

## Consultant in Rheumatology



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## About Northampton

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Northamptonshire is at the heart of England and is known as the Rose of the Shires. There is easy access to road and rail networks that will see you in London, Oxford, Cambridge or Birmingham within an hour, as well as several airports in easy range.

We have some of the most beautiful countryside, wonderful parks, many stately homes, great shops, theatres and cinemas. Northampton boasts some beautiful country parks as well as the canal network that runs through Becket's Park just adjacent to the hospital. The University of Northampton Waterside campus is located close to the hospital.

Northamptonshire is at the heart of motorsport, the home of Silverstone and the British Grand Prix. Northampton Saints rugby team is very popular, and the town hosts a first-class county cricket team, football team and excellent water sport centres.

Northampton is one of the fastest-growing modern commercial towns in the UK. We have a relatively young population, with people from many different nationalities, ethnic backgrounds and cultural beliefs, as well as a growing number of people who are aged over 75.

## The Hospital

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Northampton General Hospital is one of the largest employers in the area and we are on an exciting journey. All of our divisions are committed to doing things better, with more efficiency as we update, modernise, and advance. We have also entered into a Group Model with neighbouring Kettering General Hospital NHS Foundation Trust.

Being a large DGH with a proud history, we are big enough to get interesting cases, but small enough to care, coach and develop. With over 200 consultants, a similar number of trainees and approximately 60 (with existing plans to expand to 80+) medical undergraduates throughout the year, NGH provides comprehensive care and extensive training opportunities.

With this in mind, we have built a state of the art emergency assessment unit (Nye Bevan building) and are developing new ways of working to streamline in-patient care and optimize working with our partners.

We are a clinically led organization with most of senior management coming from nursing and medical roles. This offers great opportunities to get involved with all levels of care from departmental to the wider picture of the hospital as a whole.

NGH has an excellent social centre with a large library, gym with swimming pool and the Cripps Education Centre where lunch and snacks are available in one of our restaurants away from the main hospital. Frequent educational sessions run in the Centre for all levels of staff and it serves as an oasis from the clinical areas.

### Our Excellence Values



Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples shoes.



Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.



Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.



Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.



Courage

We dare to take on difficult challenges and try out new thinks. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

## Partnership with the University of Leicester

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### Partnership with the University of Leicester

College of Life Sciences <http://www2.le.ac.uk/colleges/medbiopsych>

**Pro-Vice-Chancellor, Head of College & Dean of Medicine: Professor Thompson Robinson**  
**BMedSci MD FRCP FESO**

The University of Leicester, with the University Hospitals of Northamptonshire (Northampton General Hospital NHS Trust - NGH) and Kettering General Hospital NHS Foundation Trust - KGH), is committed to enhancing the partnership between academia and the NHS in Leicester, Leicestershire, Rutland, Northamptonshire and the wider geographical area. A strong synergy between our organisations is the key to success. Major contributions made by consultant colleagues to the academic mission through research, teaching and education, clinical leadership, enterprise and innovation are recognised by the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.

The mission of the College of Life Sciences is to pursue the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world. Its considerable academic resources mean that it is widely recognised for its world-leading and internationally excellent research and the quality of its undergraduate and postgraduate teaching.

Based in some of the newest purpose-built and modern facilities in the UK, the College offers a wide range of courses and education in the areas of laboratory, clinical, and population health through the provision of innovative education and globally recognised research. The George Davies Centre is the largest investment in medical teaching and applied research by a UK university in the last decade. Building on the foundations laid at the inception of the medical school in 1975, the College provides an academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research, and to engage with increasing effectiveness with commercial and public bodies. We are a thriving community of academic expertise based in laboratory, clinical, health and social science settings.

The high calibre of our academic endeavour is increasingly being recognised, with the latest Research Excellence Framework (REF2021) ranking the University of Leicester 2<sup>nd</sup> for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). In addition, we were also the 2<sup>nd</sup> highest rated institution for Sports and Exercise Sciences (UoA24). These results have had a significant impact on our international and national standing; Leicester was ranked 18<sup>th</sup> (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5<sup>th</sup> in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle). In addition, Medicine was ranked 7<sup>th</sup> in the Complete University Guide 2023; a rise of 18 places.

The College comprises a matrix structure of four Research Departments: Cardiovascular Sciences, Genetics and Genome Biology, Molecular and Cell Biology, Population Health Sciences, Respiratory Sciences; two Teaching Schools: Leicester Medical School, School of Biological Sciences; and two combined Research and Teaching Schools: School of Healthcare and School of Psychology and Vision Sciences.

The University Strategy recognises the Mission of the University as ‘diverse in our make-up and united in our ambition, we change lives through education and research’. Our vision is to provide inspiring education and research working in partnership with our communities to become a truly inclusive theme. Our strategy consists of three themes, World-Changing Research, Research-Inspired Education and Our Citizens, underpinned by our three values of: **Inclusive**, diverse in our makeup and united in ambition; **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions; and **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

## World-Changing Research

The University’s institutional research strategy emphasizes our commitment to research that informs and enhances our teaching and learning, and is underpinned by the core values of excellence, rigour, originality and integrity. A key part of this strategy was the establishment of flagship interdisciplinary Research Institutes, Centres and Networks. We host a number of these within our College around which much of our research is now focused. These include two Institutes: [Leicester Institute of Structural and Chemical Biology \(Led by Prof John Schwabe\)](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> (led by Professor Chris Brightling); and nine Research Centres: Centre for Cancer Research, Centre for Diabetes Research, Centre for Microbial and Infectious Disease, Centre for Environmental Health and Sustainability, Centre for Phage Research, Centre for Lifespan Health and Wellbeing, Centre for Fibrosis Research, Centre for Sarcopenia and Muscle Research, and Centre for Population Health.

The NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough, the University Hospitals of Leicester NHS Trust and the University Hospitals of Northamptonshire NHS Group. A recently awarded expanded BRC with six themes has received a 2.5-fold increase in funding, and brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health.

The College’s central provision in support of research and teaching includes a Preclinical Research Facility, Core Biotechnology Services (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories); a Clinical Trials Unit, and the Leicester Drug Discovery and Diagnostics Centre.

The College continues to grow funded research activity with a dual approach of encouraging individuals to win project grants and personal fellowships, and supporting teams to achieve major awards with large strategic initiatives. Examples of Leicester’s infrastructure success include: an NIHR Biomedical Research Centre, an NIHR Global Research Centre, an NIHR Patient Recruitment Centre, an NIHR Applied Research Collaboration Centre (ARC), an NIHR Clinical Research Facility, an Experimental Cancer Medicine Centre, an MRC Impact Accelerator Account, an MRC Midlands Cryo-Electron Microscope Facility, the Midlands Health Data Research UK Substantive Site, a British Heart Foundation Research Accelerator Award, and a Wellcome Doctoral Training Programme for Health Care Professionals.

We are responding to the rapidly changing national and international research landscape that places an increasing emphasis on interdisciplinary and impactful research. For this purpose, we are working closely with our key NHS and other partners, University Hospitals of Leicester NHS Trust, Leicestershire

Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and Rutland), and growing our industrial engagement with biotech companies and pharma to meet the goals of the Government's Industrial Strategy and Life Science Sector Deal. In addition, we are building exciting research programmes with partners in overseas countries through the Global Challenges Research Fund. We are also very conscious of the need to play to our institutional and regional strengths, and are engaging closely with Leicester City and County Councils, and the Midlands Health Innovation network of regional Universities.

### Research-Inspired Education

Our ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned.

A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are particularly proud that our course has for many years delivered doctors who progress. We have been ranked third in UK medical schools for progression to Core & Specialty training over the past five years.

The course features:

1. A clinical focus throughout underpinned by excellence in bioscience, and access to one of the largest dissection suites in the UK;
2. Early clinical experience including a new Healthcare Assistant (HCA) programme in year one;
3. A strong group-work provision supporting student learning throughout the course;
4. A wide range of hospital and GP placements with many areas of national excellence;
5. Excellent intercalated degree opportunities, with particular strengths in our iMSc in Research and a new Masters in Clinical Education; and
6. Foundation Assistantships in year 5 which has enhanced our graduates preparedness for work as a Foundation doctor

We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. This recruits 35 students to an integrated Foundation Year enabling progression onto Year 1 of the MB ChB course. Since 2020, we also have an international joint educational partnership with the Chongqing Medical University, where students gain a Clinical Medicine degree in China and a Bachelor of Sciences in Clinical Sciences from the University of Leicester; spending a year of their course at Leicester.

The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2022, following a major philanthropic donation to the University. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

In addition there are a broad range of programmes in Biological Sciences and Psychology at both undergraduate and postgraduate levels, including the DCLinPsych. A new suite of postgraduate

programmes reflecting the areas of research excellence in the College is under development including strengths in epidemiology, diabetes, medical statistics, quality and safety in healthcare, and social sciences in medicine.

## **Our Citizens**

We value, nurture and celebrate our people and relationships, ensuring they are inclusive, impactful, sustainable, and influence positive change in our world. Accordingly, we nurture strong partnerships with the NHS and other organisations, including the University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and Rutland), that support the delivery of our strategy. Through our NHS relationships, as well as strategic partnerships with the wider community including the Integrated Care System, the Borough, City and County Councils, and other East Midlands Universities (through the Civic University Agreement), we seek to shape policy and influence decision-making locally, regionally and nationally, to improve lives and livelihoods. We work with others to tackle the big issues of today and tomorrow with a focus on climate change, inclusion and wider social impact.

## Current Service

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The Rheumatology Service is part of the Division of Medicine and Urgent Care. The Division is formed by three Directorates: Urgent Care, Inpatient Services and Outpatient Specialties, Elderly Medicine and Stroke. There are four other divisions within the trust.

The Divisional Management Team is responsible for the management of all services provided by the Division and reports to the Chief Executive via the Hospital Management Board.

Rheumatology is managed as part of the Outpatient Specialties, Elderly and Stroke services Directorate which is made up of Dermatology, Diabetes and Endocrinology, Neurology, Neurophysiology, Elderly Medicine, Stroke Medicine and Rheumatology. The directorate is managed by a Clinical Director (Dr Melanie Blake) and Directorate Manager (Catherine Briers) who report back to the Divisional Management Team.

The Directorate of Outpatient Specialties, Elderly and Stroke Medicine is managed by a Directorate Board chaired by the Clinical Director and Directorate Manager. Each specialty is represented by a Clinical Lead on the Directorate Team. The Clinical Lead for Rheumatology is Dr James Taylor.

Group Chief Executive Officer	Simon Weldon
Hospital Chief Executive Officer	Heidi Smoult
Divisional Director Medicine	Dr Pad Boovalingam
Divisional Manager	Jonathan Loasby
Clinical Director	Dr Melanie Blake
Directorate Manager	Catherine Briers
Assistant Directorate Manager	Nicola Aveling
Modern Matron	Kelly Kidsley, Anisha Kochitty
Administration Manager	Justine Cornish, Jasbir Greenhalgh
Clinical Lead for Rheumatology	Dr James Taylor

You will join three full time and one part time Consultant Rheumatologists and 3 full time and 1 part time Specialist Nurses in a busy department offering a wide range of rheumatology services. We see over 11,000 patients per year and offer dedicated weekly early arthritis clinics, AS clinic, ultrasound clinics and CTD clinics. We currently have approximately 800 patients on biological therapies which are initiated in accordance with NICE and NHS England guidelines. We are fully supported by a full secretarial team.

There is an Outpatient Rheumatology Area with dedicated clinical rooms furnished to a high standard with desk, computer, printer, examination couch and a procedures trolley. We are supported by an HCA who records basic patient observations, undertakes phlebotomy if needed and can fit a limited range of splints. Appointments are managed by dedicated clerical staff coordinated by 1 clinic manager and 2 clerical staff. There is full IT support with access to a PC, e-mail and full internet facilities.

The Medical Day Case Unit, which is adjacent to the department, provides space for cyclophosphamide, iloprost, methylprednisolone, iron and zoledronic acid infusions. It also has space to see and assess patients who require outpatient blood transfusions, synacthen testing and who require tuition for subcutaneous drug administration (eg s/c methotrexate and denosumab injections).

There are good clinical links with orthopaedics, dermatology, respiratory and renal services offering regular combined MDT clinics. There is good support from the Chronic Pain Clinic.

There are no dedicated rheumatology beds, but there is ready access to general medical wards with support provided by the junior medical ward teams.

The department has a dedicated helpline which is managed by an admin clerk and a secretary who process calls to the appropriate member of the team and record and manage the outcomes.

We are part of the East Midlands Region Autoimmune Network and have been approved by NHS England as a centre for Specialised Adult Rheumatology services, providing care for patients with complex multisystem Autoimmune Rheumatic Diseases. We are part of Health Education East Midlands Deanery and provide training for junior doctors at IMT and ST level who are on the East Midlands IMT and Rheumatology Specialty training rotations. We take an active role in undergraduate and postgraduate training in collaboration with other centres in the East Midlands to further education and training in Rheumatology.

As a department we have an active research portfolio undertaking commercial and non-commercial trials ranging from disease outcome registries to drug interventional trials. We are hoping that our recent evolution as a University Hospital will allow us to develop a more focused academic strategy within our specialty.

Access to Physiotherapy, Occupational Therapy and Podiatry services is on site as well as Speech and Language Therapy and dietetics as required.

Radiology has a full complement of services to meet the needs of a busy hospital, i.e., MRI, CT, Nuclear Medicine, PET scanner, as well as plain film imaging. A PACS network is available to review images online and is being developed further so that images taken anywhere within the whole East Midlands region can be reviewed.

## Other components of the service

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**Appraisal and training:** We are dedicated to making sure appraisals happen in a timely way and that consultants have time to dedicate to SPA and CPD. We support doctors to become appraisers as well as educational supervisors

**Research:** We are currently expanding and developing academic roles within the trust. We are supported by a well-led research nurse group who can support clinical projects. We have links with both Glenfield hospital and Oxford University Hospital trusts so projects can be potentially be developed in collaboration. We have an active quality improvement team who are always willing to support doctors undertaking QI projects and audit.

**Teaching:** We have a strong history of teaching and close links with Leicester and Oxford Medical schools. Students undertake placements at Northampton General Hospital with excellent feedback. If you enjoy teaching, there are plenty of opportunities to develop this role including working with our excellent simulation centre.

**Management opportunities:** There are plenty of opportunities to become involved with the management the wider hospital. Being a clinically led organization, we embrace and support doctors who are keen to lead.

## The Role (overview)

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This is a new full time Consultant post for a consultant rheumatologist to join the 3 existing full time Consultant Rheumatologists Dr James Taylor, Dr Mudita Tripathi, Dr Pradip Nandi and 1 part time consultant Dr Rachel Jeffery, based at Northampton General Hospital. It is a full time (10 PA) post and together with your colleagues, you will provide rheumatological services to the catchment population of Northampton General Hospital. A special interest that would complement existing services would be of significant value.

The trust runs a routine annual job plan review process or will accommodate requests for job plan reviews when necessary if there is a significant alteration in work practice between regular routine reviews.

It is essential that the post-holder should hold the MRCP (UK) or an equivalent qualification and be on the GMC specialist register or will obtain a relevant CCT/CESR(CP) within 6 months of interview.

## The Role (detail)

The successful applicant will join the existing consultant team and our team of specialist nurses in delivering outpatient rheumatology care. We are a training department with an ST3 (from the East Midlands Deanery), an IMT doctor (on the Leicester medical rotation) and medical students from Leicester Medical School. We participate in Leicester and Oxford regional training meetings.

This post has approval from the Royal College of Physicians for 10PAs in the first instance. The timetable will include 4-5 outpatient clinics per week, support for the nurse led helpline, cover for the inpatient advice service during working hours and admitting rights if required for rheumatology patients. These are generally managed with shared medical care from the ward based medical teams.

We have a full complement of biologic and chemotherapeutic services, administered via our medical day unit with dedicated nurses for infusions. We also offer the opportunity of involvement in clinical trials with an established research and development unit with an increasing number of rheumatology portfolio studies.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Outpatient Clinic 1 PA DCC	Outpatient Clinic 1 PA DCC	Outpatient Clinic 1 PA DCC	Early Arthritis Clinic 1 PA DCC	Outpatient Clinic 1 PA DCC
PM					

### When NOT on ward cover:

Time	Monday	Tuesday	Wednesday	Thursday	Friday
AM					
PM	Admin/Ward referrals 1 PA DCC	Audit/Research/Admin 1 PA SPA	Academic teaching 1 PA SPA	Admin/Ward referrals 1 PA DCC	Admin/Teaching 0.5 PA DCC/0.5 PA SPA

Whilst the job plan is represented with 10 PA allocation the integration of specialist clinics and other interests will allow this to be increased up to a maximum of 12 PAs in line with NGH Trust policy.

SPA allocation is a basic 1.5 PA for consultants with the possibility of increasing up to a further 1 PA with additional roles eg clinical leads, appraisal, educational supervision, teaching, research and management positions.

## **Roles within the job plan**

### Clinical Patient Care

The Department of Rheumatology (based at Northampton General Hospital) provides rheumatology services for Northampton Town, South Northamptonshire and surrounding areas, a rapidly expanding population with its location within 1 hour of London, Birmingham, Oxford and Leicester. We are currently working with our rheumatology colleagues at Kettering General Hospital to develop a collaborative service which will provide a clinical governance framework for rheumatology services across the whole of Northamptonshire as part of a new Group model of the University Hospitals of Northamptonshire.

We are a busy general rheumatology service and provide additional specialist clinics in Connective Tissue Diseases/Vasculitis, Paediatric and Adolescent Rheumatology and combined Rheumatology/ Orthopaedic clinics, Rheumatology/Obstetric care, Rheumatology/Dermatology, Rheumatology/Renal and Rheumatology/Respiratory clinics. We have an established Early Arthritis Clinic and are developing the use of musculoskeletal ultrasound and the use of ultrasound in the evaluation of temporal arteritis within our service. We have recently set up a dedicated Nurse led Ankylosing spondylitis clinic and have developed an emergency access pathway for GCA referrals together with our colleagues in primary care, ambulatory care, ophthalmology and vascular surgery.

Most of the departmental activity is outpatient and day-case based. Inpatients can be admitted to general medical wards. Inpatient activity is supported by the IMT and ST trainees, together with ward based junior teams. In addition, other consultant colleagues can request rheumatology opinions for patients under their care via an internal consultant referral system. The level of inpatient activity is therefore variable but rarely exceeds to more than 2 inpatients at any one time and 10 consultant requests per week.

We are part of the East Midlands Region Autoimmune Network which provides the necessary clinical governance structures required to provide specialised care for patients with CTD / Vasculitis as required by NHS England.

We are happy to accommodate a specialist interest that would complement or further develop our range of services.

### Training

The Directorate of Medicine has an academic meeting on Wednesday afternoon with an extensive program of specialty interests and topics across the whole range of general medicine; Junior Doctors

are encouraged and supported to take part in clinical case presentations. Attendance is expected from all medical staff who do not have on-take duties.

We are also part of Health Education East Midlands (HEEM), previously the East Midlands Deanery. We receive an IMT trainee who rotates every 4 months and an SpR in Rheumatology and GIM who rotates every 12 months. You will be expected to provide clinical supervision for the trainees. As a consultant you will be expected to take an active part in teaching and training within the rheumatology training rotation. We also receive medical students from Leicester University and occasionally from Oxford. You will be expected to take part in teaching medical students who are attending rheumatology clinics.

### Research and Audit:

Research and audit are encouraged in the department. All junior staff are encouraged to do a clinical audit project with support from consultant staff.

We have an active research portfolio and if you are interested will be included as principal investigator for CLRN/NIHR funded portfolio studies. The hospital has a dedicated R&D unit which is invaluable in supporting research activities.

We have an active rolling audit programme and encourage the development of new audit projects. We also take part in the quarterly East Midlands Regional Audit Meetings which act as a forum for presentation and discussion of audit projects.

We are active members of the Midlands Rheumatology Society which meets twice a year to present clinical cases, audit and research findings to a wider audience and which will allow you to network with colleagues from the East and West Midlands regions.

### Management Responsibilities

The successful candidate will be expected to work with existing colleagues and the clinical management teams in the hospital to develop existing services and plan for future developments in the rheumatology service.

### Appraisal and Revalidation

There is an annual trust wide appraisal review process. The Medical Directors office will allocate an appraiser to each consultant and will also allocate a reference timescale for completion of appraisal on an annual basis. The appraisal documentation is managed through an online system and feeds into the revalidation cycle.

### Mentoring

New consultants are offered an opportunity to receive mentoring from a more senior consultant within the trust. This senior consultant will be allocated and will usually be from a specialty outside rheumatology.

In addition, the rheumatology team has a strong, cohesive and mutually supportive team structure which encourages cooperation and support.

## Support for the Role

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You will be provided with secretarial support and computing facilities to be able to access all the information technology required for your role. We have on line dictation, prescribing, discharge summaries, clinic letters, investigation requests and results and radiology.

All new consultants are invited to attend a series of monthly new consultant seminars to support you in your new role. These cover all aspects of being a consultant and working effectively at Northampton General Hospital.

All new consultants at NGH are offered access to a consultant colleague mentor within the trust who will be able to support you as you take on your new role.

You will be supported in acquiring CPD points with regular medical meetings on Wednesday afternoons, Grand rounds and junior doctor education on Friday afternoons. Northampton General Hospital provides a study budget of £3000 over a three-year cycle and up to 30 days of study leave to attend external courses.

## Information about the wider hospital:

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John MacDonald – Group Chairman

Heidi Smoult – Hospital CEO

### Directors

Mr Hemant Nemade – Medical Director (NGH), Honorary Associate Professor (UoL)

Palmer Winstanley – Chief Operating Officer

Sheran Oke – Director of Nursing

Paula Kirkpatrick – Chief People Officer

Jon Evans – Group Chief Finance Officer

Rebecca Taylor – Group executive director of transformation and quality improvement

Karen Spellman – Interim Group director of Integration & Partnerships

Stuart Finn – Group Director of Estates and Facilities

Tracey Robson – Director of Human Resources and Organisational Development

Dan Howard – Digital Director

### Non-Executive Directors

Annette Whitehouse

Professor G Andre Ng

Jill Houghton

Denise Kirkham

Elena Lokteva

## Summary of Contractual Terms

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**Contract.** Appointment will be offered on Northampton General Hospital Trust contract. General Terms and Conditions of Service are contained in the “Terms and Conditions, Consultants (England) 2003”. Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies and procedures applicable to this post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

**Governance and Statutory.** The post holder is expected to comply with the governance arrangements and policies and procedures of the organisation, available on the Trust intranet site.

**Equal Opportunities and Diversity.** The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the Trust’s Equal Opportunities Policy & the Race Equality Scheme. The Trust’s Staff Networks (REACH – Race, Ethnicity and Cultural Heritage, LGBT+ and Disability) also work with the Board to further the EDI agenda – ensuring the Trust empowers all of their staff. Membership to the Networks can be facilitated via HR.

**Health and Safety & Risk management.** Employees must be aware of the responsibilities placed upon them under the Health and safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain safe working environments for patients, visitors and employees. Employees must wear personal protective equipment where provided. All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are expected to maintain safe infection control practices at all times. All employees are responsible for reporting any accidents, untoward occurrence and potential hazards to their Head of Department even no injury or property damage has resulted.

**Relocation Expenses.** Relocation expenses may be available subject to eligibility in line with the Trusts policy.

**Health Clearance.** The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a preemployment health-screening questionnaire and may/will subsequently be required to attend for health screening.

**Revalidation.** 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.

**Study & Annual Leave.** The annual leave is 30 working days plus 2 statutory day holidays. All Consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements. Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three-year period commencing from date of employment.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre. So far, as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.

## Person Specification

Requirements	Essential	Desirable	Method of Assessment
<b>QUALIFICATIONS AND TRAINING</b>			
Completion of Specialty Training (CST or equivalent) or within 6 months of achieving it in Rheumatology or Rheumatology and General Medicine	Y		CV
MD, PhD or other higher degree		Y	CV
Education / Medical Education Qualification (preferably at Masters level)		Y	CV
<b>TEACHING / AUDIT / QUALITY IMPROVEMENT</b>			
Experience of Audit and Quality Improvement	Y		CV and Interview
Experience of Teaching Junior Staff	Y		CV and interview
<b>MANAGEMENT EXPERIENCE</b>			
Effective Team worker, valuing the experience and contributing	Y		CV and interview
Demonstrable Team Leadership skills and experience	Y		CV and interview
Understanding and experience of delivering organisational change		Y	CV and interview
<b>ACADEMIC ACHIEVEMENTS AND RESEARCH</b>			
Publications in recognised Medicine / Medical Education Journals or Presentations at National Level		Y	CV and interview
Research experience relating to quality improvement		Y	CV and interview
<b>INTERPERSONAL SKILLS</b>			
High level Organisational Skills	Y		Interview, references, and CV
Communication Skills	Y		Interview, references
<b>OTHER REQUIREMENTS</b>			
Full registration with General Medical Council	Y		Certificates

## Come and meet us!

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We would love the opportunity to discuss the post and your career aspirations at Northampton General Hospital.

Please contact Dr James Taylor, Clinical Lead for Rheumatology, on 01604 545653 for a conversation or to arrange an informal visit.

