

RECRUITMENT INFORMATION PACK

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Locum Consultant Stroke Physician



Job particulars

Job Title	Locum Consultant Stroke Medicine Physician
Pay Band	Consultant
Location	The Royal London Hospital
Reports to	Clinical Director for Neurosciences & Stroke
Responsible to	Divisional Director for Emergency Care & Trauma

Job purpose

The aim of the role is to provide first class Stroke care within Barts Health NHS Trust. The role includes the provision of hyper acute and acute stroke care, regular stroke outpatient clinics and TIA Clinics. The role also offers opportunity for the post holder to undertake clinical activity in another related specialty (Care of the Elderly or Neurology). The Royal London Hospital has been designated as a Hyper Acute Stroke Unit and an Acute Stroke Unit within the London Stroke Network.

The successful candidate will need to demonstrate professional, excellent, and efficient delivery of care. The reformed health service requires that Consultants become increasingly involved in the management and administration of resources in their departments. The post holder will be expected to work closely with the Service Manager, General Manager, Clinical Lead for Stroke and the Clinical Director for Neurosciences in these matters and to be active in promoting changes which improve the delivery of service to all patients in the Trust.

Key working relationships

Professional relationships with key partners, employees, and boards.

Internal	External
Consultants	Community Services
Other specialties including ED, INR, Neurosurgery, Vascular Surgery	GPs
Nursing Staff	Social Services
Junior Medical Staff	Commissioners
Therapies Team	
Support Staff	
Operational Management Team	



Introduction

The Stroke Department at the Royal London Hospital (RLH) comprises 4.5 full time equivalent stroke physicians, including one consultant with shared duties in Neurology. The thrombolysis rota is supported by another 2.4 consultants across the Trust, 2 consultants from the Homerton and 1 consultant from the North Middlesex Hospital. There are regular audit and team meetings for the entire consultant team, led by the clinical lead Dr Alexandra Andrews and the thrombectomy lead, Dr Oliver Spooner. There is a full junior team comprising foundation year 2 doctors, IMT trainees and clinical fellows, as well as Stroke Registrars. They support hyperacute work and acute work on the on-call rota.

Consultants

Dr Alexandra Andrews – Clinical Lead
Dr Oliver Spooner - Thrombectomy Lead
Dr Farhad Huwez - Education Lead
Dr Afraim Salek Haddadi - Stroke/Neurology
Dr Hafiz Syed – Newham and RLH
Dr Sageet Amlani – Newham and RLH
Dr Ava Jackson – Newham only
Dr Roser Icart - on Sabbatical - Whipps Cross only
Dr Nicholas Winterkorn – North Middlesex Hospital and RLH
Dr Thomas Harrison – Homerton and RLH
Dr Annie Chakrabarti – Homerton and RLH
This post – RLH

The Hyper-Acute Stroke Unit (HASU) at Royal London Hospital is one of six Comprehensive Stroke Centres in Greater London, commissioned to provide 24/7 Hyper Acute care which includes 24/7 Mechanical Thrombectomy. The unit was designated to serve the population of greater London as part of the Healthcare for London overhaul, and also currently provides the Mechanical Thrombectomy service to Kent, Essex and East of England where this service is not yet routinely available. The unit expects to receive between 1000 – 1200 admissions per year of which more than 200 undergo mechanical thrombectomy. There is a well-developed neuroradiology service. There are 8 Consultant neuroradiologists who provide 24/7 mechanical thrombectomy.

The HASU - Comprehensive stroke centre – provides in addition:

- Neurosurgery
- Neurology
- Liaison with vascular surgery
- Weekly meeting with interventional cardiologists
- Access to expert diagnostic neuroradiology
- Active participation in clinical stroke research via the North Thames Stroke Research Network.



The £1billion PFI building at the RLH houses the fully-equipped 12 bedded HASU located on the 11th floor. Clinical neurosciences with neurosurgery and neuro HDU are situated on the 12th floor and there is 24hr support from neurosurgery for stroke with working protocols in place for hemicraniectomy. Strong links with neurosciences have been forged through a joint appointment and the sharing of junior staff and stroke on-call rota. In addition to central CT and MRI facilities within radiology department, there are currently two 64-slice CT scanners in A&E running around the clock with an adjacent reporting room.

The Royal London Hospital also has a designated Acute Stroke Unit co-located with the HASU. This provides multi-disciplinary acute inpatient care and early rehabilitation after stroke for patients of all ages from Tower Hamlets. There is a specialist team of doctors, nurses, therapists (physiotherapists, occupational therapists, speech and language therapists), psychologists and dieticians working with the patients in a co-ordinated manner to ensure high standard care via:

- optimal management of on-going medical problems and prevention of complications often seen after a stroke
- finding the cause behind the stroke and designing the best strategy to prevent future strokes
- a comprehensive assessment and definition of need for early neurological rehabilitation to achieve best possible recovery
- involving patients and carers in every step of their care
- having strong links with community-based therapy teams and social services to achieve a seamless transfer of care from the hospital to the community.

The department offers outpatient services including:

- a medical review by a specialist doctor 6 weeks after discharge
- daily rapid-access TIA clinic appointments
- new stroke referral appointments.

The stroke service at the Royal London is an active participant in the North Thames Stroke Research Network and patients are recruited by our research nurses into several ongoing multi-centre clinical trials.



Main duties, responsibilities, and results areas

Specific Duties:

- To provide a Consultant-led comprehensive hyper acute and acute stroke service in partnership with the rest of the Consultant team.
- To participate in the Stroke & Thrombolysis and Thrombectomy Consultant on call rota at The Royal London.
- To share in the provision of outpatient TIA services together with other members of the consultant team.
- To support the Stroke Clinical Lead and Clinical Director in advancing service developments and improvements.
- To aid and facilitate the rapid transfer of stroke patients from Barts Health to other Acute Stroke Units along the relevant pathway.
- To be actively involved in stroke research by enrolling patients in currently opened trials (national and international research studies as part of the National Stroke Research Network and the NIHR portfolio) as well as promoting new studies on site.

General duties:

- To share responsibility for providing evidence-based standards of care for all inpatients and outpatients.
- To have regard at all times to the clinical and quality standards set out in the Patients Charter and the local purchasers' contracts.
- To liaise effectively and on a timely basis with General Practitioners, community services and all healthcare agencies.
- To encourage and foster the governance process at clinical, managerial and medical levels and to take part in regional audit in support of evidence-based medicine.
- To participate fully in the management of the Department and to liaise closely with the General Manager, Clinical Lead and Clinical Director.
- To take part in continuing medical education activities; there will also be a commitment to undergraduate and post-graduate teaching in the departments, including development and delivery of a teaching programme.
- Continuing responsibility for the care of patients in his/her charge, including all administrative duties associated with patient care.
- Leadership and proper functioning of the services in his/her charge in line with agreed policies at the Trust.
- Development of his/her own specialty interests, including active participation in research programmes.
- Corporate and singular responsibility for the management of the junior medical staff including the approval and monitoring of junior staff rotas and locum appointments.



Outline of the Post

The appointee will join the Stroke team in order to ensure all stroke patients admitted to RLH receive the highest possible level of care. This will mean providing day to day care for stroke patients. The successful candidate will also participate in the outpatient Stroke and TIA service. Together with New Stroke appointments, the department offers consultant-led follow-up for discharged patients.

A minimum of four TIA slots are available Monday-Friday; the TIA clinics are consultant led and the successful candidate will deliver this service along with the other Stroke consultants. The department has access to CT scanning and US carotid Doppler on the day of the TIA appointment; MRI scanning is also readily available, and usually same day on a priority basis. The department has established referral pathways to vascular surgery and EP cardiology.

The department is committed to providing high quality care to stroke and TIA patients and the successful candidate will be asked to participate to service changes as needed to conform with RCP and NICE guidelines and recently published National Clinical Guideline for Stroke.

Depending on the post-holder's specialty interest and training, he/she will have the opportunity to either support the Care of the Elderly Service or the Neurology Service through dedicated weekly clinical sessions.

Outline Job Plan

A formal job plan will be agreed between the appointee and Clinical Director, on behalf of the Medical Director, this is not designed to be exhaustive. There will be opportunity for the successful candidate to discuss other specialist interests that could be in Care of the Elderly or Neurology. A representative job plan is outlined below:

Day	Timings	Frequency	Activity	DCC	SPA
Monday	09:00 – 17:00	1 in 4	ASU	0.6	
	09:00 – 13:00	1 in 4	TIA Clinic	0.3	
Tuesday	09:00 – 17:00	1 in 4	ASU	0.6	
	09:00 – 13:00	1 in 4	TIA Clinic	0.3	
Wednesday	09:00 – 17:00	1 in 4	ASU	0.6	
	09:00 – 13:00	1 in 4	TIA Clinic	0.3	
Thursday	09:00 – 17:00	1 in 4	ASU	0.6	
	09:00 – 13:00	1 in 4	TIA Clinic	0.3	
Friday	09:00 – 17:00	1 in 4	ASU	0.6	
	09:00 – 13:00	1 in 4	TIA Clinic	0.3	
	13:00 – 17:00	3 in 4	Stroke Clinic	1	
Flexible			Core SPA		1
			Departmental Meetings		0.2
On-Call		1 in 10	HASU Week	1.25	
		1 in 12	OOH On Call	2.15	
TOTAL				9	1



The post holder will be part of the 1 in 12 out of hours on call rota. This on call includes being resident on site during the day time on Saturday and Sunday. The remaining on call is from home and the consultant must be available to give telephone advice and come in to see patients if required. This attracts a Category A supplement.

The RLH Stroke Service runs a Consultant of the Week rota for the Hyper Acute Stroke Unit to cover weekday normal working hours. This is at a frequency of 1 in 10 and all other commitments during this week will be cancelled. The HASU Consultant of the Week will be supported by a team including SpRs and SHOs.

The post holder will cover the Acute Stroke Unit that is for local patients following step down from the HASU. This will include daily ward rounds and board rounds as well as family meetings.

The post holder will be part of a group of Consultants responsible for delivering a TIA Clinic (Monday-Friday) as well as holding a regular Stroke Outpatient Clinic.

Regular Meetings: Consultant Meeting, Departmental Teaching, Stroke M&M and Neuroradiology MDT

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, taking into account their own special interests and development needs.

There will be access to mentoring for newly appointed consultants.



Working conditions

Criteria	Description
Physical	Requires highly developed skills relating to carrying out medical procedures. Requires computer and keyboard skills. Role requires long periods of sitting/standing daily.
Emotional	Based in an acute hospital setting. Responsible for the delivery of a service with a direct correlation to patient's health and wellbeing Regular exposure to potentially upsetting situations including supporting families following the death of a patient.
Working Conditions	Ward based. Working required with large variety of professionals. Regular interaction with patients and relatives/carers.
Mental	Management of own workload Understanding and solving complex problems or issues

Code of Conduct for NHS Managers

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). www.nhsemployers.org/. This supports us to develop a sustainable workforce and bring the very best out in people.

Safeguarding adults and children

Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). www.nmc-uk.org/



Person specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<p>MBBS or equivalent</p> <p>MRCP (UK) or equivalent</p> <p>Fully registered with the GMC with a full licence to practice</p> <p>On the specialist register or within 6 months, in one of the Stroke Medicine parent specialities (i.e. Geriatrics, Neurology, Cardiology, Clinical Pharmacology, Rehabilitation Medicine)</p>	<p>Higher Degree (MSc, Md or PhD)</p> <p>CCST in Stroke Medicine</p>
Experience	<p>Stroke Medicine experience (at equivalent level to Stroke CCT).</p> <p>Ability to practice independently as a Consultant in Hyper Acute Stroke and Stroke Rehabilitation.</p> <p>Teaching undergraduates and postgraduates</p> <p>Audit experience</p> <p>Thrombolysis & Thrombectomy experience</p>	<p>Experience of multidisciplinary Stroke services</p> <p>Research experience</p> <p>GCP Certificate</p> <p>Clinical Management</p>
Knowledge	<p>Up to date with recent advances in Stroke Care across the entire pathway.</p> <p>Change management.</p> <p>Quality improvement</p>	<p>Interest in research with evidence of peer-reviewed publications</p>
Other	<p>Awareness of own strengths and weaknesses.</p> <p>Highly developed communication skills</p> <p>Computer literate</p>	



	<p>Evidence of teamworking and working across multiple disciplines</p> <p>Ability to work under pressure.</p> <p>Self-motivated</p> <p>Commitment to the provision of a quality service.</p>	
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