

Candidate Pack

Speciality Doctor in Rehabilitation Medicine



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PART 1

THE ROYAL WOLVERHAMPTON NHS TRUST

Our Vision and Values

Together with our staff we have developed a vision and set of values which form a framework for a positive and supportive environment for our patients, visitors and staff. We believe that all candidates should be able to demonstrate and be equally committed in fulfilling these values to be successful in their application.

Our vision and values are detailed below; if you feel that you are as committed as we are to their delivery, please continue with your application.

Our Vision

An NHS organisation that continually strives to improve the outcomes and experiences for the communities we serve

Our Values

Safe & effective

We will work collaboratively to prioritise the safety of all within our care environment

Safety

Raising concerns

Communication

Teamwork

Reassuringly professional

Kind & caring

We will act in the best interest of others at all times

Welcoming

Respectful

Helpful

Listen

Appreciate

Exceeding expectation

We will grow a reputation for excellence as our norm

Aiming High

Improving

Responsible

Timely

Makes connections

The Trust

The Royal Wolverhampton NHS Trust are one of the largest acute and community providers in the West Midlands having more than 850 beds on the New Cross site.

The Trust also has 56 rehabilitation beds at West Park Hospital and 54 beds at Cannock Chase Hospital.

We are the largest employer in Wolverhampton, the Trust employs over 10,000 staff, covering more than 350 different roles.

We provide services from the following locations;

- New Cross Hospital – secondary and tertiary services, maternity, Accident and Emergency, critical care and outpatients;
- West Park Hospital – rehabilitation inpatient and day care services, therapy services and outpatients;
- Cannock Chase Hospital – general surgery, orthopaedics, breast surgery, urology, dermatology and medical day case investigations and treatment (including endoscopy) ;
- More than 20 community sites – community services for children and adults, walk-in centres and therapy and rehabilitation services ;
- Primary care – Ten GP practices have now joined us and offer extended opening hours to patients.

In 2018, 495 staff were successfully transferred from three different organisations to form the Black Country Pathology Service (BCPS).

BCPS comprises of the four pathology laboratories in the Black Country:

- The Dudley Group NHS Foundation Trust;
- Sandwell and West Birmingham NHS Trust;
- Walsall Healthcare NHS Trust;
- The Royal Wolverhampton NHS Trust.

New Cross Hospital

New Cross Hospital was originally built as a workhouse. The first phase of the modern hospital, built by Alfred McAlpine, was completed in 1970. Since then it has grown and become the main Acute General Hospital for Wolverhampton, replacing The Royal Hospital, on Cleveland Road, which closed in June 1997.

In 2004 the £57m Heart and Lung Centre opened on the site, the UK's first purpose built specialist heart centre.

The hospital provides Secondary and Tertiary Services, Maternity, Critical Care and Outpatients.

In 2015 a new £38 million Emergency Department was opened at the Hospital. Boasting 30 treatment rooms for minor injuries, 18 for major injuries and a resuscitation area for adults, as well as a dedicated paediatric area for children. The Emergency Department is one of the largest in the region.

Cannock Chase Hospital

Cannock Chase Hospital is a thriving, busy site offering a wide range of surgical procedures for patients from Cannock, Wolverhampton and surrounding areas. A total of £27 million was invested in new operating theatres and refurbished wards over the last few years. Cannock Chase Hospital is a hub of activity for day cases and inpatient surgery.

The hospital provides;

- General surgery (examples include hernia repair and gall bladder surgery);
- Orthopaedics (includes hip, knee, foot, ankle and upper limb surgery);
- Breast surgery (not cosmetic) ;
- Urology (includes bladder and kidney);
- Dermatology/plastic surgery (removal of lumps and lesions) .

Cannock also provides the following day case investigations and treatment;

- Endoscopy (examples include colonoscopy and gastroscopy) -
Rheumatology (includes day care and intravenous treatment for conditions such as rheumatoid arthritis) ;
- Dermatology (includes phototherapy, intensive topical skin treatments).

Achievements

The last few years have seen the Trust reinforce its position as a leading healthcare provider. We have continued to drive forward change with clinicians and managers working in partnership to deliver the patient safety and quality agenda, push the boundaries of efficiency and productivity and embed cultural change to proactively manage issues such as mortality and Never Events.

Our recent achievements include:

- Rated outstanding in caring in February 2020 by the CQC following an inspection;
- In 2018, a new 2.4 million Stroke Unit opened at New Cross – now all suspected stroke cases from Wolverhampton and Walsall are treated in this specialist unit;
- Setting the UK record for days without a healthcare acquired MRSA bacteraemia (1142); more than 60% reduction in MSSA bacteraemia ;
- Seeing a continued reduction in the number of cases of C.difficile;
- Universal surgical site infection surveillance, including post-discharge surveillance ;
- Enhanced our position as a tertiary provider by becoming the first Trust in the West Midlands to perform robotic surgery ;
- Achieved NHSLA level 3 standards for General Services and level 2 for our Maternity Services ;
- Opened a Midwifery Led Unit to increase the choice for mothers ;
- Implemented 7 day consultant working across the majority of specialties ;
- Achieved a reduction of more than 70% in avoidable hospital acquired pressure ulcers; more than 70% of our wards had zero avoidable pressure ulcers and we are using telemedicine to improve community reporting ;
- Reducing mortality rates to national benchmarks, working with the CQC and Dr Foster to understand the drivers of mortality and contribute to national guidance ;
- Demonstrated our commitment to patient safety by offering a comprehensive inter-professional training programme in our Clinical Simulator Centre .

Developing Services for the Future

The Trust's business is delivering high quality, safe and effective healthcare to our patients. Our service strategy, informed by our vision and our strategic goals, ensures that:

- We maintain our position as the provider of choice for local people for a full range of services, thereby building on our vision and strategic goals;
- We consolidate our position as a major provider of community and acute healthcare within the Black Country and beyond into Shropshire and Staffordshire.;
- We maximise opportunities through organic growth to extend our boundaries and market share, centralising only when needed and outreaching into the community where possible. Boundary extension into surrounding counties is a particular goal for tertiary services as a way of supporting our consolidation objective for a wider range of services;
- We ensure that strong sustainable safe services can be maintained for the people we serve.

The high quality of the services we deliver is based upon a foundation of excellent relationships between clinicians and managers working together in partnership to safeguard the organisation for the future. These relationships have enabled the Trust to drive through transformational change which has improved quality, driven out inefficiency and positioned the organisation at the top of the league.

Primary Care Network

Our Primary Care Network offers a unique opportunity to redesign services from initial patient contact through on-going management and end of life care.

As a single organisation the issues of scope of responsibility, funding, differing objectives and drivers will be removed and clinicians will be in a position to design effective, high quality clinical pathways which will improve appropriate access and positively impact on patient outcomes.

This programme initially started in June 2016 and the Trust has taken on board ten Practices to date. A number of other GP Practices are either undergoing a formal due diligence process or have submitted expressions of interest to join the fantastic new venture.

This is being driven by the GPs and senior clinicians at RWT who are working in the best interest of their patients and provide value for money for the tax payer. The GP Practices are all working together, and with RWT, to develop our plans for closer working together between hospital, community and GP services.

GENERAL

Acute Provider Partnerships

The boards of Walsall Healthcare NHS Trust (WHT) and the Royal Wolverhampton NHS Trust (RWT) have commenced work on a strategic collaboration, this approach aims to significantly improve the quality of care for our populations, standardise clinical practice and provide a safe, skilled and sustainable workforce. Shared leadership is now in place with a joint Chair and CEO alongside other key roles including executive and non-executive positions. Progress to develop shared clinical services is underway in a number of areas and good practice is being shared to support recruitment and retention of staff.

In addition to this, further partnership working is being undertaken as part of the Acute Care Collaboration Programme. This is a joint programme between Sandwell and West Birmingham Hospitals NHS Trust (SWBH) and The Dudley Group of Hospitals NHS Foundation Trust (DGoH), WHT and RWT. This is a clinically led programme that aims to identify opportunities to reduce unwarranted clinical variation, reduce inequalities and improve current inequities in access. Clinical discussions, which have the full support of each organisation, are taking place across a number of specialities and there is a clear commitment to make changes to improve care from all stakeholders.

Audit

There is a fully staffed Audit Department with a well-organised team and there is regular, on-going clinical audit. Clinical audit has a strong base within the Trust and this has been incorporated into a robust clinical governance structure. This is being developed with the Trust Board having an increasing focus on the monitoring of clinical outcomes.

Research & Development

The Trust has a busy, proactive Research & Development Directorate with an overall objective to improve patient care, treatment and quality of life by the performance and dissemination of clinical research and innovation.

Formed in 1998, the R&D Directorate has grown rapidly in parallel with the development of the Trust's research and innovation culture. The R&D Clinical Director and management team are supported by a team of experienced research nurses and administrators who operate efficient and effective systems for research management and governance. We aim to increase the opportunities for local patients and the public to participate in and benefit from, research.

The Directorate supports all research conducted within the Trust from questionnaire studies to randomised controlled trials and the Trust acts as sponsor for a variety of own account investigator led studies, guiding and streamlining the management of research across many clinical areas. The Directorate has established links with a number of Universities and other

research partners and has a wealth of experience conducting commercial research.

The Trust takes pride in being the Host for the NIHR Clinical Research Network: West Midlands. Through the Network, support is generated across 6 clinical divisions to provide the infrastructure that allows high-quality clinical research to take place by helping researchers to set up clinical studies quickly and effectively; support the life-sciences industry to deliver their research programmes; provide health professionals with research training and work with patients to ensure their needs are at the very centre of all research activity.

With the on-going dedication of enthusiastic researchers we aim to establish the Trust as a recognised centre of research excellence and attract, develop and retain the best professionals to conduct NHS research and deliver the highest quality care.

Continued Professional Development, Revalidation and Appraisal

Continued Professional Development (CPD) for Consultant Staff is supported and encouraged by the Trust, within funding, time and facilities available.

Medical revalidation is the process by which the General Medical Council (GMC) confirms the continuation of a doctor's licence to practise in the UK, provides greater assurance to patients, the public, employers and other healthcare professionals that licensed doctors are up-to-date and fit to practise. It is a key component of a range of measures designed to improve the quality of care for patients.

The Trust fully supports the GMC's Revalidation agenda and we have a dedicated Revalidation Support Team who support the co-ordination of Revalidation and medical appraisal activity, providing personalised support for all consultants, which includes the facilitation of 360° Multi-Source Feedback, providing advice and guidance on completing appraisal documentation and sourcing evidence.

A mentoring programme is in place for consultants at the Trust and newly appointed consultants are routinely offered a consultant mentor in line with Royal College and GMC requirements.

Medical Education

Undergraduate

We are a teaching Trust of the University of Birmingham and Aston Medical School. We aim to provide high quality undergraduate medical education to inspire our future doctors to deliver excellent medical care and patient safety. The trust is keen to encourage new consultants to form part of the educational faculty and take formal teaching roles on undergraduate firms.

Post Graduate

The Trust has both doctors from Health Education West Midlands (HEWM) and an active clinical fellowship programme. Providing quality education placements is important to the Trust and all consultants are expected to take an active part in the clinical supervision of these colleagues. There are opportunities to take up formal positions in clinical supervision and develop as a clinical educator. There are ambitions to develop a surgical skills centre and the Trust has been a recipient of funding from Health Education England (HEE) to develop this. There is a strong track record within the organisation in the development of clinical education at all levels and we would seek to support individuals with a strong interest in medical education to build this into their posts in a formal way

Health and Safety

All employees of the Trust have a responsibility to abide by the safety practices authorised by the Trust. They have an equal responsibility with the management for maintaining safe working practices.

Infection Prevention and Control

All healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. As a senior medical staff member you must act as a role model in reducing all risks of patient harm. You have a responsibility to comply with Trust policies for personal and patient safety and for the prevention of Healthcare Associated Infection (HCAI). This includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment, safe disposal of sharps, dress code and compliance with mandatory training requirements. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI.

Standards of Behaviour

As an employee of the Royal Wolverhampton NHS Trust you will have an absolute commitment to the delivery of high quality services for our patients and for their right to be treated with dignity and respect.

Safeguarding

All employees have a responsibility to support the safety and well-being of children, young people and adults at risk of harm and to practice in accordance with legislation. Knowledge, skills and competency are to be maintained according to role and responsibilities in order to fulfil Safeguarding Children and Adults at Risk responsibilities. All employees are expected to comply with existing local Safeguarding policies and procedures, and Trust and Wolverhampton Safeguarding Children Board and Safeguarding Adults at Risk requirements.

TRUST EXECUTIVE STRUCTURE

Our Trust Board has a Chairman and a combination of Non-Executive and Executive Directors, comprising of

Prof David Loughton CBE	Group Chief Executive
Sir David Nicholson	Group Chairman of the Board
Kevin Stringer	Group Chief Financial Officer and Group Deputy Chief Executive
Prof Ann-Marie Cannaby	Group Chief Nurse and Lead Executive for Safeguarding
Alan Duffell	Group Chief People Officer
Gwen Nuttall	Chief Operating Officer and Deputy Chief Executive for RWT
Dr Jonathan Odum	Group Chief Medical Officer
Dr Brian McKaig	Chief Medical Officer
Simon Evans	Group Chief Strategy Officer
Debra Hickman	Chief Nursing Officer for RWT
Tracy Palmer	Director of Midwifery
Sally Evans	Group Director of Communications and Stakeholder Engagement
Kevin Bostock	Group Director of Assurance
Keith Wilshere	Group Company Secretary
Non-Executive Directors	
Louise Toner	
Lisa Cowley	
John Dunn	
Martin Levermore	
Alison Heseltine	

Julie Jones

Associate Non-Executive Directors

Angela Harding

Gill Pickervance

Umar Daraz

The Chief Medical Officers are the Trust Lead for Clinical Governance and to assist them in this role Associate Medical Directors, who are members of the consultant staff, have been appointed as follows:

Prof BM Singh

Clinical Director for IT

Prof J Cotton

Clinical Director of R & D

Dr J Macve

Director of Infection Prevention & Control

vacant

Cancer Lead

TRUST DIVISIONAL STRUCTURE

A Divisional and Clinical Directorate system operates within the Trust. There are four divisions consisting of the following specialties, which are grouped under Divisional Management units. Each has a dedicated management team comprising of Divisional Medical Directors, a Deputy Chief Operating Officer and a Head of Nursing. Each Directorate within the Divisions are led by a Directorate Management Team comprising of a Clinical Director, Directorate Manager and Matron.

The Divisional Medical Directors, whilst retaining his/her clinical commitments, also undertake responsibility for formulating the Division's strategic development, management of the budget and clinical governance.

Division 1	Division 2	Division 3
<ul style="list-style-type: none">• Pathology• Critical Care Services• Cardiothoracic• General Surgery• Urology• Trauma & Orthopaedics• Obstetrics and Gynaecology• Neonatal• Ophthalmology• Head and Neck	<ul style="list-style-type: none">• Rehabilitation• Care of the Elderly• Stroke• Neurology• Respiratory• Diabetes• Gastroenterology• Renal• Emergency Services• Oncology/ Haematology	<ul style="list-style-type: none">• Adult Community Services• Primary Care• Sexual Health• Radiology• Pharmacy• Therapy Services• Dermatology• Rheumatology• Children's Services• Cancer Tracking & Improvement Team

The City of Wolverhampton and Surrounding Areas

Wolverhampton is a modern industrial city situated on the western fringe of the Black Country. It is compact, with no boundary more than four miles from the centre. It is approximately a 30-minute drive to Birmingham (15 miles) and 1 hour 20 minutes to Manchester (60 miles).

Wolverhampton is an urban, multi-ethnic city with a population of around 250,000. This is made up of 77.79% white and 22.21% black and other ethnic minorities. The wider hospital catchment area has a population of in excess of 350,000.

With more than 600 shops, bars, café and restaurants, Wolverhampton is not only a great place to work but also somewhere to relax and enjoy. The city centre is just a 10-minute bus ride from New Cross Hospital.

There are two indoor shopping centres, markets, theatres, cinemas, art galleries, concert venues and clubs. Shopping in Wolverhampton offers a varied selection of facilities and amenities. There are modern shopping precincts (the Mander Centre and the Wulfrun Centre) with further shopping areas in Darlington, Victoria and Dudley Streets along with Queen Square. Shopping is also available in nearby conurbations, including Birmingham.

There are the usual public amenities found in cities. The Civic and Wulfrun Halls in North Street and the Slade Rooms in Broad Street host a mix of world renowned bands, comedy acts, classical music and sporting events. In addition, there is an Art Gallery and a good public library. The Grand Theatre in Lichfield Street is one of the country's leading regional theatres has been extensively refurbished. The city centre has an active nightlife, offering a variety of night clubs, bars, restaurants and a cinema. Sporting facilities include Wolverhampton Wanderers Football Club, several health and fitness clubs as well as clubs for cricket, hockey, rugby, tennis, squash, athletics, and sailing. In addition there is an all-weather racetrack for horses and at least six golf clubs are within easy reach.

Accommodation and Education

The main residential areas within the city are situated on the western boundary and include Tettenhall, Wergs, Wightwick, Compton, Finchfield, Merry Hill and Penn. In addition there is a more modern housing development at Perton which offers choice at all price levels. This development has its own supermarket and supporting shops, schools and churches which makes this area a self-contained community.

Outside the city there are numerous villages, both small and large, which offer attractive opportunities for housing. They include Beckbury, Ryton, Burnhill Green, Pattingham, Worfield, Claverley, Seisdon, Trysull and Albrighton to the west, Brewood and Codsall to the north and Womborne to the south. There is

further choice of residential areas between Wolverhampton and Birmingham if family needs so require.

Education is well catered for with many excellent maintained schools, Wolverhampton College and the University of Wolverhampton. Independent schools include the Wolverhampton Grammar School, the Royal Wolverhampton School, Tettenhall College, St Dominics (Brewood), Birchfield Boys Preparatory and Newbridge Mixed Preparatory Schools.

The Environs

To the south east is the Black Country (with the major urban areas of Dudley, Walsall and Wolverhampton) which used to be the industrial heartland of England. There is a working Black Country Museum at Dudley, which offers an opportunity to see the cultural heritage of the Industrial Revolution. In addition Birmingham, England's second city is only 15 miles away. Facilities there include theatres, concert halls and the major sporting facilities of Aston Villa, West Bromwich Albion and Birmingham City Football Clubs, Warwickshire County Cricket Club at Edgbaston and the Alexander Athletics Stadium. There is also the Arena Birmingham (NIA) and National Exhibition Centre which host many national and international events.

The nearby countryside of Staffordshire and Shropshire is delightful. To the north is Cannock Chase and to the west the Shropshire borders with attractions of Bridgnorth, the Clee Hills, the Long Mynd, Wenlock Edge, and the Severn Valley. South of Wolverhampton, the City of Worcester is easily accessible, and to the west north-Wales can be reached in just over an hour. The area has a large network of canals, the majority renovated, offering adjacent housing and popular for narrow boat holidays.

Transport Links

Travel links to Wolverhampton are excellent. The area is well served by the motorway network, with the M5, M6 and M54 within easy reach. There are regular direct rail services to London Euston (journey time about 2 hours) and to Manchester (journey time about 1 hour). Cross country rail services to many parts of England and Scotland are operated by Virgin Trains which has its hub in Birmingham.

Birmingham International Airport is 30 minutes away by road and Manchester International Airport can be reached within 1 hour 20 minutes.

The Divisional Management Team

Divisional Manager and Deputy Chief Operating Officer	Sian Thomas
Divisional Medical Director	Dr Cathy Higgins Dr Radhika McCathie
Divisional Head of Nursing	Nicki Ballard/Jodie Winfield
Associate Director of Operations for Out of Hospital	Rachael Brown
Clinical Director Rehabilitation	Dr Mohan Mariappan
Matron	Emma Stewart
Senior Matron	Ami Whiston
Directorate Manager	Sofia Fontes

Medical Staff

Dr Mohan Mariappan	Clinical Director/Consultant in Neuro-Rehabilitation
Dr Alison Seymour	Rehabilitation Consultant
Dr Moe Myint	Rehabilitation Consultant
Registrar	West Midlands HEE Rotational Post

Junior Medical Staff

Dr Gayathri Ruwanpura	Senior Clinical Fellow
Rotational Post	Junior Clinical Fellow

Nursing establishment

The Nursing Team is led by Matron Stewart and Senior Matron Whiston who have professional and operational responsibilities. The nursing teams within the Directorate are supported by the Associate Director of Operations for Out of Hospital and Directorate Manager for Adult Community Services.

PART 2
JOB DESCRIPTION

Job Title	Specialty Doctor
Grade	SAS Grade
Programmed Activities (PAs)	10 PAs
Division	Division 3
Work Base	West Park Hospital
Tenure	Permanent
Operationally Accountable to	Chief Operating Officer through the Clinical Director
Professionally Accountable to	Chief Medical Officer
Key Working Relationships	Clinical Director General Manager Specialty Manager Professional Head Consultant and Senior Medical Staff Doctors in Training

Main Duties & Responsibilities

This post is permanent to support the Neurological and Amputee rehabilitation services based in Wolverhampton.

The Post

Applications are invited for a speciality doctor in Rehabilitation Medicine and to join the well-established Rehabilitation Medicine department currently based at West Park Hospital in Wolverhampton. This is a supra-district service which provides both neurological rehabilitation, Stroke rehabilitation and general rehabilitation for Older Adults. The catchment area includes patients from the Black Country Integrated Care Board.

The rehabilitation services based at West Park Hospital consist of.

- Specialist 10 bedded in-patient level 2b Neurological rehabilitation unit providing holistic, inter disciplinary, goal orientated, intensive rehabilitation to patients.
- Multi- disciplinary Spasticity clinics,
- 20 bedded Stroke Rehabilitation Ward
- 23 bedded ward for Medically Fit for Discharge Patients
- The Spasticity services provide a variety of interventions including ultrasound guided Botulinum toxin injections, via hospital-based MDT clinics.

You will join a team of three full-time Consultants in Rehabilitation Medicine who work closely with the acute stroke and acute Neurology services based at New Cross Hospital in Wolverhampton. The service is also supported by a clinical fellows. To be eligible for consideration, candidates must have at least two years of experience in Rehabilitation Medicine.

General

The main duty of the post holder would be to provide medical support to the inpatient service with opportunities to work in our specialist outpatient clinics and with the community team.

1. Contribution to day to day management of medical problems and rehabilitation of inpatients.
2. Responsibility for correspondence: this includes investigation results; admission, progress and discharge summaries of inpatients; letters of patients seen in clinics etc.
3. Participation in supervision and support for junior medical staff attached to NRU.
4. Participation in assessment of patients referred from acute and other hospitals and community.
5. Contribution to liaison with other hospitals, trusts, districts, statutory services and other agencies.
6. Participation in audit, training and educational programmes in Directorate and the Trust.

Junior Medical Staff

7. In conjunction with Consultant and Senior colleagues, to play a full part in the professional supervision and management of more junior medical staff.

Clinical Governance

8. In conjunction with Consultant colleagues, to ensure that the requirements of clinical governance are met.

Health & Safety

9. To take responsibility for your own Health & Safety complying with any safe working arrangements, policies and procedures which are in place.

10. To accept a duty to other staff and patients to ensure that any hazards are reported and managed appropriately.

Any Other Duties

11. Any other duties as deemed appropriate.

**PART 3
TIMETABLE**

This is an outline timetable and the detail will be discussed and agreed with the successful candidate.

The job plan will include 10 PA'S,

- 1.5 PA's SPA
- 8.5 PAs of DCC's comprising of ward work on the Neuro Rehab Unit and outpatients activity.

Any specialist interests will be considered as part of the application process.

This post does not have an on-call requirement.

Day	Time	Sessions	Hours	Work
Mon	AM	1 DCC	4.0	NRU inpatients (new and review)
	PM	1 DCC	4.0	NRU: Family meetings and new patients' assessments and referrals
Tue	AM	1 DCC	4.0	NRU MDT meeting
	PM	0.5 SPA 0.5 DCC	2.0 2.0	Journal Club Inpatient review or referral review
Wed	AM	1 DCC	4.0	NRU family meeting: goal review or discharge
	PM	1 DCC	4.0	NRU Ward Round (new and review)
Thu	AM	1 DCC	4.0	Spasticity clinic/NRU
	PM	1 DCC	4.0	Neuro Rehab Clinic
Fri	AM	1 SPA	4.0	Audit, Clinical Governance, Grand Round, Service Development
	PM	1 BCC	4.0	NRU inpatients (new and review)

DCC = Direct Clinical Care; SPA = Supporting Professional Activities

PART 4
CONDITIONS OF EMPLOYMENT

Terms and Conditions of Service

The successful appointee will be employed by the Royal Wolverhampton NHS Trust subject to the National Terms and Conditions as per Royal College of Physicians guidelines. This job description is not exhaustive and may be updated from time to time, with consultation, as the needs of the service dictate. A Joint Local Negotiating Committee is in place and any revised Terms and Conditions will be negotiated within that Committee.

Tenure

The appointment is a substantive, full time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the TCS.

Salary

The salary scale is that of the Specialty Doctor Grade and the current scale is **£52,530** rising to **£82,400** per annum (2023/2024 rates) for 10 programmed activities per week. Any agreed extra programmed activities and on call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the TCS.

Starting salary will be determined according to the TCS. Where a candidate has service, in or outside the NHS, which s/he feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment.

Annual Leave

The annual leave entitlement is 32 working days per annum rising to 34 days on completion of 7 years consultant service. In addition, there is an entitlement to 8 days Public Holiday per annum. Personal leave years will run from 1 April. At least six weeks' notice is required before taking annual leave.

Study Leave

Study Leave entitlement is at the rate of 30 days over a 3-year period. At least six weeks' notice is required before taking study leave.

Superannuation

This post is superannuable under the NHS Pension Scheme for the main contract only. Additional Programmed Activities are not superannuable.

Registration

Candidates must have full registration and a licence to practise with the GMC for the duration of the appointment.

Travelling Expenses

Travelling expenses are paid in accordance with the TCS.

Potential applicants wishing to visit the Trust will be reimbursed for two preliminary visits (one informal visit prior to application and one for the formal visit before interview) plus actual interview expenses. **If a post is offered and subsequently refused, expenses will not be reimbursed.**

Interviewed candidates travelling from outside the UK (this includes Eire) will be entitled to travelling and subsistence expenses but only in respect of the journey from the point of entry in the UK to the interview location.

Accommodation & Removal Expenses

The post is non-residential. Single accommodation is available for which a charge will be made. Some family accommodation is available and again a charge is made for this accommodation.

Relocation and / or removal expenses are paid in accordance with the Trust's Policy on Relocation Expenses.

Interview accommodation is available on request.

Car Parking

Car parking is available at West Park Hospital – Parking permit needs to be requested to Security.

The following conditions must be met before the Trust will confirm an offer of employment.

Asylum & Immigration Act

All employees must provide the Trust with one of the following pieces of documentation to prove their eligibility to work in the United Kingdom under the Asylum and Immigration Act 2016:

- P45 or other Pay documentation from the last employer
- National Insurance Number
- Birth Certificate
- Current Passport
- Work Permit

Criminal Convictions and Police Checks

Employees must declare full details of all criminal convictions or cautions under the Rehabilitation of Offenders Act, 1974. The information given will be treated in the strictest confidence and taken into account only where the offence is relevant to the post applied for.

Successful applicants will be required to undergo a check to be done by the Disclosure & Barring Service.

References

It is a condition of employment that 3 references are provided which are acceptable to the Trust and one of them must be from the current employer.

Health Screening

It is a condition of employment that all successful candidates are assessed as fit for duty by the Occupational Health Department before commencing their appointment.

Confidentiality

The Trust is fully committed to encouraging its staff to freely contribute views on all aspects of health service activities, especially those on delivery of care and services to patients. However, you shall not, either during or after the end of your employment (however it is terminated), divulge to any unauthorised person confidential information relating to the Trust. This includes, but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Your obligations of confidentiality under this clause shall not prevent you from raising genuine concerns about healthcare, or a belief that criminal conduct, breach of a legal obligation, health and safety breaches or damage to the environment has been, is being, or is likely to be committed, or any information

tending to show any of the above has been, is being, or is likely to be, deliberately concealed, provided that such disclosure is made in good faith and in accordance with the provisions of the Public Interest Disclosure Act 1998 and the Trust's Policy on Raising Concerns at Work - Whistle Blowing Policy, a copy of which is available from the Human Resources Department.

Private Practice

To comply with the arrangements for undertaking Private Professional Services and the Code of Conduct for Private Practice.

Clinical Governance

In conjunction with colleagues, the post holder will work to ensure that the requirements of clinical governance are met.

Health & Safety

To take responsibility for your own Health & Safety complying with any safe working arrangements, policies and procedures which are in place

PART 5

APPLICATIONS & VISITING THE TRUST

Further information and visiting the Trust

The Trust welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

Dr Mariappan, Clinical Director 01902 444000

Dr Cathy Higgins, Divisional Medical Director

Prof David Loughton, Group Chief Executive: 01902 695950

Application

Candidates should apply by visiting TRAC or NHS Website or by visiting the [Trust Website](#)

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Further information on the recruitment and interview process can be obtained from:

Medical Resourcing

Medical Resourcing Department
New Cross Hospital
Wolverhampton Road
Wolverhampton, WV10 0QP

Email: rwh-tr.medicalstaffresourcing@nhs.net

PART 6
PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Qualifications	Full registration and a licence to practise with the GMC Two year experience in Rehab Medicine	Higher Medical Degree MRCP (UK) or equivalent	CV
Experience	Wide experience in Rehabilitation specialty and general medical experience	Subspecialty training or equivalent	CV/Interview
Ability/skills	Able to communicate effectively with the patients and their families Able to work collaboratively and respectfully with the team	Specific training in patient safety and human factors	CV/Interview
Research and Audit	Evidence of audit and quality improvement and the implementation of change following the audit	Relevant research published in peer review journal	CV CV/interview
Education and Teaching		A commitment to providing teaching to colleagues & medical students	CV Presentation/ Interview
Management Skills	Demonstrate effective team working skills Time management/organisational ability. Proven knowledge of systems and process of NHS or equivalent Understanding and commitment to corporate responsibility Commitment to and understanding of responsibility to the organisation		Interview CV/interview CV/Interview Examples for be given at Interview Interview
Leadership*	An understanding of and ability to demonstrate your ability to: <ul style="list-style-type: none"> • Empower others • Lead through change • Influence strategically • Collaborative working • Drive for improvement • Integrity 		Interview / Application

REQUIREMENTS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Other	Demonstrate innovation and problem solving abilities Include any practical requirements e.g. able to travel to meet the requirements of the post		CV/Interview

***Leadership Definitions**

- Empowering others – striving to facilitate others’ contributions and to share leadership, nurturing capability and long-term development of others
- Leading change through people – communicate the vision and rationale for change and modernisation, and engaging and facilitating others to work collaboratively to achieve real change.
- Effective and strategic influencing – being able and prepared to adopt a number of ways to gain support and influence diverse parties, with the aim of securing health improvements
- Collaborative Working – being committed to working and engaging constructively with internal and external stakeholders.
- Drive for improvement – a deep motivation to improve performance in the health service and thereby to make a real difference to others’ health and quality of life.
- Political astuteness – showing commitment and ability to understand diverse interest groups and power bases within organisations and the wider community, and the dynamic between them, so as to lead health services more effectively.
- Personal Integrity – a strongly held sense of commitment to openness, honesty, inclusiveness and high standards in undertaking the leadership role.