



**North Cumbria
Integrated Care**
NHS Foundation Trust

Consultant in Respiratory & General Medicine

Speciality Medicine Collaborative

Cumberland Infirmary, Carlisle
West Cumberland Hospital, Whitehaven

North Cumbria Integrated Care NHS Foundation Trust

Example Job Plan for a full time 10PA contract can be found in Appendix 1.
Applications are welcomed from candidates wishing to work either full or part-time.

On-call commitment: General medical on-call: 1 in 12 (including shift over runs, return to working for clinical need and telephone advice whilst on-call etc).

Visiting arrangements:

We strongly encourage interested applicants to visit the Trust and meet prospective colleagues, and to view the area and all of its attractions.

Arrangements for visiting may be made by contacting:

Dr Matthew A Lane – Matthew.Lane@ncic.nhs.uk, Tel: 01228 814142
Consultant in Respiratory Medicine

Additional information can be found on the Trust's website at www.ncic.nhs.uk/

Interview/Assessment Dates

To be confirmed.

Job Summary

The Department of Respiratory Medicine

North Cumbria Integrated Care NHS Foundation Trust is seeking to appoint a Consultant in Respiratory & General Medicine based at Cumberland Infirmary with out-reach sessions in West Cumbria (On a full-time, part-time or job-share basis).

The successful candidate will be encouraged to develop a special interest to complement the other members of the department and will participate in the provision of Respiratory services to the population of North Cumbria. This is an opportunity to join an organisation in which Clinicians are at the forefront of management.

Staffing

Cumberland Infirmary – Beech AB (Respiratory and General Medicine ward)

There are presently five consultants in post

Dr Matthew Lane
Dr Mary Hewson
Dr John Atkinson
Dr Anam Elarabi
Dr Pirzada Baba (Locum)

In addition there are:

Consultant nurse undertaking pleural work (band 8c)
Three whole time equivalent respiratory nurse specialists (band 7)
Two part time sleep nurse specialists (band 7)
2 Registrar level post from the deanery
1 Locally employed registrar post
2 IMT3 posts
2 IMT1-2 posts
2 Teaching Fellows ("FY3")
1 FY2 level post
3 FY1 level posts

The ward is a 41-bed unit caring for predominately respiratory patients but also admission of general medical patients.

Virtual ward

The virtual ward cares for up to 20 respiratory patients at a time and is supported by seven respiratory nurses and a respiratory physiotherapist

West Cumberland Hospital

Two whole time equivalent Respiratory Nurse specialists (one band 8b, one band 7)
One lung cancer case finding nurse specialist (band 6)

Developing Services

The service has undergone significant modernisation in the last few years.

Expansion of junior doctor numbers

Lung cancer

- Modernisation of the lung cancer pathway with straight to test CT for referrals and radiology recalls
- PET CT on site
- EBUS with lymph node aspirate and biopsy
- Radial EBUS using Olympus super-slim bronchoscopes
- Recent successful tender to run Total Lung Health Checks with project due to start in Feb 2024 (to build on pre-existing locally ran lung cancer case finding project)

Pleural procedures

- Dedicated pleural procedure room
- Thoracic ultrasound
- Indwelling pleural catheters
- Thoracoscopy business case approved

Non-invasive ventilation

- 10 new non-invasive ventilation machines

Asthma

- Exhaled nitric oxide for the monitoring of asthma
- Participation in the regional asthma network / MDT

Sleep medicine

- Development of the sleep clinic using ResMed CPAP machines

Close working relationships exist between the hospital and the community respiratory nursing teams, who provide pulmonary rehabilitation and post-discharge support.

The clinicians are supported on both sites by a lung function laboratory, providing detailed lung function testing and six minute walk tests

There is a weekly lung cancer MDT supported by visiting thoracic surgeons and medical / clinical oncology from Newcastle. The respiratory service has good links with the hospital palliative care team and the hospice.

We are looking for an enthusiastic colleague to join the team in this exciting journey. There will be opportunities to develop services and to develop a sub-speciality interest. The choice will depend on the interest of the applicant. There are also opportunities to be involved in teaching and research.

Visits during any stage of the application process are welcomed- please contact Dr Matthew Lane.

Job Details

Job Title:	Consultant in Respiratory and General Medicine
Business Unit:	Speciality Medicine Collaborative
Specialty:	Respiratory
Location:	Cumberland Infirmary, Carlisle
Hours:	Full - 10 PA's plus on call
Accountable to:	The post holder is accountable to the Chief Executive through the Medical Director.

Principal Job Purpose

To provide, in conjunction with consultant colleagues, the Trust's Respiratory Service.

The successful candidate will be encouraged to develop any particular interest she or he has and a timetable will be agreed in advance, to reflect the particular interests of the applicant, the specialist interests of the existing Consultants, and the needs of the Trust.

This job description may change in the future to take account of further changes in light of Service Development and the consultant contract.

Other Duties: Flexible Commitments

The remainder of the appointee's professional time will be deployed flexibly on other clinical duties, administration, teaching, research, clinical audit and continuing medical education. The Trust supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Out of Hours Responsibilities including on-call commitments

The Consultant will participate in the Consultant on-call rota, which attracts an availability supplement. The on-call consultant is supported by the medical registrar, core medical trainee, ACCS trainee, GP trainee, foundation year 2 and foundation year 1 trainees.

On-call support from cardiology (for PCI, pacing and emergencies), renal (for renal replacement emergencies) and intensive care consultants is available 24hours per day 7 days per week. A stroke consultant is on-call via tele-medicine for stroke thrombolysis. There is an endoscopist on-call for emergencies including upper gastro-intestinal bleeds.

The Department of General Medicine

Cumberland Infirmary

The Department provides acute hospital medical services to a population of approximately 200,000. The specialties of cardiology, renal medicine, dermatology, clinical oncology serve the whole of North Cumbria which is approximately 320,000.

Secretarial Support/Office Accommodation

Secretarial support will be available to the successful candidate. Office accommodation and a personal computer with internet access will also be provided.

Other Duties: Flexible Commitments

The remainder of the appointee's professional time will be deployed flexibly on other clinical duties, administration, liaison with relatives, teaching, research, clinical audit, grand rounds, special interests, continuing medical education and professional development. (Details of this part of the Job Plan arrangements will be agreed with the successful applicant).

Participate in Consultant Appraisal and Job Plan Review on an annual basis and the revalidating process when necessary. The Trust will support revalidation

Our organisation sees the mentoring and 'settling in' programme as delivering benefits for all involved and we are keen to develop it further

Time off in lieu of extra duties will be considered.

Main Terms and Conditions of Service

This post is a Trust appointment and will be subject to the new Terms and Conditions – Consultants (England) 2003 as amended from time to time. The Trust has established a Joint Negotiating Consulting Committee for negotiating changes to terms and conditions of service, which will then be incorporated into the handbooks and become part of your employment contract.

Candidates appointed to an NHS Consultant for the first time will be offered a salary on the minimum scales except where a higher salary is justified by taking into account any previous consultant level experience recognised by the Trust for this purpose.

Any offer of employment with the Trust will be subject to satisfactory pre-employment checks as defined in Health Service Circular 2002/008

- references
- qualification/registration verification
- occupational health clearance

- DBS clearance
- identity verification
- eligibility to work in the U.K

and in accordance with Department of Health guidelines relating to 'Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV: New Healthcare Workers'.

Your private residence shall be maintained in contact with the public telephone service and shall be not more than 30 minutes or 10 miles by road from the base unit (Cumberland Infirmary, Carlisle) unless specific approval is otherwise given by the Trust.

Your principal hospital, for the purposes of reimbursement of travelling expenses, will be Cumberland Infirmary, Carlisle.

Professional Registration

It is the responsibility of individual doctors to hold current GMC Registration with a current licence to practise.

Professional Code of Practice

As a Registered professional, you are required to abide by the GMC's 'Good Medical Practice' (Regulating doctors, ensuring good medical practice). Disreputable behaviour, even if it is not directly connected to your professional practice, or failure to abide by the principles outlined by your code of practice mentioned above could put your registration as well as your continuing employment at risk. You should be aware that any breaches of your code of practice will be investigated in line with Trust policy, and action taken where appropriate, including reporting the misconduct to the GMC.

Health & Safety Management Responsibilities

The Trust recognises it's duties under the Health and Safety at Work Act 1974 to ensure as far as reasonably practicable, the health, safety and welfare at work of all employees. In addition, the business of the Trust shall be conducted so far as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risk to their health and safety.

Managers have a duty to ensure that safe systems of work are used within their areas of responsibility and must investigate accidents and incidents, arrange annual risk assessments and ensure all staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to co-operate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Travel and Subsistence

Travel and subsistence expenses will be reimbursed for preliminary visits in addition to interview expenses only to those candidates selected for interview. Reimbursement is

restricted to two such visits, whether they are made before or after the constitution of the short list is known. In the case of candidates traveling from abroad, traveling expenses are normally payable only from point of entry to the United Kingdom.

Appendix 1

Job Plan Draft – Consultant in Respiratory & General Medicine

	Time	PA
Mon	0900-1300 Respiratory ward rounds	1.0
Tues	1330-1700 Respiratory clinic	1.0
Weds	Clinical director duties	2.0
Thurs	0900-1300 Respiratory ward rounds	1.0
Fri	0900- 1300 Respiratory clinic	1.0
On call	1:12	1.5
Admin time		1.0
SPA		1.5
Total		10

Medical on-call is:

Weekdays (1:12) 530pm – 930pm – rolling post-take ward round - being available thereafter for telephone advice until 8am.

Weekends (1:12) Sat and Sun - 130pm – 930pm – rolling post-take ward round – being available thereafter for telephone advice until 8am.

Note: This is an **example** of a weekly timetable. This timetable will not be fixed and will be dependent on the availability of interventional sessions as they arise due to absences of existing consultants. Job planning is an individual matter and will be discussed with the successful candidate and is subject to annual review.

The successful candidate will be encouraged to develop any particular interest she or he has and a timetable will be agreed in advance to reflect the particular interests of the post holder, the specialist interests of the existing consultants and the needs of the trust.

The job description may change in the future to take account of changes in the light of future service developments and the consultant contract.

All doctors should be familiar with the GMC requirements governing good medical practice, which is supported by the Trust.

Appendix 2

Person Specification – Consultant in Respiratory & General Medicine

Requirement	Essential	Desirable
Education and Qualifications	<p>Valid Full Registration with the General Medical Council,</p> <p>Membership of the Royal College of Physicians or equivalent</p> <p>Entry on the General Medical Council (GMC) Specialist Register via one of the following:</p> <ul style="list-style-type: none"> a) Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) b) Certificate of Eligibility for Specialist Registration (CESR) c) European Community Rights 	<p>Other relevant medical and non-medical training/degree</p> <p>Other relevant postgraduate qualification</p>
Experience and Knowledge	<p>Completed Higher Specialist Training (CCT) in Respiratory and general medicine or evidence of equivalent competency.</p> <p>Excellent communication skills with patients, colleagues, managers and other staff</p> <p>Ability to take full and independent responsibility for clinical care of patients.</p>	<p>A commitment to, and experience of teaching</p>
Management & Administrative	<p>Ability to advise on efficient and smooth running of the service.</p> <p>Ability to organise and manage own workload efficiently</p>	<p>Experience of audit management</p>
Teaching	<p>Experience of, and commitment to teaching undergraduate and postgraduate medical staff.</p>	<p>Experience of teaching basic clinical skills to undergraduates</p> <p>Teaching of non-medical health professionals.</p> <p>Educational Qualification</p>
Research, Audit and Clinical Governance	<p>Experience of, and commitment to, medical audit.</p> <p>Experience of research and Clinical Governance</p>	<p>Ability to supervise postgraduate research</p> <p>Publications in referred journals</p>
Communication skills and abilities	<p>Empathetic and sensitive approach to patient needs</p> <p>Approachable and effective Multi-disciplinary team member with excellent interpersonal skills</p>	<p>IT Skills</p> <p>Presentation skills</p>

	Team loyalty Positive approach to lessons learnt Confident approach without being arrogant.	
Continued Professional / Personal Development	Demonstrable evidence of lifelong learning. Reflective approach to personal development with an ability to acknowledge and effectively manage poor performance. Participation in appropriate peer review processes.	Continued Professional / Personal Development
Personal Attributes	Ability to work as part of a multi-disciplinary team Participation in on call and emergency cover. Ability to travel to fulfil the requirements of the post.	