

Locum Consultant in Ear, Nose and Throat Surgery



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1. The Post

1.1 Post Title

Locum Consultant in ENT Surgery.

1.2 Post Description

Calderdale & Huddersfield Foundation NHS Trust are seeking to appoint one ENT consultant. The post is intended to bring the department up to a complement of 6 Consultants. We encourage applicants with any general interest, although experience in Laryngology or Rhinology is desirable. They would have responsibility for the on-going development of both adult and paediatric out-patients and in-patients.

The timetable for this post involves clinical sessions at both Huddersfield Royal Infirmary and Calderdale Royal Hospital.

Applications are encouraged from experienced consultants wishing to take up a new challenge or newly accredited consultants who will be supported through our highly regarded development programmes. The post holder is encouraged to develop his/her own sub-specialty interest.

This is a Full-Time post providing 10 Programmed Activities (PAs), but applicants wishing to work part-time are also encouraged to apply and job plans will be adjusted accordingly, and by negotiation with appointees.

The post holder must be fully registered with GMC and hold a current license to practice.

All medical staff employed by the Trust are expected to comply with regional and appropriate Trust health and safety policies.

The Foundation Trust aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others.

1.3 Base

The post is based at Calderdale and Huddersfield NHS Foundation Trust but to enable cross cover of colleagues some cross site working will be necessary. Office accommodation will be provided in the post holders' base unit.

2. The Specialty and Staffing

2.1 The Division

Each Division has a Divisional Director who is supported by Director of Operations, along with finance, personnel and information technology support.

Each Directorate has a Clinical Director who is supported by an operational team with finance, personnel and Informatics support.

The Surgery and Anesthetics Directorate includes:

Anesthetics – Critical Care

Anesthetics - Operating Services

General Surgery

Urology

Head and Neck – ENT, Ophthalmology and Maxillofacial

Trauma and Orthopaedics

2.2 The Specialty

ENT and Head and Neck Surgery presently consists of the following team:

Mr S Charlett Otology, general ENT including paediatrics
Mr K Diab (Locum) Otology, general ENT including paediatrics
Mr D Mistry Otology, general ENT including paediatrics, (Clinical Lead)
Mr Nilantha Imbulpitiya (Locum) Head and Neck, Thyroid surgery
Mr A Orabi Head and Neck Cancer Surgery

Specialty Doctors in ENT Surgery:

Ms J El Alouani
Dr Elmaraghi
Mr A Penni
Mr W Dar

Junior Doctors

2 Specialist Trainees
Foundation Year 1
GP Specialist Trainee

ENT Services

The unit provides a comprehensive service covering all aspects of ENT surgery with the exception of major cancer head and neck surgery. Diagnostic work-up of such patients takes place locally, by those consultants who attend the multi-disciplinary team meetings in Bradford Royal Infirmary (face to face and virtually), but the surgical management continues at Bradford Teaching Hospitals.

The inpatient service is based at Calderdale Royal Hospital and Diagnostic outpatient and Day Surgery facilities are available at both hospitals. Inpatients are accommodated on Ward 8c at Calderdale Royal Hospital, which is a sixteen- bedded Head & Neck unit. This is shared with Ophthalmology. An examination/ treatment room is sited on the ward, allowing assessments and treatment of referrals from the Emergency Department of both hospitals outside of normal working hours.

Outpatient clinics take place at Calderdale Royal Hospital, Acre Mill Outpatient Suite, located at Huddersfield Royal Infirmary and Todmorden Group Practice. Clinics are supported by the audiology team at both main sites.

Across both hospital sites we have fully equipped theatres including Leica F40 magnetic balance microscopes and high definition stack systems

2.3 Secretarial/Administrative Support

We currently have secretarial support at both hospital sites. All Consultants have access to office accommodation which includes access to the intranet and the internet.

2.4 Membership Council

We have a well-established and proactive Membership Council and membership. Both are a vital link with the local community. The Membership Council has several statutory responsibilities including the appointment and termination of Non-Executive Director roles via the Nominations Sub Committee; setting the remuneration for Non-Executive Directors via the Remuneration Sub Committee; the appointment of the External Auditors and approval of the trust's Annual Plan.

The Board of Directors and the Membership Council work closely together to shape future plans for improved patient care and experience, and to deliver governance processes of the highest order.

3. Duties of the Post

3.1 Duties of Post

Calderdale and Huddersfield NHS Foundation Trust has comprehensive facilities for the diagnosis, care and treatment of ENT disease. The successful candidate will be expected to provide ENT services in conjunction with colleagues and will contribute to the development of ENT services.

The trust is committed to changes in theatre timetabling to encourage more efficient use of resources, and is actively looking to pursue the provision of evening and weekend sessions as part of routine working.

The post requires a flexible attitude to working practices, managing patients in partnership with other consultant colleagues and professional staff, and making the best possible use of resources put at the disposal of the department. This may require negotiated changes of duties and time-tabled sessions from time to time. All Consultants have a responsibility to liaise with their colleagues in order to co-ordinate their individual activities to ensure the clinical service operates efficiently and effectively.

The timetable below provides an indicative job plan of weekly duties to be performed by the consultants but would clearly be open to modification to take into account the appointment to two new posts.

The post holder will have 1.5 SPAs allocated in the first instance; of this 1.5 SPA, 0.5 SPA will be flexible in the job plan.

Post-holders who wish to undertake and develop an ENT research portfolio will negotiate reasonable SPA time to enable research development.

3.2 Provisional Weekly Job Plan

The timetable below outlines the proposed weekly duties to be performed by the consultant. The post holder will participate in a 1:6 on-call rota at the post's base hospital.

The Trust wishes to ensure that Consultants have time in their job plan to undertake Supporting Professional Activities which underpin and maintain high quality patient care. The Trust Board and Local Negotiating Committee have agreed that a Core allocation of 1.5 SPAs should be allocated to undertake CPD, appraisal, clinical supervision, audit and clinical governance, mandatory training and the general management of the service. Objectives should be agreed at the Job Plan review meeting with regards to this SPA.

There may be occasions when additional SPA time is requested at a job plan review meeting. Any SPA allocation above the core 1.5 will need to be agreed by the divisional director.

The job plan below is indicative and it is anticipated that a job plan review meeting will be held in the first 6 months of employment for the successful candidate.

This is an example and would be negotiated subject to clinical need and the nature of the candidate's specialist interest. 2 further PAs may be available subject to negotiation and requirements.

Key: CRH=Calderdale Royal Infirmary, HRI=Huddersfield Royal Infirmary.

Important Note

The Trust encourages the development of innovative service models that support our ambition to provide improved access and choice for patients. It is envisaged that in time all medical staff will have an allocation of normal time duties at weekends or outside normal core hours. The post holder will be expected to engage in developing such changes and will be supported to do so.

3.3 Emergency Duties

The post-holder will participate in a 1 in 6 rota providing senior support to the departments at Huddersfield Royal Infirmary and Calderdale Royal Hospital. This support includes attendance at Trauma Calls and attending the department when requested by senior on-site medical or nursing staff.

3.4 Cover for Absent Colleagues

The post-holder would be expected to provide cover for absent colleagues on planned periods of leave and for short-term unexpected absences to help maintain the continuity of the Service. To this end, they would be expected to liaise with their colleagues in planning leave.

3.5 Teaching

It is expected that the post-holder will have an interest in and active role in teaching. The Departments are involved in teaching medical staff of all grades as well as medical students. The post-holder will be expected to participate in delivery of the weekly junior and middle grade teaching programmes. From time to time, there may be the requirement to provide clinical training to medical students and paramedics undertaking attachments to the Department. In the main, these activities will be delivered concurrently with normal clinical activities, rather than in addition to these.

4 Terms and Conditions of Service

The appointment will be subject to the Terms and Conditions of Service (England 2003) for the new consultant contract agreed with the Trust.

The persons appointed to the post will be expected to live within ten miles of the hospital or within 30 minutes recall time, by road, from the hospital.

The job description and the weekly timetable will form an initial job plan as outlined by the terms and conditions of service (England 2003) for the new consultant contract. The post is offered on a full-time basis but candidates who wish to work on a part-time basis may also apply.

The salary scale is currently £93,666 per annum rising to £126,281 per annum (effective 2023). Your basic salary will increase with the provisions of Section 20.2 and Schedule 15 of the Terms and Conditions.

Annual leave entitlement is as per national Terms and Conditions of Service for Consultants. Arrangement to take annual leave must be made with clinical colleagues. The Divisional Director/Clinical Lead and the local rota coordinator should be notified accordingly.

The successful applicants will be required to undergo an enhanced Disclosure with the Disclosure and Barring Service (DBS).

5 Visiting and Further Information

Candidates wishing to find out more about the post are invited and indeed encouraged to contact or speak to:

Mrs Sharon Berry	General Manager	01484 342768
Ms Aletta Carbone	Clinical Director	07766 905572
Mr William Ainslie	Divisional Director	01484 356925

Dr David Birkenhead	Medical Director	01484 342000
Ellen Armistead	Interim Chief Executive	01484 356910

Consultant Career Progression at CHFT

<https://www.youtube.com/watch?v=H6tObDTLe0I>