



**North Cumbria
Integrated Care**
NHS Foundation Trust

Consultant in Neurology

North Cumbria Integrated Care NHS Foundation Trust

Example Job Plan for a full time 10 PA contract can be found in Appendix 1.
Applications are welcomed from candidates wishing to work either full or part-time.

On-call commitment: **None**

Visiting arrangements

We strongly encourage interested applicants to visit the Trust and meet prospective colleagues, and to view the area and all of its attractions.

Arrangements for visiting may be made by contacting:

Dr Louise Buchanan Associate Medical Director via 01946 523176

Dr David Footitt Clinical Director, via Sue.Nuttall@NCIC.nhs.uk or telephone 01229 403669

Additional information can be found on the Trust's website at www.ncic.nhs.uk

Job Summary

The successful applicant will join a team comprising 4 substantive Consultant Neurologists, a long term locum, a consultant neurophysiologist, and a Nurse Consultant. Specialist Nursing support comprises 4.5 MS nurses, 2 epilepsy nurses, 2 Parkinsons nurses and 2 general Neurology nurses.

The posts will involve out-patient and in-patient consultations either in the North or South Cumbria. Specific commitments would be agreed in negotiation with colleagues once appointed, There are a number of sites across the County where Outpatients clinics are delivered and there is weekly input provided to the 3 acute hospitals within the county. The department also operates a Consultant of the Week service for telephone advice to GP and consultant colleagues alike within normal office hours.

Clinics are booked according to RCP and ABN guidelines. Adequate time is given for lunch between clinics where booked back to back. Accordingly new patient appointments will be for 30 minutes and follow up patients 15-20 minutes dependent upon the clinic.

In 2011 a new Neuroscience service was commissioned by NHS Cumbria to provide a county wide community neuroscience service. Sub-speciality services in Epilepsy, Multiple Sclerosis, Movement disorders (in conjunction with Care of the Elderly) and Headache have subsequently been developed. We provide out-patient clinics in a number of locations across Cumbria.

There is scope for development of specialist interests that match the aspirations and skills of potential candidates. This could include Stroke on HASU, Multiple Sclerosis, sleep, Epilepsy and Movement Disorders, there is potentially the option to develop a management and leadership role within the team.

We are supported by the renowned tertiary Neuroscience services in RVI, Newcastle and The Walton centre in Liverpool. Formal agreements are now in place for in-reach tertiary clinics in specific areas such as MND and Movement disorders.

Applicants who wish to work part-time are welcome to apply. Their job plan would be modified in agreement with the Clinical Director.

Neurology services are part of the Emergency Care and Medicine Care Group in North Cumbria Integrated Care NHS Foundation Trust.

Important roles for all Consultant posts include:

- To provide leadership to the Neurosciences team in collaboration with Consultant colleagues.
- To further develop a flexible and responsive service to deliver high quality care for patients.
- Provide leadership and engage with the clinical governance agenda.
- Ensure close collaboration with all relevant professionals and organisations in providing a comprehensive and seamless Neurology service across organisational boundaries.

- The post holders will be required to develop, maintain and manage effective relationships with a range of stakeholders internally and externally, across all disciplines and including service users, carers and the media.
- Facilitate innovation, evaluation, audit and research within the field of neurology.

Management Role:

- The post holder would be expected to take up a leadership role within the scope of their clinical practice, to uphold the tenets of safe and effective practice within clinical governance frameworks.
- Additionally, the post holder would be encouraged to pursue special interests, as appropriate to the role in a leadership capacity.
- The post holder is expected to report poor performance in colleagues within Trust Policies and Procedures.
- The post holder is expected to review their job plan at least annually with the Clinical Director to reflect both service and career development.
- Appraisal and revalidation to be held according to Royal College of Physicians, Trust and Department of Health Guidelines.
- Post-holders will be supported in development of research and it is expected that increasing academic opportunities will become available with the development of the Cumbria, Lancashire Medical School.

Other Duties:

- So far as is consistent with the proper discharge of the above duties the post holder undertakes to deputise from time to time for absent colleagues.
- The post holder undertakes, exceptionally, to perform additional duties in occasional emergencies and unforeseen circumstances.
- The post holder undertakes, exceptionally, to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care.

Secretarial Support/Office Accommodation

Secretarial support will be available to the successful candidate. Office accommodation and a personal computer with internet access will also be provided.

Main Terms and Conditions of Service

This post is a Trust appointment and will be subject to the Terms and Conditions – Consultants (England) 2003 as amended from time to time. The Trust has established a Joint

Negotiating Consulting Committee for negotiating changes to terms and conditions of service, which will then be incorporated into the handbooks and become part of your employment contract.

Candidates appointed to an NHS Consultant for the first time will be offered a salary on the minimum scales except where a higher salary is justified by taking into account any previous consultant level experience recognised by the Trust for this purpose.

Any offer of employment with the Trust will be subject to satisfactory pre-employment checks as defined in Health Service Circular 2002/008

- references
- qualification/registration verification
- occupational health clearance
- DBS clearance
- identity verification
- eligibility to work in the U.K

and in accordance with Department of Health guidelines relating to 'Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV: New Healthcare Workers'.

Your private residence shall be maintained in contact with the public telephone service and shall be not more than 30 minutes or 10 miles by road from the base unit unless specific approval is otherwise given by the Trust.

Professional Registration

It is the responsibility of individual doctors to hold current GMC/GDC Registration with a current licence to practise.

Professional Code of Practice

As a Registered professional, you are required to abide by the GMC's 'Good Medical Practice' (Regulating doctors, ensuring good medical practice) or the GDC's Standards of Dental Practice. Disreputable behaviour, even if it is not directly connected to your professional practice, or failure to abide by the principles outlined by your code of practice mentioned above could put your registration as well as your continuing employment at risk. You should be aware that any breaches of your code of practice will be investigated in line with Trust policy, and action taken where appropriate, including reporting the misconduct to the GMC/GDC/NCAS.

Health & Safety Management Responsibilities

The Trust recognises it's duties under the Health and Safety at Work Act 1974 to ensure as far as reasonably practicable, the health, safety and welfare at work of all employees. In addition, the business of the Trust shall be conducted so far as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risk to their health and safety.

Managers have a duty to ensure that safe systems of work are used within their areas of responsibility and must investigate accidents and incidents, arrange annual risk assessments and ensure all staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to co-operate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Travel and Subsistence

Travel and subsistence expenses will be reimbursed for preliminary visits in addition to interview expenses only to those candidates selected for interview. Reimbursement is restricted to two such visits, whether they are made before or after the constitution of the short list is known. In the case of candidates traveling from abroad, traveling expenses are normally payable only from point of entry to the United Kingdom.

Other Duties: Flexible Commitments

The remainder of the appointee's professional time will be deployed flexibly on other clinical duties, administration, liaison with relatives, teaching, research, clinical audit, grand rounds, special interests, continuing medical education and professional development. (Details of this part of the Job Plan arrangements will be agreed with the successful applicant).

The trust has a commitment to supporting annual appraisal and revalidation. The Trust supports the requirements for continuing professional development (CPD) and is committed to providing time and financial support for these activities.

Our organisation sees the mentoring and 'settling in' programme as delivering benefits for all involved and we are keen to develop it further

Time off in lieu of extra duties will be considered.

Appendix 1 Example Job Plan – Consultant in Neurology

Example of Job Plan for Consultant Neurologist
8 clinical PAs and 2 SPA PAs

Example Job Plan

	MON	TUE	WED	THU	FRI
AM	Clinical: Outpatient reviews	Clinical: Inpatient reviews	Clinical: Outpatient reviews	SPA -CPD/ Trust educational programme/ Peer group	Clinical: Outpatients reviews

PM	Inpatients reviews/Admin	Clinical: outpatient reviews	Advice and guidance/ MDTs	SPA – audit/research	Clinical: admin
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Notes:

This is an **example** of a weekly timetable. This timetable will not be fixed and will be dependent on the availability of interventional sessions as they arise due to absences of existing consultants. Job planning is an individual matter and will be discussed with the successful candidate and is subject to annual review.

The successful candidate will be encouraged to develop any particular interest she or he has and a timetable will be agreed in advance to reflect the particular interests of the post holder, the specialist interests of the existing consultants and the needs of the trust.

The job description may change in the future to take account of changes in the light of future service developments and the consultant contract.

All doctors should be familiar with the GMC requirements governing good medical practice, which is supported by the Trust.

Appendix 2

Person Specification – Consultant in Neurology

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and training	<p>Fully registration with the General Medical Council</p> <p>MRCP or equivalent.</p> <p>Entry on the GMC Specialist Register in Neurology via:</p> <ul style="list-style-type: none"> CCT (proposed CCT date must be within 6 months of interview) 	MD or PhD degree
Clinical Skills and Experience	<ul style="list-style-type: none"> Specialist Registrar in Neurology or Equivalent Excellent communication skills with patients, colleagues, managers and other staff Ability to take full and independent responsibility for clinical care of patients 	<p>Experience of working with primary care / community colleagues</p> <p>A commitment to and experience of teaching</p> <p>Experience of structured patient education</p> <p>A sub-speciality Neurology interest</p>
Knowledge	<p>Able to complete basic history taking and examination –physical and mental.</p> <p>Evidence based practice</p>	<p>Specialist training courses relevant to post eg psychopharmacology.</p> <p>Mental health legislation</p>
Personal Skills and Disposition	<ul style="list-style-type: none"> Communications skills Decisiveness/accountability Interpersonal skills Uses a non-judgmental approach to patients Flexibility Resilience Thoroughness Shows initiative/drive/enthusiasm Probity 	
Organisation and Planning	<ul style="list-style-type: none"> Able to organise oneself and prioritise clinical need 	<ul style="list-style-type: none"> Understanding of NHS, clinical governance &

	<ul style="list-style-type: none"> • Evidence of participation in audit • Experience & ability to work in multi-professional teams 	<p>resource constraints</p> <ul style="list-style-type: none"> • Active involvement in audit • Information technology skills
Career Progression	<ul style="list-style-type: none"> • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Appropriate progression of career to date
Other	<p>Must be able to travel independently of public transport.</p> <p>Meets professional health requirements</p> <p>Develop a culture that promotes equality and values diversity (Level 4)</p>	