



Consultant in Cardiology

Job Description and Person Specification



**A great
place to**

work

#Team
SFH





The Trust

What we do

We are an award-winning NHS Foundation Trust providing acute and community healthcare services for 420,000 people across Mansfield, Ashfield, Newark, Sherwood and parts of Derbyshire and Lincolnshire. We are working closely with partners in health and social care through the Mid Nottinghamshire Integrated Care Partnership to take collective responsibility for managing resources, delivering NHS standards, and improving the health of the population we serve.

We put the patient at the centre of everything that we do, and it is our aim to make sure that every patient is treated as we would want a member of our own family to be treated. At the same time we expect our staff to be caring, kind and courteous to each other and to look out for each other. We believe that we are truly a clinically led organisation.

In the past four years our staff engagement scores have been the best for Acute Trusts in the Midlands.

Our People

We employ over 5,000 people across our three hospital sites - King's Mill, Newark and Mansfield Community.

Our dedicated team of over 650 volunteers give up their time to make a difference and enhance the experience of our patients and visitors.

As an NHS Foundation Trust we are accountable to the Council of Governors which represents the views of members.

We are proud to boast a membership totalling more than 15,000 – allowing our local communities opportunities to influence decisions and to demonstrate loyalty and support for our hospitals.

Together We CARE

C

Communicating and Working Together
We will work as one **compassionate** and **inclusive** team, **involving, informing** and **listening** to colleagues and local communities.

A

Aspiring and Improving
We will choose to **work** or be **cared** for by **Sherwood** as we focus on **improving** patient **care** and colleague **wellbeing**.

R

Respectful and Caring
We will show **kindness** to all, **embrace** diversity and **challenge** inappropriate behaviours.

E

Efficient and Safe
We will be **consistent** and do the **right thing**, at the **right time, first time**.

A great place
To Work



We are proud of our improvements over the last five years at Sherwood Forest Hospitals, and we recognise we can improve further. We know good quality healthcare can only be delivered by focussing on the experience of people, be it patients and the public or the colleagues you work with. Our improvements have been achieved by two central commitments to people:

We expect all patients to receive the same standard of care we would want our friends and family to have and:

We expect all colleagues to be treated with the same values we believe are important; support, kindness and respect.

We want to work with partners, we want to move beyond the boundaries of our hospitals and we want to help our local population become healthier.

Since 2019 we have been working to deliver **healthier communities and outstanding care for all**, and working with Primary Care Networks and partners in our Mid-Nottinghamshire Integrated Care Provider and our Integrated Care System.

This strategy has come from the many conversations and listening events that have taken place with more than 750 conversations with the public, Sherwood colleagues and partners. We hope you find this strategy as exciting as we do.

A partnership with everyone in our community...

We will...

- Provide outstanding care
- Promote and support health and wellbeing
- Maximise the potential of our workforce
- Continuously learn and improve
- Achieve better value

Signed:
#TeamSFH

The part you can play...

- Tell us when we get it right and when we get it wrong
- Be healthy and active
- Treat our staff and volunteers with respect
- Help us to learn from the care you experience
- Use our services wisely

Signed:

Our Purpose

Healthier Communities, Outstanding Care

Healthier communities and outstanding care for all.





Divisional Management Structure

There are five clinical management divisions, supported by Corporate Services (The People Directorate, IT and Finance) as follows:

Urgent & Emergency Care	Emergency Department Emergency Assessment Unit Urgent Treatment Centre Short Stay Unit Discharge Lounge Same Day Emergency Care Hospital Out of Hours
Medicine	Cardiology and Respiratory Gastroenterology Diabetes & Endocrinology Clinical Haematology Geriatrics Stroke/Rehab and Intermediate Care Dermatology Rheumatology
Surgery, Anaesthetics and Critical Care	Anaesthetics / Critical Care / Pain Management Theatres and Day Case General Surgery & Vascular Surgery Urology Breast Surgery Maxillofacial / Plastics ENT Audiology Ophthalmology Trauma and Orthopaedics FACILITIES Sterile Services
Women's and Children's	Maternity and Gynaecology Paediatrics
Clinical Support, Therapies and Outpatients	Therapy Services Pathology Radiology Back Pain Integrated Sexual Health FACILITIES Patient Services MEMD KTC Clinical Illustration Chaplaincy Fire and Security Pharmacy

Each Division is led by a Triumvirate of a Divisional General Manager, a Divisional Head of Nursing and is led by a Clinical Chair, Divisional specialities are headed by a Service Director or Head of Service. Service Directors/Heads of Service report to the Clinical Chair who in turn reports to the Chief Operating Officer.

Divisions receive operational support from Finance, Human Resources, Strategic Planning and Information representatives.



The Department

Introduction to the Cardiology Department

The Cardiology department at Sherwood Forest Hospitals NHS Foundation Trust aims to offer a high quality responsive service to both patients and General Practitioners for the diagnosis and treatment of suspected cardiovascular conditions. Our objective is to undertake locally all investigations and treatments that can reasonably be undertaken in the DGH environment whilst ensuring appropriate access to more specialised units. We keep under constant review the range of activities appropriate to the DGH and update our strategic plan using evidence based guidelines, based on the principle that if it can be done here it should be.

The consultant staffing of the department currently consists of ten Cardiology consultant posts, supported by a team of Clinical Physiologists and specialist nursing staff.

This post will be predominantly based at King's Mill hospital, with out-patient activity at Newark Hospital. It is expected that the applicant for the post will make a major contribution to the cardiac device service. There will also be a requirement to provide in patient ward area care to patients and contribute to the on call cardiology rota.

This role will enhance the Cardiology team currently responsible for the implantation and system management of a vast device service, including all aspects from brady pacing to CRT/D-P, inclusive of ICD, HIS and LBB.

Appropriate office accommodation and secretarial support will be provided.

Diagnostic Services

Echocardiography: Trans-thoracic, transoesophageal and stress echo with tissue Doppler imaging are all undertaken. The majority of investigations are predominantly undertaken and reported by clinical physiologists who are accredited by the British Society of Echocardiography. Open access echocardiography is available to GPs for the investigation of suspected heart failure. All equipment has been recently upgraded and includes a range of GE machines. E9 with 3D capacity, Vivid & and an S6 at both King's Mill and Newark.

Ambulatory monitoring: Event recording both external and implantable. 24-hour ECG and BP recording.

Tilt table testing: Available within the cardiorespiratory department supervised by clinical physiologists with one session per week attended by health care of the older person physician with an interest in falls/syncope.

Device implantation and follow-up: A full range of physiological pacemakers are implanted and followed up within the department. ILR devices are also implanted for investigation of suspected arrhythmia where other methods are inappropriate or have failed to explain symptoms. ICD and CRT devices are also undertaken, both implantation and follow up, supported by the MDT

Exercise electrocardiography: Supervision by doctors in training but also increasingly by technical staff for referrals from clinic, wards and A&E department. Accessible to GPs via the rapid access chest pain clinic for patients with suspected new onset angina currently supported by cardiac specialist nurses

Myocardial scintigraphy: Service provided through joint involvement of cardiology and radiology department. Currently 2 sessions per week devoted to cardiac studies

Cardiac CT and MRI: Currently two imaging consultants support sessions for both modalities, access to cardiac CT at KMH and MRI at NUH.

Cardiac catheterisation: Diagnostic angiography and angioplasty has been undertaken at King's Mill hospital for a number of years now. Since January 2011 SFH has carried out all aspects of intervention via 2 angiography rooms, these have both recently been completely renewed to the latest specification. Four interventional posts allow us to meet the BCIS requirements and enable more patients with ACS (excluding PPCI) to be managed according to National and International



guidelines in a timely manner and without transfer to our tertiary centre. This also includes rotablation, IVUS, and IVL. The additional capacity has enabled us to expand our device therapy to include ICD and CRT implants.

The catheter suite includes a Change Healthcare database system linked to the cardio base system to enable all cardiac investigations to be accessed by workstations and a web based system throughout the hospital.

The Cardiorespiratory department undertakes all investigations in purpose-built accommodation. The department supports respiratory medicine and vascular ultrasound as well as cardiology. The staffing includes 18.2 whole time equivalent (WTE) clinical physiologists, 2.4 WTE ATO's, 3.6 WTE cardio respiratory assistances and 4.19 WTE clerical support staff.

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In-Patient Cardiology

The 10 Cardiologists currently based at King's Mill are responsible for 23 beds on Ward 23, including an 8 bedded cardiac care unit and the cardiology patients within any of the 24 beds on Ward 24, which is shared with haematologists and general internal medicine physicians. These wards have extensive telemetry facilities. The step-down facilities from acute cardiac care are based on the same wards and patients are cared for by the same ward based nurses aided by a team of specialist cardiac nurses. In 22/23, Ward 23 admitted approximately 990 patients.

Out-Patient Services

All out patient appointments are booked to allow 30 minutes for new patient appointments and 15 minutes for review appointments. Sherwood Forest hospitals have been heavily involved by the National team in influencing the shape of the Choose and Book system. We make serious efforts to ensure continuity is maintained for patients currently under review or who have been recently discharged from a specific consultant's care. During 22/23, the service completed 6366 outpatient appointments.

Efforts are being made to increase the availability of appropriate investigations to GPs using the choose and book system. We hope that this will enhance the value of outpatient consultations by excluding patients from referral who do not need out-patient review but who can be managed by their GP supported by appropriate information from echocardiography and ambulatory monitoring. Handheld echocardiography equipment is available to all Cardiologists within their clinics.

A GUCH clinic runs on an ad hoc basis throughout the year. This is a joint clinic managed by a visiting Consultant from Glenfield hospital, Leicester.

It is expected that all Cardiologists will see the same range of referrals within their routine clinics. Additional special interest clinics may be developed in consultation with colleagues and managers.

All GP referrals are vetted through a Referral Assessment Service, supported by a dedicated administrator to direct straight to test is required.



Staffing

Consultant Medical Staff	Main Special Interest
Dr Sukhbinder Bassi	Devices
Dr Solomon Tekle	Intervention
Dr Iftikhar Fazal	Devices
Dr Slawomir Bielak	Imaging
Vacant	Devices
Dr Thandar Aye	Intervention
Dr Adnan Khan	Intervention
Dr Asif Khan	Intervention
Dr Abdel Nasir Elkhazin	General Cardiology (Locum)
Dr Masood	General Cardiology (Locum)
Trainee Medical Staff	Amount
Speciality Registrars Year 3+	Two
Senior Clinical Fellows	Two
Junior Doctors	Seven



The Role

Title:	Pacing Consultant in Cardiology
Division:	Medicine
Grade:	Consultant
Reports to:	Head of Service for Cardiology
Accountable to:	Medical Director
Hours:	Full time 10 PAs per week

The over-riding purpose is to support the provision of the highest quality patient care through personal actions and continuous improvement.

Duties and Responsibilities

- Provision with Consultant colleagues of a service to Sherwood Forest Hospitals, with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department
- Work with the current pacing Consultants to provide and develop the device services to patients at KMH and Newark hospital sites
- Support junior staff for in patient wards
- Provide on call cardiology on a rota basis
- Provide and support out-patient and diagnostics department
- Cover for Colleagues on annual leave and other authorised absences
- Participating in medical audit, the Trust's Clinical Governance processes and in CPD – CPD is provided in job plans and attendance at audit and other governance meetings is mandatory
- Managerial, including budgetary responsibilities where appropriate and compliance with standing orders and standing financial instructions of the Trust
- Where it is agreed between the parties in job planning and in line with the 2003 contract, work on behalf of Sherwood Forest Hospitals such as domiciliary consultations, or services provided by the Trust for other agencies, e.g. the prison service. *(This excludes work done under direct arrangements between an individual Consultant and a third party, e.g. Category 2)*
- The post holder must at all times carry out his/her duties with due regard to the Trust's Equal Opportunities Policy
- It is the responsibility of all employees to comply with Trust Health and Safety policies and maintain a safe and healthy environment for patients, visitors and staff
- All employees have an individual responsibility to have knowledge of and employ the basic principles of infection control practice and to ensure adherence to the requirements in the Infection Control Manual

A great place

Home, Community, Hospital.



- In line with GMC Good Medical Practice it is the responsibility of the post holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work
- The post holder is expected to respond in a timely fashion to legitimate requests from Trust officers – this might include investigations of incidents or complaints

Job Plan

A formal job plan will be agreed between the appointee and the Head of Service, 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 commencement date of the appointment.

The job plan for the first three months will be based on the provisional timetable shown on the next page.

The Job Plan will then be reviewed annually. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should 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.

On Call

There is a requirement to contribute to the on-call Consultant cardiology rota and to provide inpatient care to patients on a 1 in 10 out of hours on-call rota. Time off in lieu will be considered where appropriate.

The role of the ward Consultant is also on a rota basis of 1 in 10 and covers 5 days.

Provisional Timetable

This timetable is a provisional plan of the weekly schedule and is subject to variation depending on new consultant appointments and changing patterns of work. The responsibility of the post holder is to provide, develop and support the cardiac pacing/device service. Provision will be provided to support any further training required in the development of the individual.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Admin	Device Session	General Cardiology clinic (3 new, 8 follow-up)	Core SPA	Device Session
PM	Cardiology Clinic (3 new, 8 follow-up)	Device Session	CPD / Clinical governance / Audit / Divisional meetings	Device Supervisory Clinic	Admin

Summary of PAs:

DCC 8.5 PA
SPA 1.5 PA

Teaching, Research Audit

There is an active, purpose built postgraduate education facility and a separate reference library at King's Mill Hospital. There is also an excellent Clinical Illustration department.



A good library service exists which is supplemented by a comprehensive facility at the Queen's Medical Centre in Nottingham.

The appointee will be encouraged to pursue his/her special interests.

The appointee would be expected to develop an area of interest consistent with the activity of a District General Hospital but close links with the two Nottingham teaching hospitals will facilitate further research. An active clinical audit programme would also be expected of the appointee.

Most research that has taken place within the Cardiology department has been based on participation in multi-centre international clinical trials, dating back to the early ISIS trials and through to the latest trials for unstable angina/NSTEMI.

King's Mill Hospital is part of the East Midlands Healthcare Workforce Deanery and linked with the University of Nottingham. Medical students in all specialties come from the University of Nottingham and there is usually a minimum of 50 students on site. The number of medical students is expected to increase in line with the additional students attending Nottingham University. The Cardiology department is actively involved in teaching during the senior medical attachment and is also involved in teaching junior medical students.

Many of the Core Medical Training schemes are linked with Hospitals in Nottingham. All SpRs are part of the mid-Trent rotation and rotate to the Nottingham hospitals.

Study leave will be granted in accordance with the terms and conditions of service for Hospital Medical and Dental Staff (England and Wales), pro rata for part time appointments.

The Trust is currently working towards a comprehensive appraisal system, which will include employees across the staff groups in the organisation and involves identification of individual training needs together with Personal Development Plans.

The Trust supports 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.



General Statements

Study & Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose.

Appraisal, Revalidation & Mandatory training

The post-holder is expected to comply with the Trust's annual requirement for appraisal and mandatory training, and the 5-yearly revalidation as mandated by the GMC.

He/she is expected to participate in professional continuing medical education. Study leave is provided for this purpose, and the post-holder will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity. 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.

Support

The Head of Service/Service Director will be the line manager for the post-holder with additional support from the divisional and hospital leadership teams.

Access to a suitable mentor is encouraged and can be arranged if desired. We also have access to a wide range of wellbeing and counselling services which can be accessed without referral.

Communication

Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner, focusing on improvement and ways to move forward. Ensure all communication is presented appropriately to the different recipients, according to levels of understanding, type of communication being imparted and possible barriers such as language, culture, understanding or physical or mental health conditions.

Confidentiality

Information relating to patients, employees and business of the employing body must be treated in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Whistleblowing Policy (Freedom of Speech policy).

Codes of Professional Conduct

Staff are required to abide by the professional code of conduct relevant to their governing body.

Indemnity

The employing body will cover all medical staff for NHS work under NHS Indemnity. Sherwood Forest Hospitals NHS employing body is required to encourage medical and dental staff to ensure that they have adequate defence cover for any work which does not fall within the scope of the Indemnity Scheme. Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organisation.

Privacy & Dignity & Respect and Equality of Opportunity

The Trust is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.



Induction and Development Reviews

All medical staff are required to undertake the employing body's Induction as soon as possible after commencing work. They are also expected to have a local induction to their place of work which will be undertaken by their line manager or nominated person and sent to Learning & Development for record keeping.

Major Incident

In the event of a major incident all trust employees will be expected to report for duty on notification. All Trust employees are also expected to play an active part in training for and preparation for a major incident.

Working Time Regulations

The employing body is committed to the principle that no member of staff should work, on average, more than 48 hours per week. Staff who do exceed this limit need to complete an opt-out form. Any member of staff who undertakes work outside the employing body, regardless of whether they exceed 48 hours or not, must declare this.

Place of work

Whilst the duties of the appointment will be primarily at the hospital(s) stated, the appointment will be made to the employing body and there will be a commitment to attend occasionally at any other hospital or clinic in the employing body, as may be necessary from time to time, e.g. in emergencies.

Health and Safety

Sherwood Forest Hospitals NHS Foundation Trust recognises its duties under the Health and Safety at Work legislation to ensure, as far as is reasonably practicable, the health, safety, and welfare at work of all its employees. In addition, the business of the Trust shall be conducted as far as is possible 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 risks to their health and/or safety.

All Medical and Dental staff under contract to the Trust will be expected to comply with the appropriate Trust health and safety policies.

Safeguarding

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults. Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults.



Statement of Requirements (Person Specification)

	Essential	Desirable
Qualifications	<p>Full registration (and with a licence to practise) with the General Medical Council (GMC)</p> <p>Membership of Royal College of Physicians or show evidence of equivalent qualification</p> <p>Progress towards or attainment of college exams</p>	<p>Postgraduate thesis</p> <p>Completed fellowship programme</p> <p>Specialist registration with the General Medical Council (GMC)</p>
Experience	<p>Experience requisite to meeting all aspects of the job plan</p> <p>Ability to maintain clinical credibility and authority with a multi-professional team including senior trainees</p> <p>Understanding of all aspects of Cardiology</p>	<p>Four years supervised training in an appropriate Specialty Registrar (ST4+) equivalent training programme</p>
Management administrative experience	<p>& Ability to effectively organise and manage clinical workload</p>	<p>The potential to develop management and leadership skills</p>
Teaching		<p>Demonstrable ability as a teacher with evidence of training for the role</p>
Research	<p>Ability to convert research evidence into clinical practice</p>	<p>Publications in peer-reviewed journals</p>
Other	<p>Communication skills – to have language competency and communication skills necessary to do the job safely & competently</p> <p>Ability to communicate effectively with team members, patients, relatives, GPs, nurses and other agencies</p> <p>Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit</p>	<p>Willingness to undertake additional professional responsibilities at local, regional or national levels</p>



Application Information

Applications to be submitted via <http://jobs.sfh-tr.nhs.uk/>

References

When providing details of your referees, please ensure that you observe the following:

- We require referee details from your supervising Consultant(s) or Head of Service(s) which cover three years previous employment / training.

Visits

Candidates are invited to discuss the post informally prior to visiting with:

Dr Asif Khan

Head of Service for Cardiology

Asif.khan13@nhs.net

01623 622515 ext. 3667

Further information about the Trust

Information about Sherwood Forest Hospitals NHS Foundation Trust can be found on our website at www.sfh-tr.nhs.uk