Consultant in Medical Oncology
Medway NHS Foundation Trust
Come and join us at Medway NHS FT

Whether you’re a porter or a nurse, a pharmacist or a housekeeper, a doctor or an IT expert, you can have a vital role to play in providing care for almost half a million people from the Medway towns and Kent more widely.

We’re the largest hospital in Kent and we do a huge amount here; looking after the 100,000 people who come to our emergency department, delivering 5,000 babies and carrying out 22,000 operations each year. We use two million items of bedding each year and serve half a million cups of tea.

We have a team of over 4,000 highly skilled and dedicated people, united by a passion for providing brilliant care for the thousands of patients that pass through our door each day. As the largest employer in Medway, we are all committed to doing our best for the local community and working with a whole range of partners to improve public health across the area.

We have had some challenging times at Medway but we’ve delivered significant improvements in recent months and the future looks bright. Our aim is to be the best and we hope you will consider joining us and helping us to achieve that.

Lesley Dwyer
Chief Executive Officer
JOB DESCRIPTION

Role: Consultant in Medical Oncology  
Directorate: Family & Clinical Support Directorate/Cancer Services  
Responsible to: Clinical Director  
Accountable to: Medical Director  
Hours: 10pa

Job Purpose:

We are seeking applications from highly motivated and inspirational future leaders for a full-time Consultant post in Medical Oncology to fill a recently created Medical Oncology Consultant post at (10 PAs). The post holder will work with the current Consultant Medical Oncologist to cover Acute Oncology, Cancer of Unknown Primary Service and undertake responsibility for oncology patients admitted in Macmillan haematology-oncology ward. The successful candidate will also have the opportunity to develop an interest in specific tumour site, according to the hospital's needs and personal preference. The post-holder will be expected to participate in tumour specific MDT and run specific tumour site outpatient clinics.

The post holder will work closely with the current Medical Oncologist at MFT and Consultants Clinical Oncologists from Kent Oncology Centre/Maidstone, who provide oncology services at Medway Maritime Hospital. On the job plan there will be one PA every fortnight at Kent Oncology Centre, Maidstone Hospital and will have agreed arrangements for education, mentoring, governance and audit.

You may be an established clinician with past experience in managing Oncological patients or someone embarking on the first steps of a consultant career in Oncology. Remuneration for the posts will be commensurate with the duties and responsibilities and the experience of the successful applicant.

Organisational Structure

The Medway NHS Foundation Trust provides a Cancer service for the Medway towns and Swale.

Medway Maritime Hospital is a major acute hospital, which incorporates the West Kent Urology Centre, a large Critical Care department with 9 Level 3 beds, a 6 bedded Medical HDU and a 10 bedded Surgical HDU plus we have a Tertiary Level Neonatal Intensive Care Unit. We have an active interventional cardiology suite undertaking angioplasty and we have a 24hr emergency endoscopy rota. We also house the Kent interventional radiology service.

The new oncology Macmillan day centre was opened in September 2009 comprising of a dedicated haematology/oncology ward, chemotherapy outpatient department for outpatient chemotherapy services and consultant clinic appointments. A video conferencing seminar room, a Macmillan information centre and a dedicated central garden for patient and family use.
Lawrence ward is an 18-bedded inpatient facility consisting of 12 single rooms and two 3-bedded, single sex bays for both haematology and oncology patients. There are 4 haematology consultants, two haematology specialty doctors, one haematology registrar, one Fy2 and one Fy1 plus two haematology clinical nurse specialists and two haematology research nurses. Along with the ward manager the ward supports 14 nurses both trained and untrained in administering chemotherapy, plus 9 clinical support workers. There is also a dedicated Macmillan physiotherapist and one occupational therapist providing services to the patient’s whilst an inpatient and in preparation for discharge.

Galton Chemotherapy Day Unit comprises of 12 recliner chairs and one trolley area. Along with the unit manager there are 11 registered nurses, 5 chemotherapy trained, 4 agency chemotherapy trained, 6 clinical support workers, approximately two/four volunteers available each day, three chemotherapy schedulers, and two reception staff.

There are also 14 dedicated clinical nurse specialists working across solid tumour sites covering, breast, lung, upper gastrointestinal, colorectal, gynaecology, urology, head and neck and skin. Also included is an end of life clinical nurse specialist and four Macmillan palliative care nurses as well as two Macmillan social workers.

Two dedicated Acute Oncology and CUP nurse specialists both trained chemotherapy administrators are active members of the AO and CUP inpatient service and core members of the Lung and CUP MDT.

**Oncology Team:**

**KEY CONSULTANTS**

Dr Afroditi Karathanasi, Consultant Medical Oncologist

**Clinical Oncologists attending from Kent Oncology Centre/Maidstone:**

Dr Maher Hadaki (breast, lung)
Dr Henry Taylor (urological malignancies)
Dr Christos Mikropoulos (lower GI malignancies)
Dr Charlotte Abson (breast)

Two full time band 7 Specialist Nurses.

**Key Responsibilities**

At Kent Oncology Centre, Maidstone Hospital the post holder will participate in Governance, audit, mentoring and Tumour Site Specific Group meetings. These visits are expected to be on Tuesday morning.

At Medway Hospital the post holder will work closely with the Lead Medical Oncologist already in post to support Acute Oncology and CUP service and inpatient care. The successful candidate will also develop a specific tumour site interest with outpatient chemotherapy clinic commitments and participation in Tumour Site Specific MDT.
The post holder will:

- Support the hospital clinical teams in the investigation and initial management of known cancer patients presenting acutely unwell and attending the Emergency Department, Emergency Assessment Unit or admitted in hospital wards including the dedicated Oncology/Haematology ward at Medway Hospital.
- The 2 Medical Oncologists will supervise care of Oncology inpatients especially those undergoing active oncological treatment, during routine working hours.
- Work closely with colleagues from ED and Acute Medical and Surgical specialties in order to provide timely access to Oncological expertise for all patients presenting with symptoms of Cancer or of complications of its treatment.
- Ensure that patients are not admitted unnecessarily and receive the best possible treatment in the right location.
- Ensure that safer and better care of patients with complications of chemotherapy and radiotherapy is delivered, including early diagnosis, treatment and early discharge.
- Ensure patients are referred to specialist oncology and palliative care teams quickly and effectively.
- Support clinical teams in the management of patients who present with symptoms that lead to a new cancer diagnosis.
- Undertake clinical responsibility for patients admitted with malignancy of undefined primary origin (MUO) and carcinoma unknown primary [CUP].
- Educate and train staff across the Trust on all aspects of the Acute Oncology Service, including the management of metastatic spinal cord compression.
- Lead the Acute Oncology Team meetings
- Provide urgent first chemotherapy treatment for fit patients diagnosed with SCLC until their care is taken over by the responsible oncologist.
- To share the management and development of the Acute Oncology Service, ensuring it is developed to reflect national and regional directives and the Trust Cancer Strategy.
- To take part in carrying out CUP service and undertake clinical responsibility for patients diagnosed with CUP
- To be a core member of the upper GI or other site specific and CUP MDT and to further develop and run the AO and CUP clinic.
- To advise clinicians on the appropriate management of patients in the palliative stage of their disease, challenging inappropriate investigations and proposed treatments ensuring patients / carers wishes are taken into account.
- To develop and utilise the fast-track appointment system for patients who require an urgent assessment by the relevant clinician / tumour site
- To be responsible for educating medical and nursing staff about Acute Oncology.
- To participate and play an active role on the development of the Kent and Medway AO and CUP Forum (Alliance).
- To participate in clinical research and trials in areas of CUP or tumour site of interest.

In addition, the successful candidate will be expected to develop an area of tumour site specific expertise and become involved in other exciting initiatives such as research and trials.

The post-holder will work closely with the current Oncologist based at Medway but also with other Medical, Haematology and visiting Oncology Consultants in the provision of high quality cancer care for a catchment population of approximately 400,000. Post-holder will carry out daily ward round with one or both Acute Oncology CNS’s. On-call hours and weekends will be covered by on-call medical teams.
### Key Working Relationships

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<tr>
<th>Internal</th>
<th>External</th>
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<tr>
<td>Specialty Teams</td>
<td>Maidstone Kent Oncology Centre</td>
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<tr>
<td>Cardiology</td>
<td>King’s College Hospital</td>
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<td>Neurology</td>
<td>Guy’s &amp; St Thomas’ FT</td>
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<td>Neuro-Otology</td>
<td>Royal Marsden Hospital</td>
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<td>Diabetes</td>
<td>University College London Hospital</td>
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<td>Haematology</td>
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<td>Endocrinology</td>
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<td>Rheumatology</td>
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<td>Dermatology</td>
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<td>Urology</td>
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<td>Chest Medicine</td>
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<td>Care of the Elderly</td>
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<td>GUM</td>
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<td>Haematology</td>
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<td>Palliative Care Team</td>
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<td>Emergency Department</td>
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<td>AMU &amp; Ambulatory Care</td>
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<td>24-hour Emergency Surgery</td>
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<td>Critical Care (ICU, Medical HDU, Surgical HDU, Outreach)</td>
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Job plan:

Initial Timetable

This timetable is an outline only and a final timetable will be agreed with the post holder upon appointment. It does however reflect the broad outline of expected responsibilities. As the service grows and expands there will be an expectation that the post holder is able to work flexibly in line with the new consultant contract. It is expected that the 2 Medical Oncologists will share the work of attending patients on Macmillan ward and outliers, including consultations for hospital and primary care. Out of hours and weekend on-call cover will be provided by on-call medical team.

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<td>AM</td>
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<td>morning AO paper</td>
<td>Fortnightly Maidstone Clinical Governance Meetings</td>
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<td>Cover for the Lung/CUP MDT when CUP Lead on leave (12.45-14.00).</td>
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<td>PM</td>
<td>Continuous</td>
<td>13.00-14.00</td>
<td>AO-CUP Outpatient Clinic</td>
<td>0.5 PA Lead for AO</td>
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<td>professional</td>
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<td>0.5 SPA Admin</td>
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<td>development/</td>
<td>14.00-17.00</td>
<td>Audit</td>
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<td></td>
<td>Appraisal</td>
<td>1 PA DCC</td>
<td>0.5 SPA Admin</td>
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The job plan will be reviewed with mutual agreement within first three months of joining to accommodate actual work required of the candidate in post.
Main Conditions of Service

Registered Health Professional

All staff who are members of a professional body must comply with standards of professional practice / conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements. Registered Nurses must maintain professional registration with the Nursing and Midwifery Council (NMC) and in line with the Trust Professional Registration with Regulatory Bodies Policy.

From April 2016, there has been a requirement for all registered nurses to revalidate in line with guidance from the NMC.

Our Vision and Values

All staff must commit to our Vision and Values and exhibit behaviours in line with our new Values.

- Bold
- Every Person Counts
- Sharing and Open
- Together

We are **inspiring** and **ambitious**

We are **respectful** and **supportive**

We are **open** and **speak up**

We are **inclusive** and **responsible**

Mandatory Training

All staff must complete on-going mandatory and role-specific training pertinent to their post, and this should be confirmed with their line manager.

Quality Assurance

The Medway NHS Foundation Trust has adopted comprehensive quality assurance, and all members of staff employed by the trust are expected to play their part. The aim is to provide a good quality service, which the customer accepts is appropriate and which is provided in the best possible way.

Health & Safety

Staff are required to observe local Health & Safety arrangements and take reasonable care of themselves and persons who may be affected by their work.

Equal Opportunities

Staff are required to comply with the Medway NHS Foundation Trust's approach to equal opportunities and treat everyone the same, regardless of their gender, race, disability, marital status, religion or belief, sexual orientation, gender reassignment or age.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning.
from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

**Infection Prevention and Control**

All post holders have a personal obligation to act to reduce healthcare associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs. All post holders must comply with Trust infection screening and immunisation policies as well as be familiar with the Trust’s Infection Control Policies, including those that apply to their duties, such as Hand Hygiene Policy and Trust procedures for use of personal protective Equipment, safe procedures for using aseptic techniques and safe disposal of sharps.

**Information Governance**

Staff are required to keep all patient and staff information confidential unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard any data considered to be confidential may be regarded as misconduct/gross misconduct and a disciplinary offence.

**Patient Experience**

Staff should ensure that they help to create a positive patient experience at all stages of a patient’s interaction with the hospital and help to improve the patient experience within the hospital environment.

**Safeguarding Children and Vulnerable Adults**

The Trust is committed to the protection of children, young people, their families and vulnerable adults accessing its services. Promoting the message that “safeguarding is everyone’s business” is vital to ensure our patients are protected and safe from abuse. To this end you must comply with Trust's and the Kent and Medway Safeguarding Board’s policies on safeguarding children, young people and vulnerable adults. All staff no matter where they work or which age group of patients they work with must be aware of their responsibility to act when they feel a child, young person or vulnerable adult has been or is at risk of abuse.

**Disclosure and Barring Service**

The position you have applied for may have been identified as being an 'eligible position' under the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* [the Exceptions Order] and, in certain circumstances, *the Police Act 1997*. As such, it may meet the eligibility criteria for a standard or an enhanced disclosure to be requested through the Disclosure and Barring Service (DBS).

**Uniform**

All staff must adhere to the Trust Nurses / Midwives Uniform Policy.

**Facilities**

Post holder will be provided with office space, secretarial support, computer and internet access.
Job Description

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

Smoke Free Medway

Medway Maritime Hospital will become a smoke free site on Monday 17 October 2016. This means that from this date, smoking will be completely prohibited in all Trust buildings, grounds and car parks for patients, visitors, staff and contractors. This will ensure that the hospital is a better place to work and a better place for our patients to be treated.

If you are currently a smoker and would like to receive free stop smoking advice, please contact the Medway Stop Smoking Service on 07535 710329 or 0800 234 6805.”
**PERSON SPECIFICATION**

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

**Role: Acute Oncology Consultant**

| Qualifications | Full GMC registration  
|----------------|------------------------|
|                | MRCP or equivalent  
|                | Entry on the Specialist Register as a medical oncologist or eligibility for entry within 6 months of the date of the advisory appointments committee.  
| Knowledge      | Solid Knowledge in Medical Oncology and expertise in tumour site of interest.  
|                | Knowledge in management of all Oncological emergencies including MSCC.  
|                | Knowledge on the diagnostic pathways and treatment management of MUO, provisional CUP and confirmed CUP.  
| Values         | Exhibits behaviours in line with Trust Values:  
|                | **Bold**  
|                | *We are inspiring and ambitious*  
|                | **Every Person Counts**  
|                | *We are respectful and supportive*  
|                | **Sharing and Open**  
|                | *We are open and speak up*  
|                | **Together**  
|                | *We are inclusive and responsible*  
| Experience     | Clinical Training and experience equivalent to that required for gaining UK CCST in speciality.  
|                | Effective leadership skills (completed leadership course)  
|                | Research experience  
|                | Audits in Oncology  
|                | Ability to take full and independent responsibility for clinical care of patients.  

- Application  
- Interview  
- Reference
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<thead>
<tr>
<th><strong>Skills</strong></th>
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<tr>
<td>Enthusiasm for developing AO, CUP, tumour site specialisation and Cancer Services in Medway and Kent.</td>
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<td>Excellent written and oral communication skills (completed advanced communication skills course)</td>
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<td>Ability to communicate with the general public</td>
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<td>Ability to project a professional manner and approach.</td>
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<td>Excellent interpersonal and organisational skills.</td>
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<thead>
<tr>
<th><strong>Other Attributes</strong></th>
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<td>Ability to work in a team.</td>
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<td>Good interpersonal skills.</td>
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<td>Caring attitude to patients.</td>
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<td>Commitment to continuing medical education.</td>
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<tr>
<td>An awareness of their own strengths and weaknesses.</td>
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