

Pending RCP Approval

Consultant in Respiratory and General Medicine



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About Northampton

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

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

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 2nd 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 2nd 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 18th (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5th in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle). In addition, Medicine was ranked 7th 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

Our current consultants are:

Dr Fiona McCann (Clinical Lead, Associate medical director for cancer Northamptonshire)

Dr Brian Richardson (FY1 Programme Director)

Dr Philip Pearson (Lung Cancer Lead, Joint Clinical lead)

Locum post 1

Locum post 2

Locum post 3

Locum post 4

We are a welcoming and friendly group of clinicians who are currently embarking on an exciting new journey within respiratory medicine at Northampton General Hospital. We believe the team is the key to our success and work hard to ensure the respiratory department is a supportive, fun and motivated group of individuals. We are currently undergoing significant expansion of the footprint of both our chest clinic and gaining a Level 1 Respiratory Support unit which allows us to develop the service in a very positive way to fulfil the needs of our patients. There are many exciting opportunities ahead of us. We describe the current service initially and then the up and coming changes that are happening within our service.

Current Service:

We have a dedicated chest clinic where we provide specialist outpatient clinics in pleural disease, TB and lung cancer as well as many general respiratory clinics. We have access to twice weekly bronchoscopy and EBUS lists within the endoscopy suite. There is a comprehensive lung function laboratory (with brand new pulmonary function test equipment). There are 3 respiratory physiologists who offer a full service of pulmonary physiology including helium dilution PFT, mouth pressures, methacholine challenge testing, skin prick testing, aircraft flight assessment, home overnight sleep studies and overnight oximetry. Our physiologists also run our sleep service for the county.

We have a dedicated lung cancer Macmillan team, with three CNS nurses and a patient tracker, who work alongside us supporting lung cancer patients both in and out of hospital. Over the pandemic we have innovated and streamlined our cancer service with the help of the Macmillan nurses and now provide an improved pathway for patients and are making significant strides towards meeting the National Optimum Lung cancer pathway requirements. We have a weekly MDT supported by oncology as well as a visiting surgeon from Glenfield Hospital, Leicester. There are three 2WW clinics per week ensuring we are well on track to deliver the national optimum lung cancer pathway timelines.

We have a pleural clinic once a week supported by three times a week procedure sessions. We are able to deliver chest drains, and aspirations and have strong links with Kettering hospital where we are able to easily obtain medical thoracoscopy for patients.

There is a TB clinic once a week as well as a fortnightly occupational health TB clinic. These are supported by our TB nurse. We participate in the regional TB MDT. We support the HIV service with a weekly clinic.

We have an asthma nurse and are part of the regional asthma group with monthly severe asthma MDT. We have a plan to develop a regional asthma network that Northampton will lead.

We have a team of respiratory nurses called RESTART who support early discharges and admission prevention in patients with COPD. Over the COVID pandemic the team embraced technology (with a company called DOCCLA) in delivering a home monitoring service for patients with COVID facilitating early discharge and admission prevention. We have been nominated for an HSJ award for this work.

We established a long COVID clinic well ahead of the curve and have been closely liaising with the CCG and Kettering hospital to ensure we deliver the best care for the people of Northamptonshire. This has included the development of a screening tool, semi structured questionnaire, follow up chest X rays and a long COVID clinic.

In addition to the clinics described above we have a significant number of general respiratory clinics and all consultants undertake the care of general respiratory patients.

	2018/19	2019/20	2020/21
New Patients	4605	4175	3189
Follow up patients	5882	5142	5491

Inpatients are cared for on Becket Ward, a dedicated 26-bed respiratory ward with four fully-equipped level 1 beds. The ward is renowned across the hospital as being a friendly supportive place to work with excellent management. The nursing establishment takes into account the acuity of the ward. There are daily board rounds attended by the consultants and members of the multi-disciplinary team to support clinical decision-making and help identify and facilitate discharges.

There are 3 approved higher Specialty training posts in respiratory medicine in NGH, all on the East Midlands rotation. These registrars support the respiratory service with additional duties on the acute medical take. The ward is further supported medically by 5 junior doctors (CT, a GPVTS, and FY2 and FY1). From August 2021 we will have an additional IMT3 trainee, 3 junior clinical fellows and a senior clinical fellow expanding support on the ward and within clinic significantly

We have a weekly consultant meeting to drive innovation and ensure the consultants are kept in touch with all key areas of respiratory department. We also have a monthly departmental meeting to ensure all members of the team can share their news and service developments. We also have monthly ILD meetings with rheumatology and radiology input, a monthly M&M

meeting and regular teaching sessions for the registrars and junior doctors. We all contribute to the delivery of teaching sessions for medical students on attachment from Leicester and Oxford universities.

Current and imminent changes to the service:

This year we are excited to announce a number of key developments areas for our department.

- 1) Brand new chest clinic suite consisting of 7 consulting rooms and lung function / sleep laboratories.
In addition, the existing chest clinic will be modernised and developed to make a new procedural suite where we will be able to undertake EBUS / Bronchoscopy and pleural procedures with recovery space. This will allow us to achieve our vision of developing a one stop lung cancer investigation pathway.
- 2) A new ICU development has brought the opportunity for us to develop a large and new 8 bedded Level 1 unit for to optimise care to patients with pleural drains and those requiring CPAP or NIV therapies. Its proximity with ICU will allow us to build on the close working relationship with ICU that we have established over the COVID pandemic.
- 3) We have established close working relationship with a company called DOCCLA who deliver home monitoring technology. The contract has been extended and we have significant interest from both within the hospital and from other hospitals to expand this service. Now COVID has settled we plan to use our experience in this to establish more pathways for home patient care optimising their care. We are currently initiating an exciting pathway to care for respiratory patients with a view to admission avoidance this winter.
- 4) We are in the process of recruiting some academic posts to Northampton General hospital and one of these will be for respiratory medicine. We feel this will allow us to develop teaching and research interests within the department and establish closer links with Glenfield Hospital
- 5) Once we have established a firm consultant body to deliver the care in the ward, clinic and respiratory support unit our plan is to offer a daily in-reach service to optimize care for all patients with respiratory conditions on the acute medical take. This will then take us out of the general medical take component of the job plan.

We feel this is a very exciting time to be part of our team with a huge number of opportunities and avenues of interest. We would love you to come and visit with a view to becoming part of our team.

Other components of the service

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)

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 positions described in this job description are for full time consultant physicians in respiratory and general medicine based at Northampton General Hospital. This significant expansion is to both support a change in the acute medical model, and to expand and develop specialist respiratory services. You will be expected to contribute to the acute take as part of this role, and the near doubling of our numbers creates an opportunity to achieve a step-change in our respiratory services. Your role is an integral part of this exciting development. Once we have sufficient numbers we will be aiming to deliver a respiratory in-reach service with less emphasis on acute medicine. It is important to understand that the role described currently may change significantly and you will be part of driving that change for the better care of respiratory patients.

We want your help to innovate and drive the service forward as well as assisting with providing the best possible respiratory care for the population of Northampton. The optimal lung cancer pathway is a key priority and your involvement would be encouraged. We want to develop new pathways and specialist clinics with potential to develop your own interests within respiratory medicine. There is a plan to develop the respiratory clinic with an expansion to the clinic footprint to support these initiatives. We are also keen to work with the local STP to develop care flexibly in line with the growth of more community-based care for chronic conditions. We have a fantastic community-based nursing and physiotherapy team to support these changes, which we view as an integral part of our future service.

With our move towards university teaching hospital status, there will be opportunities for research and education activities developing over the next few years.

The Role (detail)

When on ward cover (approx. 2 in 6 weeks currently but will reduce as consultant numbers increase)

Time	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Ward Round (1PA)	Board Round (0.25)+ Referrals	Board round (0.25) + SPA (0.75)	Ward Round (1PA)	Board Round (0.25) + Referrals (0.5)
PM	Clinic (1PA)	Bronchosc opy (1PA)	Clinic (1PA)	SPA (0.5) + MDT (0.5)	Admin (1PA)

When NOT on ward cover

Time	Monday	Tuesday	Wednesday	Thursday	Friday
AM	OFF	Clinic (1PA)	Clinic (1PA)	Clinic (1PA)	Bronchoscopy
PM	OFF	Admin (1PA)	SPA (1 PA)	SPA (0.5) + MDT (0.5)	Admin (0.5PA)

Breakdown

On wards: (2 in 6 weeks)

Clinic	2.0
Ward	2.75
Admin	1.0
MDT	0.5
Bronchoscopy/EBUS	1.0
Referrals	1.25
SPA	1.5

Total 10
Average 10PA

Off Wards: (4 in 6 weeks)

Acute Medicine	2.0
Clinic	3.0
Ward	0
Admin	1.5
MDT	0.5
Bronchoscopy/EBUS	0.5
Referral	0.0
SPA	1.5

10

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. An additional up to 1 PA is available for roles such as clinical leads, appraisal, educational supervision, teaching, research and management positions.

Acute Take

Our acute medical take has undergone significant re-design in order to significantly improve flow, enhance patient care and facilitate the most efficient use of our new 60 bedded acute medical hub. Speciality consultants (24 in total) are expected to participate in the rota which covers 7 days a week. Consultants undertake a long day (8:30-21:30) plus overnight on call followed by a short day (8:30-12:30), a further long day with no overnight commitment and a further short day. The overnight on call frequency is therefore 1 in 24. During blocks of on call the consultant is not expected to have any input into respiratory services. It is envisaged that respiratory consultants would undertake 10 blocks of GIM per year but this would reduce with the appointment of further acute medical consultants and further respiratory consultants. Please note the short day components of the take block have now been given back to the speciality (Monday-Friday) so a clinic is done instead of a post take ward round with the afternoon off. On the weekends the commitments on the short day are generally helping with post take ward rounds 8:30-12:30 with the afternoon off. It is envisaged that once consultant numbers for respiratory are high enough we will be providing on call respiratory only and so this model is highly likely to change in the near future.

Roles within the job plan

- To provide clinical services in respiratory and internal medicine to the local population of south Northamptonshire including inpatient care, respiratory clinics and procedures (including pleural and bronchoscopic procedures).
- To participate in the development of Respiratory Medicine services.
- To provide input to the education of medical undergraduates on placement in NGH.
- To support and provide teaching and training of junior medical staff, post graduate training and nurse training on the unit.
- To participate in the Department of Medicine meetings
- To ensure good practice by regular audit and review of incidents with the clinical team and take forward lessons learnt.
- To link with directorate clinical governance meetings and contribute to lessons learnt from incidents and complaints.
- To take part in the on call medical rota. The consultant will be expected to join the on call rota for acute medical admissions to the emergency units.
- The appointee will link with all the acute physicians involved in the admission of respiratory patients and other colleagues in the specialty across Northamptonshire.

Support for the Role

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:

John MacDonald – Group Chairman
Richard Mitchell – Chief Executive UHN
Heidi Smoult – Hospital CEO

Directors

Mr Hemant Nemade – Medical Director (NGH), Honorary Associate Professor (UoL)
Palmer Winstanley – Chief Operating Officer
Nerea Odongo – Director of Nursing, Midwifery & AHPs
Paula Kirkpatrick – Chief People Officer
Richard Wheeler – Group Chief Finance Officer
Rebecca Taylor – Group executive director of transformation and quality improvement
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

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
QUALIFICATIONS AND TRAINING			
Relevant specialty degree qualification	Y		Curriculum Vitae (CV)
Completion of Specialty Training (CST or equivalent) or within 6 months of achieving it in relevant specialty	Y		CV
MD, PhD or other higher degree		Y	CV
Education / Medical Education Qualification (preferably at Masters level)		Y	CV
MRCP (UK) or an equivalent qualification	Y		CV
TEACHING / AUDIT / QUALITY IMPROVEMENT			
Experience of Audit and Quality Improvement	Y		CV and Interview
Experience of Teaching Junior Staff	Y		CV and interview
Experience of Undergraduate Teaching	Y		CV and interview
Experience in Curriculum development and delivery		Y	CV and interview
MANAGEMENT EXPERIENCE			
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
ACADEMIC ACHIEVEMENTS AND RESEARCH			
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
INTERPERSONAL SKILLS			
High level Organisational Skills	Y		Interview, references and CV
Communication Skills	Y		Interview, references
OTHER REQUIREMENTS			
Full registration with General Medical Council	Y		Certificates

Come and meet us!

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

Please do contact Dr Fiona McCann Clinical Lead on 01604 523266 or Dr Brian Richardson, Consultant Respiratory on 01604 544362, or Dr Sohail Ahmad Clinical Director 01604 523935 for a conversation or arrange a visit.

