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FUTURE  
STARTS  
HERE**



## Recruitment Information Pack

LOCUM CONSULTANT IN RESPIRATORY MEDICINE WITH AN INTEREST IN  
LUNG CANCER (10 PAs)

APRIL 2024

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Healthcare at its best  
with people at our heart

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## Section A

### Overview

The Trust employs c 18,000 staff, with a gross turnover of in excess of £1 billion per annum, and operates on two major hospital sites – Freeman Hospital and the Royal Victoria Infirmary, as well as delivering Out of Hospital/Community Health Services to the city's residents.

The Newcastle upon Tyne Hospitals NHS Trust was licensed as a Foundation Trust on 1st June 2006, and this provides a robust framework and the freedom to run its own affairs at a local level. Although the Trust must comply with national standards in delivering healthcare, it can determine and influence how this is done by developing new ways of working tailored to meet the local needs and priorities.

The Trust is classified as a teaching hospital because of its close association with Newcastle University's Medical School. It also has a high nationally acknowledged research and development profile and capability and continues to challenge and inform patient treatment and care. A number of our Directorates are designated Academic Clinical Directorates which build on our clinical research and development track record and support our academic and teaching portfolio.

Our hospitals have around 2,213 beds and we manage over 1.5 million patient 'contacts' every year including more than 201,300 A and E attendances, 1,260,900 outpatient attendances and approximately 6,4160 deliveries. We provide innovative high quality healthcare. The Trust is a large, technically complex and diverse organisation and to ensure the delivery of a high quality and safe service to all, robust performance management systems are in place. Working closely with clinical and support services, the Trust ensures effective monitoring and review of quality, business and financial issues.

We have a strong history of joint working which has led to a number of strategic partnerships across health and social care, with many of these relationships translating into integrated and multiagency pathways of care for patients.

We are an active member of the Shelford Group, a network of specialist teaching hospitals which undertakes comparative work and addresses issues of common interest.

The Trust is regulated by NHS Improvement, the Care Quality Commission determines the quality and standards of care.

Find out more about 'Your Future Starts Here' at <https://careers.nuth.nhs.uk> or search NUTH Careers.

## Section B

### About the Trust

In-patient clinical services are based on two sites - the Royal Victoria Infirmary and the Freeman Hospital. The Royal Victoria Infirmary site is the acute admitting site with the Great North Trauma and Emergency Centre together with acute medical services, maternity services and the Great North Children's Hospital. The Freeman site is of a more elective nature with surgical services, cardiothoracic services, transplantation, and the Northern Centre for Cancer Care (NCCC).

#### Royal Victoria Infirmary

The Royal Victoria Infirmary's city centre site is shared by the Medical and Dental Schools and is adjacent to the Newcastle University campus.

*Pictured: New Victoria Wing Main Entrance and Great North Childrens Hospital, Royal Victoria Infirmary*



Directorate	Service
Cancer Services and Clinical Haematology	Haemophilia Centre Haemostasis and Thrombosis
Cardiothoracic Services	Cardiology
Children's Services	A full range of secondary and tertiary paediatric medicine and surgery, including one of two national paediatric immunodeficiency units.
Dental	Dental Hospital Maxillo-Facial Surgery
EPOD	Burns Ophthalmology Plastic and Reconstructive Surgery Dermatology
Integrated Laboratory Medicine	Blood Transfusion, Cellular Pathology, Integrated Blood Sciences including Haematology, Biochemistry and Immunology.
Medicine and Older People's Medicine	Accident and Emergency/Trauma Centre (Great North Trauma and Emergency Centre) Acute Medicine Endocrinology and Diabetes (also at the Campus for Aging and Vitality) Gastroenterology Infectious Disease and Tropical Medicine Immunology Medical Admissions Unit Poisoning and Therapeutics Respiratory Medicine Falls and Syncope Stroke Medicine Older People's Medicine
Musculoskeletal	Orthopaedic Trauma Spinal Surgery Paediatric Orthopaedic Surgery
Neurosciences	Neurology

Directorate	Service
	Neuro-radiology Neurosurgery Neurophysiology
Out of Hospital/Community Services	Integrated Sexual Health District Nursing Health Visitors School Nursing Community Matrons TB Tracing Chronic Disease Monitoring Community Response & Rehabilitation Team Interface Team Home Re-ablement Consultant Led Continuing Care Beds (Intermediate Care) Nurse Practitioners Sexual Health Services Walk-in Centres
Peri-Operative RVI	Chronic Pain Critical Care Home Ventilation Theatres and Anaesthesia
Radiology	Emergency including trauma MSK, Children, Breast, Upper GI, Lower GI, Cancer, Endocrine
Surgery	Breast Colorectal Endocrine Upper GI
Women's Services	Gynaecology, Fetal Medicine, Obstetrics, Neonatology, Sexual Health Services

### Freeman Hospital

The Freeman Hospital is to the east of the City Centre, with buildings predominately dating from the 1980s. The Northern Centre for Cancer Care opened in 2009 and the new Institute of Transplantation opened at the end of 2011.

*Pictured: Northern Centre for Cancer Care, Freeman Hospital*



Directorate	Service
Cancer Services and Clinical Haematology	Medical Oncology Northern Centre for Cancer Care Radiotherapy Haematology and Adult Bone Marrow Transplantation
Cardiothoracic Services	Adult Cardiac Surgery Adult Cardiology Cardiothoracic Critical Care: Adult and Paediatric Heart and Lung Transplantation Paediatric Cardiology, Cardiac Surgery, Transplantation and ECMO Thoracic Surgery Respiratory Medicine
EPOD	Head and Neck Surgery Rhinology



Directorate	Service
	Otology Face Plastics Implants Laryngology
Integrated Laboratory Medicine	Blood Transfusion, Integrated Blood Sciences, Microbiology/Virology, PHA
Medicine and Older People's Medicine	Gastroenterology Hepatology Older People's Medicine
Musculoskeletal	Elective Orthopaedic Surgery Rheumatology Sarcoma Service
Peri-Operative-FH	Anaesthesia Critical Care Operating Theatres
Radiology	GU, Cancer, MSK, Lower GI, HPB, ENT, Cardiothoracic
Renal	Nephrology Urology
Surgery	Colorectal Hepatobiliary Transplantation - Renal, Liver, Pancreas Vascular

### Institute of Transplantation

This new, purpose-built facility brings together all aspects of transplantation under one roof. Designed with the 'patient journey' in mind from start to finish, seamless and high quality care is provided at all points of contact. This means that wherever possible patients are offered a 'one stop shop' approach so that they can access all the services they need in one location.

*Pictured: Institute of Transplantation, Freeman Hospital*



It houses an impressive range of ultramodern facilities and technology including:

- 4 'oversized' high technology theatres allowing for more than one transplant operation to take place at any one time.
- 22 bedded intensive care and high dependency facility designed to the very best of international specifications.
- 30 bedded inpatient ward including 14 single en- suite rooms.
- Outpatient facilities and a state-of-the-art screening and imaging suite.
- Research and development centre with associated lecture theatre and education facilities enabling live links to transplant surgery.

All intensive care and high dependency patients at the Freeman Hospital are now housed in the Institute, and heart and lung transplant patients are seen there in the Outpatient Suite.

Transplant TV is an online TV channel for medical professionals, patients, their families and carers. It hosts films on a range of topics to share scientific and medical information, and stories about transplantation. Based at the Freeman Hospital's Institute of Transplantation, the channel is run in partnership between Newcastle Hospitals, Newcastle University and Ten Alps multimedia.

#### International Centre for Life

The Northern Genetics Service and Newcastle Fertility Centre are based at the International Centre for Life along with Newcastle University's Institute of Human Genetics. Opened in 2000 it has brought together clinicians, scientists, industry and members of the public onto one site.

The site includes the Regional Genetics Service and Reproductive Medicine.



Directorate	Service
Integrated Laboratory Medicine	Genetics

#### Faculty of Medical Sciences, Newcastle University

The Faculty, one of three in the University, includes Biosciences, Dentistry, Medical Sciences Education Development and Psychology, in addition to the traditional medical disciplines.

It has focused its core research activity at the basic science/clinical interface into seven Research Institutes that contain internationally strong research in ageing, genetics, cancer, health and society, biosciences, cellular medicine and neurosciences.

The Faculty has an excellent record in teaching, with Medicine coming top and 5 of the other 8 subject areas in its provision achieving higher than 90% satisfaction in the National Student Survey.

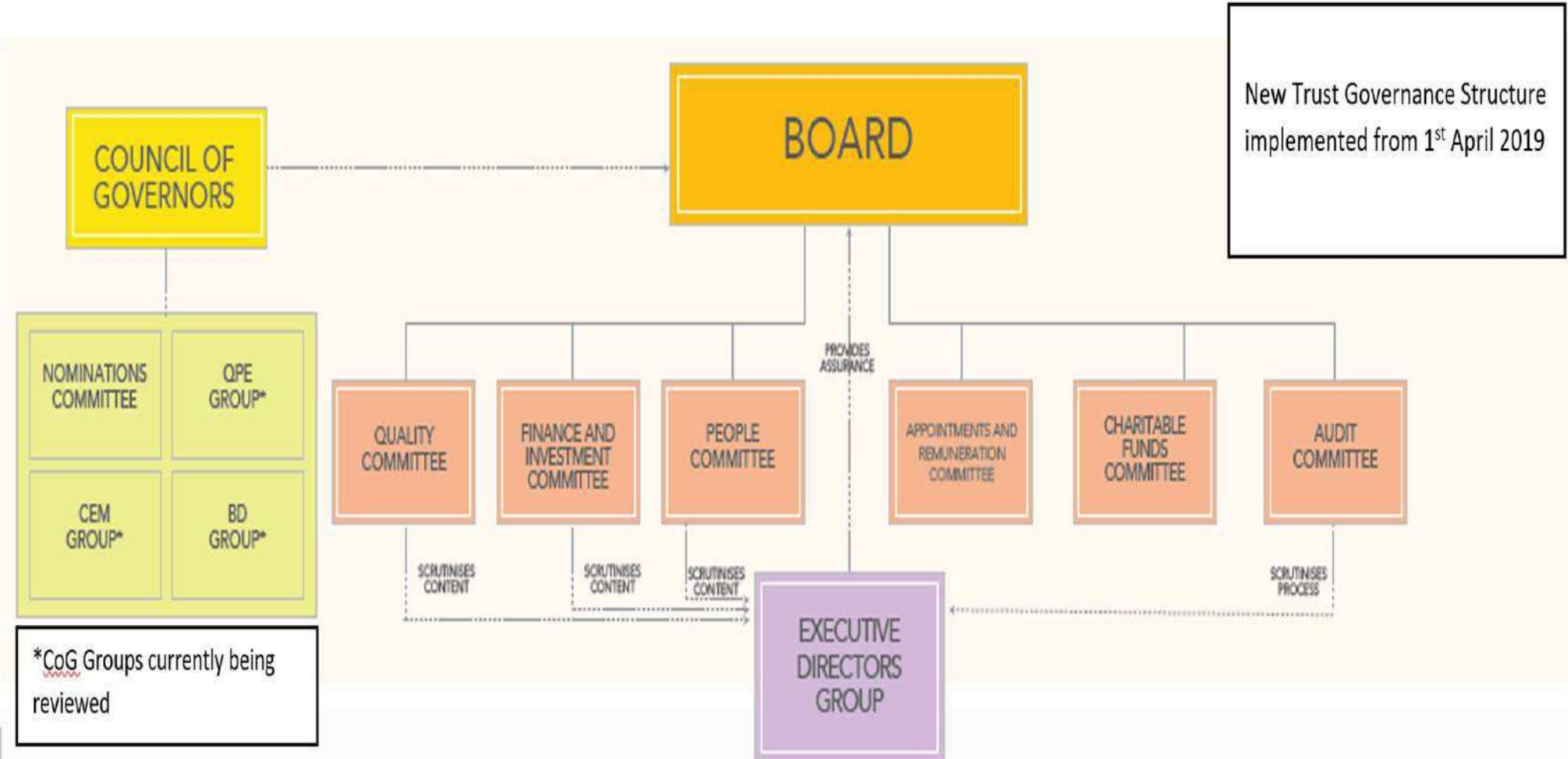
Undergraduate teaching is organised in four 'streams' – medicine, dentistry, psychology and biosciences, with a total undergraduate population of over 3000. Dentistry, Psychology and Bioscience degrees are administered by the Schools of Dental Sciences, Psychology and Biomedical Sciences respectively, while the undergraduate medical programme is administered at Faculty level.

The Graduate School currently has over 800 postgraduate students registered for both taught and research degrees.

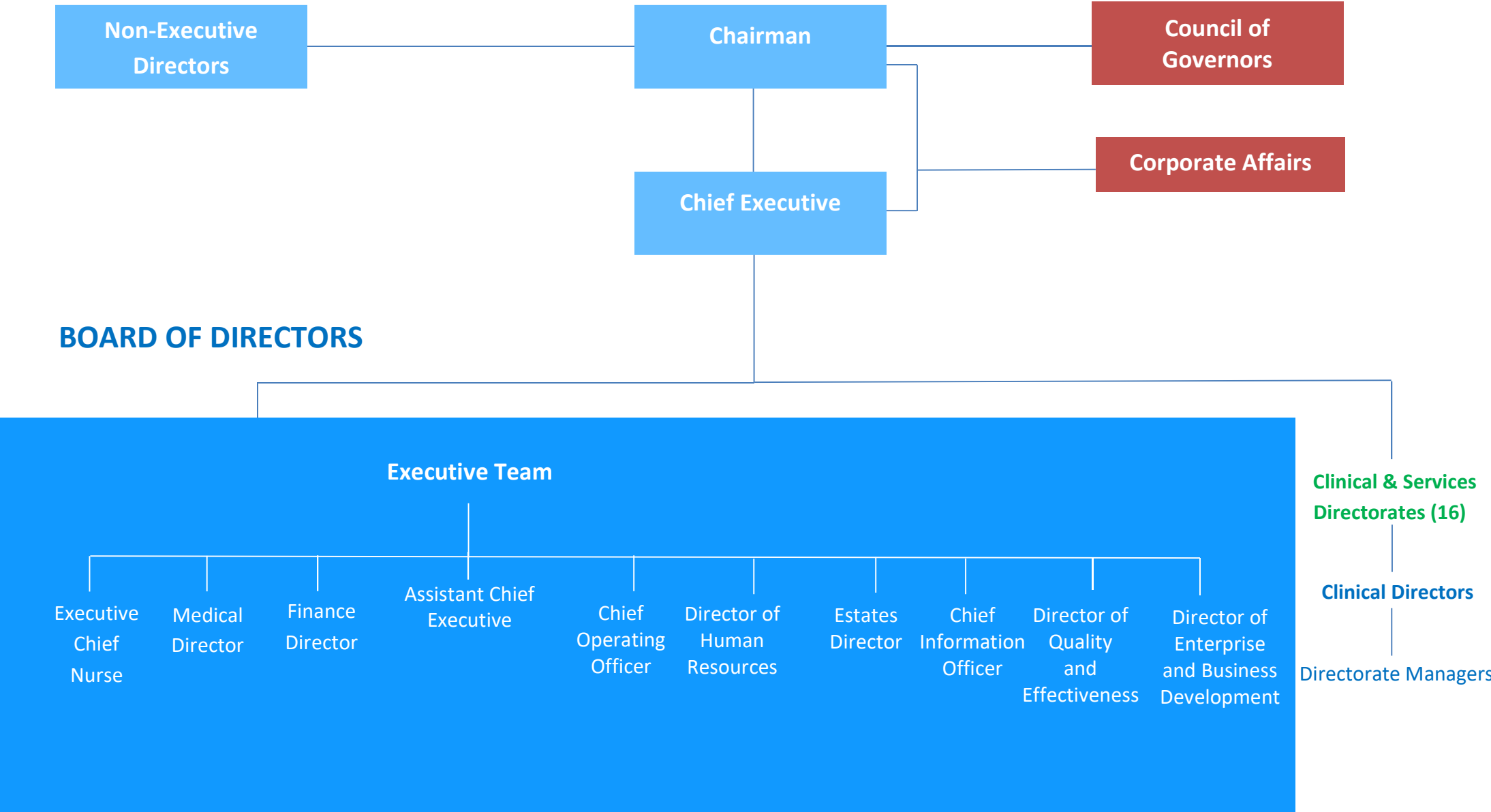
The Faculty has benefited from a significant period of capital refurbishment, funded largely through the Science Research Infrastructure Fund (SRIF) and University investment. In addition, successful bids to Wellcome, the Department of Health and the former One North East (the Regional Development Agency) have resulted in strategic capital developments at the Campus for Ageing and Vitality.

The Faculty is also a key player in the development of Newcastle Science City. The Newcastle Science City initiative (<http://www.newcastlesciencecentral.com>) aims to establish North East England as one of the world's premier locations for the integration of science, business and economic development, and to break down barriers between science and the wider regional community for the benefit of all.

The project targets commercialisation of research in four key areas: Stem Cells and Regenerative Medicine; Ageing and Health; Molecular Engineering; and Energy and the Environment.







# PROFESSIONAL & LEADERSHIP BEHAVIOURS

## CORE BEHAVIOURS EXPECTED OF **ALL STAFF**

To put patients at the heart of everything we do.

### ENABLING OUR VISION

Shows commitment to service and delivering the Trust vision and goals for the highest quality, safe patient care.  
Supports integrated patient care.  
Shares information, resources and skills to support effective organisational performance.

### DEMONSTRATING OUR VALUES

Puts patients at the heart of activity, listening and responding to their needs compassionately and demonstrating respect for their opinions and wishes.  
Communicates clearly and concisely using language that is readily understood.  
Behaves and uses language which demonstrates respect and courtesy for others.  
Achieves high personal and professional standards.  
'Speaks up' to ensure patients and colleagues are safe from harm.

### COMMITMENT TO SERVICE DELIVERY

Seeks, listens to and acts on feedback.  
Works as part of a team, supports the achievement of team goals, co-operates and communicates with colleagues.  
Shows an appreciation for others – their skills and knowledge, their attributes and differences.  
Recognises and understands organisational changes, helps to make improvements happen and shares good practice.  
Makes a positive contribution to the Trust and demonstrates flexibility and resilience.  
Accepts responsibility for own health and wellbeing to perform the role.

### ACHIEVE RESULTS FOR PATIENT CARE

Does what is required from the role, including

- Meeting targets
- Following procedures
- Working within standards
- Providing the required level and quality of service
- Maintaining records
- Contributing fully to all work situations

Gets the facts right – ensures information is clear and correct.  
Supports colleagues to ensure wider organisational objectives are met and outcomes are achieved resourcefully.

## FIRST LEVEL LEADERS

### CREATING AND IMPLEMENTING OUR VISION

Creates and communicates a clear direction for the team to provide or support provision of the highest quality, safe care for patients.  
Is specific about what needs to be achieved and how it should be done.  
Gains buy-in of team and motivates team to deliver.  
Ensures resources are deployed correctly and efficiently to deliver goals.

### INFLUENCING TO ACHIEVE RESULTS

Interprets data accurately and shares it in a timely fashion.  
Develops skills and knowledge in self and others.  
Uses knowledge, skills and experience to provide insights and guidance.  
Looks for options and alternatives, creating opportunities to explore possibilities.

### ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Identifies and communicates areas for improvements.  
Takes ownership for change messages, communicating them positively and authentically to others.  
Models a positive, can-do approach.  
Structures the team and resources in the most effective and efficient way.  
Tackles negative attitudes and behaviours, and creates a working environment which enables staff to raise issues and concerns openly, with a view to learning and improving practice.  
Effectively handles conflict situations, supporting a positive and constructive resolution.

### FOLLOWING THROUGH TO ACHIEVE RESULTS

Communicates and maintains professional and technical standards.  
Ensures activities are completed and delivers on requirements and timescales.  
Takes personal accountability to make decisions and overcome barriers.  
Ensures personal and team compliance including quality, health and safety standards.

## LEADING THROUGH OTHERS (INCLUDING LEADERS)

### CREATING AND IMPLEMENTING OUR VISION

Brings the strategic goals and objectives of the highest quality, safe care to life, making them relevant and clear to the department.  
Creates and communicates a clear direction for the department.  
Acts as a catalyst to the creative thinking of others, supporting them to generate ideas and solutions.  
Can see the bigger picture and keeps up-to-date with external and internal changes.  
Builds and maintains a professional network across the Trust.  
Identifies any gaps in departmental knowledge and skills and takes action to address these.

### INFLUENCING TO ACHIEVE RESULTS

Challenges ideas and ways of thinking.  
Leads through clear and motivating messages.  
Deals with challenge effectively, making tough or unpopular decisions where needed.  
Makes decisions and takes accountability, explaining rationale.  
Empowers and enables first level leaders to have the confidence and skills to manage teams effectively, via coaching and mentoring.

### ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Identifies areas for change and improvement and implements activities to make change happen.  
Takes ownership for change messages, supporting first level leaders to implement and embed change.  
Structures departments and allocates resources in the most effective and efficient way.

### FOLLOWING THROUGH TO ACHIEVE RESULTS

Maintains an overview of departmental goals, objectives and outcomes, achieving these through the empowerment and support of first level leaders.  
Delivers objectives and goals that have a wider service impact.  
Following achievement of objectives and outcomes, anticipates and implements actions to ensure the maintenance of high standards.

## SERVICE & CORPORATE LEADERS

### CREATING AND IMPLEMENTING OUR VISION

Looks to the longer term, seeking to achieve improved services with enduring benefits for the highest quality, safe care for patients.  
Develops and communicates long term strategies that reflect current and future best practice and align to the values of the Trust.  
Creates the structures and framework needed to deliver our vision of seamless patient care.  
Builds and maintains a wide professional network inside and outside of the Trust.  
Benchmarks performance against other organisations to identify opportunities for improvement and innovation.  
Analyses and evaluates management information and uses this to inform approach.

### INFLUENCING TO ACHIEVE RESULTS

Leads with empowerment rather than control, operating authentically and ethically.  
A broad model of communications – demonstrates a two-way dialogue with staff.  
Questions business as usual by being open to new ideas, challenging others to adopt new ways of thinking.  
Ensures the Trust's values are demonstrated and promoted.  
Holds others to account for what they have agreed to deliver, creating a collaborative climate to support openness, learning and accountability rather than blame.  
Creates a solutions focused culture that encourages professional knowledge to be captured and shared between departments and teams.  
Challenges inappropriate and unethical behaviour and attitudes.

### ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Remains alert to external opportunities and changes and uses this knowledge to inform strategic approach.  
Ensures at a strategic level the correct resources and structures are in place to implement and embed change.  
Works collaboratively to evaluate current processes and ways of operating.  
Improves organisational performance by driving continuous improvement of processes.  
Demonstrates resilience and uses any failures as learning to improve future approaches.

### FOLLOWING THROUGH TO ACHIEVE RESULTS

Drives a high performance culture, supporting and enabling achievement of local and national key performance indicators and standards.  
Displays innovation to develop cost-effective and efficient solutions.  
Builds organisational capacity and develops opportunities including partnerships, strategic networks and alliances.  
Recognises key influencers – both internally and externally to the Trust – and how to involve them as required.

# Our Vision, Values, Ambitions and Strategic Framework

## Our vision

Achieving local excellence and global reach through compassionate and innovative health care, education and research.

## Our values



### We care and are kind

We care for our patients and their families, and we care for each other as colleagues



### We have high standards

We work hard to make sure that we deliver the very best standards of care in the NHS. We are constantly seeking to improve



### We are inclusive

Everyone is welcome here. We value and celebrate diversity, challenge discrimination and support equality. We actively listen to different voices



### We are innovative

We value research. We seek to learn and to create and apply new knowledge



### We are proud

We take huge pride in working here and we all contribute to our ongoing success

## Our ambitions

**In our organisation** - To be an outstanding organisation now and in the future, providing strong foundations to support our regional, national and global reach

**In Newcastle** - To be a full civic partner, contributing to the health, wealth and wellbeing of the city, and delivering integrated services

**In the region** - To be an anchor organisation in the North East and Cumbria as a clinical systems leader and a regional provider of services, creating and supporting a sustainable system

**Nationally** - To be a beacon organisation in the UK, leading and influencing service delivery and policy

**Globally** - To realise our capability internationally using our outstanding foundations, enhancing our global reach

## Our strategic framework



Putting patients at the heart of everything we do. Providing care of the highest standard focussing on safety and quality



Supported by Flourish, our cornerstone programme, we will ensure that each member of staff is able to liberate their potential



We will be an effective partner, developing and delivering integrated care and playing our part in local, regional, national and international programmes



Ensuring that we are at the forefront of health innovation and research



Being outstanding, now and in the future



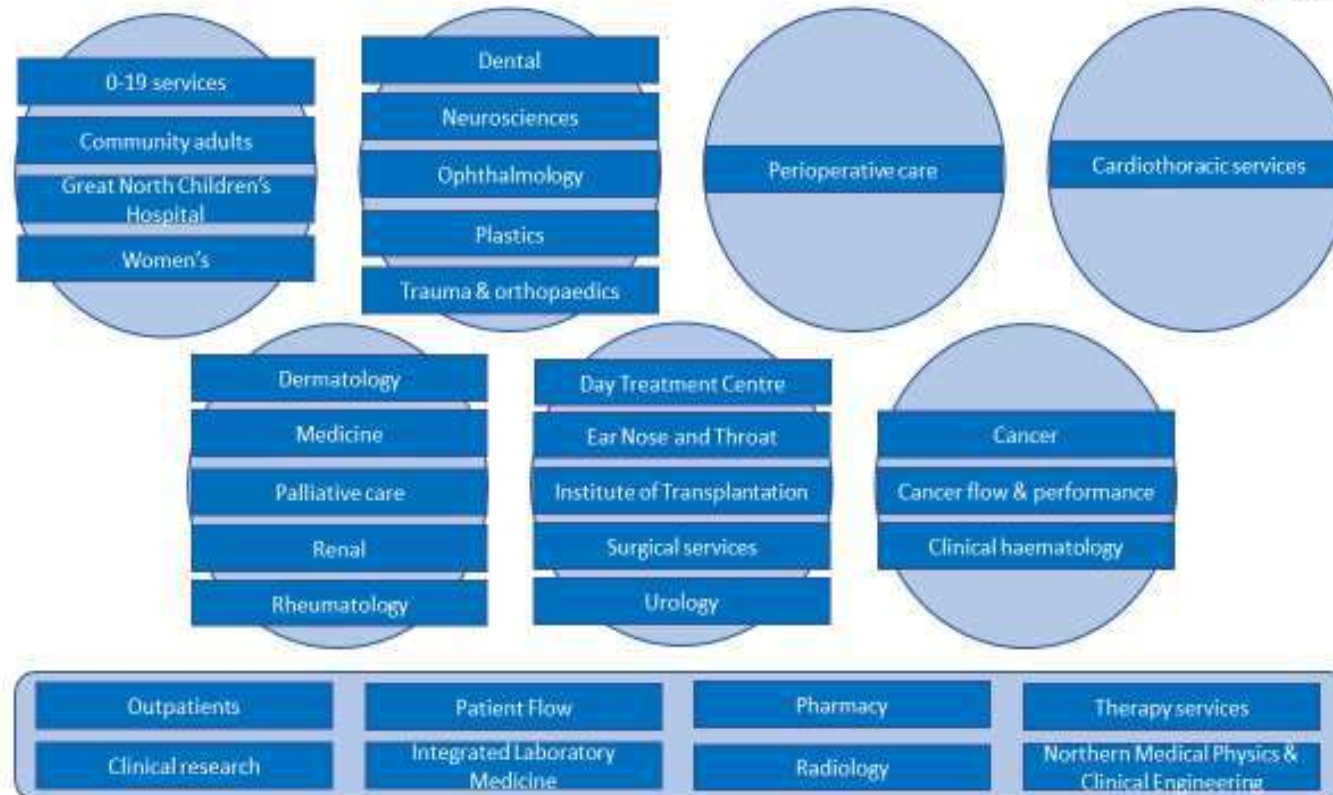
Healthcare at its best — with people at our heart



## We are moving from 21 directorates to 8 Clinical Boards



The Newcastle upon Tyne Hospitals  
NHS Foundation Trust



Healthcare at its best  
with people at our heart

## Section C

### About the Area

Newcastle upon Tyne is the city and regional capital for a population of c2.5 million people across North East England.

Newcastle is a great city, once in the forefront of 19th century industrial innovation and now at the forefront of technical innovation, leisure and culture. It has a deserved reputation for being one of the friendliest and liveliest cities in Europe. In recent years Newcastle has been transformed into one of the most cosmopolitan cities in the country. You can see the evidence everywhere from the restored buildings in Grainger Town to the regenerated Quayside area. With 2,000 years of fascinating history, the city has fabulous classical Georgian architecture in sweeping streets, wonderful restaurants and cafes, traditional pubs and contemporary bars, along with live music and theatre.

National surveys often suggest that people in the north east enjoy a better quality of life than anywhere else in England. The region has beautiful countryside, friendly people and a low cost of living. Accommodation varies from central city and riverside, through suburban to the urban periphery, stretching into the counties of Northumberland and Durham.

Newcastle lies on the East Coast Mainline rail service, with regular services through to London. In addition the Metro light-rail service connects to stations throughout Tyne and Wear. The A1(M) runs close by, with links to the national motorway network. Newcastle is also well connected for air travel via Newcastle International Airport, and for sea travel to Europe via the International Ferry Terminal.

Further information:

<http://www.visitnortheastengland.com/>

<http://www.newcastle.gov.uk/>

[http://www.bbc.co.uk/news/england/tyne\\_and\\_wear/](http://www.bbc.co.uk/news/england/tyne_and_wear/)

<http://www.itv.com/tynetees/>



## Section D | Advert

**FREEMAN HOSPITAL  
DIRECTORATE OF CARDIOTHORACIC SERVICES  
LOCUM CONSULTANT IN RESPIRATORY MEDICINE WITH AN INTEREST IN LUNG CANCER (10PAs)  
(We welcome applications from people who want to work less than full time)  
REF: 317-LCON-24-067-A**

We are delighted to be able to offer an opportunity for a highly motivated, ambitious individual to join our well integrated team. This is a locum post which has arisen due to absence. Post to commence as soon as possible for 6 months.

The appointee will be part of the dynamic Department of Respiratory Medicine based at the Cardiothoracic Centre alongside the Institute of Transplantation at the Freeman Hospital in Newcastle upon Tyne. The objective of this post is to provide cover for respiratory consultant absence, by contributing to the existing work of the lung cancer team, including clinics and seeing new referrals, as well as contributing more widely to the respiratory work of the department, including seeing general referrals in clinic and providing cover to the respiratory ward on an attending Physician of the Week rota. There are on calls for Freeman respiratory Medicine, approximately 1 in 8, with weekends on call also.

In addition to the challenges of the role, we can offer you a commitment to teaching, education, research and audit. Candidates for the post must be registered medical practitioners and on, or eligible to join, the Specialist Register within six months of the date of the Appointments Committee.

Newcastle Hospitals NHS Foundation Trust is one of the busiest, largest and most successful teaching NHS foundation trusts in the country, with over 18,000 staff and an annual income of £1 billion. We have a long history of providing high quality care, clinical excellence, and innovation in medical research regionally, nationally and internationally.

We're also proud to be the second largest provider of specialised services in the country. This means we support people with a range of rare and complex medical, surgical and neurological conditions, cancers and genetic orders.

Our staff oversee around 1.84 million patients 'contacts' each year, delivering high standards of healthcare.

We are committed to promoting equality and diversity and recognise the benefit in providing an inclusive environment. We value and respect the diversity of our employees and aim to recruit a workforce which reflects the communities we serve, and is equipped to deliver the best service to our patients. We welcome all applications irrespective of people's race, disability, gender, sexual orientation, religion or belief, age, gender identity, marriage and civil partnership, pregnancy and maternity and in particular those from under- represented groups.

For an informal discussion and further information regarding the opportunity and Directorate, please contact: **Dr Andrew Stanton, Head of Respiratory Department, 0191 233 6161 Ext 48365** or [andrew.stanton@nhs.net](mailto:andrew.stanton@nhs.net)

You will be redirected to Trac to apply for the vacancy. Please complete the application form in full, ensuring that you provide references to cover the last 3 years. For any further queries, please contact **Louise Scorfield, HR Advisor** at [Louise.Scorfield@nhs.net](mailto:Louise.Scorfield@nhs.net) quoting the post reference number.

**NO AGENCIES PLEASE**

This post is subject to the rehabilitation of the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Services (formerly known as the Criminal Records Bureau) to check for any previous criminal convictions.

Please note it is a requirement of The Newcastle upon Tyne Hospitals NHS Foundation Trust that all successful candidates who require a DBS for the post they have been offered pay for their DBS certificate. The method of payment is a salary deduction from your first month's pay.

Newcastle Hospitals encourages all staff and volunteers who are appointed to join the Trust to be fully vaccinated against COVID-19.

Candidates who are shortlisted for interview will be contacted by e-mail, and may be required to complete psychometric tools in advance of the assessment process.

**Closing Date:**                **midnight on 8 May 2024**  
**Interview Date:**        **TBC**

## Section E | Job Description

**Job Title:** Locum Consultant in Respiratory Medicine with an interest in Lung Cancer  
**Directorate:** Cardiothoracic Services  
**Reporting to:** Clinical Director, Dr Kris Bailey

### **Job Purpose:**

1. To support the existing general respiratory and lung cancer service.
2. Contribute to the general adult respiratory in patient service.
3. Contribute to the Consultant on call rota for Respiratory Medicine.

### **Duties and Responsibilities:**

#### **Clinical:**

This post will support the general respiratory and multi-disciplinary lung cancer service by:

1. Seeing new and review general respiratory medicine patients
2. Seeing new and review lung cancer patients in clinics.
3. Participating in the weekly multidisciplinary lung cancer meeting
4. Support the adult respiratory service with a commitment to flexibly arrange sessions as service demands change.
5. Contribute to the Respiratory ward and look after respiratory in-patients.

The appointee will have an equitable share in the attachment of junior medical staff and secretarial support.

#### **Administrative:**

The appointee will be expected to organise and ensure probity of their clinical practice and that of their supporting team so as to provide coordinated, quality care to patients in line with wider departmental objectives. This would include, for example, providing timely responses to clinical and related correspondence, appropriate management of waiting lists, supervision and assessment of trainees.

The appointee may also be required to support colleagues or the clinical director in running aspects of the department from time to time. This may include timely investigation of complaints – working to provide reports within the timeframe set out by Trust policy.

The appointee will:

- Undergo Continued Medical Education (CME) in accordance with guidelines stipulated by the Royal College of Physicians
- Undertake an annual appraisal and job plan review. It is expected that objectives within job plan reviews will be based on Trust objectives such as fulfilment of fixed contractual commitments on the basis of a 43 week working year with due allowance for statutory holidays
- It is a condition of employment that so far as is reasonably practicable, all employees must minimise the risk of infection to themselves, colleagues, patients, relatives and visitors and, in so doing, must:
  - be familiar with, and adhere to Trust policies and guidance on infection prevention and control
  - attend Trust Induction Programme(s) and statutory education programmes in infection prevention and control
  - include infection prevention and control as an integral part of your continuous personal/professional development

-take personal responsibility so far as is reasonably practicable, in helping ensure that effective prevention and control of health care acquired infections is embedded into everyday practice and applied consistently by you and your colleague

#### **Audit and CPD:**

The Trust supports requirements for continuing professional development as laid down by the Royal Colleges and is committed to providing support for these activities

#### **ABOUT THE RESPIRATORY DEPARTMENT**

There are currently 11 consultant respiratory physicians contributing to the clinical work of the department at Freeman. We provide in-patient care on a 31 bedded respiratory ward which takes patients from the assessment unit of the Royal Victoria Infirmary as well as planned subspeciality admissions e.g. bronchiectasis, pulmonary hypertension / transplant assessment. NIV provision is supported by specialist respiratory physiotherapists. The ward is supported by a trust grade registrar, and 3 IMT level doctors. There is additional support, particularly with specialist liaison referrals from speciality trainees undertaking specific sub speciality training modules and numerous clinical nurse specialists. We have excellent support from specialist thoracic radiologists (including interventional radiology), thoracic surgery and intensive care.

#### **Current consultant team:**

Prof Tony De Soyza	Bronchiectasis, domiciliary ventilation, COPD
Prof Andy Fisher	Lung transplantation/ Pulmonary Hypertension
Dr Liz Fuller	Lung cancer
Dr Katy Hester	Bronchiectasis / COPD
Dr Kishor Lekhak	Lung cancer, pleural disease
Dr Lim Lordan	Lung transplantation/ Pulmonary Hypertension/ severe asthma
Dr Gerry Meachery	Lung transplantation/ Pulmonary Hypertension/ sleep
Dr Arun Nair	Lung transplantation/ Pulmonary Hypertension
Dr Andrew Stanton	Pleural disease, severe asthma, lung cancer
Dr Ann Ward	Lung cancer
Dr Sophie West	Sleep

#### **Research:**

The Trust welcomes and encourages research as a high profile activity that compliments the service provided. The emphasis is that studies should fall within the National Institute of Health Research Portfolio. The Respiratory Department at Freeman Hospital has a strong base in clinical and applied molecular biological research with dedicated facilities on site in the William Leech Centre at Freeman Hospital and laboratory facilities at the Medical School on the University Campus. The Academic Respiratory Department has a prominent role within the Institute of Cellular Medicine at Newcastle University. Academic Respiratory Medicine is led by Professor John Simpson. The grouping has 4 separate research laboratories (2 in the NUTRI, one in the Institute of Cell and Molecular Biosciences, plus the small satellite lab at Freeman Hospital). The first of these is a shared, communal lab space incorporating 3 closely interactive respiratory groups, encouraging exchange of ideas and facilities. The grouping has collective expertise in basic research, in vivo work, experimental medicine and large randomised controlled clinical trials. A distinct strength in Newcastle is the research contribution made by full-time NHS consultants, complementing and extending the outputs of the academic appointments. The broad academic interests of the grouping are described below (\*indicates full-time NHS employees who lead clinical research). There is an academic clinical fellowship programme in addition to clinical research fellows participating in research programmes based on lung transplantation, innate immunity, pulmonary vascular disease and sleep medicine. There are clinical research fellows in post who also contribute to the on call rotas.

- Prof John Simpson, Professor of Respiratory Medicine (NUTRI) – neutrophil/monocyte biology, ventilator-associated pneumonia.

- Prof Andrew Fisher, Professor of Respiratory Transplant Medicine and Dean of Clinical Medicine – lung transplant.
- Prof Tony De Soyza (Population and Health science Institute, PHSI)– bronchiectasis and COPD.
- Dr Malcolm Brodlie (NUTRI) – cystic fibrosis and paediatric respiratory medicine.
- Dr Chris Ward (Institute of Cell and Biomedical Science and NUTRI) – respiratory airway epithelial biology and the pulmonary effects of reflux.
- Dr Stephen Bourke\* – COPD.
- Dr Sophie West\* – sleep medicine.
- Dr Ian Forrest\*– interstitial lung disease.
- Dr Carlos Echevarria – COPD

### **Teaching:**

As with all other colleagues, the appointee will be expected to contribute to teaching activity when required as part of their appointment. The hospital is also a designated teaching centre for undergraduate medical students from Newcastle University. The appointee will be expected to attend and contribute at departmental meetings, administrative, audit, governance and academic teaching.

### **Flexibility:**

In line with the Trust's core value of placing patients at the heart of everything we do, we are developing our service provision to be responsive to the needs of our patients. To meet those needs some staff groups will be increasingly asked to work a more flexible work pattern so that they can offer services in the evening or weekend. As a result any offer of employment to a consultant post will be subject to you agreeing to work a new more flexible pattern or working in the future if required, including evening and weekend work.



## Section F | Person Specification

**Post:** Locum Consultant in Respiratory Medicine with an interest in Lung Cancer

**Directorate:** Cardiothoracic Services

<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
<b>Education, Qualifications and Specialist Skills</b>	<p>Primary Medical Qualification.</p> <p>Full GMC Registration.</p> <p>MRCP or equivalent.</p> <p>Entry onto the GMC Specialist Register</p>	Higher Degree.	Curriculum Vitae
<b>Clinical Experience</b>	<p>Evidence of experience and competence in bronchoscopy</p> <p>Evidence of a substantial commitment to the specialty.</p> <p>At least British Thoracic Society CiP level 4 Primary TUS operator</p> <p>Evidence of experience and training in management of patients with lung cancer</p> <p>Ability to offer an expert clinical opinion within the speciality.</p>	<p>Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre.</p> <p>Evidence of experience and competence in Endobronchial Ultrasound (EBUS)</p>	Curriculum Vitae / Interview
<b>Management and Administration Experience</b>	<p>Flexible approach to service delivery and committed approach to development</p> <p>Able to communicate well with patients and colleagues</p> <p>Committed to share in professional, managerial and teaching responsibilities necessary</p>	<p>Ability to run a respiratory service and participate in management process</p> <p>Involvement with unit management and project leadership</p> <p>Proven management and administration ability and understanding of management goals</p>	Curriculum Vitae / Interview

<b><u>Requirements</u></b>	<b><u>Essential</u></b>	<b><u>Desirable</u></b>	<b><u>Assessment</u></b>
	<p>to fulfil the obligations of the directorate to the Trust and its workforce.</p> <p>An understanding of Clinical Governance</p>	<p>Evidence of leadership and project management</p> <p>Experience in developing and implementing new technologies</p> <p>Ability to review clinical guidelines</p>	
<b>Teaching</b>	<p>Experience of supervising junior medical staff.</p> <p>Experience of participation in undergraduate and postgraduate teaching.</p> <p>Ability to teach clinical / technical / practical skills.</p>	<p>Postgraduate qualification in medical education</p> <p>Attendance at courses to develop teaching skills.</p> <p>Ability to teach clinical, technical and practical skills</p>	Curriculum Vitae / Interview
<b>Research</b>		<p>Evidence of involvement in and understanding of research methodology and publication of findings.</p> <p>Higher degree. Research/critical review of literature.</p> <p>Publications in the last five years.</p>	Curriculum Vitae / Interview
<b>Audit</b>	Evidence of participation in audit.	<p>Evidence of having changed practice as a result of audit.</p> <p>Evidence of having revisited the audit to assess improvement.</p>	Curriculum Vitae / Interview
<b>Personal Attributes</b>	<p>Alignment with the Trust's Core &amp; Professional Behaviours.</p> <p>Flexible approach to service delivery and committed approach to development.</p> <p>Committed to share in professional, managerial</p>		Interview

<b><u>Requirements</u></b>	<b><u>Essential</u></b>	<b><u>Desirable</u></b>	<b><u>Assessment</u></b>
	<p>and teaching responsibilities necessary to fulfil the obligations of the Directorate to the Trust and its workforce.</p> <p>A commitment to personal / unit CPD.</p> <p>Ability and willingness to work the on-call rota.</p> <p>Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend work.</p>		

## Section G | Job Plan

An indicative 10PA job plan is shown below for illustration purposes only

	Morning	Afternoon	DCC		SPA	
			Hours	PA	Hours	PA
<b>Monday</b>	Clinical Admin	General respiratory clinic	8	2		
<b>Tuesday</b>	9-10: Consultant meeting (first Tuesday of month only)  SPA	12:30-1:30: FRH Respiratory meeting  1:30 Lung cancer clinic (new pts)	4	1	4.5	1.125
<b>Wednesday</b>	10.00-12.30pm Lung cancer MDT	Lung cancer clinic / admin	7	1.75		
<b>Thursday</b>	0900 – 1300 Lung cancer clinic (follow up patients)	SPA 1300-1430	4	1	1.5	0.375
<b>Friday</b>	Respiratory XR meeting 9-930 09:30 – 1pm General Respiratory clinic		4	1		
<b>Saturday</b>	1/8 On Call Respiratory Medicine		2/week average	0.5		
<b>Sunday</b>						
<b>POTW Mon-Fri</b>	1 in 8 0900-5pm DCC		5/week average	1.25		
		<b>TOTAL</b>		8.5		1.5

In patient work: We are currently operating "Attending physician of the week" for respiratory ward 29, involving a week based predominantly on the ward: being lead consultant for all the patients (not PH or Transplant), conducting ward rounds, supporting the junior medical staff, daily multi-disciplinary handover, supervising a bronchoscopy list (Friday pm), reviewing Freeman Liaison referrals with registrars. In these weeks, **all** other elective clinical commitments are cancelled. There may need to be some flexibility on days covered with this arrangement. This will be approximately one week every 8 weeks. On call rota to cover evenings and weekends outwith this daytime rota.

A notional timetable is shown below for illustration purposes only

<b><u>Programmed Activity</u></b>	<b><u>Allocation</u></b>
<b>Direct Clinical Care</b>	8.5 PAs
<b>On-Call / Unpredictable On-Call</b>	FRH Respiratory 1 in 8
<b>On-Call banding</b>	A
<b>On-Call Supplement</b>	5%
<b>Supporting Professional Activities</b>	<p>1.5 PAs</p> <p>The time that is devoted to Supporting Professional Activities within the job plan will most likely vary at different times in a career. The Trust believes that Consultants on a 10 PA job plan require 6 hours per week on average (1.5 PA) to undertake the core activities common to everyone within SPA, such as undertaking CPD, mandatory training, appraisal activities, attendance at department management and audit meetings. Additional SPA time is recognised for further activity within a measureable output. This will be agreed through the regular job plan review mechanism.</p>



## Section H | Main Terms and Conditions of Service

The Schedules referred to below are within the Terms and Conditions of Consultants (England) 2003.

<b>Salary:</b>	The current salary applicable to the post is as per Schedule 13 and Schedule 14.
<b>Hours of Work:</b>	<p>Full time appointments are based on a 10 PA Job Plan.</p> <p>Any offer of employment to a consultant post will be subject to the post holder agreeing to work a new more flexible pattern of working in the future if required, including evening and weekend work.</p> <p>Schedule 3 Paragraph 6 of the Terms and Conditions of Consultants (England) 2003 or as subsequently amended from time to time shall not apply.</p>
<b>Holiday:</b>	<p>6 weeks per annum (with an additional 2 days for those with 7 or more years of completed service as a consultant) plus 8 public holidays and 2 statutory holidays or days in lieu thereof.</p> <p>Full details can be found in Schedule 18.</p>
<b>Occupational Sick Pay:</b>	Employees are entitled to sick pay in accordance with the rules of the Trust's Contractual Sick Pay (CSP) scheme and the Statutory Sick Pay (SSP) scheme.
<b>Pension:</b>	In accordance with the NHS Pension Scheme.
<b>Base:</b>	Your principal place of work is Freeman Hospital. Other work locations including off site working may be agreed in your Job Plan. You may be required to work at any site within your employing organisation, including new sites.
<b>Notice Period:</b>	3 calendar months.
<b>Probationary Period:</b>	Employees new to the Trust will be subject to a six month probationary period.
<b>Appraisal and Job Planning:</b>	A formal job plan will be agreed between the appointee and their Clinical Director after commencing in post and reviewed annually thereafter, usually following an appraisal meeting.
<b>Relocation Expenses:</b>	In accordance with Trust Policy and subject to the approval of the Chief Executive.

The Terms and Conditions – Consultants (England) 2003 can be found at:

[http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/Consultant\\_Contract\\_V9\\_Revised\\_Terms\\_and\\_Conditions\\_300813\\_bt.pdf](http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/Consultant_Contract_V9_Revised_Terms_and_Conditions_300813_bt.pdf)

## Section I | Additional Information

### Interview Guarantee

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Disability Symbol that is awarded by the Employment Service. As a symbol user, we guarantee an interview to anyone with a disability whose application meets the minimum criteria for the post.

To be eligible for the Interview Guarantee Scheme you must have a disability or long term health condition that puts you at a significant disadvantage in either obtaining or keeping a job. The disability could be physical, sensory or mental and must have lasted, or be expected to last for at least twelve months. You do not have to be registered as a disabled person to apply under this scheme.

### Why choose us?

The Trust has a range of benefits available including:

- Salary Sacrifice Schemes including car lease scheme and cycle scheme.
- Trust Travel scheme offering discounted travel passes with all major travel operators.
- On-site 'Free Spirits' Nursery
- Staff Social Club.
- Staff Gyms (Freeman Hospital and RVI).
- Employee Assistance Programme including telephone and face to face counselling service.
- Care Co-ordinator- offering advice and support with care issues
- Employee Wellbeing and Health Events.
- Access to discounted products including holidays, insurance etc.
- Flexible working policy.
- Top 100 Stonewall Employer

For more information please visit [www.benefitseveryone.co.uk](http://www.benefitseveryone.co.uk)

**Have you signed up to the DBS Update Service? Find out more here**  
**<https://www.gov.uk/dbs-update-service>**