



## Locum Consultant in Respiratory Medicine

### 1. WE CARE FOR YOU

We care because:

- We always put the patient first.
- Everyone counts – we treat each other with courtesy, honesty, respect and dignity.
- Committed to quality and continuously improving patient experience.
- Always caring and compassionate.
- Responsible and accountable for our actions – taking pride in our work.
- Encouraging and valuing our diverse staff and rewarding ability and innovation



### 2. JOB IDENTIFICATION

<b>Job Title:</b>	Locum Consultant in Respiratory Medicine
<b>Grade:</b>	Consultant Payscale (April 2023) YC73 £93,666 – £126,281
<b>Tenure of post:</b>	1 year fixed term
<b>Department(s):</b>	Respiratory and General Medicine, Division of Specialty Medicine
<b>Responsible to:</b>	Divisional Director, Division of Specialty Medicine
<b>Accountable to:</b>	Medical Director of the Trust



### **3. JOB PURPOSE**

This one year fixed term post based at Bassetlaw District General Hospital (BDGH), Worksop with the aim to further promote the delivery of the well-established and progressive Respiratory and General Medicine service and to enhance our patient outcomes. We particularly encourage applications from those with a special skill in thoracoscopy or advanced bronchoscopy techniques including EBUS or with an interest in difficult asthma.

We have 3 dedicated respiratory inpatient wards in the trust (1 at Bassetlaw and 2 at Doncaster Royal Infirmary) and we work closely with the acute medicine team. There are Specialty Training Registrars attached to respiratory medicine on both main sites. We have a range of specialist respiratory nurses and work closely with the community nursing teams.

We have an award winning Assessment and Treatment Centre (ATC) in Bassetlaw and a refurbished Acute Medical Unit (AMU) in Doncaster. Both assessment centres have purpose built ambulatory care units operating 7 days a week. There is consultant acute physician presence in both units 7 days of the week, with 10-12 hour cover.

The post will be based at Bassetlaw Hospital. All overnight on call will be at Bassetlaw Hospital. On-call is classed as Category B and is a 1:8 Rota, which attracts a 4% on call availability Supplement.

The post-holder will be expected to make a significant contribution to the achievement of joint working with General Practitioners in the proactive management of respiratory patients. There is space within the timetable for the post-holder to develop their specialty interest, from a variety of fields such as sleep medicine, difficult asthma, ILD, thoracoscopy, advanced bronchoscopy, EBUS etc.

The Trust is committed to providing a mentoring opportunity for all newly appointed consultant posts. Please enquire about this at your interview.



Applicants must be on the General Medical Council Specialist Register or within six months of being admitted to the Register for trainees if in a training programme within the UK. In accordance with the regulations all other categories of doctors must be on the GMC Specialist Register to be considered for a consultant appointment by the Advisory Appointments Committee. Applicants must continue to hold a License to Practise.

#### **4. MAIN DUTIES/RESPONSIBILITIES**

Key Duties Of The Post:

- Based at Bassetlaw Hospital
- Strengthening the delivery of a high quality respiratory medicine service across the hospital and community.
- Forging links between respiratory medicine and the Accident and Emergency departments to develop effective patient pathways
- Liaising and developing working policies with relevant hospital departments, local General Practitioners, nurses and paramedical staff.
- Developing innovative practices in clinical patient management, focusing on high quality care and emphasis on community management where appropriate.
- Developing the use of nurse practitioners and paramedical staff in the hospital and community.
- Developing a subspecialty interest.
- Maintaining close links with respiratory medicine colleagues across sites.
- Provide a 7 day service, with colleagues, as resources allow
- Teaching and training undergraduates as well as postgraduates
- Quality assurance of the service and individual practice

Dedicated offices, IT access and secretarial support is provided for consultants.

This job description is not intended to be a complete list of duties and responsibilities, but indicates the main ones attached to the post. It may be amended at a future time after discussion to take account of changing patterns of service and management.

We have close links between all members of the multidisciplinary team.

This post is based at Bassetlaw Hospital rotating on respiratory ward C1 or outpatient clinics on alternate months (see timetable below). Depending on the candidate there could be opportunities to work flexibly across the different sites in the Trust.

Clinical:



The successful candidate will contribute to the respiratory and general medical service with responsibilities for inpatients, outpatients and bronchoscopy at Bassetlaw Hospital. The appointee will attend outpatient clinics and endoscopy sessions at Bassetlaw Hospital. The Lung Cancer MDT Meetings are held every Tuesday lunchtime and last for around 2 hours.

**Emergency Clinical Work:**

Seven day services are well established in the Trust. As an on call general physician, the successful candidate will lead the on call team, current frequency 1 in 8 at Bassetlaw site, and provide high quality acute medical care to the patients. The extensive team of acute physicians share the acute medical workload.

**Indicative Weekly Job Plan**

Below is an example of a provisional timetable for the post but this can be subject to change depending on the specialist interest of the applicants

A job plan for the post will be agreed following appointment. The successful applicant's individual Job Plan will be reviewed and agreed annually. The post is based at Bassetlaw Hospital.



**Bassetlaw Timetable: Ward C1**

	AM	Lunchtime	PM
<b>Monday</b>	Ward Round	Medical meeting (SPA)	Ward Referrals/Admin
<b>Tuesday</b>	Ward Round	MDT (12-2pm)	
<b>Wednesday</b>	Ward Round	Admin	Bronchoscopy (Alternate weeks)
<b>Thursday</b>	Ward Round	Admin	SPA
<b>Friday</b>	Ward Round	Postgrad Lecture (SPA)	Ward referrals/Admin
<b>Direct Clinical Care (DCC)</b>			<b>7.5</b>
• Ward round			4.75
• Bronchoscopy			0.5
• MDT			0.5
• Referrals			0.75
• Admin			1.0
<b>Supporting Professional Activities (SPA)</b>			<b>1.5</b>
<b>On-call</b>			<b>1.0</b>
<b>TOTAL PA</b>			<b>10 Programmed Activities</b>



### Bassetlaw Timetable: Outpatients

	AM	Lunchtime	PM
<b>Monday</b>	OPD	Medical meeting (SPA)	Admin
<b>Tuesday</b>	Admin	MDT (12-2pm)	SPA
<b>Wednesday</b>	OPD	Admin	Bronchoscopy (Alternate weeks)
<b>Thursday</b>	A&G	Admin	OPD
<b>Friday</b>	OPD	Postgrad Lecture (SPA)	
<b>Direct Clinical Care (DCC)</b>			<b>7.5</b>
• Clinics			4.0
• Bronchoscopy			0.5
• MDT			0.5
• Advice and guidance/admin			1.0
• Admin			1.5
<b>Supporting Professional Activities (SPA)</b>			<b>1.5</b>
<b>On-call</b>			<b>1.0</b>
<b>TOTAL PA</b>		<b>10 Programmed Activities</b>	

### Job Plan

Under the terms of the new consultant contract (2003) the basic full-time Job Plan contains ten Programmed Activities (PAs) of 4 hours each, including an average 7.5 PAs for Direct Clinical Care (including predictable out-of-hours commitments) and 2.5 PAs for Supporting Activities (SPA), although the actual ratio may vary and will depend on the specific, identifiable and agreed contributions in various areas (see below).

There is recognition and remuneration for out-of-hours availability as per the national terms and conditions and for any mutually agreed additional activity, if applicable. Any appointee wishing to undertake Private Practice will be required to offer the Trust an 11th PA, which the Trust may or may not wish to take up. The Trust may also independently wish to offer an optional 11th PA to the appointee, irrespective of any anticipated involvement in Private Practice.

The Trust has an interim agreement that 1.5 SPAs should be set aside to meet the requirements of proof of fitness to practice including personal internal CPD including participation in clinical meetings, private study and document review, audit and clinical



governance issues (clinical incident reports, risk management, complaint responses etc) as well as preparation for, and full engagement in, personal appraisal, assessment and job planning. Attendance at mandatory meetings (e.g. Resuscitation and Fire lectures, Equal opportunity training) is included under this heading. Time for attendance at other general Trust and Directorate meetings (e.g. Hospital Medical Committee and Consultants communication meetings) would also be included here. The list is not intended to be exclusive. Assessment of satisfactory engagement in these areas forms part of the annual appraisal process.

It is recognised that the time spent in other Supporting Activities will depend on individual involvement and specific circumstances and may vary significantly both between individuals and over time. Time spent on these activities will need to be accounted for as part of the annual appraisal and job planning process, and the Trust reserves the right to modify the Job Plan accordingly in discussion with the appointee. There may be circumstances where additional SPA time (above the average 2.5) is required to fulfil all the agreed additional commitments, which may necessitate an agreed reduction in clinical time. Equally there may be circumstances where an agreed reduction in SPA time (below the average 2.5) is appropriate, with the potential for additional clinical involvement within the overall PA allocation. Any altered commitments under this section will need to be agreed in advance with the Divisional Director and General Manager so as not to disadvantage clinical activity within the Division. Additional SPA allocation may be achieved by delivering a role, e.g. Educational Supervision, Governance Lead, etc. This agreement is subject to review.

Categories under this heading include:

- Formal teaching of undergraduates / postgraduates, Junior staff supervision, College Tutors
- Being a Trust Appraiser
- Agreed formal Trust committee involvement (e.g. Drug and Therapeutics Committee, Ethics Committee, Cancer Steering Group, Specialty subgroups etc)
- Clinical Governance Lead
- Lead clinicians (cancer etc)

The duties of the post may be changed with the agreement of the post holder. An annual review of duties will take place with the Divisional Director as part of the Job Plan process.

#### **Education and Development:**

- There is a wide teaching role within the post, to train medical students, nurses and junior doctors, as they rotate through the department.
- It is expected that the post-holder will be a clinical/educational supervisor to some of the training doctors on rotation, as well as taking part in their regular weekly teaching timetable. 1hr/week SPA time is afforded for this role.





- There is a monthly all staff teaching session which the post holder will be expected to attend and contribute to. This includes a regular audit meeting, where again, consultant contribution is expected.
- The study leave allowance is 30 days/3 years pro-rata. It is expected that these will be used, in addition to SPA time, for CPD towards revalidation as per the recommendations of the Royal College and the various specialty bodies. The trust is fully committed to supporting and assuring revalidation, by way of a dedicated support team and IT infrastructure package.
- The trust has a programme of mandatory training which all consultants are expected to undertake.
- For appointees new to the consultant role, or who may have had a career break, the department strongly encourages mentorship support, which can be accessed via BASHH. ([www.bashh.org/bashh-groups/mentoring-group/](http://www.bashh.org/bashh-groups/mentoring-group/))

**Clinical Governance:**

- Attendance at the monthly specialty clinical governance group is expected.
- Further contribution to clinical governance activities in the form of local, regional and national audit participation, guideline writing/updating, and undertaking other relevant projects would also be expected.

**Management and Leadership:**

- There will be an expectation to take on management roles, such as Specialty or Foundation training co-ordinator, education lead or clinical governance lead. For any of these roles, additional SPA time would be granted.

**Research:**

The Trust has an active Research and Development Department, and provides access to research nurse support, participation in research is encouraged. This may take the form of personal local projects, or collaboration in regional or national projects, such as the current PrEP IMPACT study.

Recent years have seen tremendous advances within the Trust, culminating in the attainment of Teaching Hospital status in January 2017. Central to this achievement remains the long-standing commitment of the Trust to deliver a quality, patient centred research programme.

The research agenda will continue to be aligned with and influence changes in clinical services delivered within the Trust. We will achieve this through working with colleagues to capitalise on effective internal partnerships between clinical and corporate Trust areas, as well as maximising opportunities for collaborations with regional, national and international partners.

The strategy complements a number of other enabling strategies to deliver the Trust Strategic Direction 2017-2022, notably;





- Clinical Quality and Governance
- Quality Improvement and Innovation
- People and Organisational Development
- Communications and Engagement
- Information and Digital
- Estate and Facilities

**Support:**

The post holder will have a dedicated office space and secretarial support, shared with the other consultants. In addition to the department's electronic patient record the trust has comprehensive IT services, which ably support all aspects of the role.

**Mandatory Training** (Statutory and Essential Training):

All staff are required to abide by all Trust Policies and Procedures, details of which can be accessed via the Trust Intranet, and are required to comply with Mandatory Training requirements. In particular, medical staff should be aware of, and comply with, infection control and safeguarding requirements.

## **5. OUR SERVICE/OUR TEAM**

### **Respiratory Medicine**

This post forms part of a large team of 12 respiratory physicians across two main hospital inpatient sites plus outpatient services at Montagu Hospital.

The post holder will be supported by ward-based junior medical staff and will share the work with several consultant colleagues. The appointee will support a team of General Physicians who contribute to the acute general medical work on a 1 in 8 rota at BDGH.

There are 2 respiratory physicians based at Bassetlaw, this post with the other post covered on a rotational basis every 2 months by colleagues based at Doncaster Royal Infirmary.

<b>Divisional Director:</b>	<b>Dr Anu Agarwal</b>
<b>Divisional Clinical Director:</b>	<b>Dr Shiwani Dewan</b>
<b>Divisional General Manager:</b>	<b>Mel Howard</b>
<b>Business Manager:</b>	<b>Rebecca Wright</b>

**The Medical Respiratory Clinical Team is made up of:-**

- **Dr Chi Wong – Clinical Co-Lead**
- **Dr Moe Kyi – Clinical Co-Lead**
- **Dr Aldrin Adeni – Consultant**



- **Dr Abdul Nasimudeen – Consultant**
- **Dr Dan Trushell-Pottinger – Consultant**
- **Dr Kiran Nandakumar- Consultant**
- **Dr Sajid Hussain- Consultant**
- **Dr Alisa Holbourn- Consultant**
- **Dr Ann Harris – Consultant (LTFT, BDGH)**
- **Dr Ben Kumar – Consultant (LTFT, MMH)**
- **Dr David Cooper – Consultant (LTFT, MMH)**
- **Dr Timothy Noble – Consultant (LTFT, MMH)**
- **Dr Chris Knapp- Staff grade (LTFT, BDGH)**

We welcome prospective candidates contacting us about this post. For further information, informal visits and discussions, please contact:

Dr Anu Agrawal, Divisional Director	01302 643331
Dr Chi Wong, Consultant Physician in Respiratory Medicine	01302 642507
Dr Shivani Dewan, Clinical Director	01302 642610

Alternatively, contact the Recruitment Team at Doncaster Royal Infirmary on 01302 642585 or email [dbth.medicalhr@nhs.net](mailto:dbth.medicalhr@nhs.net)

## **6. TERMS AND CONDITIONS**

The appointment will be subject to the Terms and Conditions of Service (England 2003) for the new consultant contract agreed with the Trust.

Applicants must be on the General Medical Council Specialist Register or within six months of being admitted to the Register for trainees if in a training programme within the UK. In accordance with the regulations all other categories of doctors must be on the GMC Specialist Register to be considered for a consultant appointment by the Advisory Appointments Committee. Applicants must continue to hold a License to Practise

The persons appointed to the post will be expected to live within 10 miles of the hospital or within 30 minutes recall time, by road, from the hospital.

The job description and the weekly timetable will form an initial job plan as outlined by the terms and conditions of service (England 2003) for the new consultant contract. This will be subject to an annual review by the Chief Executive or his/her nominee.



New consultants will be paid on the first point of the consultant salary scale. For existing consultants there is an internal process to assess previous consultant level experience. Your basic salary will increase with the provisions of Section 20.2 and Schedule 15 of the Terms and Conditions.

Annual leave entitlement is as per national Terms and Conditions of Service for Consultants. Arrangement to take annual leave must be made with clinical colleagues and approved by the Divisional Director/Clinical Director as per local procedures and the local Rota coordinator should be notified accordingly.

### **HEALTH CLEARANCE & MEDICAL EXAMINATION**

This appointment is subject to medical fitness and the appointee may be required to undergo a medical examination and chest X-ray.

Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regard to HIV/AIDS, Tuberculosis, Hepatitis B and Hepatitis C viruses.

The successful candidate must be immune to Hepatitis 'B' and Tuberculosis. They will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed appropriate by the Occupational Health Department).

### **DBS CLEARANCE**

This appointment is subject to an enhanced Disclosure & Barring Service (DBS) clearance. Please note that all charges associated with this check will be passed on to the applicant.

### **REMOVAL EXPENSES**

Removal expenses on appointment will be paid in accordance with the Doncaster & Bassetlaw Teaching Hospitals NHS Foundation Trust removals and Associated Expenses policy. This can be found on the Trusts website by following this link. <https://www.dbth.nhs.uk/about-us/our-publications/publication-scheme/our-policies-and-procedures/policies-a-to-z/>