

MID CHESHIRE HOSPITALS NHS FOUNDATION TRUST

JOB DESCRIPTION

Post:	Chief Registrar (ST4+ or equivalent) x 1post in General Medical specialties
Responsible to:	Dr Kiran Putchakayala & Dr Helen Langrick, Medical Workforce Leads Dr Simon Dowson, Deputy Chief Medical Officer
Accountable to:	Chief Medical Officer
Base:	Leighton Hospital, Crewe

THE POST

An exciting opportunity is being offered for an enthusiastic and motivated senior doctor (ST4+ or equivalent) to join Mid Cheshire Hospitals NHS Foundation Trust. We are looking to appoint a doctor as part of the RCP Chief Registrar Programme which offers a unique opportunity to develop skills in leadership, management, quality improvement, research, and education alongside clinical work.

The post is for a period of 12 months commencing August 2024 and is available in General Medical specialties including Acute Medicine, Respiratory Medicine, Cardiology, Diabetes, Elderly Care, Rheumatology or Gastroenterology.

The chief registrar role is a leadership role for senior specialty trainees. The role provides 50% protected time to develop and implement local initiatives focusing on, for example, service improvement, engagement and morale, education and training, workforce and sustainability. The remaining 50% of time will be spent in specialty including a 50% commitment to the GIM on-call rota.

Chief registrars benefit from access to a bespoke taught development programme provided by the RCP, which runs from September 2024 to June 2025 and comprises five 2-day modules that chief registrars are expected to attend.

THE APPOINTMENT

The successful candidate will be based at Leighton Hospital in the leafy Cheshire countryside near Crewe in the North-West of England. The hospital is well-served by public transport with direct train access to London, Manchester and Liverpool and is in an enviable position near both major conurbations, pretty regional towns and the majestic countryside of North Wales, the Derbyshire Peak District, and the Lake District.

We are a medium-sized, friendly, semi-rural hospital. The Hospital is a Trauma Unit for the surrounding area, has a busy Emergency Department with varied admissions, a wide range of medical in-patients, complex major surgery including colorectal, ENT and orthopaedics, paediatric emergencies and elective paediatric surgery and a thriving maternity unit.

MCHFT provides acute services for a catchment population of around 290,000.

Medical Specialties, Division of Medicine & Emergency Care

Alongside the Emergency Department (ED), AMU and SDEC, the medical element of the Division consists of eight acute wards, a fully equipped four bedded Coronary Care Unit (CCU), a Stroke rehabilitation Unit and a Planned Intervention Unit. A further 52 low dependency rehabilitation beds are available within Leighton Hospital.

The Emergency department is modern and spacious, made up of 16 majors cubicles allied to a Clinical Decisions Unit with a further six resus cubicles, eight isolation cubicles and a dedicated four cubicle paediatric area. Within the department is a dedicated minor injury facility, including a purpose-built and well-equipped ophthalmological examination room, two mental health assessment rooms and separate adult and paediatric waiting areas. The six-bay resuscitation room includes dedicated trauma and paediatric resuscitation bays and is fully equipped for all emergency presentations. There is a near-patient testing room adjacent to the resuscitation area, housing a blood gas analyser, ultrasound machine and NIV machine.

Patients who attend with primary care problems are streamed into the co-located Urgent Care Centre. Joint working has led to the development of emergency ambulatory care pathways to facilitate patient management and flow. The GP Out-of-hours service (covering GP nights, evening and weekends) is co-located in the same facility to provide primary care services.

The Medical specialties available include Acute Medicine, Respiratory Medicine, Cardiology, Gastroenterology, Diabetes and Endocrinology, Rheumatology and Care of the Elderly including a Frailty service, Orthogeriatrics and a Stroke service (not hyperacute). There are many training opportunities across all these specialty areas including access to endoscopy/bronchoscopy/EBUS, outpatient clinics, hot clinics, same day emergency care services, USS training, virtual ward services, pleural services, specialist gastroenterology IBD and liver services, inpatient diabetes services, antenatal care and transitional services to name a few. There are many opportunities to be involved in teaching undergraduate trainees as well as postgraduate doctors, Physician Associates and Advanced Clinical practitioners. The successful candidate would spend their clinical time working within their specialty area with a programme of work designed to complement their individual training needs agreed with their educational supervisor. In addition, there would be a 50% commitment to the GIM medical on-call rota.

Please contact us for specific details of training opportunities related to your specialty / area of interest. Our consultant teams are keen to support trainee development. We have excellent feedback relating to the training opportunities available for our higher trainees and will always strive to ensure that the learning opportunities are designed to meet the needs of each specific individual.

JOB ROLES & RESPONSIBILITIES:

Chief registrars should focus on addressing key local challenges and priorities, which may include some or all of the following:

- Providing a 'bridge' between senior clinical leaders, managers and the wider trainee workforce to improve communication, engagement and morale.
- Service improvement, for example redesigning pathways, implementing new technology and establishing new services to improve flow and outcomes for patients.
- Improving the quality of clinical and non-clinical education and training activities, and supporting/mentoring other trainees to engage in quality improvement.
- Involvement in workforce planning and improving the deployment of trainees to meet service needs and improve morale
- Working across teams and boundaries to engage stakeholders in quality improvement and influence change.
- 50% commitment to clinical duties in specialty including GIM on-call

Involvement in and exposure to senior management and organisational decision-making

The chief registrar should attend departmental and divisional management meetings to gain an understanding of management and the wider social, political and economic influences on healthcare delivery.

Where possible and appropriate, chief registrars should attend Board meetings. They should lead any sessions on service development, improvement and transformation for which they have direct responsibility.

TRAINING, MENTORING AND EDUCATIONAL SUPERVISION

The chief registrar role may be undertaken in programme or out of programme (training or experience), to be determined locally by individual training needs and preferences. Any necessary extension to certificate of completion of training (CCT) date is also negotiated and approved locally, with involvement of the head of school where appropriate. Approval of the relevant specialist advisory committee will be required for OOPT requests.

Trainees must discuss applications for chief registrar roles with their education supervisor and TPD in advance of applying. Permission to apply for the role must be obtained from the TPD. The principal requirement of the GMC is that the chief registrar role should be undertaken at a site approved by the GMC for training in the applicants' specialty.

The post can also be offered to Locally Employed Doctors with experience equivalent to ST4 or above. For LEDs, local discussion with their Specialty Lead in liaison with the Medical Workforce Leads to ensure suitability for the programme is recommended. Local assessment of prior experience to be at ST4 or above will be made within the Trust.

The Chief Registrar will be mentored by a senior clinical leader within the organisation and gain a unique insight into NHS leadership and management processes, as well as deeper knowledge of NHS structures and stakeholders. The Chief Registrar will be expected to attend modules delivered as part of the RCP's bespoke development programme, which will cover, for example, change management, team culture and development, quality improvement, leadership, influencing and personal resilience.

The chief registrar will also have a named educational supervisor for their clinical role, who may or may not be the same as their clinical supervisor.

There will be formal educational oversight of the role, with an induction, educational agreement, personal development plan and regular appraisals.

CONTINUOUS IMPROVEMENT

The post holder will be expected to:

- Support the Trust's commitment to developing a continuous improvement culture by making everyday improvements as part of your job using Improvement Matters, the Trust's single continuous improvement approach.
- Role model the behaviours of an improver displaying; curiosity, humility, compassion, reflective practice, open-mindedness to try new ideas, self-discipline.
- Take personal responsibility for the role you play in actively contributing to creating a culture which promotes learning as opposed to blame and supports colleagues to embrace change.
- Coach and enable others to innovate and make improvements happen in their area of work using Improvement Matters as the Trust's single improvement approach.

INTEGRATED GOVERNANCE

The Trust has a monthly rolling half day for clinical Audit/Governance meetings. The successful applicant will be expected to participate in the Departmental Quality Improvement Programme

The post holder will be expected to:

- Contribute to the management of clinical risk by reporting clinical incidents and near misses
- Contribute to achieving CQC standards where appropriate
- Ensure record-keeping meets both the Trust's and the Division's standards

HEALTH & SAFETY

The post holder will be expected to:

- Attend Occupational Health for health surveillance / vaccination following accidents as laid down by Trust policies.
- Attend health and safety training as required.
- Contribute to the delivery of the organisation's health and safety responsibilities to staff, patients, and others where appropriate.
- Ensure that the post holder's practice complies with health and safety guidelines and that any deficiency in health and safety systems, or documentation are reported to the manager of the area concerned.

APPRAISAL

The Trust has arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser and are supported through the revalidation process.

The post holder is responsible for ensuring that he / she has an annual appraisal in accordance with the Trust Policy.

EQUALITY & DIVERSITY

The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

INFECTION CONTROL

All staff within MCHFT are required to comply with Infection Prevention and Control (IP&C) policies and procedures as appropriate to their role and responsibilities in their individual work setting. Staff are required to be personally accountable for their actions and be responsible for their own compliance in relation to IP&C policies, protocols, or advice.

TERMS AND CONDITIONS

The successful appointee will be employed by Mid Cheshire Hospitals NHS Foundation Trust (MCHFT) and subject to the Trust's Terms and Conditions of Employment for Locally Employed Doctors (LEDs).

Basic Salary

Doctors will be paid a basic salary at a nodal pay point linked to the grade and the level of responsibility required in the post to which they have been appointed.

The basic salary for a doctor employed full time is calculated as 40 hours.

The value of basic salary for doctors working less than full time shall be pro rata to the levels, based on the proportion of full-time work that has been agreed.

The basic salary for this post will be **£55,329** per annum.

Registration

You must have continuous full registration with the GMC and continue to hold a Licence to Practise.

Tenure

This is a **fixed term** post for **12 months**. The role will have 50% protected time for chief registrar role and 50% clinical practice.

A doctor employed under these Terms and Conditions (LEDs) is employed on a fixed term basis, and the contract will terminate at the end of the fixed term without the need for further notice from either party.

Annual Leave

The annual leave entitlement for a full time doctor is as follows, based on a standard working week of 5 days:

- a) On first appointment to the NHS: 27 days
- b) After five years' completed NHS service: 32 days

Probationary Period

As per Section 12 of the Terms and Conditions (LED) all Locally Employed Doctors will be subject to a 3-month probation period which must be successfully completed prior to confirmation of the contract continuing for the full duration of the appointment period.

Residence

Removal expenses shall be re-imbursed in accordance with the Trust Policy.

Successful candidates are advised not to enter into contractual arrangements for the removal of their home until such time as the formal approval of the Trust is confirmed in writing.

FURTHER ENQUIRIES

Further enquiries or informal visits can be arranged by contacting:

For Chief Registrar posts in General Medical Specialities
Dr Kiran Putchakayala
Joint Lead for Medical Workforce
Kiran.putchakayala@mcht.nhs.uk
01270 612446

MID CHESHIRE HOSPITALS NHS FOUNDATION TRUST
CHIEF REGISTRAR
PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<p>Full registration with General Medical Council</p> <p>Be fit to practice</p> <p>NTN ST4 or above or can include Locally Employed Doctors at experience equivalent to ST4 or above</p> <p>Should not already hold a CCT or expected to complete training during the programme</p> <p>Must have approval of TPD to apply (NTNs only)</p> <p>Evidence of satisfactory / more than satisfactory progress through training, including annual review of competence progression (ARCP) outcomes or appraisal</p>	<p>Additional relevant degree (intercalated, masters or doctorate)</p>
Experience	<p>Evidence of clinical competencies in their specialty appropriate for their stage in training (or equivalent)</p> <p>An appropriate knowledge base, and ability to apply sound clinical judgement to problems</p> <p>Ability to prioritise clinical need</p> <p>Ability to maximise safety and minimise risk</p> <p>Ability to work without supervision where appropriate</p>	
Ability	<p>Excellent computer literacy</p> <p>Ability to work effectively under pressure</p> <p>Capacity to manage conflicting demands</p> <p>Self-motivation, and resilience</p> <p>Initiative and ability to work autonomously</p> <p>Capacity to manage / prioritise time and information effectively</p> <p>Capability to work with long timescales for delivery within agencies with differing priorities</p>	<p>Evidence of thoroughness (well prepared, self-disciplined / committed, punctual and meets deadlines)</p> <p>Capacity to use logical / lateral thinking to solve problems / make decisions, indicating an analytical / scientific approach and, where appropriate, creativity in problem solving</p>

Audit and Research	<p>Understanding of clinical governance, including the basic principles of audit, clinical risk management, evidence-based practice, patient safety and quality improvement initiatives</p> <p>Evidence of active involvement in quality improvement, audit, research, or other activity that focuses on patient safety and clinical improvement and innovation</p> <p>Interest in / knowledge of the delivery of safe, effective healthcare services</p> <p>Understanding of research, including awareness of ethical issues</p> <p>Understanding of research methodology and ability to use basic qualitative and quantitative methods</p> <p>Knowledge of evidence-based practice</p>	<p>Evidence of a portfolio of audit / quality improvement projects, including evidence that the audit loop has been closed and evidence of learning about the principles of change management</p> <p>Evidence of publications / presentations / prizes in quality improvement or audit</p> <p>Good knowledge of the UK healthcare system, including education, research, service provision, regulation, career structures, medical politics, and ethics</p> <p>Clear insight into issues facing UK healthcare services</p> <p>Evidence of relevant academic achievements, including publications / presentations</p>
Teaching and Education	<p>Evidence of interest in and experience of teaching</p> <p>Evidence of positive feedback on teaching approaches</p>	<p>Development of teaching programmes</p> <p>Participation in teaching courses</p> <p>Participation in degree or diploma courses in education</p> <p>Action learning sets / simulation instructor</p>
Leadership & Management	<p>Evidence of effective team working and leadership, supported by multi-source feedback or workplace-based assessments</p> <p>Self-awareness, with knowledge of personal strengths and weaknesses, impact and areas for development</p> <p>Interest in and knowledge of the importance of leadership and management for clinicians</p>	<p>Evidence of involvement in local management systems</p> <p>Evidence of effective leadership (e.g. evidence of leading innovations or improvements)</p> <p>Understanding of the local and national context of the NHS, including economic and political influences</p>
Other	<p>High ethical / professional standards including meeting professional health requirements (in line with GMC Standards and Good Medical Practice)</p> <p>Communication</p> <p>Clarity in written / spoken communication</p> <p>Active listening and empathy</p> <p>Ability to build rapport and communicate effectively with others</p>	<p>Leadership skills gained within the NHS or elsewhere</p> <p>Writing experience:</p> <p>clinical and/or non-clinical topics</p> <p>peer-reviewed publications and/or other communication (e.g. blog, letters to journals)</p> <p>Evidence of altruistic behaviour, e.g. voluntary work</p>

	<p>Ability to communicate effectively under pressure</p> <p>Team working, leading, and managing others</p> <p>Can build effective teams and partnerships</p> <p>Ability to work well in multidisciplinary teams</p> <p>Understands and values contributions of others</p> <p>Appropriate personal attributes</p> <p>Demonstrates probity (displays honesty, trustworthiness, integrity, awareness of ethical dilemmas, respect for confidentiality)</p> <p>Takes responsibility for own actions</p> <p>Commitment to personal and professional development</p>	<p>Capacity to adapt language to the situation, as appropriate</p> <p>Ability to persuade, influence and negotiate</p> <p>Ability to show leadership, make decisions, organise and motivate other team members through, for example, quality improvement</p> <p>Quick to understand new information and adapt to new environments</p> <p>Clarity of thought and expression</p> <p>Flexible and adaptable to change</p> <p>Self-starter, motivated, shows curiosity, initiative and enthusiasm)</p>
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