

Consultant Rheumatologist

Medway NHS Foundation Trust

JOB DESCRIPTION

Role: Consultant Rheumatologist
Grade Locum Consultant Contract
Responsible to: Clinical Director
Accountable to: Medical Director
Hours: 10 PA

Medway NHS Foundation Trust

Medway NHS Foundation Trust (MFT) is the largest acute trust and district general hospital in Kent. We have a proud history, originating in 1905 when a Royal Naval Hospital was opened on the site. Just over a century later, Medway NHS Foundation Trust was the first hospital in Kent to achieve Foundation Trust status. We continue to expand and modernise the array of services on offer to the people of the Medway towns, Swale and the wider West Kent region.

Medway is an Associated University Hospital with strong links to the Guy's, King's and St Thomas' Medical School

Services

The range of specialist services we offer has grown over recent years, as have the communities we serve. In addition to our busy Emergency department, these services include a Cardiac Catheter Suite, the West Kent Vascular Centre, West Kent Cancer Centre for Urology, a dedicated stroke unit and an award-winning Macmillan Cancer Care Unit. The Trust is recognised nationally for our high standards of infection control.

Our major specialities include:

Cardiology	Anaesthesia	Obstetrics	Diagnostic
Neurology	Pain Medicine	Gynaecology	Radiology
Endocrinology	Urology	Midwife-led	Interventional
Gastroenterology	Colorectal	Birthing Suite	Radiology
Rheumatology	Vascular	Level 3 neonatal	Nuclear
Dermatology	Breast	intensive care unit	Medicine
Chest Medicine	ENT	Community	Pharmacy
Care of the Elderly	Maxillo-facial	paediatrics	Physiotherapy
GUM	Day Surgery		Pathology
Haematology	Trauma and		
Emergency Department	Orthopaedics		
AMU	Audiology		
24-hour Emergency	Orthodontics		
Surgery	General Surgery		
Critical Care (ICU, Medical			
HDU, Surgical HDU,			
Outreach)			
Ambulatory Care Centre			

You can view the full [A-Z of services](#) via our website.

Our support services include a comprehensive Imaging Service, Nuclear Medicine, Pathology, Physiotherapy and Pharmacy.

Our Patients

We serve a population of around 400,000, predominantly residents of Medway and Swale, but increasingly we provide care to patients from other parts of North and West Kent. On an average day we see around 1,400 outpatients, 250-300 patients via the emergency department and approximately 150 are admitted to the wards.

In comparison to the rest of England, Medway has a younger population profile. Health has generally been improving across the region. Nonetheless, extremes of life expectancy exist in the surrounding area which spans pockets of both affluence and deprivation. Almost a third of deaths in women and half in men are premature (occurring younger than 75 years). Chronic conditions contribute strongly to the health and social care challenge in Medway.

Our Staff

Medway employs over 4,000 staff. Undergraduates and doctors-in-training from London-based medical schools are taught throughout the hospital, as are nursing and allied health professional students from nearby education institutions. Patients are at the heart of our daily practice, and our great personal passion for good care is reflected in the hundreds of WOW award nominations our staff receive from the people in their care.

We are committed to valuing the views and ideas of staff. They tell us that the hospital is a friendly place to work with constant opportunities to diversify your professional experience; 'It's like a major city acute that feels like a local district general hospital'.

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will be increasingly asked to work a flexible shift pattern so that we can offer services in the evenings or at weekends.

Our Environment

The Thames Gateway region as a whole will continue to be the focus of much investment over coming years and decades. The Medway towns represent the largest conurbation in the south east outside of London, encompassing the towns of Gillingham (where the hospital is based), Chatham, Rainham, Strood and historic Rochester. The area is affordable and family-friendly.

Rural regions of Swale, the Hoo Peninsula and the wider Kent countryside are all within easy reach of the hospital and leisure amenities abound. High speed rail links mean that London is less 45 minutes away and continental Europe is practically on our doorstep.

Teaching Facilities

Postgraduate Medical Centre

The Postgraduate Medical Centre is situated on the Medway Maritime Hospital site and has been extended to take account of the needs of the undergraduate as well as postgraduate teaching. The accommodation comprises a fully equipped, 80-seat lecture theatre, four seminar rooms together with office accommodation and a large common room. The Centre also has a Simulation Suite which is a dedicated area used for specialty and multi-disciplinary teaching.

The Postgraduate Centre works closely with Nurse Education. This is in the same building complex and incorporates an additional lecture theatre, seminar room and auditorium. Meetings with a clinical educational basis are becoming increasingly multi-disciplinary and this closeness is a benefit.

The Learning Resource Centre

All Trust employees have access to a comprehensive library and audio visual aids service. This supports any training and educational programmes, self-directed learning or simply allows staff to keep abreast of the latest research developments in any specialty. The centre not only provides access to information in a variety of formats (including books, journals, video

or other electronic media) but also allows access to computers for database searches, access to the Internet and the medical school web-sites. A range of software packages is available for use, including word processing, presentation software; computer assisted learning programmes and desktop publishing. The centre's staff can also assist and advise in the preparation of electronic presentations slide production and the use of scanners and audio equipment. Equipment available for use outside the Learning Resource Centre includes a digital camera, OHP's, multimedia projectors, laptop computers and screens.

The Library is open and staffed between 8.30am and 7pm Monday to Thursday and 8.30am to 5pm on Fridays and contains approximately 12,000 books and 200 current journal titles. The library is part of a Regional network and therefore has access to resources at other centres in the South East including the BMA and the Royal College of Surgeons.

The centre actively promotes a policy of liaising closely with its users in order to ensure that its resources and services reflect their individual interests and needs.

Undergraduate Teaching

The Trust has close links with the Guy's, King's & St Thomas' Medical School, King's College, London and St George's Hospital Medical school.

The Medway Maritime Hospital is recognised by London University as an Associated University Hospital.

Postgraduate Teaching

Postgraduate teaching is being strengthened in all specialties. All Consultants are responsible for ensuring that the junior medical staff have appropriate training and will also contribute to the training of nurses, technicians and other staff. Training programmes are conducted within specialties and across specialties (such as F1 & F2 training).

Research & Development

An objective of the Trust is to increase the level of research and development (R&D) undertaken by our staff and to promote the adoption of evidence based medicine. A multi-disciplinary group that includes the Head of R&D, R&D Manager, Medical Director, Chief Executive lead our strategy for R&D.

The very large, socially and racially diverse local population provides an excellent base with varying pathology to support clinical research. There is close liaison with facilities at Guy's, King's and St Thomas' Medical School through the undergraduate teaching links and associated joint appointments. There have been a number of collaborative initiatives undertaken in conjunction with Christ Church College, University of Canterbury and University of Kent.

The Trust R&D team (based in Residence 8) supports national Trials, as well as local research. They welcome enquiries regarding all aspects of R&D and inventions and can help

to get research underway from initial assessment and set up through to delivery of a project and completion.

The success of Trust in research is evident via the continual support by the National Institute for Health Research (NIHR). The funding provided by the NIHR agent, Kent Surrey and Sussex Clinical Research Network (KSS CRN), currently exceeds 1 mln.

To further success in application for research funds, the Trust appointed R&D Officer. The post is jointly funded with the University of Greenwich which deepens collaborative links with the academia. The Trust also encourages appropriate involvement in commercial trials.

The Rheumatology Department

The Rheumatology Department is part of the Directorate of Adult Medicine and will consist, with this post, of five whole time/part time Consultants, an associate specialist, a rheumatology specialist trainee, a core medical trainee shared with Haematology, and three full time specialist nurses.

Rheumatology Medical Staff:

Dr. S.Srirangan (Lead Clinician)	Consultant
This post – vacant	Consultant
Dr. S. Wijesooriya	Consultant
Dr. Y. El-Miedany	Consultant
Dr S. Agrawal	Consultant
Dr S Subesinghe	Locum Consultant

There is a large cohort of patients with inflammatory arthritis and connective tissue diseases, and the department has access to the use of biologics, regulated by the Kent Rheumatology Network

Consultants provide in-patient opinion on patients with rheumatological conditions. Two consultants perform nerve conduction studies predominantly for carpal tunnel syndrome.

Musculoskeletal ultrasound is performed both within the department and by the radiologists. Muscle biopsies are performed by one consultant.

There are ample opportunities for clinical research and the department participates in CLRN studies as well as industry-sponsored clinical trials. The appointee will be expected to participate in national audits and departmental audits. The whole combined department meets on the first Friday of the month to discuss business issues. The appointee would be expected to undertake continuing professional development in line with College of Physicians requirements and provide evidence during annual appraisals.

The consultants participate in the Kent rheumatology network, a forum for discussing, auditing and approving the use of high cost drugs, and for discussing local and regional issues. The group meets quarterly. There is a yearly South Thames and Kent Surrey Sussex regional meeting where cases are presented and external speakers speak on relevant rheumatological topics.

We currently have 3 WTE Rheumatology Specialist Nurses The Nurse Specialists work closely with the Consultants, perform joint injections, conduct their own clinics and run a helpline for outpatients. They also monitor patients receiving TNF alpha blocking and other biologic drugs. We have shared care in place for monitoring of DMARDs. We also have dedicated biologic co-ordinator, who organises biologic treatment for our patients

There are excellent opportunities for clinical research. The Department has participated in multicentre clinical trials in the last ten years and has contributed to a long-term multicentre

prospective observational study of rheumatoid for twenty years (the Early Rheumatoid Arthritis Study – ERAS). We are participating in NEIAA (National early inflammatory arthritis audit).

As a department we are keen to expand our research footprint and all consultants would be encouraged to participate in research.

The department has a monthly clinical meeting to discuss cases and clinical topics. There is a monthly business meeting to discuss policies, governance, research, education and service issues. We also have monthly ILD meeting with chest physicians and Radiologist. We have regular combined Radiology/Rheumatology meeting. There is a weekly medical grand round and monthly hospital grand round. Department actively participates in teaching medical students from King's College, London and one of the consultants is the Year 4 Long term conditions lead for medical students.

Trust is adopting the policy of 'paper light' and should be fully implemented soon. We have 'Big Hand' in place for dictation. We are going to have EDRMs (electronic requests for investigations) soon. We have access to CT, MRI, Nuclear scan, PET scan (off site). We have Musculoskeletal and interventional radiologists.

The successful applicant would be supported and encouraged to further a special interest. A particular interest in setting up and developing a connective tissue disease service will be welcome and encouraged though this is not a pre-requisite for the post. There will be adequate secretarial support with access to office and IT facilities.

Provisional Job Plan

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Clinical Director with regard to the scheduling of all other activities, including the Supporting Professional Activities.

This timetable will be subject to change depending on the needs of the rheumatology service and in line with job planning cycles. Whilst the role will be based at Medway FT, the post holder will be expected to undertake activities at other hospitals/ community clinics to enable delivery of service by the Medway rheumatology department.

This is a pure rheumatology post with no GIM commitments. There is no out of hours cover involved but post holder will participate with existing medical staff in delivering in reach(speciality) ward reviews.

	AM	PM
MONDAY	Revalidation activities SPA = 0.5 Admin DCC = 0.5	Admin / ward referrals DCC = 1
TUESDAY	Outpatient Clinic DCC = 1	Outpatient Clinic DCC = 1
WEDNESDAY	Outpatient Clinic DCC = 1	Admin DCC- 0.5 Audit/CPD/Teaching SPA = 0.5
THURSDAY	Outpatient Clinic DCC = 1	Admin / ward referrals DCC = 1
FRIDAY	Outpatient Clinic DCC = 1	Audit/CPD/Teaching SPA = 1

DCC = Direct Clinical Care

SA = Supporting activities

Total PAs

8 DCC 2 SPA = 10 PAs per week

A typical clinic template will include 3 new and 8 follow up patients. Administration sessions are allocated for general administration relating to the consultant's case load and the running of the clinical department. The Consultant has a continuing responsibility for the care of patients in his/her charge and the proper functioning of the department. The appointee will be expected to contribute to the overall management of the service.

The Trust operates an annual consultant appraisal scheme. Each individual consultant has a designated appraiser who performs their appraisal. A copy of the Trust's Consultant Appraisal Policy is available upon request.

The new consultant will be offered the opportunity for mentoring.

Job Purpose:

The service is provided primarily through outpatients with use of day case and inpatient facilities as required. A dedicated infusion suite operates at MMH. The Medway service has recently opened a purpose built unit with eleven chairs. Approximately 3700 new and 14500 follow up patients were seen last year. Two clinics weekly are carried out at Sheppey Community Hospital and two clinics weekly at Sittingbourne Memorial Hospital. Medway Maritime Hospital will be the main hub of outpatient clinic activity. We are currently in the process of local service redesign that will enable delivery of some of the clinics at the Healthy living centres at Rochester and Rainham and in the similar units in the Dartford region. Post holder would be expected to deliver outpatient clinics in satellite sites although the travel time to and from these sites will be included in the job plan and care taken to minimise disruption caused due to travelling.

Key Responsibilities

- To provide a consultant rheumatology outpatient and in-patient service to patients at hospitals covered by MFT at the Fleet site.
- To help develop the rheumatology service at MFT.
- To work collaboratively with colleagues.
- To maintain continuous professional development and engage in revalidation activities.
- To adhere and contribute to The Trusts' vision and values.

Key Working Relationships

Internal	External
Consultant Rheumatologists Rheumatology Nurse Specialists General internal medicine consultants Radiology Department Clinical Director	General Practitioners Clinical Commissioning Groups Kent and Medway Rheumatology Network

Main Conditions of Service

The post is FULL TIME/PART TIME, and is subject to the Terms and Conditions Consultants (England) 2003.

The Consultant will be required to live within 15 road miles or 30 minutes travelling time of the base hospital which is Medway Maritime Hospital, Gillingham, Kent.

Registered Health Professional

Doctors are required to be appropriately registered with the GMC and be entered on the Specialist Register, or be within six months of obtaining CCT. *Those applicants applying for entry on to the Specialist Register via Article 14 route with PMETB must be on the register at the time of applying for this post to be eligible to be considered.* All staff who are members of a professional body must comply with standards of professional

practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Our Vision and Values

All staff must commit to our Vision and Values and exhibit behaviours in line with our new Values.

**Bold
Every Person Counts
Sharing and Open
Together**

We are *inspiring* and *ambitious*
We are *respectful* and *supportive*
We are *open* and *speak up*
We are *inclusive* and *responsible*

Mandatory Training

All staff must complete on-going mandatory and role-specific training pertinent to their post, and this should be confirmed with their line manager.

Quality Assurance

The Medway NHS Foundation Trust has adopted comprehensive quality assurance, and all members of staff employed by the trust are expected to play their part. The aim is to provide a good quality service, which the customer accepts is appropriate and which is provided in the best possible way.

Health & Safety

Staff are required to observe local Health & Safety arrangements and take reasonable care of themselves and persons who may be affected by their work.

Equal Opportunities

Staff are required to comply with the Medway NHS Foundation Trust's approach to equal opportunities and treat everyone the same, regardless of their gender, race, disability, marital status, religion or belief, sexual orientation, gender reassignment or age.

Infection Prevention and Control

Staff must adhere to current policies and procedures on Infection Prevention and Control to ensure that the staff are aware of these provisions. It is not intended to be an exhaustive list of responsibilities, but more an outline framework against which staff and managers have flexibility to develop and define the detail of the work undertaken.

Information Governance

Staff are required to keep all patient and staff information confidential unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard any data considered to be confidential may be regarded as misconduct/gross misconduct and a disciplinary offence.

Patient Experience

Staff should ensure that they help to create a positive patient experience at all stages of a patient's interaction with the hospital and help to improve the patient experience within the hospital environment.

Safeguarding Children and Vulnerable Adults

All employees have a responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Job description

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

PERSON SPECIFICATION

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

Role: **JOB TITLE Consultant Rheumatologist**

Qualifications	<p>Full GMC Registration</p> <p>Extensive Rheumatology experience managing patients within UK at a senior level MRCP (UK) or equivalent IELTS (Academic) level 7.5, or graduate of a Medical School in UK, Ireland, Australia, New Zealand, USA or Canada.</p>	<ul style="list-style-type: none"> • Application • Interview • Reference
Knowledge	<p>Appropriate experience and clinical expertise IT skills Clinical Governance principles Knowledge of health service management desirable.</p>	<ul style="list-style-type: none"> • Application • Interview • Reference
Values	<p>Exhibits behaviours in line with Trust Values:</p> <p>Bold <i>We are inspiring and ambitious</i></p> <p>Every Person Counts <i>We are respectful and supportive</i></p> <p>Sharing and Open <i>We are open and speak up</i></p> <p>Together <i>We are inclusive and responsible</i></p>	
Experience	<p>At least 7 years post registration essential. Clinical and/or laboratory based research experience desirable. Experience in involvement in service redesign would be desirable. Rheumatology publications desirable. MA/MSc/MD desirable Ability to undertake musculoskeletal ultrasound in general and vascular ultrasound for vasculitis</p>	<ul style="list-style-type: none"> • Application • Interview • Reference
Skills	<p>Good communication, interactional, organisational & leadership skills</p>	<ul style="list-style-type: none"> • Application • Interview • Reference
DBS	Enhanced	

Other Attributes	<p>Demonstrates commitment to high quality service delivery</p> <p>Able to cope with pressure</p> <p>Understands importance of feedback, and acts on feedback.</p> <p>Sympathetic understanding of patients and staff needs.</p> <p>Committed to continuing personal development (existing consultants must be able to demonstrate active participation in a recognised CME scheme)</p> <p>Agreement to live within 30 minutes' drive of base hospital – Medway Maritime Hospital site</p>	<ul style="list-style-type: none"> • Application • Interview • Reference
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