www.visitplymouth.co.uk/>

Everything we do is guided by our core values:

- Put Patients First
- Take Ownership
- Respect Others
- Be Positive
- Listening, Learning, Improving

We very much look forward to receiving your application and will be in touch via NHS Jobs if you have been shortlisted for interview. If you do not hear from us within 4 weeks of the closing date then please note you have not been successful on this occasion.

If you have a disability, the Trust is committed to offering reasonable adjustments throughout the recruitment process and employment. Please contact the Medical Workforce Team on 01752 437219 if you require any further information.

I wish you all the best with your application.

With Kind regards



Ann James
Chief Executive



Leading with excellence, caring with compassion



Section 1: Consultant Neurologist

Introduction

We are seeking to recruit an additional Consultant Neurologist to join the existing consultants at University Hospitals Plymouth in order to expand current provision of Neurology services in our regional Neuroscience centre.

As well as supporting the general neurology and stroke services, the successful candidate will be able to develop their specialist interest. We are willing to consider any sub specialty interest though we have a particular need to increase our capacity to care for patients with headache and multiple sclerosis.

We are expanding a department that prides itself in providing excellent clinical care for our patient population. Plymouth is a national GIRFT exemplar site for acute neurology services. We care for more patients with acute neurological conditions than anywhere else nationally and are one of only 5 centres in the UK where neurologists also care for stroke patients from presentation at the hospital. We are looking for a colleague who is eager to join our enthusiastic clinical team.

The successful candidate will also be expected to play an active role in the development and medical management of our department; to participate in the training and education of medical students, junior medical staff, nursing staff and allied health professionals and to contribute to our regular hospital grand round and regional academic meeting, audit meeting and journal club.

The work of the department

The Department of Neurology provides a comprehensive neurological service for the people of Plymouth, West Devon and East Cornwall, a catchment population of approximately 515,000. The Department has facilities for elective and emergency admissions and the assessment and rehabilitation of patients with chronic neurological disability.

Current Staff

9 full time and 1 part time consultants in the department:

- Dr S Edwards (Movement Disorders and Dementia)
- Dr D Lashley (General and cognitive)
- Dr S Weatherby (Headache)
- Dr A Mohd Nor (Cerebrovascular disease)
- Dr E Househam (Neuromuscular disease and Service Line Clinical Director)
- Dr Alex Shah (Stroke)
- Dr M O’Gara (Functional disorders)
- Dr Joel Handley (Movement Disorders)
- Dr Ginette Crossingham (Stroke- to commence position in August 2024)
- THIS POST

- Dr M Sadler (Epilepsy) Part Time

4 Academic Neurologists:

- Professor J Hobart (Rehabilitation and Outcome Measures)
- Professor Oliver Hanemann (Neuromuscular disease and Neuro-oncology)
- Dr C Carroll (Movement Disorders)

- Dr Stephen Mullin (movement disorders)

There are currently 10 Specialist Registrar posts in neurology in the Peninsula regional rotation. Inpatient care is supported by 7 SHOs who spend 4 months in the unit as part of a 2-year rotation. We also employ 4 permanent and 3 rotational Physician Assistants and a permanent Specialty Doctor.

The Job Itself

Location:	Derriford Hospital, Plymouth
Accountable to:	The Chief Executive
Professionally Accountable to:	The Medical Director
Responsible to:	Service Line Lead for Neurology and Stroke and the Care Group Director

Duties of the Post

The successful applicant/s will join the existing consultant body at University Hospitals Plymouth NHS Trust in order to expand current provision of Neurology services in our regional Neuroscience centre. The role will incorporate provision of regular general neurology outpatient clinics plus general neurology ward and stroke ward cover, together with an opportunity to develop your subspecialty interest.

They will also be expected to play an active role in the development and management of our department; to participate in the training and education of medical students, junior medical staff, nursing staff and allied health professionals and to contribute to our regular hospital grand round and regional academic meeting, audit meeting, Clinical Governance meeting, and journal club.

Facilities and Support

The Department has a dedicated ward for the investigation and assessment of patients and emergency admissions collocated with the Acute Stroke Unit (ASU). During the past decade the workload of the department has increased progressively and admits approximately 2,500 patients per year, 70% of which are acute admissions. For the last 15 years we have been running an attending neurologist service, with one consultant neurologist leading the inpatient team each week. This has led to improvements in the service and shorter inpatient stays. It also means that the registrar on call during the week with the consultant has immediate support and advice on all neurology inpatients on a daily basis. This is a unique training opportunity for our StRs in the management of all acute neurology. This service has been recognised as a GIRFT exemplar for the delivery of acute neurology care.

The neurology department also provides a Monday to Friday Same Day Emergency Care (Ambulatory Care) service which includes a daily advice line for GPs. This incorporates our TIA and first fit clinic and is run in a dedicated medical SDEC unit.

UHP is the regional thrombectomy Centre for Devon and Cornwall and the Acute Stroke Unit contains a four bedded HASU plus four acute step-down beds. Currently the neurology consultant team provides Monday to Friday daytime input to the stroke unit on a weekly rota with weekends being covered by the attending neurology consultant.

Consultants hold regular outpatient clinics in Derriford Hospital, a nearby unit at Mount Gould Hospital and at Tavistock General Hospital as well as occasionally at other sites. Travel time will be included within the job plan should clinic rooms be available away from the main hospital site. These clinics include specialist clinics in Epilepsy, Parkinson's disease, Headache, neurovascular disease,

Neuromuscular disease, MND and MS and further clinics may be developed depending on the addition of further staff.

Plymouth has a dedicated neurorehabilitation unit in the nearby Mount Gould Hospital who provide both in patient and community based rehabilitation and clinics for spasticity management.

The 6 registrars rotate through acute and non-acute roles. Day to day acute admissions are managed by the attending consultant and team with little consultant commitment to inpatient care on weeks when not attending.

Clinic booking both for Consultants and Registrars is in accordance with ABN guidelines.

Departmental meetings and administration

In addition to the regional weekly academic meetings (consultants and juniors from Truro, Exeter, Torbay and Plymouth hospitals) there is a weekly neuroradiology meeting, a weekly neuropathology/histology meeting as part of the local MDT tumour service, monthly neurophysiology, muscle biopsy and dementia MDT meetings and a regional journal club once per month.

UHP hosts the regional MS MDT which includes reviews of radiology and is supported by a dedicated support manager.

All Consultants are colocated in adjacent offices where they share with one or two Consultant colleagues. There is full administrative support with each Consultant having a named medical secretary responsible for supporting them with their clinical administration.

Departmental Research

There are excellent facilities for research in Clinical Neurology and its sub-specialties with a clinical trials unit.

Neuroscience has been identified as one of the major areas of research development and expansion in Plymouth. Professor Oliver Hanemann joined the team from Ulm some years ago and has special interest in neurofibromatosis, neuro-oncology and peripheral nerve disease. Professor Jeremy Hobart has expertise in MS and outcome measurement. The Peninsula is part of the South-West Local research Network for dementia and neurodegenerative diseases. Dr Camille Carrol leads research into Parkinson's disease and is a major recruiter for DeNDRon South West.

Close links have been formed with basic Neurosciences at the medical school and the University of Plymouth, constituting the Cognition Institute, which has particular strengths in Neuropsychology and Neural Networks. The Clinical Trials Unit is the only registered clinical trials unit in the SW and has strong track record in Neurology trials.

Department of Neurosurgery

The South-West Neurosurgical Unit provides a comprehensive Neurosurgical Service to the population of Devon, Cornwall, the Isles of Scilly, and part of Somerset. The population of this area is approximately 2.0 million, but rises considerably during the summer months, with the influx of visitors from other parts of the UK and from abroad. Close links exist with the other District General Hospitals situated in Truro, Barnstaple, Exeter and Torbay. 2 helicopter air ambulances facilitate rapid transfer of patients between outlying hospitals and Plymouth.

The Neurosurgical department is involved with all aspects of adult Neurosurgery and there is some specialisation with the Department.

Department of Neurophysiology

The Department has all the facilities for modern Neurophysiological investigations including nerve conduction studies, electromyography, electroencephalography, 24 hour ambulatory EEG recordings and 24 hour telemetry, visual, auditory and somatosensory evoked potentials, central motor conduction times and sleep recordings. In addition research projects are undertaken in conjunction with the Universities of Plymouth and Sheffield, and this latter research group has produced 2 PhDs.

Department of Neuroradiology

The Department is staffed by 6 consultant neuroradiologists (Dr W Mukonoweshuro, Dr O Conway, Dr M Adi, Dr L McGavin, Dr M Mufudzi, Dr K Pearce), the first 3 of whom are interventional Neuroradiologists. There are facilities for angiography, myelography, CT and MRI scanning and interventional neuro-radiology. A weekly meeting is held with the Department of Neurology for review of imaging on inpatients and selected outpatients in addition to the MS MDT

Department of Neuropathology

This is staffed by 2 clinical Neuropathologists (Dr D Hilton and Dr Shivane) who have an academic commitment and monthly Neuropathology meetings are held on a Thursday morning.

Neuropsychology

There are four Neuropsychologists (Dr R Noad, Dr D Nicolle, Dr T Davis and Dr G Johns) who, with their team, work from the Department of Neurology and provide the Department with a fully comprehensive psychological service.

Pain Clinic

The Chronic Pain Management (CPM) service at Plymouth Hospital NHS Trust is a stand-alone service line within the surgical specialties care group.

The chronic pain team comprises six part-time pain clinicians as well as this post, 4 specialist nurses, one specialist physiotherapist, four psychologists and an admin/secretarial support team.

The outpatient treatments offered by the pain service include: - X-ray and ultrasound guided injections (including radiofrequency ablation), acupuncture, and a Pain Management Support Service. The latter includes physiotherapy, nursing and the pain psychology input. This includes a Pain Management Programme, an ACT based psychology group programme and a Fibromyalgia specific programme is being developed. Radiofrequency equipment and a dedicated modern ultrasound machine are available for the pain management consultants for use in a dedicated X-ray screening theatre (Postbridge).

STaRS (Stereotactic Radiosurgery)

The South West Stereotactic Radiosurgery Centre opened in 2005. Two neurosurgeons (Mr Palmer and Mr Whitfield) and a neuro-oncologist (Dr A Roy) run this service. Patients with metastatic tumours, acoustic neuromas, meningiomas and AVMs have been treated using LINAC based stereotactic radiosurgery.

Teaching

Clinical supervision of junior doctors is part of the successful candidate's day to day activities. There will be opportunities for other postgraduate teaching and there may be opportunity to develop a teaching role in the adjacent Peninsula Medical School for interested candidates.

CME

Educational meetings are run in conjunction with consultant neurologists throughout the region – from the Royal Cornwall Hospitals NHS Trust, Royal Devon and Exeter NHS Foundation Trust and Torbay and South Devon NHS Foundation Trust a total of more than 30 neurologists – on a weekly basis. There are also monthly journal club meetings and a programme of visiting external speakers throughout the year. In addition there are superregional meetings held with colleagues from Bristol, Bath, Gloucester and Wales and their allied trainees that form the SWENA (South West England Neuroscience Association). These are clinical practice meetings that occur 3 times per year in addition to an annual 2 day SWENA neuroscience meeting. There is an additional programme of a further 3 regional audit meetings – currently held in Plymouth. Attendance at Southwest Neuroscience Association meetings held three times a year requires study leave or timeshifting of clinical work.

Clinical Governance

All consultants will be expected to be involved in implementing the Trust's Clinical Governance programme. This includes active participation in clinical audit, quality improvement, clinical guidelines/pathways, professional development, appraisal and risk management.

Revalidation

The hospital trust will supervise the revalidation cycle through the appraisal process. All new Consultants will be supported by an accredited mentor.

JOB PLAN

An illustrative job plan is shown below (this may vary depending on the needs of the unit and the experience of the post holder). The actual timetable will be agreed with the Service Line Director and where appropriate non generic SPA time may be included for such things as formal teaching, clinical supervision etc.

Attending 6 weeks per annum

Stroke cover is based on 5 weeks a year

Timetable based on 42 week year

Outpatients- a mixture of new and follow up patients, in line with ABN guidelines. Appropriate admin time is given.

Inpatient- Merrivale is our 32 bedded Neurology and Stroke inpatient ward. We also care for 12 stroke beds on Monkswell ward.

		Type	PA
Monday	Stroke ward round	DCC	0.238
	Specialist Clinic (31 times a year)	DCC	0.744
Tuesday	Stroke ward round	DCC	0.238
	Admission Avoidance – All day – 15 times a year	DCC	0.54
Wednesday	Stroke ward round	DCC	0.238
	General Neurology OP clinic (31 times a year)	DCC	0.744
Thursday	Stroke ward round	DCC	0.238
	Clinical Academic Meeting/ Dept meeting	SPA	0.50

Friday	Stroke Ward round Admission Avoidance – All day – 16 times a year	DCC DCC	0.238 0.65
Flexible	Attending system (6 times a year) Patient related admin GP advice line (9 per annum) On call 1:10 MDT/Radiology meetings Generic SPA	DCC DCC DCC DCC DCC SPA	2.01 1.964 0.108 0.21 0.34 1.00
	Total DCC Total SPA Grand Total		8.50 1.50 10.00

***The sessions on this timetable should be considered illustrative only.**

***Weekend ward rounds are recognised in job plans with a premium tariff**

***Time off in lieu will be incurred for Bank Holiday working**

ON CALL

Frequency of rota commitment	Category A (tick as appropriate)		Category B (tick as appropriate)	
1 in 1 - 1 in 4 rota	8%		3%	
1 in 5 – 1 in 8 rota	5%		2%	
1 in 9 or less	3%	X	1%	
Agreed PA value of on call		0.21		
Agreed on call rota frequency		1:10		

Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE	When Evaluated
Education, qualifications and special training	<p>MRCP (UK)</p> <p>Entry on the General Medical Council (GMC) Specialist register via:</p> <ul style="list-style-type: none"> a) Certificate of Completion of training (CCT). Proposed CCT date must be within 6 months of the interview. b) Certificate of Eligibility for Specialist Registration (CESR) c) European Community Rights 	<p>Higher degree or within 12 months of submission</p> <p>Postgraduate prizes and awards.</p>	Application form and CV
Particular skills and experience	Demonstrate evidence of ample acute neurology experience and appropriate general training	Attended appropriate courses, fellowships or equivalent.	Application form, CV and interview.
Research and Clinical audit	Evidence of a research interest and clinical audit	<p>Presentations at local/regional/national/international meetings.</p> <p>Relevant audit projects.</p> <p>Published as first author in peer reviewed journals.</p>	Application form and CV
Teaching	Able to demonstrate experience in having taught junior doctors	Evidence of enthusiasm and experience in teaching	Application form, CV and interview.

Management	Participated in some sort of management process (ie service or research)	<p>Evidence of interest and ability in management.</p> <p>Attended appropriate courses or gained qualification in management.</p> <p>Evidence of effective multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments.</p>	Application form, CV and interview.
Practical Requirements	Ability and willingness to work hours of the job, shifts, on-call with any reasonable adjustments to take into account local requirements or disability.	To have access to own transport to fulfil duties on the role.	Application form, CV and interview.
Communication & Interpersonal skills	<p>A well presented CV</p> <p>Team working skills</p> <p>Ability to delegate appropriately</p>	<p>Good presentation skills – prizes / awards</p> <p>IT technology skills including evidence where such skills have improved patient care</p> <p>Leadership skills</p>	Application form and CV & Interview

ANNEX A - MAIN TERMS & CONDITIONS OF SERVICE

Rehabilitation of Offenders & Protection of Children – disclosure of criminal background of those with access to children

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 by virtue of the Exceptions Order 1975 as amended. The person appointed to this post may have substantial access to children under the provisions of Joint Circular No HC(88)9 HOC8/88 WHC(88)10. Shortlisted candidates therefore, are asked to complete a form disclosing any convictions, bind-over orders or cautions, and to give permission in writing for an enhanced disclosure by the CRB. Refusal to do so could prevent further consideration of the application. Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1986, which allow 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.

Post holders have a responsibility to:

- Ensure the welfare and safety of children within their care. This includes staff who come into contact with children and families in the course of their work as well as those staff who have a specific role with children and families.
- Ensure they attend Child Protection training at the appropriate level within the specified time frame.

Occupational Health

The Trust has an occupational health centre on site which provides a full range of services, including counselling, to Junior Doctors and all other staff on site. In addition to the services offered by the occupational health centre the Trust offers junior doctors access to the one to one support service provided by the Deanery. You must be Occupational Health cleared prior to commencement of employment.

NHS Hospital & Community Indemnity Scheme

The post holder will normally be covered by the NHS Hospital and Community Indemnity Scheme. In some circumstances (especially in services for which a separate fee is received) the indemnity may not apply. The Department of Health therefore advises that membership of your medical defence organisation is maintained.

Induction

The main medical staff induction day takes place on the first Wednesday in August at the Postgraduate Medical Centre. Those joining outside of the main August intake will be given date/time and venue of their induction. (A programme will be provided with your joining instructions for the day).

Security

All doctors will be provided with a photographic ID card which must be worn at all times, in addition the Trust has a security advisor and security centre on the grounds, the centre houses Trust Security staff and provides a base for local community police officers.

Accommodation

Accommodation is available as studio flats (opened August 2007). Each unit has fitted wardrobes, desk, settee, dining table and chairs. Phone, broadband access and digital TV channels are also included. There is a separate kitchen, fully fitted; including a washer/dryer, microwave incorporating an oven, kettle, toaster and a fridge freezer. The self-contained toilet and shower has a range of fitted cupboards, mirror lights and heated towel rail. The floors throughout are easy clean, wood laminate in the bedroom/lounge and vinyl in the kitchen and bathroom. There is a video entry phone system and each of the 3 blocks has a separate swipe card entry system, which also controls the car park barrier. Lockable cycle sheds are also provided. The external grounds and landscaped gardens are monitored by CCTV cameras linked to the hospital control room and the external lighting is linked to motion detectors. The fire alarm system is state of the art and incorporates the latest digital technology and is automatically linked to the Trust switchboard. There is a separate 8 person lift in block. A residences office is located on the ground floor of Block 3, this will be open from 8.30 am till 5.00 Monday to Friday. Out of hours there is an emergency call number. All public areas will be cleaned on a regular basis.

Access to Meals etc .

The Trust provides access to hot and cold meals in a restaurant and separate café area, the restaurant provides hot and cold food till 2.30am.

Library Facilities

The Discovery Library opened at Derriford in 2007 and houses brand new facilities in a contemporary space.

Salary

Will be determined in accordance with the current Terms & Conditions of Service for Hospital Medical and Dental Staff and current Pay Circulars.

Annual Leave

Leave (in accordance with current Terms & Conditions of Service for Hospital Medical & Dental Staff). You will be entitled to 6 weeks per year plus 2 statutory days (total of 32 working days per year) and public bank holidays. After completing 7 years Consultant service, annual leave increases to 6 weeks plus 2 days per year plus 2 statutory days (total of 34 working days per year) and public bank holidays. Your leave year will run April-April.

Arrangements will be agreed within the specialty so as to maintain adequate cover . You are required to provide 8 weeks notice of Annual Leave.

Ensure that you are familiar with the Trusts Sickness & Absence Policy and the requirements on reporting and returning to work

Study Leave

- You will be entitled to 30 days Study/Professional leave over a rolling 3 year period.
- Study leave needs to be requested and approved through the Service Line Management with 8 weeks notice.
- Study leave is monitored and administered through the Post Graduate Medical Centre.

Data Protection Act 1998

Candidates are informed that the information given by them in application for the post will be used only for the recruitment and selection process. For successful candidates this will then form part of their personal file, and for unsuccessful candidates the information will be destroyed. The information is stored both in hard copy form and minimally on a database. This information is held and administered in line with the Data Protection Act and the Trust's confidentiality procedure.

Post Holders are required to

- Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities etc.
- Work to the Trust values - Put patients first, Take ownership, Respect others, Be positive.
- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Attend statutory, essential and mandatory training.
- Respect the confidentiality of all matters relating to their employment and other members of staff. All members of staff are required to comply with the requirements of the data protection act 1998.
- Comply with the corporate governance structure in keeping with the principles and standards set out by the Trust.
- Comply with the codes of professional conduct set out by the professional body of which registration is required for the post.
- Ensure that they are familiar with the Risk Management Framework, follow policies, procedures and safe systems of work, make known any hazards or risks that they identify and take all necessary actions to reduce risk. All staff must ensure that they attend appropriate statutory and essential training.

All managers have a responsibility to assess risks and implement the necessary actions to minimise these risks within their sphere of responsibility. They must also enable staff to attend the relevant statutory and essential training.

All heads of department have a responsibility to ensure that all necessary risk assessments are carried out within their division, directorate or department in liaison with relevant sources of specialist support and expertise within the Trust. They must also ensure that the risk management process is completed appropriately.

Note

This job description is neither definitive nor exhaustive and is not intended to be totally comprehensive. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description is to be read in conjunction with all current PHNT policies & guidelines.

Under the Public Records Act all NHS employees are responsible for any records that they create or use in the course of their duties. Thus any records created by an employee of the NHS are public records and may be subject to both legal and professional obligations.

All staff have a responsibility for the prevention and control of infection and the post holder must comply fully with all current Trust Infection Control policies and procedures.