

Consultant Job Description

Grade: Locum Consultant Respiratory Physician – Respiratory Medicine with an interest in lung cancer

Department: Respiratory Medicine

Reports to: Clinical Director for Respiratory Medicine

Job Summary:

Portsmouth Hospitals University NHS Trust is seeking an enthusiastic, forward-thinking Locum Consultant Physician in Respiratory Medicine.

The post offers an exciting opportunity for either a recently trained or established respiratory consultant to gain expertise and / or develop a sub-specialty service within our busy and visionary department. We would welcome especially a colleague who brings skills in lung cancer but there is capacity to accommodate other specialist areas such as pleural diseases, interstitial lung disease and general respiratory.

Key Responsibilities:

Departmental responsibilities include:

- Provision of regular lung cancer clinics, engagement in local cancer MDT, support clinical trials.
 - Provision of bronchoscopy, pleural and other specialist diagnostic services.
 - Provision of inpatient care to both respiratory and general medical patients.
 - Supervision of trainees, providing advice on management and reviewing treatment plans.
 - Provision of specialist advice and opinion to general practitioners and to other consultants.
 - Participation in education programmes for trainees, medical students, physiotherapists, nursing staff and other specialist staff.
 - Participation in the clinical governance activities of the department.
 - Being an active member of the respiratory team, encouraging multi-professional working.
 - Management of the trainees in the firm, providing appraisal and necessary feedback.
 - Contribution to the overall management of the respiratory service, undertaking projects and programmes of work as delegated by the clinical director.
 - Participation in respiratory (NIV) on call service and general medical on call.
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Person Specification

Qualifications

Essential

- Full GMC registration with licence to practice at time of interview
- Entry on the GMC Specialist
- MRCP or equivalent
- Register for Respiratory and G(I)M via:
 - CCT (expected CCT date must be within 6 months of interview)
 - CESR or European Community Rights

Desirable

- Higher degree or diploma in relevant clinical, research, educational or managerial subject
- Prizes and honours.
- ALS training
- Completed Educational Supervisor training.

Clinical Experience

Essential

- Leading G(I)M “acute take”
- Acute respiratory work
- Respiratory High Care Unit work
- Chest Clinic work

Desirable

- Expertise in a sub-specialty area of respiratory medicine (particularly lung cancer).

Clinical Skills

Essential

- Bronchoscopy, chest drain and pleural aspiration skills to “competency”
- Respiratory physiology – clinical experience
- Understanding of clinical risk management.

Desirable

- Prior experience of lung cancer
- Experience of thoracic ultrasound, level 1 or 2 certification
- Ability to undertake endobronchial ultrasound bronchoscopy

Knowledge

- Able to demonstrate appropriate level of clinical knowledge
- Knowledge and use of evidence-based practice
- IT skills
- Effective, confident presentation ability
- Experience in and outside speciality

- Record of organisation experience e.g. Rotas, Specialist meetings, undergraduate or postgraduate examinations

Respect and Dignity (Non-judgemental approach to patients, respects the privacy and dignity of individuals, demonstrate an understanding of equal opportunities)

Quality of Care (Able to organise oneself and prioritise clinical need, understanding of NHS Clinical Governance, understanding of the principles of research, research experience, evidence of audit design, conduct and action, good communication skills, evidence of ability to communicate effectively, clearly and empathically with patients, probity).

Working Together (Evidence of experience of and ability to work in multi-professional teams, record of effective teaching, understanding of educational supervision, record of attendance at educational skills training, completed SpR/StR management course or equivalent, leadership skills and interpersonal skills).

Efficiency (Decisiveness/accountability, flexibility, thoroughness, resilience, initiative/ drive/ enthusiasm, evidence of understanding of constraints on resources)

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and well-being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature:

Consultant Job Plan

Name:	Locum Consultant Physician – Respiratory Medicine
Primary Speciality:	Respiratory Medicine with an interest in lung cancer
Secondary Speciality:	Respiratory Medicine with an interest in lung cancer

Job Content

The working pattern will consist of alternating periods 'on' and 'off' the wards, so representative job plans are provided for both phases. The timetables below are examples only and do not indicate the activity that will be pursued in any specific session. Detailed timetabling will be agreed with the Clinical Director after appointment.

As many departments, our working pattern has changed due to the Covid-19 pandemic. Currently we provide no front door unselected general medical take presence, but provide out-of-hours telephone support. This is shared equally between consultants in the department. This may be subject to change, including potentially a return to front-door unselected take and any successful candidate must be willing to contribute to this in the future.

The department's working pattern will fluctuate around individual consultants' commitments, so consultants' timetables are flexible. Consultants should exercise discretion in rebalancing the allocation of DCC according to clinical needs and to provide averaged annual service. Further changes, developed by consensus, should be anticipated as the department evolves.

Various commitments arise less often than fortnightly and are therefore not shown for the sake of simplicity. When these occur they replace other direct clinical care sessions.

An example of a current timetable is given below for 10 PAs. The opportunity to take up additional PAs may be offered.

The respiratory department has 4 inpatient wards, totalling 94 beds include 18 high care beds. There are 4 respiratory firms which average between 24-28 patients. Out-patient clinics typically have 3 new and 7 follow-up patients.

The job includes 1.5 PA of SPA during which the candidate will be expected to complete activities required for revalidation, continuing professional development and audit and supporting the department with educational supervision or other required activities.

Sample timetables below are for a 10 PA week.

Weekend Respiratory working (1:13 frequency) and on call evening working supporting medical inpatients (1:19 frequency) is job planned 3 hours per week.

Sample timetable “on wards” 14 weeks per year

	Session	Work	Category
Monday	Am	Ward round	DCC
	pm	Clinic	DCC
Tuesday	am	Ward round X-ray meeting	DCC DCC
	pm	Admin	DCC
Wednesday	am	Ward Round	DCC
	pm	Clinic	DCC
Thursday	am	Ward Round	DCC
	pm	SPA	SPA
Friday	am	Ward Round	DCC
	pm	CPD/department meeting/Clinical governance	SPA

Sample timetable “off wards”

	Session	Work	Category
Monday	am	Clinic	DCC
	pm	Admin	DCC
Tuesday	am	Procedures	DCC
	pm	Advice and guidance	DCC
Wednesday	am	Lung cancer MDT & lung cancer clinic	DCC
	pm	Half day for on call commitment	DCC
Thursday	am	Clinic	DCC
	pm	Respiratory cancer triage	DCC
Friday	am	CPD/department meeting/Clinical governance	SPA
	pm	CPD/department meeting/Clinical governance	SPA

SUMMARY OF PROGRAMMED ACTIVITY	Number
Supporting Professional Activities	1.5
Direct Clinical Care (including unpredictable on-call)	8.5
Other NHS Responsibilities	
External Duties	
TOTAL PROGRAMMED ACTIVITIES	10

1. ON-CALL AVAILABILITY SUPPLEMENT

Agreed on-call rota (e.g. 1 in 5):	1 in 19
On-call supplement (%):	A at 3%

2. OBJECTIVES – TRUST, SPECIALTY AND PERSONAL

Objectives (and for Specialty and Personal, how these will be met)	
Trust	
<ol style="list-style-type: none"> 1. Ensure that, based on the needs of the patients and their families, care is delivered to the highest standard, maintaining the patient's dignity at all times. Wherever possible, the aim is to promote independence and restore healthy living. 2. Assist in establishing and maintaining a high quality environment for patients and staff, which delivers excellent care to patients and supports the achievement of all local and national access targets. 3. Through personal leadership and influence, contribute to maintaining the highest standards of clinical and environmental hygiene, to assure infection control standards and eliminate hospital acquired infections. 4. Assist in promoting and developing the culture of a learning organisation, that is fully committed to providing excellence in both health and customer care, and to providing continuous improvement. 5. Participate in Continuous Professional Development, thus enabling the Trust to enhance its reputation for high quality education, learning and development, and research. 6. Use all resources wisely, and promote a culture of value for money and return on investment. 	
Specialty	
N/A	
Personal	
N/A	

3. SUPPORTING RESOURCES

Facilities and Resources required for the delivery of duties and objectives	Description
1. Staffing support	Secretarial staff to support clinical and administrative commitments.
2. Accommodation	
3. Equipment	Desk in shared-use office, equipped with PC connected to intranet, internet and printer; telephone.
4. Any other required resources	

4. ADDITIONAL NHS RESPONSIBILITIES AND/OR EXTERNAL DUTIES

Specify how any responsibilities or duties not scheduled within the normal timetable will be dealt with:
In addition to regular duties and commitments, the consultant might have certain ad-hoc responsibilities. These would normally but not exclusively fall into the 'additional NHS responsibilities' or 'external duties' categories of work, for example member of an Advisory Appointments Committee or work for a Royal College. Such duties could be scheduled or agreement could be reached to deal with such work flexibly. Such work should be discussed and supported within the department and by the Medical Director.

5. OTHER COMMENTS AND/OR AGREEMENTS

Detail any other specific agreements reached about how the job plan will operate (for example, with regard to Category 2 fees, domiciliary consultations and location flexibility):
An annual report detailing research progress and evidence of SPA will be required.

6. AGREEMENT

Doctor:	
Name	
Signature	
Date of Agreement	
Clinical Director:	
Name	
Signature	
Date of Agreement	