

Job Description

Appointment of Full Time
10 sessions - 37.5 hours per week

Consultant in General Internal Medicine with an interest in Cardiovascular Medicine

Base: Withybush General Hospital
College Approval Reference: 01.26.0515

Job Reference: 100-X-007C

Anticipated Start Date: Immediate

SPECIALITY CONTACT FOR ENQUIRIES ABOUT THIS POST

Dr K Mukherji – Locum Consultant Physician with special interest in Cardiovascular Medicine
Tel ☎ 01437 764545

Dr Eiry Edmunds – Consultant Cardiologist/Clinical Director for Scheduled Care
Tel ☎ 01267 235151 ext 3903

Dr Phil Avery - Consultant Cardiologist/Clinical Lead for Medicine
Tel ☎ 01554 783686

Links to Additional Information

- Hywel Dda University Health Board Homepage <http://www.hywelddahb.wales.nhs.uk/>
- Our 10 pledges <http://www.wales.nhs.uk/sitesplus/862/page/53848>
- Useful Links <http://www.wales.nhs.uk/sitesplus/862/page/46875>
- Medical Training/Careers in Wales <http://www.doctorstrainingwales.tv/>
- Wales, the Smart Choice www.walesthesmartchoice.co.uk
- NHS Employers website <http://www.nhsemployers.org/Pages/home.aspx>

Medical Staffing Department, Prince Philip Hospital, Dafen, Llanelli SA14 8QF

Tel ☎ 01554 783276 / Fax ☎ 01554 783278 / Email ✉ Tracey.Morgan3@wales.nhs.uk

Introduction

Our vision for the future

In delivering and supporting the Welsh Government's vision for NHS Wales, we will:

- improve health and wellbeing for all
- move from a sickness service to a wellness service
- deliver quality healthcare in the best setting
- have high quality, safe and sustainable hospital services
- be a leading integrated rural health and social care system
- achieve high quality care by investing in education for our staff and developing special interests in health care appropriate to our location and demographics.

The Health Board intends to provide holistic, patient centred integrated healthcare with 80% of NHS services being delivered close to people's homes, through dedicated primary, community and social care teams comprising of doctors, dentists, pharmacists, opticians (the primary care team), nurses and therapists (the community team) and social care teams all working together.

Delivering this vision will support care for the frail and elderly, whilst allowing our hospitals to concentrate on what they do best – providing both planned and emergency care when it is needed.

This is a new post and you will join colleagues in a very dynamic and forward looking General Medical Service and Cardiovascular Service across the Health Board.

Office accommodation, secretarial support and full IT facilities including access to Intranet and Internet will be provided. Hywel Dda University Health Board is one of seven acute Health Boards in Wales.

This post comes during a period of Health Board-wide service review, including a comprehensive reconfiguration of services for Cardiology/General Medicine in West Wales. The aim is to provide a spectrum of flexible and responsive services across the Health Board, encompassing:

- Development of a comprehensive Cardiovascular service
- Acute inpatient assessment and treatment for Cardiology and General Medical Patients
- Effective leadership to multidisciplinary staff members of the Department
- Development of teaching, training and research within the Organisation

The potential for Health Board-wide developments and close liaison with primary care and social services is substantial and exciting. A major expansion in undergraduate medical student teaching is planned.

The Cardiovascular team contribute to the acute medical on-call as well as the assessment of patients with cardiovascular pathologies.

Any applicant who is unable, for personal reasons, to work full-time will be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Details for Visiting

Those wishing to discuss the post informally in the first instance, or visit the department are encouraged to contact:

Dr Eiry Edmunds
Consultant Physician/Cardiology
Clinical Director for Scheduled Care
Glangwili General Hospital
Carmarthen
Tel: 01267 266303

Dr Phil Avery
Consultant Physician/Cardiology
Clinical Lead for Medicine
Prince Phillip Hospital
Llanelli
Tel: 01554 783686

Mrs Sue Lewis
County Director
Withybush Hospital
Tel: 01437 764545

Dr Sian Lewis
Clinical Director Acute Services
Tele: 01554 756567

Shortlisted candidates will be encouraged to visit and contact Professional Panel Members – details of these will be available to shortlisted candidates when panel is confirmed

Please note that pre-interview visits to other AAC panel members are neither required nor expected.

A candidate for a consultant appointment shall not be reimbursed for more than three attendances. Where an authority invites such a candidate to attend prior to short-listing, it may reimburse the candidate's expenses provided that he or she is subsequently shortlisted, but not otherwise. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry into the United Kingdom.

JOB DESCRIPTION

The Job Itself

<u>Title:</u>	Consultant in General Internal Medicine with a special interest in Cardiovascular Medicine
<u>Professionally responsible to:</u>	The Medical Director
<u>Managerially accountable to:</u>	Clinical Lead for the Health Board/ Service Manager within the Speciality with ultimate accountability to the Chief Executive

Responsibility for Staff as Part of this Post: All junior medical staff

This appointment is to Hywel Dda University Health Board and the Medical Directorate covers the four acute hospitals, your principal place of employment will be Withybush General Hospital, although other working locations including off-site working may be necessary and will form part of your agreed job plan. This post will form part of the Health Board-wide team and will be part of a professional network with colleagues in general medicine and cardiology.

Purpose of the Post and General Responsibilities

Cardiology Service

Physician with an interest in Cardiovascular Medicine:

To provide a comprehensive assessment and initial management of cardiology presentations in addition to providing an acute medical service. The post holder's specific responsibilities would be:

This appointment will be as a general physician who has an interest in cardiovascular medicine. In Withybush Hospital there is a CCU (6 beds) and cardiac step-down unit. There are 6 general medical beds. The physicians at the hospital are currently discussing moving to a ward based system of working.

At Withybush Hospital there is currently a Part-time Locum Consultant Cardiologist (Dr Jowett) and a Locum Physician with an interest in Cardiovascular Medicine (Dr Mukherji). There is a range of junior doctors.

In addition the post-holder will be encouraged to work as part of a team with the Consultant Cardiologists in the Health Board and will have the support network of the Cardiologists on the other sites in the Health Board:

Dr P Avery – Consultant Cardiologist at Prince Philip Hospital
Dr Adrian Raybould – Consultant Cardiologist at Glangwili General Hospital
Dr Eiry Edmunds – Consultant Cardiologist at Glangwili General Hospital
Dr Pavel Stepanek – Consultant Cardiologist at Glangwili Hospital
Dr Donogh McKeogh – Consultant Cardiologist at Bronglais Hospital
Dr Lena Izzat – Consultant in Cardiovascular Medicine at Prince Philip Hospital

The post holder would be expected to develop, deliver and support evidence-based chest pain assessment, initial arrhythmia/syncope services and cardiac imaging services as well as provide general cardiovascular out-patient services.

The post holder will be expected to support the cardiac physiology department. Currently there is capability to perform transthoracic echocardiography and exercise tolerance testing. The post-holder will be encouraged to work with community teams to provide heart failure services to the population of Pembrokeshire.

The post-holder will also be expected to provide advice and care to patients with cardiac conditions who may be under the care of other colleagues.

The post-holder will be expected to provide care to the patients on CCU as part of the wider team.

The short and medium term objectives of the Cardiology service include:

- Providing a comprehensive service for Cardiovascular medicine
- Expansion of the consultant base across the Health Board
- Providing locally-based community Cardiology Services
- Access to subspecialty expertise across the Health Board
- Development, support and training for nurse consultant and/or nurse practitioner colleagues
- Close links with colleagues in General Medicine

The General Medical Department at Withybush

The department is currently in a state of change with agreed expansion to 11 full time Consultant Physicians (including these posts). The following is anticipated: Acute medical care on a minimum 1:10 rota take for all age groups. The department currently operates a medical firm based system but cross referral to other physicians is encouraged on an as needed basis. On average 20 medical patients are admitted per 24 hour period. Acute in-patients workload usually decreases to single figures before the next take. As a medical department we are currently reviewing the on-call, post-take and ongoing medical inpatient care practices within the hospital with likely move to a hybrid ward-based system and defined patient streaming at time of admission. The successful applicant will be actively involved in this change process as it evolves.

The department provides general medical and rehabilitation services to the population of Pembrokeshire, and some from adjacent Carmarthenshire and Cardiganshire areas. The population expands to over 160,000 during the summer months because of the popularity of the area with national and international tourists.

The integrated department of medicine provides in-patient, out-patient and occasional domiciliary consultation services for medical patients. In-patient and rehabilitation facilities are provided at Withybush General Hospital. There are currently 6 medical ward areas including a dedicated purpose built 6-bedded cardiac care unit and 19 bay adult clinical decisions unit. There is also a combined HDU/ITU with a total of 10 beds.

The department is supported by full pathology and radiology services. In addition, the department of physiological medicine carries out electrocardiography, echocardiography, stress testing, Holter monitoring and lung function testing. The biochemistry department works closely with the medical unit.

The 11 consultants in the Medical Department

1. Dr K Mukherji (Locum Consultant Physician/Cardiovascular Medicine)
2. Consultant Respiratory 1 (Out to advert Locum Consultant Dr El-Shaboury)
3. Dr C M James (Consultant Physician/Care of the Elderly)
4. Dr A Vaishnavi (Consultant Physician/Gastroenterology)
5. Dr Subi Nagysi (Locum Consultant Physician/Care of the Elderly)
6. Dr Paul Underwood (Consultant Physician/Diabetes Endocrinology)
7. Dr Faiz Ali (Consultant Physician/Gastroenterology) RCP Tutor
8. Consultant Physician/Cardiology (this post) – currently covered by Locum Consultant Dr S Kebede
9. Dr Angela Puffett, Consultant COTE commencing 5/8/2015
10. Consultant Respiratory 2 – Out to advert
11. Dr Will Backen Orthogeriatrics Consultant commencing 19/10/15

The department is currently funded for:

- 1 Associate Specialist and 8 Middle Grades
- 2 SpR's (Respiratory and COTE)

10 CTs
2 GPStR's
2 FP2's and 6 FP1's

Also there is a Palliative Care Consultant – (Vacant at present)
As well as 2 P/T Consultant Rheumatologists.

South Pembrokeshire Resource Centre

This 42 bedded community hospital has GP beds in addition to the rehabilitation beds. The support services available are x-ray facilities, a physiotherapy department, an occupational therapy post, and a daily delivery and pick up service from the acute general hospital for specimens, results and post.

Consultant services are provided to the Outpatients Department for specialties such as Obstetrics, Gynaecology, Orthopaedics, Medicine, Surgery, ENT and Audiology.

On the South Pembrokeshire Resource Centre site there is also a Psychiatric Day Hospital which provides acute care to adults with mental illness. There is also a Geriatric Day Hospital with a day hospital and ward for the elderly mentally infirm.

The site also supports a Minor Injuries Unit.

Tenby Cottage Ward (Park House Court Nursing Home)

This is a 16 bedded General Practitioner hospital situated 22 miles from Withybush General Hospital. Out patient clinics in General Medicine and some other specialties are held here. There is a Minor Injuries Unit.

As a senior employee of the Health Board the post holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Health Board's patients.

Integral to the responsibilities of the post are the following requirements:-

- To ensure the provision and delivery of a first class medical service
- To provide effective leadership to all staff engaged in the specialty
- To sustain and develop teaching and research wherever appropriate
- To undertake all work in accordance with the Health Board's procedures and operating policies
- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Health Board's service plans
- To maintain the confidence of business plans and development strategies formulated for the specialty or the Health Board
- Core clinical expertise in Cardiovascular Medicine
- Leadership and team building skills as well as working as part of a multidisciplinary team
- Supporting and training multidisciplinary teams
- Delivering care in the community alongside primary health care and social care teams
- Providing persuasive strategic advice to LHB's and Social Services Departments
- Participating in CPD including Audit
- You are expected to maintain your professional development and undertake annual appraisal for Revalidation
- Providing a teaching and training role for medical undergraduates and postgraduates
- Providing an Educational Supervisor role to Junior and Middle Grade Medical Staff
- To undertake regular multidisciplinary clinical audit and provide evidence based medicine

Specific Responsibilities of the Post

- To be responsible for the care of inpatients based at Withybush hospital supported by trainees and trust grade doctors.
- To support the development and delivery of a cardiology service in hospital and in the community where appropriate

- To conduct clinical practice in accordance with contractual requirements within the parameters of the Division's and Health Board's agreed objectives.
- To develop and help deliver a comprehensive seven day service for General Medicine

Teaching/Training (as agreed with Clinical Lead/Clinical Director/MD)

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To participate in the undergraduate teaching programme
- To assist and participate with the development of postgraduate training for F1s, F2s, CTs, STs, SpRs, Speciality Doctors and other staff as appropriate
- Where agreed, to act as Educational Supervisor to junior and middle grade medical staff

Audit (as agreed with Clinical Lead/Clinical Director /MD)

- To promote evidence-based clinical practice
- To undertake regular audit

Research (as agreed with Clinical Lead/R&D Director/MD)

To promote a research culture to maintain Health Board University status

To follow the principles of Good Clinical Practice

To undertake research liaising with R&D; if specifically recorded within the job plan – to be able to produce evidence of specific outputs (including abstracts, papers, portfolio trial registrations and grant income) at Appraisal.

Quality and Standards

- To be familiar with and actively promote adherence to the regulatory framework including NICE and National Service Framework Guidance and to actively promote professional standards "Good Medical Practice"
- To undertake all work in accordance with the Health Board's procedures and operating policies

Learning Organisation

- To be involved in and actively manage complaints and any medico legal claims in their area of practice, management of serious incidents and responsibility for sharing any organisational learning from these

Patient Experience

- To monitor and respond to measures of patient experience

Patient Safety

- To work actively to reduce unintended harm to patients
- To contribute actively to quality improvement projects and patient safety campaigns
- To adhere to the Health Board's Clinical Incident Policy

Personal Development

- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements
- To participate in an annual Job Planning Review process
- To participate in the Health Board's Annual Appraisal process

Management (as agreed with Clinical Team Lead/Clinical Director/ MD)

- To provide medical information for the development of systems appropriate for Health Board needs
- To participate in departmental consultant and senior staff meetings
- To attend other departmental, Divisional and Health Board meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Health Board procedures and operating policies
- To work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder.
- To co-operate with local management in the efficient running of services and an expectation to share with consultant colleagues in the medical contribution to management. In addition, it

should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required

- To ensure that arrangements are in place for adequate medical staff to be available in relation to the treatment and care of patients

The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post holder is expected to:

- Observe the rules, policies, procedures and standards of Hywel Dda University Health Board together with all relevant statutory and professional obligations
- Observe and maintain strict confidentiality of personal information relating to patients and staff
- Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues

Location

The principal place of work for this post is currently Withybush General Hospital, Haverfordwest. The post holder will generally be expected to undertake their programmed activities at the principal place of work or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. A planned and cost effective approach is expected, and is included in the DCC sessional allocation. The post holder may be required to work at any site within the Health Board, including new sites.

Review

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

Consultant Development Programme

This programme is specifically designed to meet the needs of newly appointed consultants, and offers a current and future focus by

- Developing you as a senior leader, to enable you to effectively contribute to Hywel Dda and its future direction.
- Enhancing your capability as a senior leader and to support you to deliver organisational priorities
- Build capacity for the future, by aligning current priorities with planning for delivering future service.
- Delivering development aimed at consultants, enabling you to translate the NHS Medical Leadership Competency Framework (MCLF) behaviours into practice

The programme has been designed to support new Consultants to achieve the competencies required from the Medical Leadership Competency Framework (MCLF). This framework has been included within the NHS Leadership Framework (LF), and as such is consistent in its language and approach.

In addition, the programme offers:

- Membership of an action learning set for the duration of the programme
- Have access to diagnostic tests to support identification of individual learning and development needs, including the LF 360° self-assessment
- the opportunity for Academic accreditation (tbc)
- Access to an executive coach
- Opportunity to meet with the Chief Executive and Chair of Hywel Dda
- Access to the Hywel Dda quarterly leadership forum
- Invite to join the senior leadership programme's master classes

A mentorship Scheme is also being finalised within the Health Board to which all newly appointed Consultants would be allocated a Mentor

Provisional Job Plan – To be agreed with successful candidate

Actual DCC/SPA split will be discussed and agreed with the successful applicant in the light of their individual agreed SPA needs.

Also the successful candidate will be allocated 0.5 SPAs per week in their first 12 months to participate on our Consultant Leadership Programme

(As required under paragraph 30a of the Terms and Conditions of Service)

Day	Time	Location	Work	Category	No. of PAs
Monday	Am	Withybush Hospital	Ward round/CCU		1.00
	Pm	Withybush Hospital /South Pembs	Out-patients clinic		1.00
Tuesday	Am	Withybush Hospital	SPA		1.00
	Pm	Withybush Hospital	Admin		1.00
Wednesday	Am	Withybush Hospital	Ward Referrals		1.00
	Pm	Withybush Hospital	Chest pain clinic		1.00
Thursday	Am	Withybush Hospital	Ward round/CCU		1.00
	Pm	Withybush Hospital	SPA		1.00
Friday	Am	Withybush Hospital	Arrhythmia clinic		1.00
	Pm	Withybush Hospital	SPA		1.00
TOTAL Sessions					10.00
SESSIONS				No. of Sessions	
Direct Clinical Care (including patient administration) (including 1 for on-call)				7	
On Call – 1:8 at present which will rise to 1:10 with future appointments					
Supporting Professional Activities				3	
TOTAL Sessions				10	
On-Call Availability Supplement					
Agreed on-call rota – Non Prospective				1:10 anticipated with new appointments	
Agreed Category – OHI				Band 3	

The above job plan consists of a total of 10 with additional temporary sessions subject to negotiations at job plan reviews

In line with the terms and conditions, the final job plan is subject to the agreement of the Health Board through the Clinical Lead/Clinical Director/Service Manager and the appointee.

Internal directorate clinical management duties are not included in the present allocation of SPAs, but additional SPAs (up to a maximum of 2) may be available following discussion with the Clinical Lead/Clinical Director/Service Manager.

Person Specification
Consultant in Acute General Medicine/Cardiology

Requirements	Essential	Desirable	Measurable by
Qualifications	<ul style="list-style-type: none"> - Full GMC Registration and Licence to Practice - Valid Certified Advanced Life Support Skills - On Specialist Register/SpR due to obtain relevant CCT/CESR (CP) within 6 months of interview - 	<ul style="list-style-type: none"> - Relevant Higher Degree e.g. MD; PhD; MSc 	Application
Clinical Experience	<ul style="list-style-type: none"> - Broad based experience in General Acute Medicine & Cardiology - Knowledge of UK hospital systems (or equivalent) - Knowledge and participation in CPD - Competence in Acute General Medicine & Cardiology - Expertise in Cardiovascular Medicine - Able to apply knowledge - Safe and effective written and verbal communication skills - Knowledge and experience of communicating bad news - Meet the requirement of the GMC's "Good Medical Practice" 	<ul style="list-style-type: none"> - Experience of NHS - Wider experience, research and training in providing sub specialty service - Evidence of above average performance - Additional clinical qualification(s) 	Application/ Interview
Clinical Governance	<ul style="list-style-type: none"> - Evidence of participation in clinical audit and understanding role of audit in improving medical practice - Comprehension of core philosophy and building blocks of Clinical Governance 	<ul style="list-style-type: none"> - Knowledge of risk management - Knowledge of annual job planning/appraisal review process 	Application/ Interview
Research	<ul style="list-style-type: none"> - Experience and knowledge of critical appraisal of evidence so as to improve clinical outcomes 	<ul style="list-style-type: none"> - Evidence of initiating, progressing and concluding research projects with publication - Research degree 	Application/ Interview
Teaching	<ul style="list-style-type: none"> - Evidence of organising programmes and teaching medical students and junior doctors - Willingness to teach all grades of professional multidisciplinary staff 	<ul style="list-style-type: none"> - Organisation of further teaching programmes in medical education - "Training the Trainers" experience 	Application/ Interview
Management	<ul style="list-style-type: none"> - Knowledge of the management and structure of the NHS - Willingness to participate in clinical management 	<ul style="list-style-type: none"> - Evidence of management training 	Application/ Interview
Personal Qualities	<ul style="list-style-type: none"> - Ability to cope with stressful situations and undertake responsibility - Excellent interpersonal skills and team-working skills - Ability to work as part of a multidisciplinary and multi-agency team and alone - Ability to work flexibly in response to the changing needs of Cardiovascular Service 	<ul style="list-style-type: none"> - Evidence of leadership attributes - Motivational skills 	Interview
Other Requirements	<ul style="list-style-type: none"> - All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues - Satisfactory Immigration Status 		Application/ Interview

	<ul style="list-style-type: none"> - Satisfactory Health Clearance - Satisfactory Declaration, Enhanced DBS Disclosure Check - Ability to fulfil all duties of post, including on-call commitments and travel to meet requirements of the post 		
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This Job Plan is provisional and will be discussed and agreed with the successful candidate upon appointment and annual job plan review.