



**Consultant Stroke Physician**

**North Mersey Stroke Service**

**Liverpool University Hospitals NHS Foundation Trust (LUHFT)**

**12 PAs**

Liverpool University Hospital NHS Foundation Trust wishes to appoint a Consultant with an Interest in Stroke Medicine as part of the North Mersey Stroke Service. Applications for less than full time working will be considered. From September 2022 Stroke services across North Mersey has been fully integrated. North Mersey Stroke services will be primarily based on 3 sites: Aintree, Broadgreen and Southport Hospitals. A single North Mersey Hyperacute Stroke Unit will be co-located with thrombectomy services at our Aintree Site.

**1. The Trusts**

**A. Liverpool University Hospitals NHS Foundation Trust (LUHFT)**

In 2019, Liverpool University Hospitals NHS Foundation Trust was created, through the merger of Aintree University Hospitals NHS Foundation Trust and Royal Liverpool and Broadgreen University Hospitals NHS Trust. The Trust is responsible for managing services at Aintree University Hospital, Broadgreen Hospital, Liverpool Dental Hospital and the Royal Liverpool University Hospital.

Bringing together a combined workforce of over 12,000 staff, the Trust has become the largest NHS employer in Merseyside and Cheshire. As well as providing general hospital services to the local population, the Trust provides a range of highly specialist services to more than two million people in the Northwest and beyond.

This merger has been driven by clinicians, who for a long time have recognised that a union of the Trusts will enable significant changes that will transform the way healthcare is delivered. The aim is to address the current levels of variation and fragmentation that exists between acute hospital services in Liverpool, and to ensure that all services are of the highest quality. The new Trust will also seek to influence the wider determinants of health by closer involvement in employment, housing and education, and to be part of a first-class research and scientific development partnership with Higher Education and business enterprise across the city and beyond.

These changes, which will take place over the next few years, through a phased approach, building on the skills and talents of a fantastic workforce, to spread best practice, deliver innovation and provide sustainable services for patients. This will be achieved by reconfiguring services, centralised where necessary, local where possible and focusing on staff; with an ambition to be the best place for staff to train and work.

## **B. Mersey and West Lancashire Teaching Hospitals NHS Trust**

St Helens and Knowsley Teaching Hospitals NHS Trust and Southport and Ormskirk Hospital NHS Trust has formally come together as one Trust from July 2023. The trust serves a population of over 600,000 with a combined workforce of around 9,000 dedicated and skilled staff delivering acute hospital care, intermediate care, primary care, and community-based services.

### **Division of Medicine**

North Mersey Stroke Service will be within the division of Medicine. The Division of Medicine at Aintree is led by Dr Nina Maryanj.

### **Department of Medicine for Older People and Stroke**

North Mersey Stroke service will work closely alongside the team of geriatricians within the Department of Medicine for older people and stroke. As well as providing stroke services, the department provides specialist care in Metabolic bone disease, Falls, Dementia, Movement Disorders, Frailty, Community Geriatrics and surgical liaison.

The department has a purpose-built Assessment and Rehabilitation Day Unit (ARDU) which largely houses outpatient activity. Multidisciplinary assessment clinics are held daily alongside specialist clinics including Metabolic Bone Disease, Rapid Referral Stroke/TIA, Stroke Review, Falls and Movement Disorders.

The Frailty team provides an in-reach service into Emergency assessment areas and identify patients for intervention and admission to the Frailty Unit. There are daily Consultant ward rounds and an MDT on the Frailty Unit with a ward social worker and links with community services. Patient care is transferred to the community through the integrated care teams and Community Geriatricians.

Community Geriatricians work between primary and secondary care to provide a seamless service for our older patients. The Community Geriatricians work with a multidisciplinary team in the community through an integrated care service called the "Virtual Ward" with outreach clinics, Community MDTs and close working with community matrons and General Practitioners. Commissioners are supportive and committed to develop the Community Geriatrician service further to develop our integrated care model with increasing services around patients domicile. Advance care pathways and models of supported living for patients in the community are being developed.

Consultant Geriatricians provide daily ward rounds and MDT input into the Orthopaedic and Major Trauma wards.

The department has its own dedicated nursing, secretarial and managerial staff and is supported by a strong multidisciplinary team philosophy. Support services include physiotherapists, occupational therapists, speech therapists, psychologists and dieticians. There is a Nurse Consultant for Delirium and Dementia. There are specialist nurses in falls, osteoporosis and Movement disorders and a team of Advanced practitioners working across services.

### **Description of North Mersey Stroke Service**

Stroke services across North Mersey came together in 2018 to develop a clinician led and patient centred vision for the future of our stroke services. Key to this is the establishment of a Comprehensive Stroke Service at the Aintree hospital site providing hyperacute stroke care to the people of North Mersey including Liverpool and Southport.

Central to this is a principle of centralising where needed to improve care and delivering care close to home where feasible. As such the stroke service will offer state of the art hyperacute services in collaboration with the co-located Walton Centre for neurosciences and neurosurgery but will also oversee post 72-hour care in step down locations nearer the patients homes at Southport, Aintree and Broadgreen hospitals.

The new stroke service launched in September 2022 and the vision is to create a world class service for patients and for staff with manageable, rewarding job plans and opportunities to influence the care we deliver.

This is being supported by significant investment into the service and including this recruitment with the intention of increasing the stroke workforce to 14 whole-time equivalent consultants as a minimum.

Stroke Emergency Assessment Centre, the country's first purpose-built stroke emergency centre, which will be able to assess patients directly from the ambulance or as walk ins, and is located alongside ED and AMU in order to allow support and appropriate transfer of non-stroke patients. This new area includes a dedicated CT scanner and doppler facilities for the stroke service. The new stroke emergency assessment centre will be co-located with a 19 Bed Hyperacute Stroke Unit in the future.

### **Thrombolysis and Hyper-Acute Stroke Management**

A 24-hour 7-day hyper-acute service will be provided by 14 WTE Stroke Physicians and vascular neurologists staffing the on-call rota. Support will be provided by specialist Stroke Nurse Clinicians covering 24 hours a day. There will be a stroke consultant present on site between 09.00 and 20.00 7 days per week to review all acute stroke admissions. A stroke emergency team, consisting of a stroke physician, junior doctors, ANPs and stroke nurses will provide immediate review to all suspected strokes presenting within 4 hours. This system enables rapid emergency stroke treatment including thrombolysis and thrombectomy (consultant delivered), early Hyper-acute stroke unit admission and early clinical trial recruitment. The team works in partnership with North-West Ambulance Service, the Emergency Department and Radiology teams to continually improve patient pathways. Out of hours, consultant-led hyperacute reperfusion therapies are facilitated by telemedicine with on-site stroke nurse presence.

### **Stroke Emergency Assessment Centre**

From August 2023, a dedicated Stroke Emergency Assessment centre has opened providing direct access to patients with suspected stroke or TIA. The centre has a 4-bedded assessment area, 3 ambulatory rooms, a carotid doppler room and a dedicated CT scanner. This is the first of its kind in the country, dedicated to rapid stroke specialist care.

### **Hyperacute Stroke Unit (HASU) -19 Beds**

A new 19-bed HASU has been created from September 2022 providing continuous monitoring and level 2 nursing care. There is daily 9-5 stroke physician input supported by a team of 2 STRs, 2 IMT doctors, 2 LE doctors, 1 F2 and 1 Physician associate. Therapy support will be provided 7 days per week with dedicated rehabilitation facilities.

From September 2022 this is housed in temporary accommodation on ward 32 until the new HASU due to be completed in 2024.

### **Aintree Acute Stroke unit-34 beds**

A 34 bedded combined stroke unit on ward 33. Two stroke physicians provide daily ward rounds including weekly MDT. The consultants are supported by 2 STR's, 1 IMT, 2 F2/F3, 2 LE Doctor, 2 F1 level doctors and 1 Physician associate. There is a dedicated ward pharmacist and support from additional ACPs. Staffing is to BIASP standards, and all nursing staff are provided with a dedicated stroke teaching programme.

There is an established 7-day rehabilitation service. There is a therapy gym within the stroke unit and neuro-outpatient gym. A team of physiotherapists, occupational therapists, dieticians, speech and language therapists and psychologists provide high quality innovative rehabilitation. There is a seamless pathway into the community and a well-established early-supported discharge (ESD) service.

### **Southport Stroke Unit-20 Beds**

A 20-bed combined stroke unit providing post 72-hour acute care and rehabilitation. Daily stroke physician presence supported by 1 STR, 1 GPST and 2 F1 doctors. Dedicated 7-day therapy service and pathway into the community with ESD.

### **Broadgreen Rehabilitation Unit-25 Beds**

A 25-bed Rehabilitation unit based on the BGH site. Stroke Physicians provide 3 ward rounds and an MDT per week. There is support from a clinical fellow and 2 GPST doctors. There is an established 7-day rehabilitation service. There is a therapy gym within the stroke centre and a neuro-outpatient gym. A team of physiotherapists, occupational therapists, dieticians, and speech and language therapists provide high-quality innovative rehabilitation. There is a twice-weekly MDT to assess and evaluate patient progress. There is a seamless pathway into the community and a well-established early-supported discharge (ESD) service.

### **Acute Medicine Department, Aintree University Hospital**

Our Acute Medicine Unit (AMU) looks after medical patients who come through our Emergency Department (ED).

The units operate in close proximity to ED, and admit patients 24 hours a day, seven days a week.

AMU at Aintree University Hospital is split into two areas, AMU 1 and AMU 2. AMU 1 contains four beds for patients who require continuous one-to-one care, two side rooms for patients who require isolation for infection prevention, and seven male and seven female beds, for patients who need further assessment before being sent home. AMU 2 has 25 short-stay general beds, with patients expecting discharge within 24 to 48 hours.

AMU is also within close proximity to Ambulatory Emergency Care (AEC). If a patient in AEC cannot be sent home following an initial assessment, they will be sent to AMU and may need to stay overnight for further care.

## **Clinics**

Rapid access Stroke /TIA clinics are held 5 days a week at the Aintree site, eventually moving into the ambulatory area within the new stroke assessment centre providing MRI brain and vascular imaging within a one-stop clinic setting. There will still be 2-3 clinics per week held at our Southport and Royal sites. Multidisciplinary follow-up clinics for stroke will be delivered closer to home at Broadgreen, Aintree and Southport. Clinics are supported by clinical psychology and the Stroke Association.

## **Radiology and Neuroradiology**

An excellent radiology service is provided by the general Radiology Department at University Hospital Aintree. There is rapid access to brain imaging including MRI DWI. There is access to CT angiography out of hours. CT perfusion is also an option to support decision-making in the hyperacute setting. Neuroradiology and interventional Neuroradiology services are provided through the Interventional Radiology service at the Walton Centre. There are dedicated pathways for neuro-intervention including thrombectomy. A 24/7 thrombectomy service commenced in October 2021. There are regular thrombectomy clinical and governance meetings.

## **Neurology and Neurosurgery**

There is excellent liaison with the Walton Centre which is on site. Three consultant neurologists have a specific interest in cerebrovascular disease. They participate in the Stroke on call rota and attend the weekly Neuro-radiology MDT and provide expert vascular neurology advice. Two of them run TIA clinics and stroke unit in reach service at the Aintree site.

## **Stroke Research**

The Stroke Research Team has been established for over 15 years, resulting in many abstracts, publications, and multi-centre stroke trials. All consultants are expected to actively participate in research trials and to have GCP training. There are ambitions to pursue Hyperacute research centre status following integration.

## **Stroke Education**

A comprehensive education programme has been developed and delivered in-house for the whole multidisciplinary team in line with the Stroke-Specific Education Framework (SSEF) Study days are offered to Ambulance services, therapies, Emergency Physicians and

Nursing staff, Community teams and junior doctors with excellent uptake and participation. Nursing and allied health professionals are encouraged and supported to attend outside educational opportunities such as the UK stroke forum and gain additional qualifications in stroke.

### **Consultant Staff within Stroke Service**

Nibu Thomas (Clinical Director and Consultant in Stroke Medicine)

Nikhil Sharma (Associate Medical Director for Patient Safety and Consultant in Stroke Medicine)

Raj Kumar (Foundation doctor lead and Consultant in Stroke Medicine)

Thant Hlaing (Research Lead and Consultant in Stroke Medicine)

Toby Haslinger (Governance Lead and Consultant in Stroke Medicine)

Mark Wilkinson (Stroke Nurse Consultant)

John Williamson (Consultant Neurologist)

Viraj Bharambe (Consultant Neurologist)

Abdul Muniem (Stroke Specialist Doctor)

Kyan Lee (Consultant in Acute Medicine and Stroke Medicine)

Adam Seed (Consultant in Stroke Medicine)

Brendan Black (Consultant in Stroke Medicine)

Ambreen Ali Sheikh (Consultant in Stroke Medicine)

## **2. Duties of the post**

The post holder will work alongside stroke consultants and specialist doctors providing cover for admissions and the Hyper-acute Stroke Service on a rotational basis at the Aintree Site. They will be expected to provide sessions on either the acute/rehabilitation units at Aintree, Southport or Broadgreen and contribute to TIA clinics and Stroke review clinics.

The post will include, on a rotational basis:

- ◆ Acute Stroke Admissions Cover (approximately 12 admissions per day)
- ◆ Hyperacute Stroke Unit. (Review up to 19 patients per day)
- ◆ Acute/Rehabilitation ward rounds (10-12 patients per session) Rapid Referral Stroke Clinic (Approximately 6 new patients)
- ◆ Stroke Review Clinic (maximum 10 follow-up patients)
- ◆ On Call rota 1 in 12.

### **3. Job Plan / Weekly Programme**

Sample Timetable: The timetable will be individualised and annualised in discussion with the successful candidate. The timetable below is for representative purposes only.

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Weeks 1-4	Time	M	T	W	T	F	S	S
Week 1 & 3		HASU 1	HASU 1	HASU 1	HASU 1	HASU 1		
	9:00 - 17:00	HASU AM and PM	HASU AM and PM	HASU AM and PM	HASU AM and PM	HASU AM and PM	9-1 HASU Ward round (1 in 12)	9-1 HASU Ward round (1 in 12)
Week 2 & 4		HASU 2	HASU 2	HASU2	HASU 2	HASU2		
	9:00-13:00	HASU AM	HASU AM	HASU AM	HASU AM	HASU AM		
	13:00-17:00	SPA PM	SPA PM	Admin PM	SPA PM	SPA PM		
<b>Week 5-16</b>								
	9:00-13:00	Acute Medicine DCC	Admin	Ward Round	SEAC (1 in 2 weeks)  Another week will have SPA	Ward Round		
	13:00-17:00	Acute Medicine DCC	TIA Clinic	SPA	Stroke review clinic	SEAC (1 in 2 weeks)  Another week will have SPA		
	17:00-9:00(+1)	On call OOH (1in 12) (till 8 PM onsite and the off-site)						
<b>Week 17-24</b>								
	9:00-13:00	Acute Medicine DCC	LHCH Liaison work	SEAC (1 in 2 weeks)  Another week will have SPA.	LHCH liaison work	SPA	OOH Stroke on call (1 in 12)	OOH Stroke on call (1 in 12)
	13:00-17:00	Acute Medicine DCC	TIA clinic	Admin	Stroke review clinic	SEAC (1 in 2 weeks)		

							Another week will have SPA		
<b>Summary DCC/SPA</b>									
DCC						8.2			
SPA						2.0			
Evening/Weekend/Unpredictable DCC						1.8			
Total						12 PA			

In addition to fixed sessions, other duties include administration, clinical governance, continuing medical education, preparation for appraisal and revalidation and research. The appointee will be required to actively participate in medical audit.

Sessions may change according to need and in response to service changes after due discussion with the Clinical Director. The job plan will be reviewed after 3 months.

Newly appointed consultants have 1.5 SPAs for core activities. Additional SPA being discretionary/performance managed against clearly agreed set objectives. Additional SPA will be identified following discussions between the new appointee and the Clinical Director, considering the experience of the appointee and the requirements of the Care Group.

IT access, office space and secretarial support will be provided.

### **On Call**

The successful candidate will expect to take part in the Stroke Consultant on call rota. The stroke rota for thrombolysis will be on a 1 in 12 basis. When on call, physicians are on site till 8pm. The on-call physician is expected to review all new patients admitted to the Stroke service, and sick patients and potential discharges. They will be expected to provide advice via telephone or telemedicine to all sites across North Mersey. The appointee would then be expected to be on call from home after 8pm and available for telephone advice and to utilise telemedicine as necessary for thrombolysis delivery and for regional thrombectomy referrals.

The job attracts 10 PAs. On call availability supplement is 5%.

### **5. Teaching / Education**

The new appointee will be expected to assist in training junior doctors, student doctors and nurses within the department. Liverpool University has a self-directed learning curriculum for undergraduate students.

There are more than 600 students placed with the Trust each year, with students offered special study modules and placements in years 2, 3, 4 and 5. Staff involved in teaching medical students acquire Honorary Lecturer status. There are structured postgraduate teaching programmes including Paediatric Membership courses.

## **6. Audit/ Research/Post-Graduate Meetings**

The new appointee will be expected to take an active role in audit, and clinical governance activities according to Royal College Guidelines. This includes keeping up-to-date with Continuing Medical Education (CME) and Continuing Professional Development (CPD) and undertaking annual appraisal. The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities. There is a monthly Grand Round currently held virtually.

## **7. Continuing Professional Development**

The Trust supports the requirements for Continual Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Specialist doctors are expected to maintain their personal portfolios in accordance with the requirements of the Royal College of Paediatrics and Child Health, or the Royal College of Physicians, including the acquisition of the appropriate CPD points. The Trust has introduced an Appraisal system for all consultants which includes a review of Continuing Professional Development. The successful candidate will be offered a mentor.

## **8. Liverpool**

Liverpool is an old established port City which has experienced major revitalisation in recent years. The City is a cosmopolitan and vibrant centre for industry and commerce.

The City of Liverpool is compact and is served by excellent links to both the motorway network and rail services. It is within easy reach of Liverpool and Manchester airports. Most of its suburbs are within 30 minutes travelling of the city centre. Liverpool has also been awarded the prestigious honour of being the European Capital of Culture 2008.

The City has historically been a centre for the arts and sports. Liverpool's theatres, concert halls, museums and art collections are nationally acclaimed. Art galleries include the Walker and Tate. The Philharmonic Hall is home to the Royal Liverpool Philharmonic Orchestra. The City is also alive with a huge variety of independent theatre groups, musicians and artists and is of course famous for "The Beatles".

As well as its two premier league football teams, Liverpool is home to first-class county cricket. The Grand National has made Aintree racecourse world-renowned. The City also has unrivalled facilities for participative sport at all levels.

Liverpool is rightly famous for its two cathedrals, but it is also home to two major universities with a rich and varied academic community. The City can offer a range of excellent schools in both the independent and state sectors.

The City's recent renaissance, centred around the re-development of the docks and inner city, has also made Liverpool a centre for tourism with millions of visitors each year coming to enjoy the City and the surrounding area. Liverpool is within easy reach of the national parks of North Wales, the Peak District and the Lake District, as well as the Lancashire and Welsh coasts and historic cities such as Chester and Lancaster.

There are excellent schools for all genders, including a variety of denominational schools, both in the private and public sectors. Very good housing in pleasant suburbs near the sea and in rural areas are available, the cost of which is rather less than the national average.

## **9. Main Conditions of Service**

The appointment is subject to the Trust terms and Conditions of Service and those of the Hospital Medical and Dental Staff (England and Wales) and the General Whitley Council conditions of Service as amended from time to time. The successful candidate will be required to maintain their private residence in contact with the public telephone service and such residence must not be more than a 10-mile radius from the hospital unless specific approval is given by the Trust to a greater distance.

### **Additional Responsibilities**

#### **Infection control and prevention responsibilities**

All medical/dental staff must co-operate with infection control measures which are in place throughout the Trust and comply with any guidance and best practice relating to infection control. The post holder will:

- Act as a role model for junior medical staff along with the ward manager to promote hand hygiene compliance and implementation of high impact interventions.
- Oversee root cause analyses and encourage participation of junior medical staff and multidisciplinary review process.
- Support non-confrontational challenge so that staff are advised by their peers where non-compliance with standards of best practice has been observed.
- Support publication of infection control audit results on notice board in clinical areas for staff & patients.

### **Confidentiality**

Confidentiality/Data Protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours). All staff should ensure that they are

familiar with and adhere to all Trust privacy, confidentiality and security policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action taken.

### **Health and Safety**

All employees have a duty to take reasonable care to avoid injury to themselves or to others and to co-operate with the Trust in meeting its statutory requirements. All staff will:

1. Take care of own safety and others who may be affected by their actions or omissions.
2. Adhere to Trust and Directorate Health & Safety policies and use any equipment or personal protective equipment provided to ensure safety.
3. Co-operate with their managers to maintain safe systems and safe workplaces.
4. Report any accidents, incidences or ill health and any failings in the premises, equipment or personal protective equipment.
5. Not interfere with any equipment provided to ensure Health & Safety.
6. Not attempt to carry out tasks or repair beyond their competence.

### **Safeguarding Children and Vulnerable Adults**

All trust employees are required to act in such a way that always safeguards the health and well-being of children and vulnerable adults. Familiarisation with and adherence to trust Safeguarding policies is an essential requirement of all employees, as is participation in related mandatory/statutory training.

### **Freedom of Information**

Under Freedom of Information and other associated legislation, the Trust may be required to make public recorded information available upon request or do this as part of a publication scheme. Please note, that in your public role, your name or job role may be contained in a document that is published under such legislation.

### **IT Skills**

All staff are expected to have or to gain a minimum of basic level IT skills to enable them to use the Trust IT systems to support Trust services and needs. All staff should be familiar with relevant IT systems and security policies and procedures.

### **Records Management**

All staff are personally responsible for record keeping. A record is anything that contains information in any medium e.g. paper, tapes, computer information, etc. which have been created or gathered as a result of any NHS activity. All individuals within the Trust are

responsible for any records they create or use. Please ensure that records are retained in accordance with the Records Management Policy and are stored in a manner that allows them to be easily located in the event of a Freedom of Information (FOI) request.

### **Information Quality**

All staff must ensure complete and accurate data is collected to the highest standard at all times. Data collection should be supported by adequate documentation and processes should be regularly reviewed. Staff should ensure that processes conform to national standards and are fit for purpose. All staff should comply with the Information Quality Policy.

### **Change of Job Description**

The duties outlined above are not intended to be exhaustive and may change as the needs of the department alter in line with current agendas. This job description will be subject to periodic review and amendment in accordance with the needs of the Trust.

## **10. Visiting the Department:**

### **Nibu Thomas**

Clinical Director-Stroke

[Nibu.thomas@liverpoolft.nhs.uk](mailto:Nibu.thomas@liverpoolft.nhs.uk)

Secretary: 0151 529 8783

### **Paul Albert**

Clinical Lead – Acute Medicine

[paul.albert@liverpoolft.nhs.uk](mailto:paul.albert@liverpoolft.nhs.uk)

### Person Specification

	Essential	Desirable
Qualifications	MB ChB (or equivalent) MRCP (or equivalent)	Higher degree such as MD or PhD
Registration	Full registration with the GMC and licence to practise (or eligible for)	
Clinical Experience	CCT in Acute Medicine or Geriatric Medicine and General Internal Medicine or in Neurology (or equivalent training) or within 6 months of attaining one at time of interview. Clinical experience in Acute Stroke	Evidence of continuing medical education in relation to stroke.  Stroke, Acute and General Medicine experience across the specialties
Teaching & training Experience		Evidence of training & education (PGCE)  Evidence of delivery of education, both undergraduate and postgraduate
Knowledge		To have a good understanding of 'Good Medical Practice' from the GMC
Audit Experience		Proven track record in significant audit  Publication of audit results

Research Experience		<p>Involvement in research</p> <p>Publication of research</p>
Managing Self		<p>Ability to offer expert clinical opinion on clinical conditions of adult patients and in particular, older patients. Ability to offer management of long term conditions.</p> <p>Ability to advice on efficient and smooth running of the department of medicine for the elderly.</p> <p>Ability to take responsibility, make decision, exert appropriate authority.</p> <p>A commitment to the highest standards in clinical care and service and personal development.</p> <p>Must be able to demonstrate and model the key Trust Common Purpose 'Getting it right for every patient every time' and the Trust values of</p> <ul style="list-style-type: none"> <li>- Delivering safe compassionate care</li> <li>- Improve through learning and innovation</li> <li>- Communicate honestly and openly</li> <li>- Work as a team</li> <li>- Use resources wisely</li> <li>- Value each other</li> </ul> <p>A positive approach to lessons learnt</p>

Working with others		<p>Excellent communication and knowledge sharing, both within the multidisciplinary team and externally, and with patients, carers and healthcare professionals as appropriate.</p> <p>Committed to improving the patient healthcare experience and improving Trust performance.</p> <p>Projects a positive image and able to challenge negativity, internally and externally.</p> <p>Empathic and sensitive approach to patient needs.</p>
Managing Others		<p>Demonstrates an understanding of management and the specific management issues within an NHS Foundation Trust.</p> <p>Demonstrates ability to work in a multi-disciplinary team with the ability to lead and manage conflict.</p> <p>Committed to the delivery of operational targets.</p> <p>Develops, supports and motivates trainee medical staff</p>
Leading People		<p>Experience of implementing service change to enhance the quality of patient care.</p> <p>Ability to provide consultant-level leadership.</p> <ul style="list-style-type: none"> <li>- Experience of and ability to work in multi-disciplinary teams</li> <li>- Evidence of leadership skills within multi-disciplinary teams.</li> <li>- Ability to organise own workload and prioritise clinical needs.</li> <li>-</li> </ul>

<p>Leading People cont'd</p>		<ul style="list-style-type: none"> <li>- Understanding of NHS, Clinical Governance, and risk management</li> <li>- Able to assess, contain and manage clinical risk and support colleagues in managing risk.</li> <li>- Ability to act as a mentor to junior medical staff.</li> <li>- Act as a role model</li> <li>- Able to demonstrate management skills.</li> </ul> <p>Demonstrates an approach based on critical enquiry, evidence-based practice and the development of practice-based evidence.</p> <p>Strong but collaborative leadership abilities, within the multidisciplinary team, across the Trust and in an interagency context.</p> <p>Good leadership skills with the ability to adapt and innovative and lead change within the healthcare system.</p> <p>Shows enthusiasm for the development of the service and an ability to think strategically.</p>
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