JOB DESCRIPTION

CONSULTANT IN RHEUMATOLOGY
1. **INTRODUCTION**

This post is for a full time Consultant Rheumatologist appointment at Kettering General Hospital NHS Foundation Trust. The post holder will join a friendly & dynamic Rheumatology team of 3 full time permanent Consultants (including the post holder), 1 Specialist Registrar, 1 GP trainee/SHO grade, 1 Foundation Year one (shared 50% with Dermatology) & 4 Rheumatology Nurse Specialists (2 FTE).

The Rheumatology Department lies within a Clinical Business Unit (CBU) comprising of Cardiology, Respiratory, Renal, Neurology, Dermatology and Rheumatology. The CBU is led by a General Manager and the Business Unit Director (clinical).

Department is based at Kettering General Hospital Foundation Trust and sees approximately 7,000 patients annually. This is split by approximately 1500 new patients and 5500 follow ups.

There is a weekly departmental meeting and weekly hospital Grand Rounds during academic term times. There are regular cohorts of medical students (from University of Leicester) within the department and the post-holder is expected to contribute to their teaching. There will be opportunities to conduct audits and take part in regional (eg; Midlands Rheumatology Society) meetings.

Applicants should be MB ChB, MRCP (or equivalent), and be on the GMC’s Specialist Register for Rheumatology, or be eligible for entry within 6 months. Applications from such candidates interested in working flexibly or part-time are welcome. An ability to work independently, and more importantly as a team, whilst working calmly under pressure is essential.

2. **GENERAL INFORMATION ABOUT THE TRUST**

Kettering General Hospital NHS Foundation Trust is an acute district hospital located in Northamptonshire. The central location allows 75% of the country to be reached within 2 hours by road and is within easy reach of 5 international airports. By rail, London is less than 1 hour and Kettering to Paris via Eurostar is 3 hours.

The area offers everything from traditional market towns to charming villages and picturesque countryside and has excellent educational facilities, both state and public.

Neighbouring trusts include Northampton, Leicester, Peterborough and Hinchingbrooke. Trainees from the East Midlands Deanery rotate to Kettering as part of schemes for Foundation Year training, GP VTS, and Core Medical Training.

Kettering General Hospital has 600 beds serving a population of 360,000. There are plans for major population expansion at Corby and Wellingborough.

The Trust is committed to improving and developing services, and gained Foundation Trust status in 2008.

Recent developments include a Treatment Centre for day and short stay surgery, cardiac centre with primary PCI facilities, a stroke unit, award winning ambulatory care unit and a 48 hour medical short stay ward. Respiratory services have been expanded to provide non-invasive ventilation and medical thoracoscopy. The trust is the bowel cancer screening centre for the LNR region.
There are seven main operating theatres, a six bedded combined ICU/HDU unit, and a three bedded Surgical Extended Care Unit.

There are two CT scanners and an interventional radiology suite complemented by two state of the art MRI scanners with facilities for cardiac MRI.

A major new development has just been completed which has seen the relocation of CCU, paediatrics and ITU. The plan included expanding to 10 ITU beds with capacity to be phased in to a potential provision of 16 beds over the next 5 years.

3. J O B D E T A I L S

3.1 Title

Consultant in Rheumatology at Kettering General Hospital NHS Foundation Trust.

3.2 Special Interests

Development of specialist interests will be encouraged and supported by the Clinical Director subject to organisational need.

3.3 Clinical Duties

Clinical duties will include all those normally expected in a Rheumatology Department in the UK. Fixed sessions will include sessions spent providing outpatient clinics across KGH main site, Corby, Wellingborough and the new Nene Park development in Irthingborough. Clinic session time includes travel to the outlying clinics where applicable.

3.4 On call commitments

There are no on call commitments with this post. Duties other than those specified will be in accordance with the Job Plan to be agreed with the appointee, the Clinical Director and the Chief Executive, and will allow time for administration, teaching, clinical audit and Continued Professional Development.

4. RHEUMATOLOGY DEPARTMENT

4.1 Workload

The Rheumatology Department at Kettering General Hospital sites has an annual attendance of approximately 7,000 patients. If necessary, patients can be admitted to Naseby wards for inpatient care. The post holder in conjunction with his/her colleague is expected to review any referrals from other teams within 1 working day of receiving the request.

4.2 Clinics

This post will be responsible for running 5 clinics a week. The service has access to a departmental ultrasound machine for MSK ultrasounds. Expertise in using MSK ultrasound will be an advantage. There are also ambulatory HOT clinics to see any new patients requiring very urgent appointments.

Any new specialised or innovative patient services that enhance patient experience and flow will be positively received.

4.3 Staffing

The department has a Service Manager who, together with the Clinical Director, is responsible for the management of the department. Rheumatology is part of the Specialty Medical CBU.
The medical staffing is as follows:

3 Consultants including this one
1 GP with speciality interest (2 sessions per week)
1 Specialist Registrar (LNR deanery)
1 Trust Grade SHO/GP Trainee
1 FY1
4 Medical Students per Quarter

The nursing staff are as follows:

Band 7 – 1 WTE
Band 6 – 1 WTE
Band 2 – 2WTE

4.4. Facilities

The Rheumatology department has its own reception, waiting area, clinical area and an office area. The consultant will have access to a well-equipped office space. The department has a team of secretaries supporting the consultants and specialist nurses. The service is in the same area of the hospital as the physiotherapy outpatients department.

Facilities for biological infusions are available in the ambulatory care unit (AECU) and are overseen by specialist nurses working to protocols. Medical cover for these patients is generally provided by the general physicians working on the AECU. Facilities for the occasional complex infusions are available within the rheumatology clinical area and are overseen by consultants where necessary.

4.5 Teaching

KGH FT was rated as providing the highest trainee satisfaction in the East Midlands Deanery in 2010. There is an active teaching programme for all medical staff. There is a weekly Friday lunchtime grand round which staff are expected to attend. The Trust also has 4 academic half days per year, attended by all specialties; these provide an excellent forum to educate, showcase and contribute to the broader education of the organisation.

The Trust has a recently refurbished post-graduate Education Centre and a well-equipped medical library.

4.6 Information Technology

The department is computerised for basic administration and access to pathology results. There is a Picture Archiving Computerised System (PACS) for radiology with high resolution screens available in strategic locations in the department.
5. PROVISIONAL TIMETABLE

Provisional assessment of Programmed Activities for a whole-time contract of 10 PA split between DCC and SPA.

| Direct Clinical Care (includes clinical activity, clinically related activity) (5 clinics, ward referrals and admin) | 8 DCC |
| Supporting Professional Activities (includes CPD, audit, teaching and research) | 2 SPAs |

The Job Plan will be reviewed after three months and then annually, following appraisal.

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<th>Monday</th>
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<tbody>
<tr>
<td>AM</td>
<td>KGH Clinic</td>
<td>Clinic KGH</td>
<td>Isebrook clinic (1,2,3,4,5)</td>
<td>Admin</td>
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<td>PM</td>
<td>Admin/Ward referrals</td>
<td>SPA/ TRAINING</td>
<td>Admin/SPA</td>
<td>Injection/ Hot Clinic at KGH (weeks 1,2,3,4,5)</td>
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There is an expectation that there will be prospective cover and that consultants will cover ward referrals as required.

The Job Plan will:

- be a prospective agreement that sets out a consultant’s duties, responsibilities and objectives for the coming year;
- cover all aspects of a consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities;
- provide a clear schedule of commitments, both internal and external;
- include personal objectives with details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objective.

All consultants will undergo appraisal and revalidation, comply with the terms and conditions of the organisation and ensure their statutory and mandatory training is current and compliant.

6. MENTORING

Mentoring is available for all new consultant staff, this is designed to help and assist new appointees to settle into working at Kettering General Hospital as easily as possible. It is designed to assist individuals in a personal way to familiarise them with the Trust and how things work in practice.
7. **REHABILITATION OF OFFENDERS ACT 1974**

All medical posts are exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975.

Applicants for this post are therefore not entitled to withhold information about convictions which for other purposes are ‘spent’ under the provisions of the Act, and in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Authority.

The post that you are applying for involves access to children and/or vulnerable adults as defined by the Criminal records Bureau. It will, therefore, be necessary to apply to the CRB for a disclosure check. This post requires a satisfactory disclosure check of the post-holder.

Any information given will be completely confidential and will only be considered in relation to an application for positions to which the Order applies.

8. **SAFEGUARDING CHILDREN AND VULNERABLE ADULTS**

KGH is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults with whom you come into contact during your work.

To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act appropriately on concerns you may have.

9. **CONFIDENTIALITY, DATA PROTECTION AND DATA QUALITY**

It is a requirement of employment within Kettering General Hospital NHS Foundation Trust that all staff must comply with the obligation of confidentiality to personal identifiable information.

The Data Protection Act 1974/1998 safeguards the handling of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to uphold the principles of the Act, adhere to Trust policies and to maintain strict confidentiality at all times.

Under the fourth principle of the Data Protection Act (1998), all data collection staff have a responsibility to ensure that personal data is accurate. The post-holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and integrity in the recording of the Trust’s data.

10. **RELOCATION EXPENSES**

Relocation expenses may be available to certain posts up to a limit of £5,000. Details on request.
### PERSONAL SPECIFICATION – CONSULTANT

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<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
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<tbody>
<tr>
<td>Full registration with GMC</td>
<td>Yes</td>
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<td>CV and documentation</td>
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<tr>
<td><strong>Qualifications/Training</strong></td>
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<tr>
<td>Successful completion of SpR training in Rheumatology (or CCT within 6 months of AAC)</td>
<td>Yes</td>
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<td>CV</td>
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<tr>
<td>CCT holder in Rheumatology or eligibility to be on the Specialist register in Rheumatology within 6 months</td>
<td>Yes</td>
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<td>CV</td>
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<td>Current certification BLS</td>
<td>Yes</td>
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<td>CV</td>
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<tr>
<td><strong>Teaching / audit</strong></td>
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<td>Effective participation in clinical audit</td>
<td>Yes</td>
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<td>CV/interview</td>
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<td>Experience of post graduate and undergraduate teaching and training at an appropriate level</td>
<td>Yes</td>
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<td>CV/interview</td>
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<td><strong>Academic Achievements and Research</strong></td>
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<td>Specialist interest to complement those of other consultants in the department</td>
<td>Yes</td>
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<td>CV/Interview</td>
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<td>Publications in recognised Medicine journals</td>
<td>Yes</td>
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<td>CV/Interview</td>
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<td><strong>Interpersonal Skills</strong></td>
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<td>Good organisational skills</td>
<td>Yes</td>
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<td>CV/Interview</td>
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<td>Good communication skills</td>
<td>Yes</td>
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<td>CV/Interview</td>
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<td>Management/leadership of clinical service</td>
<td>Yes</td>
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<td>CV/Interview</td>
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<td>Good team skills</td>
<td>Yes</td>
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<td>Disability and Equality awareness</td>
<td>Yes</td>
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<td>CV/Interview</td>
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