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NHS
The Newcastle upon Tyne Hospitals
NHS Foundation Trust



Recruitment Information Pack

CLINICAL FELLOW IN RESPIRATORY MEDICINE (PULMONARY ARTERIAL
HYPERTENSION) WITH EXPOSURE TO WIDER PULMONARY VASCULAR
DISORDERS (ST3+)

APRIL 2024

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with people at our heart

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Section A

Overview

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

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

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

Our hospitals have around 2,213 beds and we manage over 1.5 million patient 'contacts' every year including more than 201,300 A and E attendances, 1,260,900 outpatient attendances and approximately 6,160 deliveries. We provide innovative high quality healthcare. The Trust is a large, technically complex and diverse organisation and to ensure the delivery of a high quality and safe service to all, robust performance management systems are in place. Working closely with clinical and support services, the Trust ensures effective monitoring and review of quality, business and financial issues.

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

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

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

Section B

About the Trust

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

Royal Victoria Infirmary

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

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



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

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

Freeman Hospital

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

Pictured: Northern Centre for Cancer Care, Freeman Hospital



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

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

Institute of Transplantation

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



Pictured: Institute of Transplantation, Freeman Hospital

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

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

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

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

International Centre for Life

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



The site includes the Regional Genetics Service and Reproductive Medicine.

Directorate	Service
Integrated Laboratory Medicine	Genetics

Faculty of Medical Sciences, Newcastle University

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

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

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

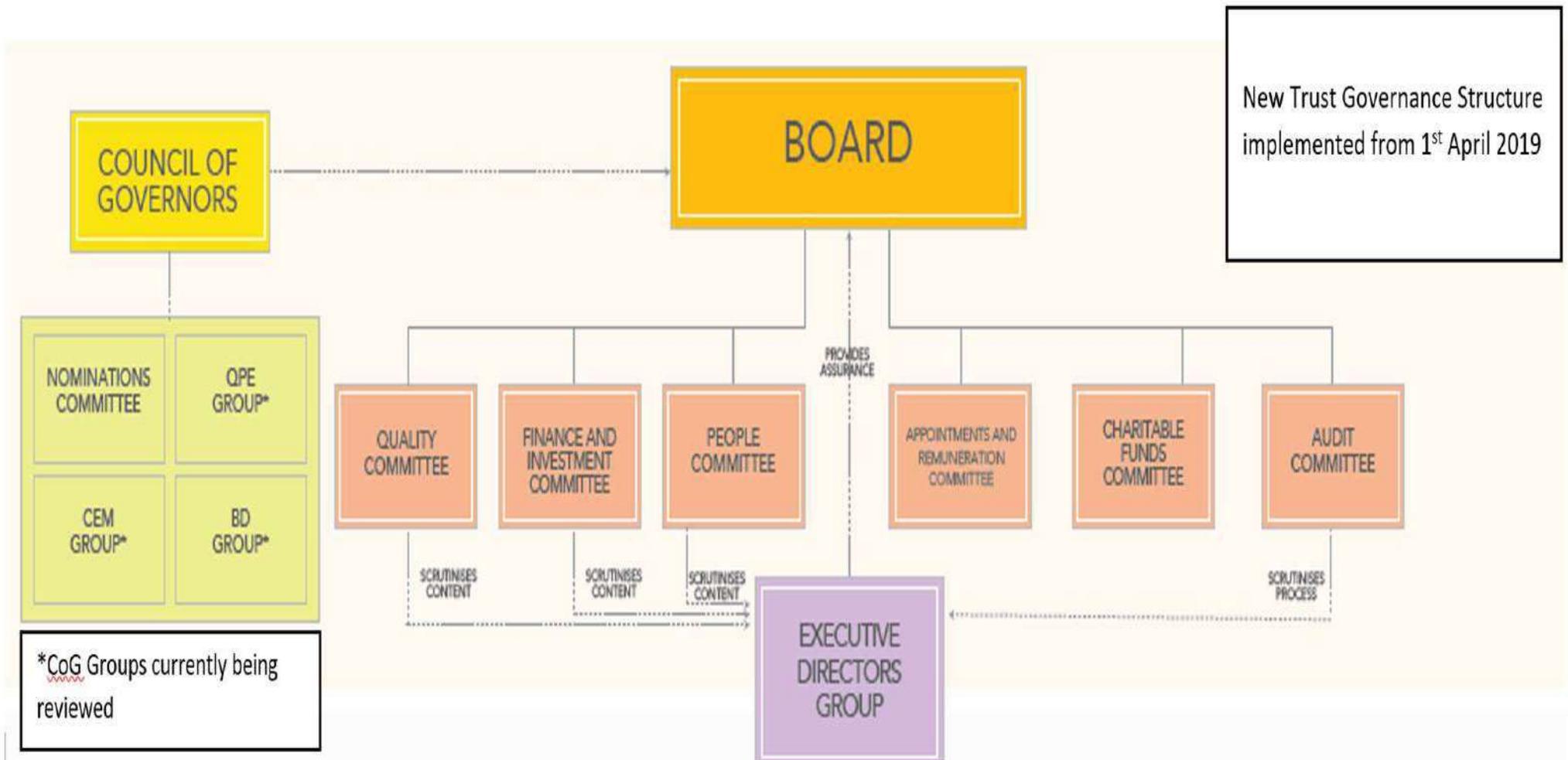
Undergraduate teaching is organised in four 'streams' – medicine, dentistry, psychology and biosciences, with a total undergraduate population of over 3000. Dentistry, Psychology and Bioscience degrees are administered by the Schools of Dental Sciences, Psychology and Biomedical Sciences respectively,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

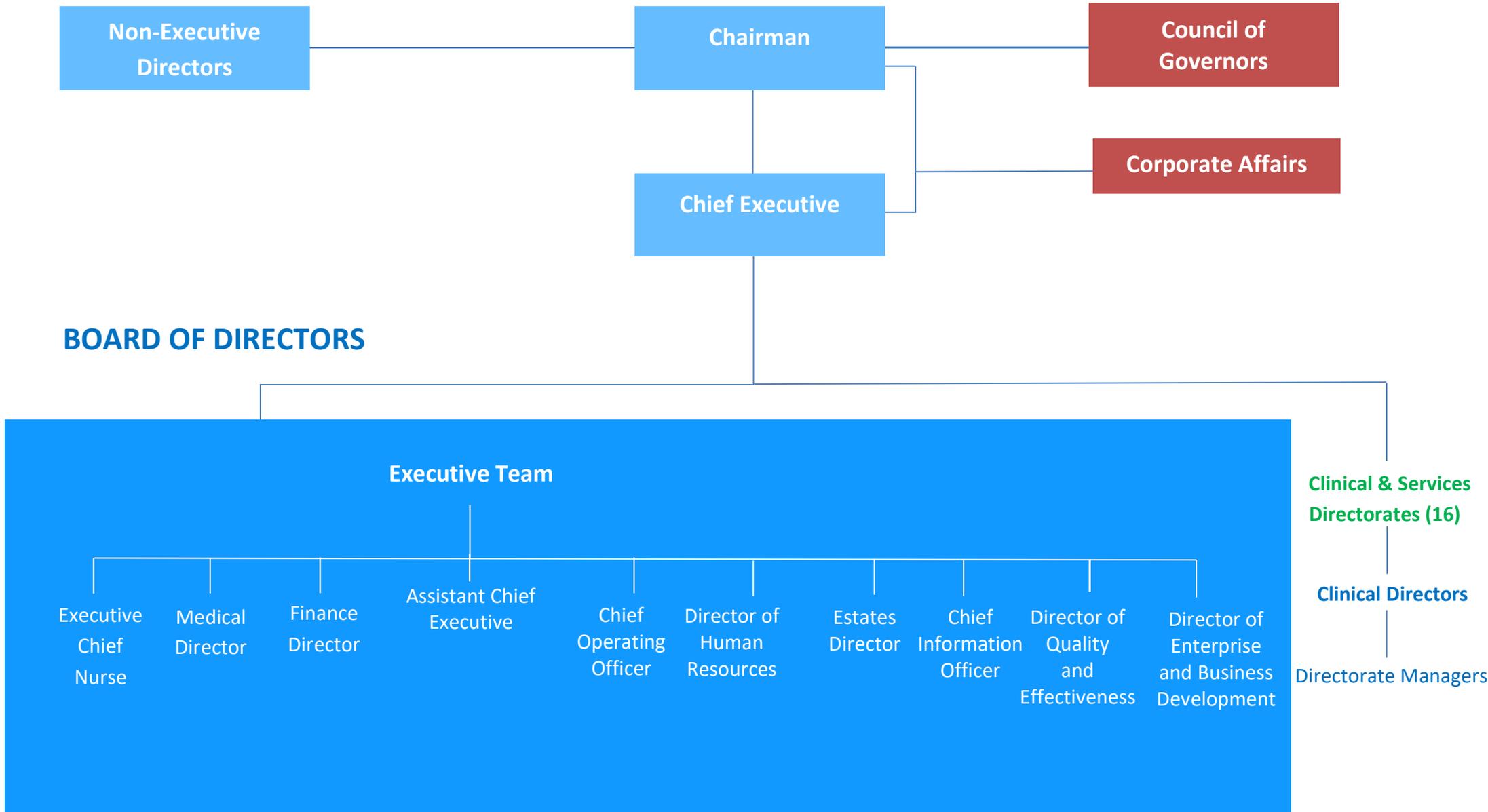
The Graduate School currently has over 800 postgraduate students registered for both taught and research degrees.

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

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

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





PROFESSIONAL & LEADERSHIP BEHAVIOURS

CORE BEHAVIOURS EXPECTED OF ALL STAFF

To put patients at the heart of everything we do.

ENABLING OUR VISION

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

DEMONSTRATING OUR VALUES

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

COMMITMENT TO SERVICE DELIVERY

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

ACHIEVE RESULTS FOR PATIENT CARE

Does what is required from the role, including

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

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

FIRST LEVEL LEADERS

CREATING AND IMPLEMENTING OUR VISION

Creates and communicates a clear direction for the team to provide or support provision of the highest quality, safe care for patients. Is specific about what needs to be achieved and how it should be done.

Gains buy-in of team and motivates team to deliver. Ensures resources are deployed correctly and efficiently to deliver goals.

INFLUENCING TO ACHIEVE RESULTS

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

ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

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

FOLLOWING THROUGH TO ACHIEVE RESULTS

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

LEADING THROUGH OTHERS (INCLUDING LEADERS)

CREATING AND IMPLEMENTING OUR VISION

Brings the strategic goals and objectives of the highest quality, safe care to life, making them relevant and clear to the department.

Creates and communicates a clear direction for the department.

Acts as a catalyst to the creative thinking of others, supporting them to generate ideas and solutions.

Can see the bigger picture and keeps up-to-date with external and internal changes.

Builds and maintains a professional network across the Trust.

Identifies any gaps in departmental knowledge and skills and takes action to address these.

INFLUENCING TO ACHIEVE RESULTS

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

ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

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

FOLLOWING THROUGH TO ACHIEVE RESULTS

Maintains an overview of departmental goals, objectives and outcomes, achieving these through the empowerment and support of first level leaders.

Delivers objectives and goals that have a wider service impact.

Following achievement of objectives and outcomes, anticipates and implements actions to ensure the maintenance of high standards.

SERVICE & CORPORATE LEADERS

CREATING AND IMPLEMENTING OUR VISION

Looks to the longer term, seeking to achieve improved services with enduring benefits for the highest quality, safe care for patients. Develops and communicates long term strategies that reflect current and future best practice and align to the values of the Trust.

Creates the structures and framework needed to deliver our vision of seamless patient care.

Builds and maintains a wide professional network inside and outside of the Trust.

Benchmarks performance against other organisations to identify opportunities for improvement and innovation.

Analyses and evaluates management information and uses this to inform approach.

INFLUENCING TO ACHIEVE RESULTS

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

ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

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

FOLLOWING THROUGH TO ACHIEVE RESULTS

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

Our Vision, Values, Ambitions and Strategic Framework

Our vision

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

Our values



We care and are kind

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



We have high standards

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



We are inclusive

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



We are innovative

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



We are proud

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

Our ambitions

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

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

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

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

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

Our strategic framework



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



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



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



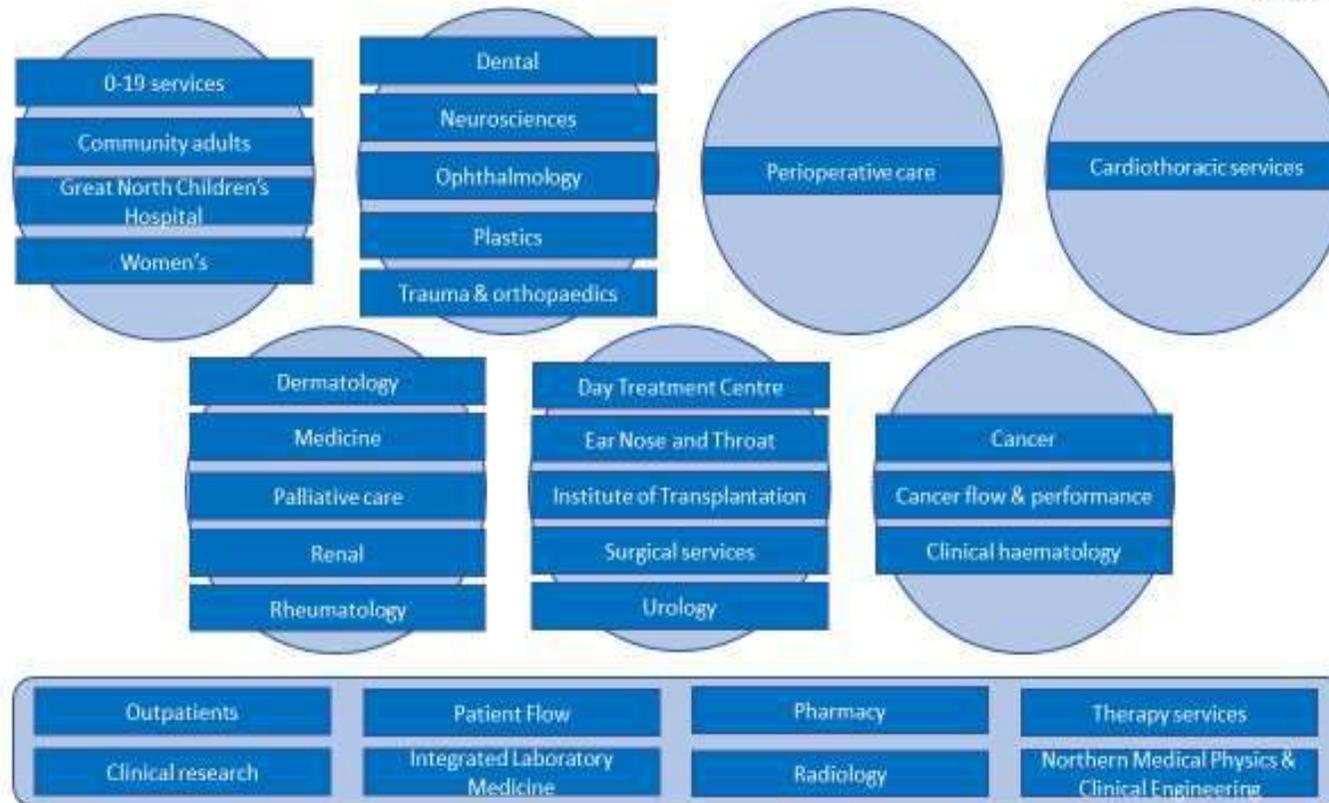
Ensuring that we are at the forefront of health innovation and research



Being outstanding, now and in the future



We are moving from 21 directorates to 8 Clinical Boards



Section C

About the Area

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

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

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

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

Further information:

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

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

http://www.bbc.co.uk/news/england/tyne_and_wear/

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

Section D | Advert

FREEMAN HOSPITAL

CARDIOTHORACIC SERVICES

CLINICAL FELLOW IN RESPIRATORY MEDICINE (PULMONARY ARTERIAL HYPERTENSION) WITH EXPOSURE TO WIDER PULMONARY VASCULAR DISORDERS (ST3+)

REF. 317-TD-24-107

We are delighted to be able to offer an opportunity for a highly motivated, ambitious individual to join our well integrated team.

This post is an exciting opportunity for postgraduate trainees in Respiratory Medicine or Cardiology to gain extensive experience and participate in the outpatient and inpatient multi-disciplinary assessment, diagnosis, and treatment initiation of patients with pulmonary arterial hypertension of different aetiology. Respiratory applicants will have the exposure to wider pulmonary vascular disease including the management of pulmonary arterio-venous malformations and pulmonary vasculitides. Based at the Freeman Hospital the post holder will manage patients with pulmonary arterial hypertension (PAH), further details can be found in the job description.

In addition to the challenges of the role, we can offer you a commitment to teaching, education, research and audit.

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

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

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

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

For an informal discussion and further information regarding the opportunity and Directorate, please contact: **Dr James Lordan** on **0191 22 31462**, or via email at j.lordan@nhs.net

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

NO AGENCIES PLEASE

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

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

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

Closing Date: midnight on 5 May 2024
Interview Date: TBC

Section E | Job Description

Job Title:	Clinical Fellow in Respiratory Medicine (Pulmonary Arterial Hypertension) with Exposure to Wider Pulmonary Vascular Disorders (ST3+)
Directorate:	Cardiothoracic Services
Hours:	40 hours per week
Post available from:	Available from end May 2024 for 12 months
Reporting to:	Dr James Lordan

Job Purpose:

This post is an exciting opportunity for postgraduate trainees in Respiratory Medicine to gain extensive experience in the management of patients with pulmonary arterial hypertension (PAH), and exposure to wider pulmonary vascular at the Freeman Hospital in Newcastle Upon Tyne which is an internationally recognised centre of excellence. The Freeman Hospital is a leading highly specialised centre in the UK for Pulmonary Arterial Hypertension, a regional pulmonary vascular centre, a regional vasculitis centre, and an internationally renowned centre for Lung Transplantation.

Duties and Responsibilities:

Clinical:

- The successful appointee/ trainee will have the opportunity to work and gain clinical experience at the cardio-thoracic centre, specifically the inpatient and outpatient pulmonary hypertension or cardiology unit and the Institute of Transplantation in the Freeman Hospital.
- A clear timetable of clinical duties primarily focused on the management of patients with pulmonary arterial hypertension (PAH), with exposure to wider pulmonary vascular disorders, pulmonary vasculitides (or cardiac conditions, as appropriate if a cardiology based applicant).
- There will be protected research time included in the post, and opportunities to participate in Pulmonary Hypertension-specific research and clinical audit, including collaborative research with other research centres.
- This post provides the opportunity to learn and gain experience in the investigation and management of pulmonary hypertension patients.

The successful appointees/ trainees will have had the opportunity to:

- Gain experience in the assessment and management of patients with suspected pulmonary arterial hypertension.
- Involvement in PAH clinical research.
- exposure to wider pulmonary vascular disease including the management of pulmonary arterio-venous malformations and pulmonary vasculitides.
- Cardiology applicant exposure to the management of congenital heart disease with pulmonary vascular involvement.

Administrative:

- The successful appointees/ trainees will be responsible for maintaining in-patient and outpatient records, discharge summaries and communication with specialist referring teams and General Practitioners regionally in adherence with GDPR and Newcastle Hospitals NHS Foundation Trust regulations.

Research:

- The successful appointees/ trainees will be encouraged and supported in the departments of clinical research and clinical trial activity related to clinical research projects in pulmonary hypertension and lung transplantation. Protected time 2 PAs per week will be protected for clinical research activities.

Teaching:

- The successful appointee/ trainee will have the opportunity to contribute to the teaching programme of undergraduate students and postgraduate trainees attached to the department which is part of the medical and surgical teaching and training programme for Newcastle University and Newcastle Hospitals Foundation Trust. The department has an active educational respiratory teaching programme which the successful appointees/ trainees will be have the opportunity for protected educational and research activity.

Other:

There may be an opportunity for out of hours working on the respiratory (or cardiology) middle grade rota with this post subject to Directorate approval, which would attract the appropriate banding supplement subject to on call rota requirements and Directorate approval. On call duties include cover for new admissions and existing respiratory (or cardiology) patients, as well as pulmonary hypertension, and heart/ lung transplant patients based on outlying wards such as ward 25 and 30 in the Cardiothoracic block, and ward 38 based at the Institute of Transplantation. This will be discussed with the appointees/ trainees.

Flexibility:

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

Section F | Person Specification

CLINICAL FELLOW IN RESPIRATORY MEDICINE (PULMONARY ARTERIAL HYPERTENSION) WITH EXPOSURE TO WIDER PULMONARY VASCULAR DISORDERS (ST3+)

Requirements	Essential	Desirable	Assessment
Education and Qualifications	<p>Primary Medical Qualification.</p> <p>MRCP or equivalent.</p> <p>Full GMC registration or eligibility to obtain this within 3 months of successful interview.</p>		Application / Interview
Clinical Skills and Knowledge	<p>Good history & examination skills.</p> <p>Able to formulate a working diagnosis.</p> <p>Able to order appropriate investigations.</p> <p>Image interpretation relevant to practice.</p> <p>Knows when to appropriately seek assistance from a senior colleague.</p> <p>Evidence of competence in care of Respiratory patients at equivalent CMT/ST level.</p> <p>Interpretation on pulmonary function tests.</p>	<p>Experience in central and midline placement</p> <p>Cardiac catheterisation skills (cardiology applicant)</p>	Application / Interview
Maintaining Clinical Competence	<p>Written evidence of satisfactory training to date e.g. workplace assessments.</p>		Application / Interview
Teaching	<p>Experience of teaching undergraduate medical students & Foundation Doctors.</p>		Application / Interview

Clinical Governance, Audit and Research	Experience of audit projects.		Application / Interview
Communication, Relationships and Working with Colleagues	Ability to communicate and liaise effectively with patients and other people within a team. Ability to work as a team with professional colleagues in all disciplines.		Application / Interview
Personal Attributes	Alignment with the Trust's Core & Professional Behaviours. Flexible approach to service delivery and committed approach to development. A commitment to personal / unit CPD. Time management skills. Honesty, integrity, awareness of ethical dilemmas, respect for confidentiality.	IT literate/ competent.	Interview

Section G | Main Terms and Conditions of Service

The Trust operates **local** terms and conditions of service (TCS) in relation to the appointment of Locally-Employed Junior Doctors. Key elements of the local TCS are:

<p>Salary:</p>	<p>Basic salary is aligned to the corresponding nodal points associated with the national Doctors and Dentists in Training Terms and Conditions (England) 2016.</p> <p>These are: CT1-2 / ST1-2 equivalent advertised posts – Nodal point 3 - £43,923 per annum ST3-5 equivalent advertised posts – Nodal point 4 - £55,329 per annum ST6-8 equivalent advertised posts – Nodal point 5 - £63,152 per annum</p> <p>For posts advertised as 'ST3+equivalent', the salary offered (either Nodal point 4 or 5) will be dependent on the skills and experience of the appointee as evidenced by current national training grade equivalence or, where this is not available, by assessment of competence by the recruiting manager.</p> <p>Where a post contributes to an on-call rota, pay enhancements will apply. This information will be supplied at offer stage, once details of the appropriate enhancements have been calculated.</p>
<p>Annual Leave:</p>	<p>The annual leave entitlement for a full-time doctor is as follows, based on a standard working week of five days:</p> <p>On first appointment to the NHS: 27 days After five years' completed NHS service: 32 days</p> <p>(These leave entitlements include the two extra-statutory days previously available in England under the 2002 Terms and Conditions of Service.)</p> <p>Individuals are also entitled to leave for public holidays (typically 8 per year).</p> <p>Part time staff and/or staff on fixed term contracts of less than a year, will receive a pro rata entitlement.</p>
<p>Occupational Sick Pay:</p>	<p>Employees are entitled to sick pay in accordance with the rules of the Trust's Contractual Sick Pay (CSP) scheme and the Statutory Sick Pay (SSP) scheme.</p>
<p>Pension:</p>	<p>In accordance with the NHS Pension Scheme.</p>
<p>Professional Registration:</p>	<p>The Trust requires the successful candidate to have and maintain registration with the General Medical Council.</p>
<p>Base:</p>	<p>Your principal place of work is the Freeman Hospital. You may be required to work at any site within your employing organisation, including new sites.</p>
<p>Notice Period:</p>	<p>In line with the Trust's 'Notice Period's Policy' either: CT1-2 / ST1-2 equivalent – 6 weeks ST3+ equivalent - 3 months</p>
<p>Probationary Period:</p>	<p>Employees new to the Trust will be subject to a six month probationary period.</p>

Section H | Additional Information

Interview Guarantee

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

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

Why choose us?

The Trust has a range of benefits available including:

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

For more information please visit www.benefitseveryone.co.uk

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