

Consultant Physician in General Medicine
(Specialty Interests Accommodated)

Emergency Care and Medicine Business Unit

North Cumbria University Hospitals NHS Trust

Applications are welcomed from candidates wishing to work either full or part-time.

Example Job Plan for a full time 10PA contract can be found in Appendix 1.

On-call commitment: **Participation in 1:10 rota**

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 Paul Mead, Ward 4 Renal Unit, West Cumberland Hospital, Whitehaven
Paul.mead@ncuh.nhs.uk

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

Interview/Assessment Dates

Interviews to be confirmed.

Job Summary

North Cumbria Integrated Care NHS Foundation Trust is seeking to appoint a Consultant Physician in General Medicine based at West Cumberland Hospital (on a full-time or part-time basis), may be expected to work cross site. This is an opportunity to join an organisation in which Clinicians are at the forefront of management. As with all North Cumbria appointments consultants may be required to work cross site to provide a North Cumbria service.

This is a new post to support the development of medical services and contribute to the acute medicine on call rota. The successful candidate will be encouraged to develop a special interest to complement those of our other departments.

Medical Specialty Services in North Cumbria:

The Trust provides secondary care medical services to a population of approximately 324,000. Our specialty services are undergoing some degree of transformation. Some specialties already work across both sites (e.g. Cardiology, Renal, Oncology, Dermatology, Rheumatology, Diabetes and Endocrinology and some aspects of Gastroenterology (ERCP) and it is envisaged as our teams develop and expand that more will function as north Cumbrian services rather than site specific.

Consultant Medical Staff- WCH

Acute Medicine- Dr J Shawcross, Dr K Poulton, Dr A Bow, Dr J Craig, Dr D Zehnder, Dr A Miller, Dr J Adam, Dr Abdulaziz

General Medicine- Dr Hanif, Dr Hilal, Dr Elalem, Dr Petros

Respiratory - Dr Lane, Dr Shah

Care of the Elderly –Dr Mead, Dr Raza

Cardiology – Professor Davies, Dr Ibrahim

Junior Staffing- WCH:

14.5 wte ST3/Equivalent- covering acute and core medical wards

34 wte CT1/CT2/Equivalent- covering acute and core medical/surgical ward

Consultant Staff- CIC:

Acute/General Medicine Dr D Zehinder, Dr J Craig, Dr A Miller, Dr A Mushi, Dr Bow, Dr J Shawcross, N Arulanantham

Cardiology –, Dr J Majewski, Dr RJ Shelton, Dr JK Barclay, Dr GL Buchanan, Dr M Varma, Dr B. Ibrahim

Elderly Care/Stroke/Rehab –Dr Y Jagatsinh(Rehab), Dr D P Davies(Stroke), Dr A O’Callaghan (Elderly), Dr Munch-Anderson (Elderly Locum), Dr M Khan (Stroke/Elderly Locum), Dr M Mahmood (Elderly Locum)

Respiratory - Dr M Hewson, Dr M Lane, J Atkinson

Renal -Dr F Dallas, Dr A Hayat, Dr A Bow

Gastro - Dr D A Burke, Dr C E MacDonald, Dr H Abdalla (Locum)

The following Consultant Physicians provide specialty services:

Dermatology - Dr H Nik (Locum), Dr M Nik,

Oncology - Dr R Carr, Dr A Kumar, Dr Haidar (Locum), Dr S Zubair (Locum)

Rheumatology – Dr A Hassan, Dr S Verma (Locum) & Dr O Hussein (Locum)

Haematology - Dr Oakes, Dr Grant, Dr Sayala (Locum), Dr S Lueff (Locum) & Dr L Sobol (Locum)

Microbiology – Dr E Barton, Dr JC Graham, Dr CL Hamson

Histopathology - Dr S Davies, Dr Z Maarouf, Dr JS Wilkinson, Dr FI Young, Dr S Rana (Locum) & Dr L Sobol (Locum)

Junior Medical Staff-CIC

1 Associate Specialist (Cardiology)

14 Specialist Registrars/MTI (Elderly Care x4, Acute Medicine 3, Renal Medicine x2, Gastroenterology x2, Cardiology 2, Respiratory 1)

2 Specialty Doctors (Elderly Care)

Our foundation doctors and core medical trainees and ACCS doctors work a “Front of House, Back of House” system shared between
8 CT/ACCS

2 GP Trainees
12 Foundation Year 2 Trainees
24 Foundation Year 1 Trainees

Duties of the Post

The primary responsibility of the post will be the ongoing medical care of patients admitted to Ward 2 at West Cumberland Hospital. Ward 2 is a 27 bedded general medical unit caring for a mix of patients with medical conditions requiring inpatient treatment.

Additionally the postholder will support the Ambulatory Care Service and undertake outpatient clinic work depending on specialty interest.

There is also a requirement to undertake on call for the unselected medical take on a one in eight rotation.

Main Terms and Conditions of Service

This post is a Trust appointment and will be subject to the new 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 (West Cumberland Hospital) unless specific approval is otherwise given by the Trust.

Your principal hospital, for the purposes of reimbursement of travelling expenses, will be West Cumberland Hospital, Whitehaven.

Professional Registration

It is the responsibility of individual doctors to hold current GMC 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). 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 /PPA.

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

Appendix 1

Job Plan - Consultant Physician in General Medicine

Job Details

Job Title:	Consultant Physician in General Medicine
Business Unit:	General Medicine Business Unit
Specialty:	General Medicine
Location:	West Cumberland Hospital
Hours:	Full - 10 PA's
Accountable to:	The post holder is accountable to the Clinical Director and Associate Medical Director for Emergency Care and Medicine Care Group.
Principal Job Purpose	To provide, in conjunction with consultant colleagues, the Trust's General Medicine Service.

Monday	Tuesday	Wednesday	Thursday	Friday
AM WARD ROUND	AM WARD ROUND	AWA WARD ROUND	AM WARD ROUND	AM WARD ROUND
Lunch 30 mins	Lunch 30 mins LUNCHTIME LECTURE	Lunch 30 mins	Lunch 30 mins	Lunch 30 mins
PM SPA	PM GENERAL INTERNAL MEDICINE CLINIC	PM ADMIN	PM SPECIALITY CLINIC	PM WARD REVIEW (0.25) SPA (0.5) SUPERVISION (0.25)

ADMIN = 1 PAs

SPA = 1.5 PAs

CLINICAL / EDUCATIONAL SUPERVISION = 0.25 PAs

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

Appendix 2

Person Specification – Consultant Physician in General Medicine

Requirement	Essential	Desirable
Education and Qualifications	Valid Full Registration with the General Medical Council, Membership of the Royal College of Physicians or equivalent On the Specialist Register or be within 6 months of being admitted to the Register by the AAC date.	Other relevant medical and non-medical training/degree Other relevant postgraduate qualification Relevant CCT or equivalent (equivalence must be confirmed by PMETB/GMC by date of AAC)
Experience and Knowledge	Excellent communication skills with patients, colleagues, managers and other staff Ability to take full and independent responsibility for clinical care of patients	A commitment to, and experience of teaching Completed Higher Specialist Training (CCT) in general medicine or evidence of equivalent competency.
Management & Administrative	Ability to advise on efficient and smooth running of the service. Ability to organise and manage own workload efficiently	Experience of audit management
Teaching	Experience of, and commitment to teaching undergraduate and postgraduate medical staff.	Experience of teaching basic clinical skills to undergraduates Teaching of non-medical health professionals. Educational Qualification
Research, Audit and Clinical Governance	Experience of, and commitment to, medical audit. Experience of research and Clinical Governance	Ability to supervise postgraduate research Publications in referred journals
Communication skills and abilities	Empathetic and sensitive approach to patient needs Approachable and effective Multi-disciplinary team member with excellent interpersonal skills	IT Skills Presentation skills

	Team loyalty Positive approach to lessons learnt Confident approach without being arrogant	
Continued Professional / Personal Development	Demonstrable evidence of lifelong learning. Reflective approach to personal development with an ability to acknowledge and effectively manage poor performance. Participation in appropriate peer review processes.	Continued Professional / Personal Development
Personal Attributes	Ability to work as part of a multi-disciplinary team Participation in on call and emergency cover. Ability to travel to fulfil the requirements of the post	