CONSULTANT RESPIRATORY PHYSICIAN
INTRODUCTION

Hereford County Hospital is a modern rural District General Hospital opened in 2002 which serves a population of around 230,000 from Herefordshire and surrounding counties. There is now an exciting opportunity to appoint an additional Consultant Respiratory Physician to join the existing department of 3 Consultant Respiratory Physicians and 5 Respiratory Specialist Nurses. The successful appointee will have opportunities to subspecialise and develop services of special interest. We welcome applicants who will bring innovative ways of working to the Trust. The Department of medicine has recently undergone restructuring of the acute medical admission system with the appointment of additional Acute Physicians.

DEPARTMENT OF RESPIRATORY MEDICINE

The Department of Respiratory medicine currently consists of 3 WTE Consultants alongside 5 Respiratory CNSs. In addition to general respiratory clinics there are speciality clinics in allergy, Ventilation, Bronchiectasis and lung cancer. There is one Respiratory Specialist Registrar on the West Midlands SpR rotation, one CMT trainee, one FY2 trainee and two FY1 doctors allocated to Respiratory medicine. We also have a dedicated Physician Associate to assist with inpatient care.

Each consultant including the advertised vacant post currently filled with a long term locum is supported by a dedicated consultant secretary/PA, and in addition there are part time staff supporting clerical and administration roles. We have a first-class respiratory physiology department carrying out a full range of testing, with 3 qualified physiologists, a trainee physiologist and admin support. Pulmonary rehabilitation is provided by a Respiratory physiotherapist and Occupational Therapist. Due to growing demand from both Respiratory out-patient and in-patient workload, we are seeking a new Consultant to expand the Department of Respiratory medicine and also to contribute to the evolving changes in supporting the acute medical intake and improving patient flow.

STRUCTURE AND SERVICES OF THE RESPIRATORY DEPARTMENT

A team-working pattern has been developed to maximise the capacity of the in-patient and out-patient service and the Endoscopy department. The in-patient ward work is shared on a rotational basis within the team and we welcome innovative developments in team-working.

We have developed the roles of our Clinical Nurses and run nurse-led clinics, including a pleural aspiration and drainage service. We are now looking to develop CNS or physiologist post in sleep medicine to keep pace with demand.

There are well established and collaborative links with oncology and thoracic surgery contributing to a thriving MDT. Visiting oncologists from Cheltenham provide chemotherapy and radiotherapy in a purpose built new centre in Hereford. Fortnightly thoracic surgical clinics in Hereford are provided from Birmingham Heartlands Hospital with patients travelling there for surgery.

Specialty interests currently include pleural disease, sleep, allergy and immunotherapy, sarcoid, lung cancer, interventional bronchoscopy, domiciliary ventilation support and bronchiectasis. We are looking for a well-rounded chest physician to develop new sub-specialties or develop the existing sub-specialties further.
Consultant Respiratory Physician  
Wye Valley NHS Trust

The department is recruiting to the EMBARC, ADDAsprin, CANDID and UK 5099 trials and have expressed an interest in participating in Lung Cancer trials including ADSCAN and Cancer 5400.

The department presented 5 abstracts at National and International Thoracic meetings in 2016.

The trust is supportive of clinicians taking part in quality improvement projects and research activities including journal peer review, assistant editing and post graduate training and degrees.

The Respiratory trainee posts get excellent feedback on quality and opportunities of training and consultant support.

The Hospital as a whole is served by an extensive range of investigative and treatment facilities including recently refurbished and modernised Pathology Laboratories, fully digitalized Radiology department (2 CT and MRI scanners), Nuclear Medicine and Neurophysiology Departments.

We operate out of a modern spacious outpatient department and more recently have expanded to run peripheral clinics out of the Community Hospital in the market town of Ross-On-Wye.

**OUT-PATIENT CLINICS**

The majority of clinics are undertaken in the Oxford Suite, which is also adjacent to the Respiratory Physiology laboratory to facilitate same-day lung function testing wherever possible. Some lung cancer clinics are also undertaken in the Macmillan Renton Unit (oncology area) and we are keen to develop clinics in community hospitals e.g. Leominster, Ross-on-Wye, Ledbury and Llandrindod Wells. In 2014-2015 we saw 1038 new patients and 3954 follow-up patients. We continue to experience very high demand, hence the need to increase our consultant capacity.

**RESPIRATORY PHYSIOLOGY**

We have an excellent respiratory physiology department supporting us and providing treatment in a large number of clinical areas. We have 3 qualified physiologists, a trainee physiologist with dedicated admin support. The department provides a full range of lung function testing including cardio-pulmonary exercise testing, FeNO and non-specific bronchial challenge etc. We have a sleep lab room fitted with Visilab and undertake a large number of home oximetry studies and polysomnography (Embletta). The department looks after, and follows up, over a thousand patients on CPAP as well as an increasing number of patients on domiciliary NIV. Our domiciliary ventilation service includes progressive neurological conditions such as MND monitored via modem that enable us to adjust ventilation settings remotely. Hereford’s rural location creates unique opportunities to develop services. We have been recently designated one of the only 5 trusts in the West Midlands with a domiciliary service which should attract income from NHS England special commissioning.
PULMONARY REHABILITATION

We have a well-established service running a continuous programme in Hereford, plus cohorts running at Leominster and Ross-on-Wye Community hospitals. These services are provided by specialist occupational therapists and physiotherapists.

ENDOSCOPY DEPARTMENT

There is a purpose built endoscopy unit in the County Hospital with two endoscopy rooms and adjacent patient assessment and recovery areas. There are plans to expand this to include a third possibly fourth room in phase 4 of the hospital development programme.

We have a well-established and expanding EBUS service. We also have cryoprobe and diathermy with more opportunities to develop further interventional services. In addition we have undertaken medical thoracoscopy for the past 10 years.

MULTIDISCIPLINARY MEETINGS

Our lung cancer MDT meetings occur weekly and are attended by Respiratory Physicians, Thoracic Surgeons, Oncologists, Lung cancer CNS, Histopathologists, Radiologists, Palliative care and research nurses as well as a dedicated lung MDT co-ordinator. All imaging and Histopathology are projected to enable excellent case discussions and good learning opportunities. In addition we run an in house ILD MDT once a month.

Respiratory oncology services are provided onsite as part of the Oncology Network and on-site chemotherapy is provided in the purpose built McMillan Renton Oncology Unit in Hereford. A Linear Accelerator Radiotherapy unit has been built on site and the local radiotherapy service is operated by Gloucestershire Hospitals NHS Trust.

IN-PATIENTS

Currently our in-patients are based on Arrow ward which is a dedicated Respiratory ward of 25 beds. The ward is well manged by excellent, established senior staff. Currently on Arrow ward we have a dedicated 4 bedded NIV bay which also provides high flow nasal oxygen and is staffed appropriately. The ward has a dedicated blood gas analyser and is adjacent to one of the lung function rooms. In-patient work is currently shared on a pro-rata basis between 3 consultants and this commitment will reduce as we increase to 4 consultants.

ACUTE MEDICINE

The Ambulatory Care Unit is run by acute physicians who deal with all emergency medical admissions between 8am and 8pm Monday to Friday. They are supported by specialists taking over care of CCU, NIV and Stroke patients. Currently weekends and weekday out-of-hours are provided by 13 specialists including the chest physicians. Plans are in place to reduce this to 1:17 when all specialties have completed recruitment as part of their expansion plans.
HEREFORD AND SURROUNDING AREAS

Hereford is a cathedral city and enjoys beautiful surrounding countryside down the Wye Valley, along the Malvern Hills and across to the Black Mountains. Many opportunities for outdoor pursuits exist although the neighbouring market towns also offer a wide range of shopping and restaurants. Hereford has a thriving Courtyard Theatre, a revamped Racecourse, excellent golf clubs and a football team that can only improve. Hereford cathedral hosts the Three Choirs Festival every third year. The world renowned Hay-on Wye literary festival is an annual fixture of the arts scene.

Further afield one can access the Brecon Beacons (one hour), the Michelin-Starred restaurants of Ludlow (40 minutes), Millennium Stadium Cardiff (80 minutes), Premiership Rugby at Gloucester (50 minutes), first class cricket in Worcester (43 minutes) and theatre in Malvern (35 minutes) or the RSC in Stratford (75 minutes)
TRAVEL

Rail and road networks give ready access to Birmingham and Bristol with the nearby M50 linking us to the motorway network. The hospital is a 400m walk from the train station which has direct lines to Manchester, Birmingham and Cardiff, as well as London (direct or by changing at Newport, 2 hours 50 mins).

HOUSING

A wide range of housing is available with on-call travel within 30 minutes allowing a number of residential opportunities. House prices are relatively low and many properties have extensive garden or grounds particularly suiting families with children, or those with an equestrian or smallholding interests.

EDUCATION

Herefordshire has a reputation for providing very good education at all levels from nursery school up to a national status 6th Form College in addition to the Technical College. State primary and comprehensive schools tend to be smaller than many in larger towns and cities elsewhere in the country. For students over 16 years of age, there are wide ranges of courses and good facilities at a Sixth Form College, Art College and Technical College, all within the city.

As well as the Cathedral Schools of Hereford, Gloucester and Worcester, there are other very good and highly rated private schools, not just in Herefordshire, but in surrounding towns such as Malvern, Monmouth and Cheltenham.
DUTIES AND RESPONSIBILITIES

The proposed sessional commitments are detailed in the Job Plan section. The main duties and responsibilities are:

- To provide a high quality service as part of the Respiratory Department in Respiratory and General Internal Medicine to the patients of Herefordshire and the surrounding area using evidence based guidelines and clinical governance structure.

- To contribute to the multi-disciplinary team working.

- To advise clinical colleagues on matters within his/her sphere of expertise;

- To offer advice to medical, nursing, managerial and other staff on appropriate matters.

- To carry out medical teaching, examination and accreditation duties as required.

- To participate in the formal appraisal of junior medical staff in accordance with guidelines from the Royal College of Physicians and the Regional Postgraduate Dean.

- To contribute to postgraduate and continuing medical education activity including Continuing Professional Development.

- To contribute to the training of nurses, paramedical, scientific and technical staff.

- To participate in medical audit on a regular basis and develop relevant audit projects.

- To provide information for service development and management purposes to support job planning, service planning etc.

- To contribute to the management process within the Trust through participation in planning, project or liaison groups as appropriate. In particular the post holder would be involved in Specialty and Service Unit business meetings.

- To support the Clinical Directors and Service Unit Director with appropriate advice with regard to the development of Respiratory and Medical services at Wye Valley NHS Trust.

- To work within the framework of policies and procedures relevant to Medical and Dental staff.

- To participate fully in mandatory training as required and modified by the Trust from time to time and also in annual appraisal, job planning and revalidation procedures.

The duties are subject to review from time to time in the light of the changing requirements of the service. The duties will be reflected in the job plan, which will be subject to review once a year in conjunction with the Clinical Director.
JOB PLAN

This post will be part of the development and expansion of Respiratory medicine. The post holder will also contribute to the on-call rota for general medicine on a 1 in 13 basis which is usually for overnight cover and weekends/bank holidays. The Acute Medicine Physicians provide 8am – 8pm Acute Medicine care Monday to Friday. In addition a specialty ‘pull’ system a daily specialty ward review system is in place to ensure that every new admission is seen early on in their admission by the relevant specialty consultant to ensure appropriate care is provided at the earliest opportunity.

PROPOSED JOB PLAN

The job plan will initially be offered as 10 PAs although there may be opportunities to increase the number of PAs to 11 or 12 by discussion and mutual agreement. The 10 PAs will comprise the following:

- Direct Clinical Care 7.5 PAs
- Supporting Professional Activities 2.5 PAs
- Optional clinical sessions of specialist clinics, teaching or managerial roles are frequently available up to 12 PAs in total subject to discussion.

The new posts, assuming 4 posts initially, will rotate as part of the Consultant Respiratory team with 2 weeks “on wards” and 6 weeks “off wards” in Out-patient clinics and Endoscopy. Additional appointments will change this 2:6 ratio. These are indicative job plans and subject to change:

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<tr>
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<th>PAs /week</th>
<th>weeks per yr</th>
<th>PAs per year</th>
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<tbody>
<tr>
<td>ward cover</td>
<td>11.25</td>
<td>13</td>
<td>146.25</td>
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<tr>
<td>Off ward</td>
<td>9.5</td>
<td>29</td>
<td>275.50</td>
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<td>Average PAs per week</td>
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assuming 42 weeks working p.a., but on ward weeks require cover 52 weeks per year
## ON-WARD PLAN 13 WEEKS PER YEAR (13/42)

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<th><strong>AM</strong></th>
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<tr>
<td>Monday</td>
<td>Full Ward Round</td>
<td>Ward Round/Referrals</td>
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<tr>
<td>Tuesday</td>
<td>Board Round &amp; NIV Bay &amp; New Patient Review</td>
<td>Referrals Procedures Clinical admin SPA 0.5</td>
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<tr>
<td>Wednesday</td>
<td>Full Ward Round</td>
<td>MDT Referrals</td>
</tr>
<tr>
<td>Thursday</td>
<td>Board Round &amp; NIV Bay &amp; New Patient Review</td>
<td>Referrals Procedures Clinical admin SPA 0.5</td>
</tr>
<tr>
<td>Friday</td>
<td>Full Ward Round</td>
<td>Referrals Clinical Admin 0.25 SPA 0.25</td>
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<th><strong>Total</strong></th>
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### OFF-WARD PLAN 29 WEEKS PER YEAR (29/42)

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<th>AM</th>
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<tr>
<td>Monday</td>
<td>SPA</td>
<td>Clinic</td>
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<tr>
<td>Tuesday</td>
<td>SPA</td>
<td>Clinical Admin or Bronchoscopy</td>
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<tr>
<td>Wednesday</td>
<td>Clinic</td>
<td>MDT</td>
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<td></td>
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<td>Clinical Admin</td>
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<td>Thursday</td>
<td>Clinical Admin or Bronchoscopy</td>
<td>SPA</td>
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<td>Friday</td>
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<td>5.00 DCT</td>
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<td>3.00 SPA</td>
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<td>1.25 On Call</td>
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<tr>
<td>Total</td>
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<td>9.25</td>
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### MOVING TOWARDS SIX AND SEVEN DAY WORKING

With additional new appointments we would like to extend our ward cover to improve patient flow and safety with Saturday morning board rounds and review of new respiratory referrals. Mitigation for participation would be via a shorter working week when not covering the ward. We would welcome colleagues who wish to work flexibly in this way to deliver excellent care. Any arrangements would be subject to the current consultant contract.

### MENTORING

The Trust supports the Royal College of Physicians guidance on provision of mentors for new consultants, in line with GMC recommendations. This will be provided within the Trust.
CONTINUING PROFESSIONAL DEVELOPMENT

The Trust supports the requirements for Continuing Professional Development, Annual Appraisal and Revalidation as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

SECRETARIAL AND ADMINISTRATIVE SUPPORT

The appointee will have full support from a full time, experienced and in post, dedicated secretary/PA and will have sole use of a fully furbished office including PC with IT support.

There will be full managerial support and regular input from the Clinical Directors and Divisional Directors to ensure efficient running of the department.
GENERAL INFORMATION

MEDICAL BEDS IN GENERAL INTERNAL MEDICINE

There are 154 beds in Hereford Hospital allocated to General Internal Medicine including: Respiratory Ward, AMU, CAU, Medical Speciality beds and, ITU.

- 25 bedded Respiratory ward including 4 bedded NIV bay with HFNO available.
- 20 in the Acute Medical Unit (AMU) and 16 in the Frailty Assessment Unit (FAU).
- 6 on the Coronary Care Unit
- 70 Acute Medical beds in Cardiology, Gastroenterology, Endocrinology, Stroke and Geriatrics
- 11 bedded Clinical Assessment Unit (CAU)
- The Hospital also has a 6-bedded intensive therapy unit, 2 general surgical wards, 1 trauma ward, 1 elective orthopaedic ward, 1 paediatric and 1 Obstetrics & Gynaecology in patient ward

DEPARTMENT OF MEDICINE

The Department of Medicine has increased markedly in recent years and all the main specialities are now established as follows:

Gastroenterology

- Dr Jake Burdsall
- Dr Andrew Milestone
- Dr Rupert Ransford
- Vacant Post

Cardiology:

- Dr Andrew Epstein
- Dr James Glancy
- Dr Neeraj Prasad
- Vacant Post

Respiratory Medicine:

- Dr Aled Phillips
- Dr Philip Ryan
- Dr Ingrid DuRand

*Advertised Post*
Consultant Respiratory Physician
Wye Valley NHS Trust

Acute Medicine
Dr Ruth Johnson
Dr Amanda Barclay
Dr James Bartlett
Dr Robbie Dedi

Acute Medicine / Diabetes & Endocrine
Dr Jyothish Govindan

Diabetes and Endocrinology:
Dr Janet Lloyd
Vacant post

Geriatric & Stroke Medicine:
2 vacant posts
Dr Colin Jenkins
Dr Emma Wales

Rheumatology:
Post currently being advertised
Dr Adrian Peall
Dr David Rees

Accident & Emergency
Dr Rachel McColm
Dr Peter Burdett-Smith
2 vacant posts

Haematology:
Dr Lisa Robinson
Dr Sara Willoughby
Dr Christopher Brammer

Dermatology:
Dr Nadia Bassi
Dr Vicky Diba
Dr Aparna Sinha

Neurology:
Dr Nick Davies (2d/wk)
Dr Shani Samarasekera (2d/wk)

Renal:
Dr Martin Ferring (2d/wk)
Dr Lukas Foggensteiner (1d /wk)
Ten Specialist Registrars have now been established across the specialities as part of West Midlands based training schemes. There are also 10 CMT/GPST / FY2 posts and 14 FY1 posts within the department of medicine. In addition, we have an Acute Specialty Doctor post at ST3 level who works with an FY1 and supports the Clinical Assessment Unit.

4 Physician Associate posts are fully funded and currently 3 have been appointed to. One of these physician associates is allocated to the Respiratory Inpatient team.

The Cardiology consultants undertake on-site coronary angiography and also offer a rapid access cardiology service based on 5 local General Practitioners undertaking specialist work as Hospital Practitioners. The Cardiologists also undertake daily ward rounds on the Coronary Care Unit and have a well-equipped Heart and Lung Unit.

There is a Neurology service in collaboration with the department of Neurology in Birmingham. In addition the provision of Renal Services includes Consultant Renal Physician support from the Queen Elizabeth, Birmingham Renal Unit and Worcester Royal Hospital.

The acute medicine physicians cover AMU, CAU and the acute medical intake between 8 am and 8 pm Monday – Friday. The General internal medicine Consultants form part of the current 1 in 13 Consultant on call rota with the average number of admissions per 24 hour take of between 25 and 30 patients.

The Clinical Assessment Unit, (CAU) has 16 cubicles plus chaired areas for ambulatory care. It will be staffed by the acute physicians between 8am and 8pm Monday to Friday. The physicians on the on call rota support the acute medical take with overnight and weekend on calls and backfilling for leave. The AMU will receive all GP expected patients and medical patients from the ED facilitating rapid assessment and maximising same day discharge and ambulatory care. Patients requiring admission directly to the medical bed base will also be reviewed on the post take ward round by the acute physician of the day.

There is a well staffed 6 bed Coronary Care Unit which supports paramedic administered thrombolysis. The Intensive Care unit is managed by Consultant Anaesthetists and their teams with the on-going involvement of the Consultant Physicians encouraged.

POST GRADUATE FACILITIES

The Trust has excellent library facilities with internet access and they can actively support research and training activities.

The Department of Medicine runs weekly educational meetings with Radiology sessions followed by team case presentations. In addition monthly education & audit rolling half days are organised for Departmental Audit presentations, “in house” Consultant clinical update sessions and joint surgical-medical clinical meetings to encourage multi-disciplinary working.

MRCP teaching is undertaken on a rotating system particularly aimed at the PACES exam and weekly Journal Club meetings are also held. The CMT Medicine posts are very popular with recent high success in attaining MRCP examinations.

The Department also supports the training of third year, fourth year and final year medical students from the University of Birmingham with regular teaching both on the ward and formal teaching sessions provided by the Department. A recently opened new Sim Suite is available to assist with training and education.
Although Hereford is a relatively small District General Hospital, the Department of Medicine as a whole has a very positive approach to clinical research and on-going research projects would be well supported. The department has recently funded and supported one of the Respiratory consultants to complete an MSc in clinical allergy at Imperial college.
MAIN CONDITIONS OF APPOINTMENT

This appointment will be governed by the nationally agreed Terms and Conditions of Service for Consultants (England) 2003 where applicable and as amended from time to time. This appointment also adheres to Trust policies and procedures as appropriate. The arrangement of duties will be such as may be agreed from time to time between the employing Trust and the appointed individual.

The successful candidate, working in the Wye Valley NHS Trust, will be expected to be aware of local policies and procedures as outlined below taking note of standing orders, strategic and financial instructions, and amendments to protocols as notified.

The appointee is expected to undergo annual appraisal within the Wye Valley NHS Trust framework and attain appropriate and sufficient continual professional development to meet required recommendations. National guidelines from the main UK Royal Colleges are expected to be widely used and adhered to in clinical practice.

Annual leave entitlement is in line with the Terms and Conditions for Consultants. The Trust policy is that all leave should be booked at least 6 weeks in advance otherwise it may not be granted. Leave must be co-ordinated with other Consultants in the department and discussed with the Business Unit Manager through the Medical Staffing Officer. The Professional Leave/Study Leave entitlement is 30 days over a period of three years.

The post is non-resident and the post holder will be required to reside within a distance of 30 minutes or ten miles by road from the Wye Valley NHS Trust hospital unless the Trust agrees that they may reside at a greater distance.

The successful candidate will be required to maintain a means of ready contact by telephone and if applicable, any other communication mechanism (pagers, mobile phone, etc.) with the hospital and/or other sites of clinical activity.

APPLICANTS MUST:

- Hold full registration with the GMC with a Licence to Practice and be on the Specialist Register or within 6 months of obtaining Specialist Registration on the date of interview.
- The post holder must meet the essential person specification.
- The appointment is subject to satisfactory health clearance and DBS (CRB) clearance.
- The post holder must provide satisfactory references for the preceding three year period

As a result of an agreement with the LNC, Consultant medical staff retain the right to speak publicly and with the media. However, no action should be contemplated without having first advised the Chief Executive, and ensuring that information used is factually accurate.
ADDITIONAL INFORMATION

INFORMATION TECHNOLOGY

Employees are expected to develop the IT skills necessary to support the tasks included in their post. They will, therefore, be required to undertake any necessary training to support this.

HEALTH AND SAFETY

The post holder is required to conform to the Trust’s Policies on Health and Safety and Fire Prevention, and to attend related training sessions as required.

SAFEGUARDING VULNERABLE ADULTS & CHILDREN

The Wye Valley NHS Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers and contractors to share this commitment.

All staff have a duty to safeguard and promote the welfare of patients, their families and carers. This includes practitioners who do not have a specific role in relation to safeguarding children or adults, you have a duty to ensure you are:

Familiar with the Trusts safeguarding polices. Attend appropriate training for safeguarding. Know who to contact if you have concerns about an adult or child’s welfare.

CONFIDENTIALITY

To maintain confidentiality at all times. In the course of their duties employees will have access to confidential material about patients, members of staff and other Health Service business. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and/or treatment of the patient. If there is any doubt whatsoever, as to the authority of a person or body asking for information of this nature, advice must be sought from a superior officer. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded as serious misconduct, which could result in serious disciplinary action being taken including dismissal.
POLICIES AND PROCEDURES

The post holder will be required to comply with all policies and procedures issued by and on
behalf of Hereford Hospitals Trust, which the Trust may amend from time to time.

INFECTION CONTROL

It is a requirement for all Trust staff to comply with all Trust infection control policies and
procedures. All Trust staff should ensure that they fulfil their responsibilities for infection
prevention and control, that they provide leadership where appropriate in infection control
matters and that they challenge poor infection control practice in their workplace. All staff
should have infection control training at induction and annual infection control updates via the
Department of Health e-learning package, via the local infection control CD-ROM training tool or
by attendance at an annual Health and Safety refresher. All clinical staff will have annual
infection control objectives set and these will be reviewed at appraisal.

NO SMOKING POLICY

In recognition of the Trust’s commitment to health promotion and its health and safety
responsibility, the Trust has a no smoking policy that prevents all staff from smoking whilst on
duty.

EQUAL OPPORTUNITIES

The Trust is an Equal Opportunities employer and the post holder is expected to promote this in
all aspects of his/her work. The Trust’s duty is to ensure that no existing or potential employees
receive less favourable treatment on the grounds of sex, sexual orientation, race, colour,
nationality, ethnic origin, religion, marital status, age or disability, or are disadvantaged by
conditions or requirements that cannot be shown to be justifiable. This also applies to patients –
the Trust has a duty to ensure patients have the right to equal access, care and treatment. All
employees are expected to comply with this policy.

FINANCIAL

To order and receipt goods in accordance with the Trust’s financial framework.

DATA QUALITY

The information that you record as part of your duties at the Trust must be ‘fit for purpose’,
reliable and easily accessed by appropriate/authorised personnel. To achieve this standard the
information must be: Accurate, Legible (if hand written), Recorded in a timely manner, Kept up-
to-date, appropriately filed. All staff must monitor and take responsibility for data quality
throughout the areas of the system used locally, all users maintain timely input, and ensuring
that data is checked with the patient, and staff (in relation to their staff record), whenever
possible, and to support initiatives to improve data quality.

N.B. Recorded information includes: patient information entered in case notes and entered on
any computerised care records system, financial information, and health & safety information
e.g. incident reporting and investigation, personnel information recorded in personnel files etc. Failure to adhere to these principles will be regarded as a performance issue and will result in disciplinary action.

**CONDUCT**

The post holder is an ambassador for the directorate and the Trust and his / her actions and conduct will be judged by customers as an indication of the quality of the service provided by the directorate and the Trust as a whole.

This job description is not intended to be an exhaustive list of duties but to highlight the current main responsibilities of the post and may be reviewed in consultation with the post holder.

The Trust is committed to continuous improvement in managing environmental issues, including the proper management and monitoring of waste, the reduction of pollution and emissions, compliance with environmental legislation and environmental codes of practice, training for staff, and the monitoring of environmental performance.

**VISITING**

Candidates are welcome to visit the Hospital. You are warmly invited to speak with Dr Aled Phillips (01432 364210) Clinical Lead for Respiratory, or other clinicians above. We will be pleased to discuss the post with you, and will be happy to facilitate your visit and show you around the Respiratory Department and Hospital.

Wye Valley NHS Trust
The County Hospital
Union Walk
Hereford
HR1 2ER
## Person Specification Respiratory Consultant

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<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Qualifications</strong></td>
<td>• Full GMC Registration with a Licence to practice</td>
<td>• Higher degree</td>
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<td></td>
<td>• Entry on Specialist Register in General (internal) Medicine and Respiratory Medicine (or entry on Specialist Register expected within 6 months of interview date)</td>
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<td></td>
<td>• Success in Intercollegiate Specialty Examination or overseas equivalent</td>
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<td></td>
<td>• Success in MRCP or overseas equivalent</td>
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<tr>
<td><strong>Clinical Experience</strong></td>
<td>• Clinical training and experience equivalent to that required for gaining (UK) CCT in General and Respiratory Medicine</td>
<td>• Interest and expertise in sub-speciality within respiratory medicine</td>
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<td></td>
<td>• Ability to offer expert clinical opinion on range of problems both emergency and elective within specialty</td>
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<td>• Ability to take full and independent responsibility for clinical care of patients</td>
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<td><strong>Management and Administrative Experience</strong></td>
<td>• Ability to organise and prioritise workload effectively</td>
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<td>• Ability to advise on efficient and smooth running of specialist service</td>
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<td></td>
<td>• Ability to manage and lead the specialty and multi-disciplinary team</td>
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<td></td>
<td>• Experience of audit management and conducting clinical audit</td>
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<td></td>
<td>• Ability to use the evidence based and clinical audit to support decision making</td>
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<tr>
<td><strong>Research Experience</strong></td>
<td>• Ability to apply research outcomes to clinical problems</td>
<td>• Publications in relevant peer-reviewed journals in the last 5 years</td>
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<tr>
<td></td>
<td>• An awareness of current specialty specific developments and initiatives</td>
<td>• Evidence of having undertaken original research</td>
</tr>
<tr>
<td><strong>Personal Attributes</strong></td>
<td>• Flexibility and willingness to adapt to new challenges</td>
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</tr>
<tr>
<td></td>
<td>• Ability to work in a team Enquiring, critical approach to work</td>
<td></td>
</tr>
<tr>
<td>Consultant Respiratory Physician</td>
<td>Wye Valley NHS Trust</td>
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<tr>
<td>• Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies</td>
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<tr>
<td>• Commitment to Continuing Medical Education</td>
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<tr>
<td>• Willingness to undertake additional professional responsibilities at local, regional and national levels</td>
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<table>
<thead>
<tr>
<th>Other requirements</th>
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<tbody>
<tr>
<td>• An understanding of the current NHS environment, particularly in relation to reforms, initiatives and issues</td>
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<tr>
<td>• Able to meet the travel requirements of the job and return to the hospital within 30 minutes when on call</td>
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<tr>
<td>• Ability to align personal and professional priorities with those of the Trust</td>
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</tbody>
</table>