



**James Paget
University Hospitals**
NHS Foundation Trust

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Appointment of:

Consultant Respiratory & General Physician

Post Reference No:

CONTENTS

- | | |
|------------------|--|
| Section 1 | Person Specification |
| Section 2 | Job Description |
| Section 3 | Department Information |
| Section 4 | The Trust and Local Area |
| Section 5 | Education and Further Information |
| Section 6 | General Conditions of Appointment |
| Section 7 | Application Information |

SECTION 1**PERSON SPECIFICATION**

Job Title: Consultant Respiratory Physician
Directorate: Emergency Division
Reports to: Divisional Director of the Emergency Division

Criteria	Essential/ Desirable Criteria	Assessment Method			
		A	I	T	R
Education and Qualifications					
MBBS or equivalent	E		✓		
MRCP or equivalent	E		✓		
Inclusion on the Specialist Register of GMC and/or hold CCT in Respiratory Medicine and General Internal Medicine or have an agreed date for it which is within 6 months of the date of interview.	E		✓		
Full GMC Registration	E		✓		
MD/PhD		D	✓		
Experience & Knowledge					
Ability to provide expert clinical opinion across a wide range of problems within the specialty especially with a wide experience in General Internal Medicine and Respiratory Medicine.	E			✓	✓
Must be proficient in flexible bronchoscopy.	E		✓	✓	✓
Experience of working in and leading a multi disciplinary team, balancing departmental and personal objectives.	E			✓	
Training in sub-specialty complementary to that of the existing Consultants. This could include, for example, experience of sleep medicine or medical thoracoscopy.		D	✓	✓	
Academic Achievements					
Ability to use research outcomes in clinical practice	E		✓	✓	
Experience of conducting clinical audit	E		✓	✓	
Experience of using evidence base to support decision making	E			✓	✓
Involvement in research projects and published papers		D	✓	✓	
Key Skills					
Ability to communicate clearly with clinical colleagues, laboratory staff, and other staff and agencies.	E			✓	✓
Experience in teaching junior medical staff	E		✓	✓	
Able to organise and prioritise work effectively	E		✓	✓	✓
Motivation and able to plan and develop the service	E		✓	✓	✓
Commitment to continuing professional development	E		✓	✓	✓
Experience of teaching medical students		D	✓	✓	
Formal training in teaching skills		D	✓	✓	
Experience of committee work/project management.		D	✓	✓	
Computer Literate		D	✓	✓	
Other					
Awareness and respect for colleagues, patients and relatives' dignity, privacy, integrity, cultural and religious beliefs	E			✓	✓
Energy and Enthusiasm and an ability work under pressure	E		✓	✓	✓
Good previous attendance record	E				✓
Ability to travel to meet the requirements of the post		D	✓		
Physically fit for post. Completion of Trust's Occupational Health assessment. Full immunisation status including Hep B & Hep C status	E	Dec Health form			
Satisfactory Criminal Records Bureau Disclosure and/or Certificate of Good Conduct (Police Check) from country of residence	E	Police/DfES/DoH			
Eligibility to work in the UK	E	Immigration clearance			

Assessment Criteria A= Application, I= Interview, T= Test, R= References

SECTION 2**JOB DESCRIPTION**

Title	Consultant in Respiratory Medicine
Location	Based at James Paget University Hospital
New/Replacement Post	Replacement Post
Accountable to	Divisional Director of the Emergency Division
Principle Job Purpose	To provide in conjunction with colleagues Respiratory Medicine services for the Trust.
Main Duties	<ol style="list-style-type: none"> 1. Share with consultant colleagues the Respiratory Medicine workload. 2. Provide with the other Consultants a system of mutual out-of-hours cover and cover for annual, study and professional leave. 3. Give a consultation and advisory service to medical colleagues in other specialties in the Trust. 4. Liaise with medical staff in other specialties and participate in the regular clinical meetings and other post-graduate activities of the hospital. 5. Take part in the Royal College of Physicians continuing medical education programme. Study leave expenses in line with national terms and conditions of service will be provided. 6. Play a full part in the teaching and audit activities of the department. 7. Participate in the rolling process of clinical governance. 8. Contribute to management of the service and in due course, take on the role of Head of Department. 9. Comply with the outline Consultant work programme (under provisions of Circular HC90/16) and the weekly timetable of fixed commitments (i.e. regular scheduled NHS activities in accordance with paragraph 30B of the TCS). 10. Deploy unallocated, flexible professional time on liaison, emergency work, travel, continuing clinical responsibility, teaching, research, medical audit, inter-disciplinary meetings and continuing professional

	development.
Other Responsibilities	<p>Subject to the provisions of the Terms and Conditions of Service to observe the Trust's agreed policies and procedures drawn up in consultation with the profession on clinical matters and to follow the standing orders and financial instructions of the Trust.</p> <p>To observe local and national employment and personnel policies and procedures, and to comply with Regional and Trust Health and Safety policies.</p> <p>To assume responsibility for and facilitate contact from members of staff with delegated duties for personally accountable patient care.</p>

Job Plan

A formal job plan will be agreed between the appointee and their Divisional Director, on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the date signed by the Divisional Director. For the first three months the job plan will be based on the provisional timetable.

The job plan will then be reviewed annually, following an Appraisal meeting. The document will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

Provisional assessment of programmed activities in Job Plan

For a part time contract:

Direct Clinical Care

7.5 PA's on average per week

Includes clinical activity, clinically related activity, predictable and unpredictable emergency work.

Supporting Professional Activities

2.5 PA's on average per week

Includes Medical school teaching and familiarisation with the Trust policies, guidelines and procedure and also includes CPD, audit, other teaching activity and research.

This is for a 10 PA contract. The allocation of PA's is reviewed and may be subject to adjustment when a further diary exercise is undertaken or if the service demands a review of the Job Plan. It is possible that more PAs could be offered in the future.

The teaching component may vary. Research interests would be accommodated if possible within the job plan.

Timetable (sample)

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Clinic	Ward Round/Lung Cancer MDT	Bronchoscopy/ EBUS list on rotational basis 1 in 3 weeks	Admin	Ward round
Lunch					
PM	Admin	Admin	Clinic	Clinic	Admin

Modifications may be made depending upon the needs of the service, sub-specialist interests and to cover periods of leave. If a doctor works a day outside of their rostered duty, they will be entitled to time off in lieu.

General Medicine

The post holder will take part in the General Medical on-call rota with a current frequency of between 1 in 11 and 1 in 12. The on-call frequency will change with new appointments. On-call arrangements are also under review as part of our patient flow project.

Job Plan

The Job plan and detailed timetable, which will depend on both experience and interests of the candidate and the needs of the department, will be agreed with the Divisional Director on behalf of the Medical Director, within three months of the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the date signed by the Divisional Director.

The job plan will then be reviewed annually, following an Appraisal Meeting. The document will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

Direct Clinical Care 7.5 PAs on average per week
(Including ward rounds, MDTs, OP clinics and clinical admin):

Supporting Professional Activities: 2.5 SPAs on average per week
SPAs are likely to include at least 0.5 PAs to allow the appointee to familiarise themselves with all relevant guidelines, policies and procedures
(Includes CPD, audit, teaching and research)

Breakdown of PA allocation	PAs
OP Clinics X 3	2.25 PA in total
Ward rounds x 2	2 PA in total
Ward referrals 1 in 4 weeks	0.25 PA
Lung MDT	0.25 PA
General Medical on-call duties	1.25 PA
Patient related paper work (Including TLHC)	1.5 PA
SPA's	2.5 PA

This is for a 10PA contract. The allocation of PA's is reviewed and may be subject to adjustment when a further diary exercise is undertaken or if the service demands a review of the Job Plan. The SPA sessions, in addition to CPD time, audit, teaching and guideline development should include time for the appointee to familiarise themselves with the Trust's policies, procedures and guidelines and to undergo training at the UEA in order that they can become a recognised teacher. There is also a requirement that all Consultants attend appropriate training to meet the requirements of PMETB regarding provision of Clinical and Educational Supervision. A mentor will be appointed to support the consultant in adjusting to the new role and responsibilities.

Medical Student teaching

The appointee will be expected to contribute to undergraduate teaching. There is an expectation that the appointee will also participate in admission assessments for applicants to the medical school, lectures, seminars, examinations and small group problem based learning (PBL) teaching that occurs throughout the academic year. There will be an increase in Medical Student numbers over the next few years. Any time contributed to Medical Student teaching by the appointee will need to be agreed by the existing physicians providing the stroke and acute service and the Divisional Director but in general this will be supported and encouraged.

Timetable

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

SPAs are likely to include at least 0.5 PAs to allow the appointee to familiarise themselves with the Trust policies, guidelines and procedures, other SPAs to be used for CPD, audit, guidelines and governance. At the review point the number of SPAs will be adjusted dependent on whether or not the new appointee has taken on new roles within the department/Trust/Region.

SECTION 3 DEPARTMENTAL INFORMATION

The Post

The James Paget University Hospitals NHS Foundation Trust is seeking to appoint a Consultant Respiratory Physician to a new post. The Consultant will have responsibility for providing a Respiratory Medicine service in conjunction with other consultant colleagues. Special interests that complement those of the existing consultants and expand the current services would be welcome.

The position provides an excellent opportunity for a suitably qualified specialist to actively contribute to the further development of a modern Respiratory Medicine service within this highly regarded Trust with its wide range of acute and community services, which will afford high professional visibility. The successful candidate will have a first-class opportunity to build a strong reputation as a Respiratory Physician.

The Respiratory Medicine Department

The department has 3 full time consultants, in addition to this post, supported by one full time Specialty Doctor acting as a locum (not this post). There are 2 full-time Specialty Registrar posts, supported by 5 Foundation Year 1 and 4 Foundation Year 2/Specialty Trainee doctors. The department also has 2 full time and 2 part time Respiratory Nurse Specialists. The department has an inpatient bed complement of 29 beds on ward 15 at the James Paget University Hospital and 21 on ward 7. The department offers a range of respiratory services including flexible bronchoscopy, EBUS, transbronchial biopsies & medical thoracoscopy.

We perform approximately 250 procedures per annum and offer in-patient non-invasive respiratory support, based on ward 15, and offer out-patient services to a population of 220,000. The Trust is currently compliant with both the 2 week lung cancer waiting time target and other cancer treatment targets. We also have an Obstructive Sleep Apnoea service.

The department has a close working relationship with the Thoracic Surgery and Oncology departments at the Norfolk & Norwich University Hospital. There is a weekly lung cancer MDT meeting which is attended by a full complement of members including a radiologist, thoracic surgeon, histopathologist and oncologist. Oncology services are provided by hospital based and visiting specialists on a weekly basis.

We also access regional Difficult Asthma MDTs where patients are reviewed for biologic therapy for asthma.

We participate in National COPD, Asthma and Lung Cancer Audits.

We have about 230 lung cancer cases diagnosed per year and have operated a "fast track" straight to CT service. Our conversion rate for all lung cancer referrals is 42%. Our service is supported by 2 full time cancer pathway co-ordinators, one full-time lung cancer Nurse Specialist and 2 part-time nurse specialists. The post is supported by a part-time secretary.

Outpatient Duties

The post holder will have 2 out-patient clinics per week in the Department of Medicine at the James Paget University Hospital. Outpatient services are supported by a pulmonary function laboratory. There are dedicated tuberculosis and sleep apnoea clinics.

The tuberculosis clinic is supported by a community based TB nurse specialist. We jointly chair the Norfolk and Suffolk TB Cohort review meeting with NNUH.

Bronchoscopy

There is currently one half day bronchoscopy session per week in a dedicated endoscopy unit. Thoracoscopies are supported by an anaesthetist.

Pleural Procedures

There are 2 dedicated pleural procedure clinics per week where elective pleural aspiration with ultrasound guidance, chest drain placement and in-dwelling chest drain service are provided.

In Patient Duties

The post holder will be expected to perform 2 ward rounds per week. In-patient admissions are allocated to coincide with consultant ward rounds to maximise senior doctor input early in the patient's admission.

Teaching Duties

The department delivers undergraduate teaching to 2nd Year Medical students from the Joint Venture Medical School at the University of East Anglia. Students are present 3 times per year each of 4 weeks duration. The consultants are also involved in the formal teaching program of the Respiratory Medicine Curriculum and in the OSCE assessment of students. Opportunities may exist to be trained as a Problem Based Learning (PBL) tutor or a student mentor.

Departmental Aspirations

We are hoping with this post to seek establishment of a local domiciliary non-invasive ventilation service. This service is provided at present by Norfolk and Norwich University Hospital. We are attempting to expand lung physiology services to include cardiopulmonary exercise testing (CPET).

THE EMERGENCY DIVISION
Accident and Emergency
Care of Elderly
Emergency Assessment and Discharge Unit
General Medicine
Medical Specialties

The post holder will be employed within the Emergency Division of the James Paget University Hospitals NHS Foundation Trust. General Medicine, Acute Medicine and Acute Care of the Elderly services are fully integrated within the Emergency Division.

Assistant Medical Directors	Dr Anna Blackburn & Dr Paul Banim
Divisional Operations Director	Phil Weihser
Clinical Lead Cardiology	Dr Sunil Nair
Clinical Lead Respiratory	Dr Tim Cotter
Clinical Lead Diabetes, Endocrinology	Dr Jo Randall
Clinical Lead Care of the Elderly	Dr Mazhar Zaidi
Clinical Lead Stroke	Dr Hilary Wyllie
Clinical Lead Gastroenterology	Dr Matt Williams
Clinical Lead Emergency Medicine	Dr Jon Baldry
Clinical Lead ICU	Dr Edward Lams
Clinical Lead Acute Medicine	Dr Al Green

The bed complement of the Division is:	Beds
Acute Cardiac Unit (4 High Dependency & 1 intervention room)	10
Emergency Assessment and Discharge Unit (EADU)	34
Integrated General Medical and Elderly Care (including stroke ward)	133
Haematology/Infectious Diseases/Dermatology ward	19

The Haematology / Dermatology / Infectious disease ward has single rooms and positive pressure ventilation for high risk cases.

A 22-Bed Infection Control Escalation Ward opened in April 2009.

A Day Treatment Unit (Sandra Chapman Centre) is available for treatment of haematology and oncology patients.

There is a 18 bed satellite Renal Dialysis Unit with six further beds where local renal patients receive haemodialysis under the supervision of a Norfolk & Norwich University Hospital based Consultant Nephrologist.

Consultant General Physicians

Dr A Blackburn	Acute Medicine/Respiratory
Dr A Green	Acute Medicine/Endocrine
Dr E Russell	Acute Medicine
Dr D Giles	Acute Medicine
Dr J Patrick	Acute Medicine/Renal
Dr C Ross	Acute Medicine/Renal
Dr L Vera	Acute Medicine
Dr A Malpas	Acute Medicine/Rheumatology
Dr R Jesudason	General Medicine/Cardiology
Dr A Elgishy	Acute Medicine/Intensive Care Medicine (Locum)
Dr D Makkuni	General Medicine and Rheumatology (Director of Medical Education)
Dr T Sarev	Cardiology (Joint post with NNUH)
Dr S Nair	Cardiology (Joint post with NNUH) – Lead Clinician

Dr S Sulfi	Cardiology (Joint post with NNUH)
Dr O Abdul Samad	Cardiology (Joint post with NNUH)
Dr T Alam	Cardiology/General Medicine
Dr J Randall	Diabetes and Endocrinology
Dr L Krishnan	Diabetes and Endocrinology
Dr M Venu	Diabetes and Endocrinology
Dr R Badreldin	Gastroenterology
Dr P Banim	Gastroenterology
Dr A DeSilva	Gastroenterology (visiting consultant from NNUH)
Dr M Williams	Gastroenterology
Dr A Saleem	Gastroenterology
Dr B Brett	Gastroenterology (visiting consultant from NNUH)
Dr M Sayed	Gastroenterology
Dr T Cotter	Respiratory Medicine
Dr V Mahadevan	Respiratory Medicine
Dr A Kisseljev	Respiratory Medicine
Dr P Babu	Respiratory Medicine (Locum)
Dr M Zaidi	Care of the Elderly (Orthogeriatrics)
Dr H Wyllie	Stroke & Rehabilitation (Locum)
Dr T Soe	Stroke/Acute Medicine
Dr C Canepa	Neurology/Stroke Medicine
Dr T Hajdu	Neurology (Locum)
Dr M Hussein	General Medicine/Renal
Dr A Dasgupta	Geriatrics/Stroke Medicine
Dr R Srinivasan	General Medicine (Associate Specialist)

Speciality Medicine

Dr R Zuha	Clinical Haematology (lead)
Dr R Consuegra	Clinical Haematology
Dr T McKerrell	Clinical Haematology
Dr D Maw	Clinical Haematology (Locum)
Dr M Zaman	Dermatology (Locum)
Dr U Dervedde	Medical Oncology
Dr M Han	Medical Oncology (Acting Consultant)
Dr J Thomas	Rheumatology

Visiting Consultants (from Norfolk and Norwich University Hospital)

Dr Z. Tasigiannopoulos	Radiotherapy and Oncology (2 sessions per week)
Dr R Wade	Radiotherapy and Oncology (1 or 2 sessions alt week)
Dr D Biswas	Radiotherapy and Oncology
Dr J Nobes	Oncology
Dr T Marshall	Rheumatology
Dr L Freeman	Cardiology

Associate Specialist (AS), Specialty/Staff Doctors (SD)

Dr Syeda Zahoor (Fixed Term SD) Acute Medicine/Cardiology

Specialty Registrars

SpR/ST3-4	x2-3	Acute Medicine/EADU (Rotation with NNUH)
SpR/ST3-4	x1	General Medicine/Care of the Elderly (Rotation with NNUH)
SpR/ST3-4	x2	General Medicine / Respiratory Medicine / ICU (Rotation with NNUH, Cambridge & Papworth)

SpR/ST3-4	x2	General Medicine/Gastroenterology. (Rotation with the NNUH)
SpR/ST3-4	x1	General Medicine/Diabetes & Endocrinology

Junior Medical Staff

20 Foundation Year 1's and 6 Foundation Year 2's
4 General Practice Specialty Trainees
5 Core Medical Trainees
1 Clinical Fellow (ST1) level
2 ACCS trainees

Accident & Emergency Consultants

Dr J Baldry
Dr J Crawford
Mr D Peacock
Dr D Wade
Dr T Okasha
Dr J Flatt
Dr A Bayston
Dr A Lindner
Dr L Brenner

Intensive Care Consultants

Dr E Lams (lead)
Dr K Blenk
Dr P Bothma
Dr A Brodbeck
Dr M Karlikowski
Dr M Lundberg
Dr I Misane
Dr J Stosic
Dr J Garvey

Radiology Consultants

Dr K Ashraf
Dr S Boddu
Dr L Disini
Dr A Eka (locum)
Dr A Madathil (locum)
Dr N Vachetsavanos
Dr V Shenoy
Dr E Musgrave (locum)
Dr N Sanmugalingam (locum)

Hospital Practitioners

Some of the Medical specialities within the Emergency Division are supported by General Practitioner colleagues employed as Hospital Practitioners. Future planning for General Practitioners with Special Interests is currently being undertaken. Sessions are devoted principally to outpatient clinics. Community hospitals are covered by Hospital Practitioners.

The Emergency Assessment and Discharge Unit (EADU)

The EADU was opened in 2005 with a view to restructure the way all emergency admissions were managed. The main purpose of the Unit was and is to improve

patient care, reduce unnecessary delays, accelerate decision-making, and enhance early discharge.

It is a 34 bedded complex consisting of:

- Three six bed level 1 care bays (18 beds)
- Four single bed en-suite side rooms (4 beds)
- Two, four bed level 1+ Acute Care Bays (8 beds)
- Ambulatory Care Unit (AmbU) consisting of two fully equipped trolley bays, a clinic room and a 15- chair waiting area

The unit accepts not only all adult acute medical admissions but also acute general surgical and depending upon the clinical situation, other emergency specialist admissions. These patients are managed by the appropriate specialists. Every day two medical consultants attend the unit in the morning in order to review all patients followed by a dedicated consultant for the rest of the day to allow timely review of newly referred individuals and support of AmbU services.

Geographical proximity with the Emergency Department allows a close working relationship with this clinical area.

The admitting team consists of at least two Foundation Trainees (an FY1 and an FY2), one ACCS/CMT trainee and Specialty Doctor/Specialty Registrar. The unit has its own Clinical Support Assistants (CSAs) and Case Manager and is supported by Specialist Nurses. Throughout the day, there is continuous senior medical presence on the Unit.

We would expect the appointee to take on a major role in further developing working practices within both EADU and AmbU units.

The EADU services are the essential part of the emergency patient's journey. The post-holder will have a key role in influencing patient pathways and flows throughout the Trust especially within the Emergency Division.

The unit has priority access to radiological and laboratory investigations. The PACS system is accessible within the EADU enabling the recall of all existing radiological images for any given patient. The intranet provides a wide range of guidelines, contact numbers and other useful resources.

EADU services are fully equipped to support the management of patients on Level 1+ care; including the use of NIV, CPAP, High flow nasal oxygen, central venous catheters and chest and abdominal drain devices.

EADU has its own point-of-care ultrasound device (Phillips Sparq). We encourage the expansion of ultrasound applications in emergency medical care.

The James Paget University Hospital operates a 'Hospital at Night' team, the aim of which is to provide a safe and supported framework to optimise patient care and junior doctor supervision. The Hospital at Night team relies on generic working of team members. This means that a team of doctors and nurses will have appropriate skills as a whole to manage most problems arising overnight. Hospital at Night covers six specialties: Medicine, Surgery, Urology, Orthopaedics, ENT and

Obstetrics & Gynaecology. The EADU takes a central role in the Hospital at Night Programme.

The unit is also a very important area for the teaching, training and assessment of Junior Doctors as well as an important area for the teaching and training of Medical Students and other staff.

Ambulatory Unit (AmbU):

We have recently established a state of art ambulatory service. This includes point-of-care diagnostics. It is designed to meet the demand of 30 patients per day and is currently undergoing an expansion-plan, The improved patient pathways and process optimisation allows for an average patient turnaround time of 100 minutes. We have developed partnerships with our speciality outreach teams; particularly cardiac and respiratory .The expectation of AmbU is to become a lynchpin for process optimisation across the emergency floor.

Acute Cardiac Unit

Following the relocation of all Trust beds in 2006 the ACU has been relocated to a 11-bed unit within the Cardiology ward area. The unit works closely with the cardiac units at both the Norfolk and Norwich University Hospital and Papworth Hospital.

- All patients with Acute ST elevation MI are taken directly to NNUH for angioplasty. There are Four intensive multi channel monitored beds for treatment of acute Non-ST elevation infarcts or patients who are severely ill.
- One cubicle bed for intensive monitoring, temporary pacing, pericardial aspiration and similar procedures.
- Six monitored beds within one bay for patients with acute coronary syndromes or 'step downs'.

Staffing of the unit consists of the four consultant cardiologists and their teams. Patients are admitted to the unit via the on-call medical team who then hand the patient over to a cardiac firm no later than the morning after the admission. The unit has a high number of experienced senior nurses. They are supported by Cardiac Nurse Specialists for rehabilitation and heart failure.

Gastroenterology

There are lists for Upper Endoscopy and Colonoscopy every session in the week. There are 2 ERCP sessions each week. Specific therapeutic procedures that are carried out include dilatation of oesophageal strictures, placement of expandable metal oesophageal, duodenal, colonic and biliary stents, injection and banding of oesophageal and gastric varices, pneumatic dilatation for achalasia, insertion and removal of gastrostomy feeding tubes, laser therapy for oesophago-gastric and colorectal malignancies, endoscopic mucosal resection, haemostasis using bipolar goldprobe, APC, endoclips and injection, therapeutic ERCP for stone disease and to palliate malignant strictures and the placement of naso-jejunal feeding tubes.

There is a fortnightly HCV specialist clinic and treatment service.

The NNUH and the JPUH form a joint cancer network with multi-disciplinary cross-site teams for each organ specific site. Close links have been built between the departments of gastroenterology in our two hospitals.

Diagnostic and Associated Services at the James Paget University Hospitals NHS Foundation Trust

The Hospital is equipped to high standard with excellent diagnostic services.

a. Endoscopy Suite

Provides bronchoscopy, gastro-intestinal and urological endoscopy facilities for the departments of Medicine and Surgery. It is a modern front of house/ back of house design with three endoscopy rooms, one with digital screening facilities. There are plans to add a 4th room. It is planned to develop remote video linkage to a seminar room to enable interactive teaching sessions with undergraduates from the Medical School.

There are GI endoscopy lists each morning and afternoon and bronchoscopy lists comprising outpatients as well as emergency inpatient referrals.

A full range of therapeutic endoscopic therapies are available including Heater probe, endo-clips, Argon plasma coagulation, ERCP with stone extraction and stenting, laser, oesophageal mesh-metal stents, colorectal mesh-metal stents and Endoscopic mucosal resection.

Medical thoracoscopy is also carried out at this Trust.

b. Department of Clinical Measurement (within the Medical Directorate)

Investigative facilities in this department include:

Cardiology	Treadmill ECG exercise testing Echocardiography, Transthoracic and Multiplane Transoesophageal, with Colour Doppler Ambulatory ECG tape monitoring
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More Extensive facilities are available at NNUH and Papworth Hospital (see below)

Respiratory Medicine:	Flexible bronchoscopy/EBUS Pulmonary Function Laboratory (Jaeger Masterlab) Overnight oximetry service & Sleep studies
Gastroenterology	C13 urea breathe test Capsule endoscopy

c. Diagnostic Imaging

The department provides all standard imaging services including MRI (1.5T) and a 256 and 128 slice CT scanner; these are located in dedicated suites for IP and OP work; Ultrasound facilities and a dedicated Breast Care Unit. There is direct access to PET-CT via the Norfolk and Norwich University Hospital. The Trust has in-situ, a Sectra PACS and Wellbeing Healthcare CRIS system, which provides easy access to images

and reports throughout the Trust. Dragon Voice recognition is used for clinical reporting. The department is staffed by eight substantive radiologists.

d. Pathology Laboratory Services

The Pathology laboratory has full CPA accreditation and provides a comprehensive range of services in morbid anatomy and Histopathology, Microbiology, Chemical Pathology and Haematology. The laboratory provides a full service, daily and out of hours, to support emergency work and consultant advice is available at all times. The Histopathology department has now merged with the Norfolk and Norwich University Hospital (NNUH) to ensure a rapid and high standard of sub-specialty reporting whilst still supporting Multi-disciplinary meetings.

e. Facilities in Associated Hospitals

Invasive Cardiology services are provided at the Norfolk and Norwich University Hospital (NNUH). The NNUH Cardiology unit has 2 catheter suites and 2 lists per week are available for consultants based at the James Paget University Hospital. Angiograms, other imaging, difficult cases and audit results will be discussed once a week at a joint meeting – Teleconferencing facilities are available. Patients are also admitted to the NNUH for permanent cardiac pacing. There is a possibility for a consultant based on this site to develop an interest in cardiac pacing. In addition Papworth Hospital provides coronary angiography, angioplasty, and coronary stenting. **Cardiothoracic Surgery** is also provided at Papworth Hospital.

Plastic surgery and radiotherapy/oncology services are provided by NNUH consultants.

Upper GI cancer care is coordinated between the James Paget University Hospitals NHS Foundation Trust and the NNUH via the multidisciplinary Upper GI Cancer Network.

Addenbrooke's Hospital is the **regional liver transplant centre**, providing liver transplant services, specialist care of acute and chronic hepatology cases, and regional postgraduate training courses.

Visiting consultants from the NNUH provide **neurology and renal services**: There is an onsite renal dialysis unit. Weekly outpatient clinics are held at the James Paget University Hospitals NHS Foundation Trust. **Regional neurosurgical services** are based at Addenbrooke's Hospital, Cambridge.

ICU/HDU

This is a state of the art combined 12 bedded ICU/HDU, fully computerised and equipped with flexibility to change ratio of ICU/HDU patients and admitting well over 400 patients per year.

8 Intensive Care Consultants cover the unit with a separate one in eight on-call rota. There is an excellent critical care outreach team and early warning score system. The ICU team maintains good relationships with all of the consultant staff and hold joint forums with all surgical specialties, A&E, Medicine, Paediatrics and the respiratory teams.

The Intensive Care Unit is situated in the centre of the hospital opposite to the theatre suite adjacent to the Anaesthetic Department.

The current capacity is: 12 beds that are allocated flexibly between level 3 and level 2 to accommodate clinical need. (The use is flexible and if necessary can accommodate up to 8 ICU beds)

There is funding for: 6 Intensive Care beds
 6 High Dependency Beds

All admissions are on a Consultant to Consultant referral basis. There is an active multidisciplinary team involved in critical care, which meets daily on the ICU Ward Round.

SECTION 4 THE TRUST AND LOCAL AREA

The Trust provides comprehensive acute care for the population of Great Yarmouth, Lowestoft and the South Waveney area and for many visitors to the area. This acute care provided from the James Paget University Hospital site at Gorleston is supported by other community services at the Newberry Centre, Kirkley Rise North Lowestoft, Lowestoft Hospital and outreach clinics. The Trust serves a population of approximately 230,000, with 500 beds, 3,370 members of staff. We are a University Hospital with a medical school; training the next generation of health professionals and developing research.

The James Paget University Hospital is a high performing hospital with a history of strong performance both financially and in terms of achieving national and local targets. There is a close working relationship between staff and management with a strong culture of team working which contributes to a friendly working environment. The Trust has successfully undertaken several national pilots.

The Hospital has a strong reputation for Education and Training and this has been furthered by the close working relationship with the UEA Medical School. The hospital contributes approximately a third of secondary care teaching. With the hospital's new University Hospital status there is now a growing emphasis on establishing a research culture within the Trust.

The Hospital is based in the coastal town of Gorleston between the resorts of Great Yarmouth and Lowestoft. Other coastal resorts such as Southwold, Caister and Hemsby also lie within the Trust's catchment area along with several broadland villages/towns such as Beccles, Acle and Oulton Broad. The historic city of Norwich is a short journey away. The North Norfolk coast and Southern Suffolk coast are also within easy reach.

There is a good supply of high quality housing at reasonable prices from barn conversions and historic houses to architect designed modern builds. There is a good choice of locations from rural and village to coastal and town. There are many high quality state and private schools from Nursery through to 6th form colleges and the UEA. There are a variety of local industries including agriculture, leisure and tourism including sailing, offshore industries, insurance and catering.

For further information on the Trust please see separate documents named 'Information for Medical Staff' and "JPUH – Working for Us"

SECTION 5**EDUCATION AND FURTHER INFORMATION****University Of East Anglia (UEA) Medical School**

This is a joint venture involving the UEA, Norfolk & Norwich University Hospital and James Paget University Hospital NHS Foundation Trust (JPUH), Norfolk Mental Health and General Practitioners in Norfolk and Suffolk. The first intake of students was in Autumn 2002 and we are now seeing some of the first graduates seeking consultant posts. The James Paget consultants are involved in the development and delivery of the Curriculum and Teaching Programme, with approximately 30% of all secondary care teaching being based at JPUH. In addition a significant proportion of the lectures / seminars / teaching sessions / assessments at the UEA for Medical Students are also delivered by employees of the Trust. The medical school emphasises the importance of innovative teaching methods especially problem-based learning in the education of under-graduates. The appointee will have the opportunity to apply for specific teaching roles in the delivery and development of the undergraduate curriculum and to become a Recognised Teacher in the Medical School. Honorary UEA appointments are awarded to consultants making a significant contribution to MB/BS teaching.

Research

The hospital is part of a Research Consortium in association with the Norfolk & Norwich University Hospital and the University of East Anglia. These links are being enhanced to facilitate collaborative projects and ideas. As a University Hospital there is a drive to increase research activity. Collaborative partners include The School of Health, University of East Anglia, which has particular expertise in epidemiology and Health economics. A number of consultants in the James Paget University Hospitals NHS Foundation Trust hold honorary Senior Lecturer appointments at the University of East Anglia.

Participation in research is actively encouraged and supported and we are particularly interested in recruiting clinicians with experience of applying for research grants. The JPUH has a Research Support Group which will give practical advice.

Postgraduate Medical Education

Post Graduate Education is based within the Education and Training Centre at the JPUH. Dr D Makkuni is the current Director of the PGME. There is also a good medical reference library within the Trust which has recently been relocated to newly refurbished facilities at the Burrage Centre which is located on the hospital site.

The centre provides a wide and varied programme to support continuing education with the local consultants and visiting specialists participating. There is a GP vocational training scheme and an active teaching programme for junior staff in which most consultants participate. A major expansion of teaching facilities has recently taken place. Consultants from the trust play an active regional role in training trainers.

The teaching programme within the Trust includes:

- Weekly curriculum teaching/clinical presentations for Junior Doctors
- Weekly ½ day protected teaching for FY1s and FY2s
- Weekly ½ day protected teaching for GPSTs
- Fortnightly Grand Round
- Journal Club meetings
- CMT MRCP Tuition

Regular MDT/teleconferencing meetings take place linking to regional hospitals

Clinical Divisions have their own education and audit programmes.

The Trust expects all Consultant medical Staff to comply with the current guidelines from their professional bodies, GMC, Royal Colleges etc. concerning education and revalidation. Emphasis is placed on training senior staff in teaching and training skills. All new consultants are expected to have attended or be willing to attend a teaching course. Those intending to develop an interest in Medical Education will be encouraged to obtain a qualification in this field. The Trust recognises that training in adult learning is an important part of undertaking undergraduate training as a partner in the joint venture medical school at UEA.

The appointee will have the opportunity to be involved in the professional supervision and training of junior medical staff and will be invited to become an Educational Supervisor for Foundation Trainees.

Education and Training Centre

This purpose-built centre provides a wide range of state-of-the-art teaching facilities and most rooms have built-in modern audio-visual presentation facilities. There are seminar rooms and consultation and examination rooms both in this building and at the Burrage Centre, a spacious entrance area, a coffee lounge along with wet and dry skills rooms and an IT training room. The centre provides teaching and training facilities for a wide range of staff including Medical Students and BLS/ ILS/ ALS/ ALERT courses.

Study Leave

Study Leave will be obtainable within the limits of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England & Wales) as amended, subject to the Regional Postgraduate Medical Educational Policy.

Audit

Audit is considered to be an important item within the Trust agenda. The requirement is overseen by the Clinical Audit and Effectiveness Committee.

Personal Facilities

The appointee will be provided with shared secretarial support and office accommodation at the James Paget University Hospitals NHS Foundation Trust. There are computer-based projects in progress to use IT to improve clinical communications. He/she will have a desktop computer linked to the hospital intranet with facilities for internet connection and e-mail. Ample car parking is available on site at a very low annual charge compared to other local hospitals and nationally.

Personal Development For Consultants

All new consultant recruits are given the opportunity to review their personal development with an independent management consultant and agree a personal development plan. Although this is very much owned and driven by the individual, the Trust will provide financial support for personal development activities. Each year all consultants are required to undergo an appraisal with either their Divisional Director or another consultant selected from a list of appraisers to discuss their development and in anticipation of revalidation. The Trust has recognised the time commitment that this requires and that clinical work may have to be delayed to ensure appraisal takes place.

Clinical Governance

The Trust has introduced Clinical Governance under the joint leadership of the Medical and Nurse Directors. It has been at the forefront of the introduction of Risk Management. The Trust was one of the first to achieve CNST Level 2. Recent appointments of Senior Staff to support Clinical Governance emphasise the Trust's commitment and it is expected that all Medical Staff will participate.

Improving Working Lives Flexible Career Scheme

The scheme has been developed to give all doctors, both junior and senior levels, the opportunity to work flexibly e.g. part-time working and career breaks. Further details of this scheme are available from the Medical Staffing Department.

Disclosure & Barring Service Forms

All successful applicants will be required to complete and return a Disclosure & Barring Service Form.

If you have not been resident in the UK you will be required to produce a “Certificate of Good Standing” or “Police Check” from an authorised Police Authority from the country of your last residence.

Safeguarding Children

All employees have a duty for safeguarding and promoting the welfare of children. Staff must be aware of the Trust’s procedure for raising concerns about the welfare of anyone with whom they have contact.

Staff must also ensure they receive the appropriate level of safeguarding children training depending on their role in the Trust.

Infection Control

Staff working in a clinical environment must ensure that they understand and follow the infection control policies, procedures and best practice applicable within the Trust. In order to do so they must;

- Observe all infection control policies and practices relevant to the post
- Act as a role model to others regarding infection control best practice
- Ensure that they keep up to date and attend all relevant training relating to infection control issues applicable to their post
- Ensure that patients, visitors and contractors are aware of and follow infection control best practice (where applicable).
- Report non-compliance or concerns regarding infection control issue/best practice to their line manager.

This post is offered under the terms and conditions of service of the new contract.

Confidentiality

All employees are required to ensure the confidentiality of all patients, staff and other sensitive, including commercially and financially sensitive, information that is made available to them as part of their duties.

This post is offered under the terms and conditions of service of the new contract.

SECTION 6

GENERAL CONDITIONS OF APPOINTMENT

General Conditions of Appointment

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Divisional Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery. This includes all forms of leave.

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

With the Terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.

GENERAL CONDITIONS OF EMPLOYMENT

Salary:	Within Whitley Council scale for the new consultant contract, pro rata part-time. This is a whole-time post.
Pension:	NHS contributory scheme.
Life insurance:	Covered within NHS superannuation scheme.
Holidays:	As per terms and conditions of service schedule 18, paragraph 1.
Notice period:	3 months.
Relocation package:	<p>Comprehensive package. Please note relocation expenses are considered to be a taxable benefit by Inland Revenue and you are liable to pay any tax that is due. The claim should only be used for appropriate expenses i.e. stamp duty, removal firm fees, solicitor, storage and is payable on submission of receipts.</p> <p>Modern onsite single accommodation may be available, if required. However, if married accommodation is required you will need to seek this yourself in the private sector</p>
Terms:	Post is subject to Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and General Whitley Council Conditions of Service, as amended from time to time.
Location:	The successful candidate will normally be required to reside within 15 miles of the main hospital base or 30 minutes travel time unless specific approval is given by the Trust to your residing at a greater distance. The post holder is based at the James Paget Hospital but may be required to undertake duties at the Norfolk and Norwich University Hospital Foundation Trust and may be required to undertake duties at other locations within the locality.
Medical:	Required to complete Trust's Confidential Occupational Health Services medical questionnaire and undergo medical examination, if necessary. The post holder will require validated identity verification of immunisations for Hepatitis B, HIV and Hepatitis C screen prior to commencing.
Rehabilitation of Offenders:	Exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975.
Equal Opportunities:	James Paget University Hospitals NHS Foundation Trust is committed to the promotion thereof, on the basis of opportunity and advancement correlating with ability, qualification and fitness for work.
Expenses:	Reimbursed interview travel and subsistence expenses limited to two preliminary site visits (where appropriate from the point of entry to the U.K.)
Registration:	Required to have and maintain full registration and be on the GMC Specialist Register. To comply with requirements for revalidation and C.M.E as laid down by the General Medical Council, colleges and similar bodies. Required to conform to GMC guidelines for good medical practice. Membership of a Medical Insurance Society is strongly recommended.

SECTION 7 APPLICATION INFORMATION

To apply for this role with the James Paget University Hospitals NHS Foundation Trust please access the NHS Jobs website at www.jpaget.nhs.uk

If you have any queries regarding applying online please contact the Medical Staffing Team.

Applicants who require further information about the post and/or who wish to make an informal visit are invited in the first instance to contact:

Medical Staffing
James Paget University Hospitals NHS Foundation Trust
Lowestoft Road,
Gorleston
Great Yarmouth
Norfolk NR31 6LA

Telephone 01493 453117
Email: beth.turrell@jpaget.nhs.uk

For further information about the Trust please log onto our website www.jpaget.nhs.uk.

All roles within the Trust require staff to demonstrate our core values in the care they provide to patients. All members of staff should consider these behaviours an essential part of their job role:



Please note that the James Paget University Hospitals NHS Foundation Trust operates a No Smoking Policy