

Consultant Oncologist - Gynaecology & Breast

Job Description &
Person Specification



Our vision is to be the best rural District General Hospital
for patient and staff experience

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Job Description

Job title: Consultant Oncologist - Gynaecology & Breast

Grade: Consultant

Department: Medicine

Responsible to: Clinical Director

**Professionally
accountable to:** Medical Director

Hours: 10 PAs

About Team QEH

With over 4,000 staff (known as TeamQEH), the Queen Elizabeth Hospital Kings Lynn is one of the biggest employers in West Norfolk, supporting the health and wellbeing of the local community. QEH has 518 beds, 18 wards, a budget of circa £220m and provides a comprehensive range of specialist, acute, obstetrics and community-based services to those who live in the three counties of Norfolk, Cambridgeshire and Lincolnshire.

We are passionate about our journey of improvement. Our vision is to become the best rural district general hospital for patient and staff experience in the UK. We strive to deliver services that our local communities can be proud of, and to deliver exceptionally high standards of care, consistently for our patients and their families. Team QEH are one of the most research-active organisations for our size in the UK, recruiting 2,188 patients in 20/21, and were ranked 27/507 nationally for Covid related research. We have a wide-ranging and diverse portfolio of clinical studies and are recognised as one of the fastest trusts in the country from set up to recruitment.

QEH is a key member of the Norfolk and Waveney Integrated Care System (N&W ICS) and works as part of an acute provider collaborative with the Norfolk and Norwich University Hospital (NNUH) and the James Paget University Hospital (JPUH). This appointment is to the trust; however, system working is encouraged, and the successful applicant may have opportunities to work at the NNUH on an honorary contract basis.

The Trust provides high quality education and training for medical students from the University of Cambridge School of Clinical Medicine and the University of East Anglia Medical School in Norwich, as well as other health care students across all disciplines and junior and senior trainees. All consultants are expected to support our Clinical fellows, Medical Training Initiative (MTI) Fellow, Locally Employed Doctors and Speciality Doctors for their Continuous Professional Development and to aid career progression. All consultants are expected to undertake Clinical supervision, and there are ample opportunities for more formal educational roles.

TeamQEH is proud to be an inclusive employer, with many active staff networks. We have also been recognised as an exemplar employer by BAPIO (British Association of Physicians of Indian Origin) and offer outstanding health and wellbeing initiatives to support our staff and to implement our learning from the pandemic.

Local Area

Packed trains or country lanes? Motorway views or river cruise? Cycle lanes or beach terrain? Come and join us at The Queen Elizabeth Hospital, King's Lynn.

King's Lynn is a rural market town within West Norfolk, with a population of over 60,000 in the main town and 300,000 in the surrounding district areas. It cares for patients in Norfolk & Waveney and the adjoining parts of Cambridgeshire and Lincolnshire.

King's Lynn has excellent railway links to Cambridge and London and is in easy reach to Norwich and Peterborough. It is surrounded by stunning local environments consisting of; countryside, beaches and historic towns.

The town has a thriving heritage and culture scene, including an internationally known summer arts festival and a college of Arts and Technology with a wide and varied curriculum. It has a range of good schools and hosts a University of West Anglia campus.

The majority of the hospital's residential accommodation is on site and there is a regular bus services between the hospital, town centre and the railway station.

Job Summary

To ensure the continued delivery of high-quality Oncological care to patients within the trust and to contribute to the further development of the service.

The appointee will be Lead Oncologist for Gynaecological and Breast cancers. Like most cancer units and centres, there has been a steady rise in the number of patients being

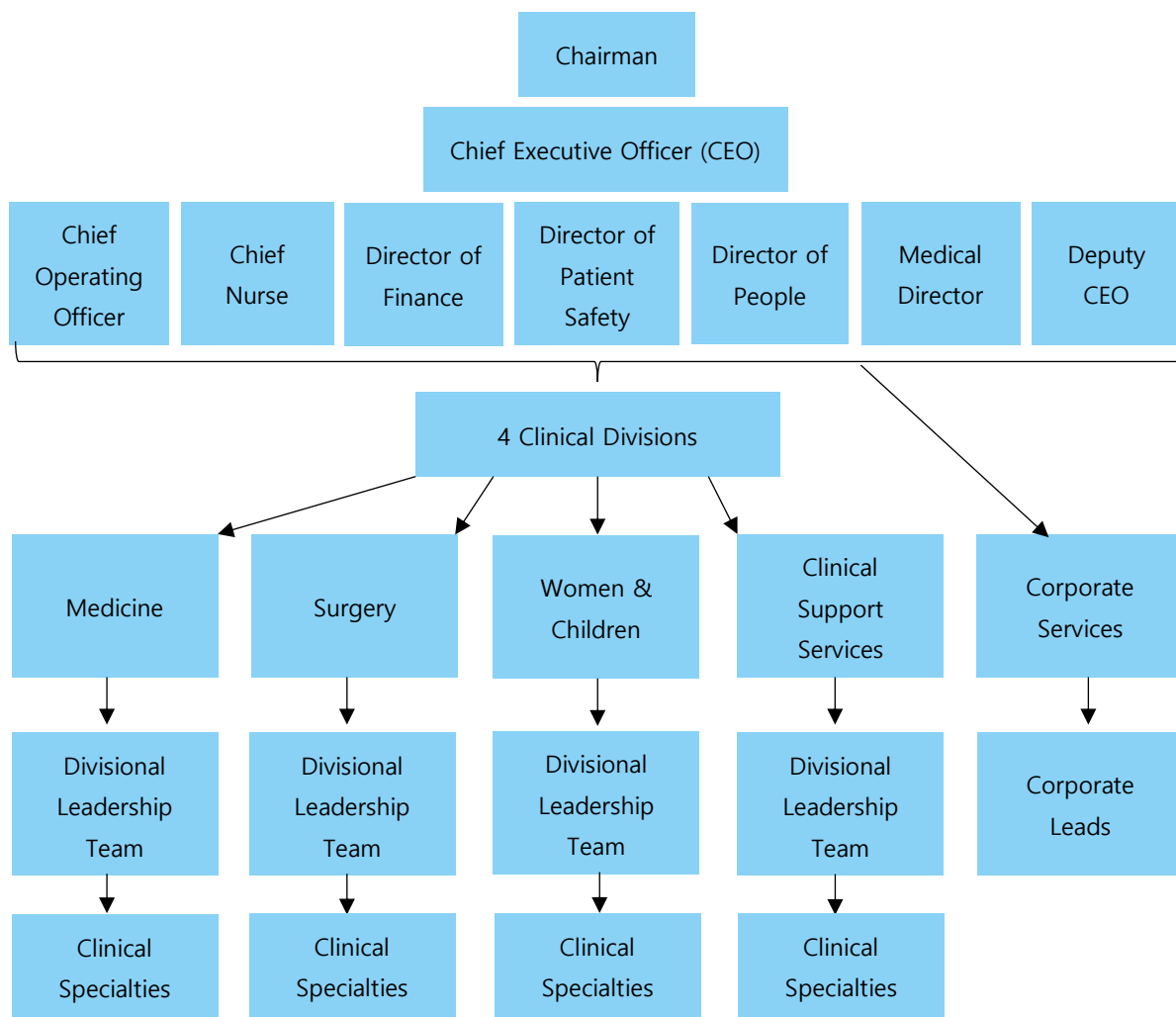
referred for treatment of these malignancies and an increase in the use of multiple lines of chemotherapy, including the expansion in the use of monoclonal antibodies and other newer agents. The appointee will be expected to maintain and enhance the multidisciplinary management of patients with these malignancies, to increase entry of patients into clinical trials and to expand the service as required to meet patient's needs.

The appointed consultant would be expected to contribute to the on-going service improvement programme developing:

- Getting It Right First Time (GIRFT)
- Cost Improvement programme (CIP)
- Implementing evidence based new ways of working when necessary

We also encourage consultants to apply for fellowship of the Faculty of Medical Leadership and Management, to which we are an affiliated member.

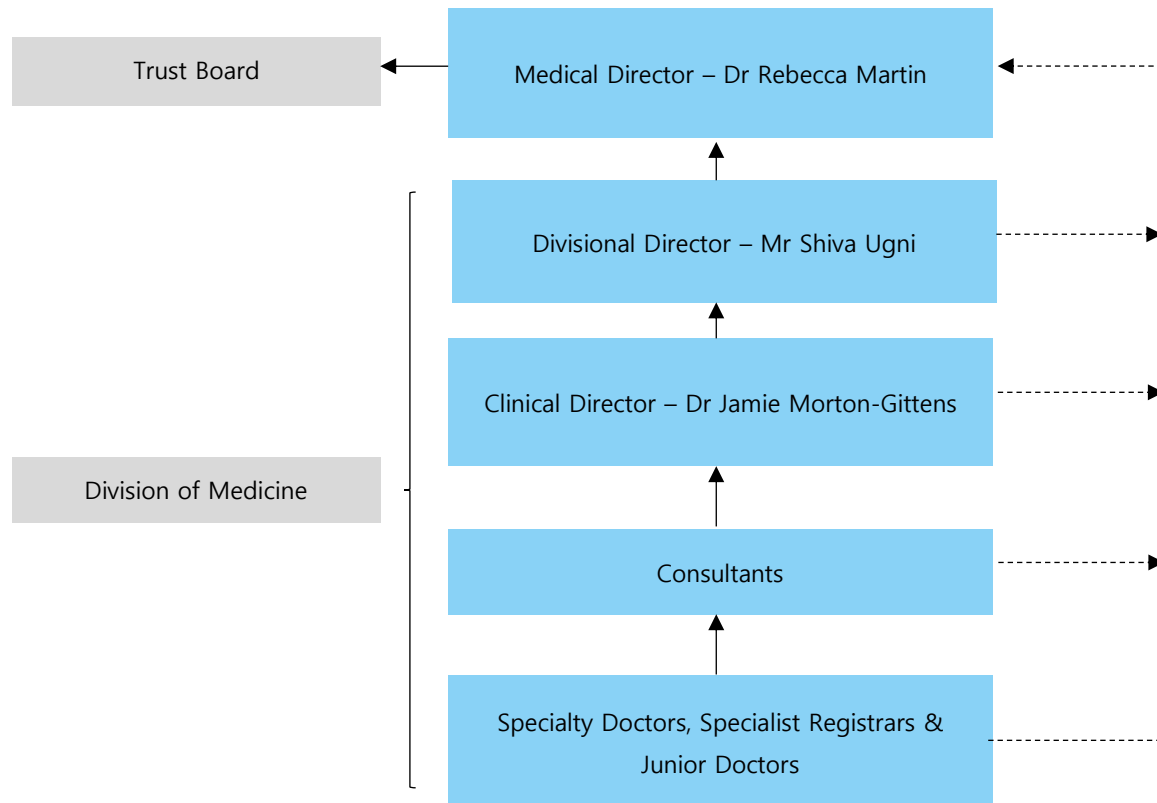
Trust Organisation Structure



Departmental Information

The Team

Divisional & Specialty Structure



Consultants

Dr Jamie Morton-Gittens	Clinical Lead & Associate Specialist Medical Oncology
Dr Margaret Daly	Consultant Clinical Oncologist
Dr Kamalram Thippu Jayaprakash	Consultant Clinical Oncologist
Dr Nisarg Pipalia	Consultant Clinical Oncologist
Dr Gail Horan	Consultant Clinical Oncologist (CUH)

Specialty Registrars

- 1 x Oncology Specialty Doctor
- 2 x Oncology Specialist Registrars

Junior Doctors

- 2 x FY1s

Tumour Site	Lead Consultant	Cover/Shared Workload
Breast Chemotherapy	Appointee	Dr Margaret Daly
Breast Radiotherapy	Dr Margaret Daly	Appointee if Clinical Oncologist
Lung Cancer & Mesothelioma	Dr Kamalram Thippu	Dr Nisarg Pipalia
Urological Cancer Chemotherapy	Dr Kamalram Thippu	Dr Gail Horan
Urological Cancer Radiotherapy	Dr Gail Horan	Dr Kamalram Thippu
Oesophageal Cancer Radiotherapy	Dr Nisarg Pipalia	NNUH/CUH
Oesophageal Cancer Chemotherapy	Dr Nisarg Pipalia	
Hepatobiliary Cancer	Locum	Dr Nisarg Pipalia
Cancer of Unknown Primary	Dr Jamie Morton-Gittens	
Colorectal Cancer Chemotherapy	Dr Jamie Morton-Gittens	Dr Margaret Daly
Colorectal Cancer Radiotherapy	Dr Margaret Daly	CUH
Gynaecological Cancer	Appointee	Dr Margaret Daly
Skin Cancer Radiotherapy	Dr Margaret Daly	Any Clinical Oncologist
Lymphoma Radiotherapy	CUH	Dr Gail Horan
Head and Neck	NNUH	NNUH
Sarcoma	Dr Gail Horan	CUH
General Palliative Radiotherapy	Any Clinical Oncologist	Any Clinical Oncologist
Rectal Cancer Radiotherapy	CUH or NNUH	CUH or NNUH
CNS tumours	CUH	Assessed locally by clinical oncologist if emergency issues, usually direct referral to CUH or Norwich

The Department

The appointee will join an enthusiastic and friendly department of Oncology which is an integral part of the Division of Medicine at the QEH. The trust has an integrated Oncology, Haematology and Palliative Care Unit, consisting of a Cancer Care and Treatment Unit, 12 bedded Inpatient Ward, Chemotherapy Suite, and Cancer Wellbeing and Support Centre.

Cancer Care and Treatment Unit

The trust is incredibly fortunate in having an integrated Oncology, Haematology and Palliative Care Unit. It has its own entrance with a comfortable waiting area and reception staff. The integrated service has dedicated outpatients' facilities consisting of 5 clinical rooms, a quiet room and a further 2 clinic rooms in a Day Unit. The trust has dedicated overnight accommodation for relatives of acutely ill patients, in a log cabin adjacent to the Cancer Care & Treatment Unit.

Chemotherapy Suite

The Chemotherapy Suite hosts 12 chairs and offers facilities such a scalp cooling (where indicated). There is an adjacent Day Treatment Suite for blood transfusions, bisphosphonate infusions and other similar interventions.

Cancer Wellbeing and Support Centre

The centre opened at QEH in April 2021 following a £625,000 redevelopment funded by the Trust's charitable fund and is a non-clinical space where patients and their families can receive support and information following a cancer diagnosis. The area outside of the centre has been redeveloped to become a welcoming area for those visiting the centre, with raised flower beds and outdoor seating. The services being provided in the Centre include:

- Specialist cancer information and support
- Benefits advice, financial support and signposting
- Practical support
- Lifestyle advice (healthy eating, exercise – both before, during and after treatment)
- Self help and support groups
- Hair and skincare advice

Shouldham Ward

Shouldham is a 12 bedded inpatient ward shared between Oncology and Haematology and provides specialist inpatient care including chemotherapy, management of Acute Oncology Service patients and end of life care. There is a dedicated FY1 oncology post holder who is based on the ward.

Palliative Care Service

The trust is supported by an in-reach palliative care service from a local Norfolk Hospice based in Hillington. The service provides a community-based palliative care consultant and community specialist palliative care nurses. The trust has 2 Specialty Doctors in Palliative Medicine who provide medical support to the palliative care service and work closely with Oncology and the end-of-life rapid discharge nursing service based on-site. This team is supported by the Specialist Palliative Care team from the NNUH, which is rated outstanding for end-of-life care, to further support the development of palliative and end of life care for the patients of QEH.

Gynaecology Oncology Service

There are a team of gynaecological surgeons at QEH who are supported by gynaecological specialist nurses. Whilst some surgical cancer treatments are performed on site, some surgeries for particular cancers (e.g. ovarian cancers, uterine cancers) are referred to NNUH as a tertiary centre. All cases are either discussed in a local Gynaecology MDT or Specialist Gynaecology MDT with NNUH. Patients requiring adjuvant radiotherapy are treated at NNUH.

Breast Oncology Service

There is a team of Breast Surgeons at QEH, who are supported by breast specialist nurses. All surgical cancer treatments are performed on site. All cases are discussed In a local Breast MDT or patients requiring adjuvant radiotherapy are treated at NNUH, CUH or North West Anglia.

Acute Oncology Service (AOS)

The Division of Medicine provides cover on-call for oncology emergencies. Patients on chemotherapy contact the 24-hour chemotherapy advice line manned during the day by the AOS nurses and out of hours and at weekends by Shouldham ward staff. The hospital has well-established and reliable arrangements in place for management of

patients with neutropenic sepsis. The oncologists are not on an on-call rota but have agreed to be telephoned as necessary when their advice is required. There is an agreement with CUH to provide additional advice for oncological emergencies out of hours. Patients with MSCC are usually referred to neurosurgery/clinical oncology in Addenbrookes (CUH) via the on-call registrar.

Cytotoxic Chemotherapy Service

The chemotherapy service has expanded rapidly during the past 6 years. There are currently >4000 oncology chemotherapy episodes annually despite limited facilities for inpatient chemotherapy.

Radiotherapy Services

The clinical oncology consultants work jointly between QEH and CUH with radiotherapy planning and review weekly clinics at both sites. Although CUH is the main provider of radiotherapy services patients may opt to receive treatment at NNUH. Peterborough Hospital also has 3 Linear Accelerators and treats some QEH patients from North Cambridgeshire who are seen initially in QEH.

Clinical Trials

The QEH Trials Team, consisting of a pharmacist, nurse and administrators, form part of the Anglia Cancer Research Network and work in co-operation with the CUH Cancer Clinical Trials Office. The trust has performed consistently well in clinical trial recruitment over the past 5 years. For clinical trials, the Oncology service refers patients to NNUH, CUH, The Royal Marsden Hospital or the Sarah Cannon Institute.

Clinical Research

Clinical research for the region is centralised at CUH. The Cancer Directorate at CUH is the clinical hub of the Cambridge Cancer Centre encompassing multiple clinical, translational and basic scientific research groups based around Cambridge, with a shared goal of transforming scientific discoveries into clinical benefit. In the Cancer Directorate, over 40 senior consultant oncologists and haematologists, work with academic and industry colleagues within the 12 work programmes established by the Cambridge Cancer Centre, offering patients access to the latest research into treatment, early diagnosis and prevention of cancer. They are recognised as national and global leaders in research, teaching and training.

In the last research assessment exercise, 80% of the research was graded as 'world leading' or 'internationally excellent'. Cancer research is a major theme in the National Institute for Health Research (NIHR) Cambridge Biomedical Research Centre, one of only 5 such centres in the UK, and CUH is one of 6 leading cancer centres which make up Cancer Core Europe, a unique international partnership.

Cambridge is one of 17 national Experimental Cancer Medicine Centres. In 2016, CUH Hospital recruited the highest number of cancer patients to NIHR portfolio clinical trials compared with all other trusts across the country.

It has an active Phase 1 trials programme to which many QEH patients are referred.

CUH Oncology Centre has also had a key role in many current and recent radiotherapy trials including FAST-Forward Lymph nodes, RAPPER, Vox-Tox and RAIDER.

The Cambridge Cancer Trials Centre (CCTC) is hosted by CUH and is a partnership between Cancer Research UK, CUH and the University of Cambridge.

East of England Clinical Network (Cancer Alliance)

The East of England Clinical Network for Cancer – North has a vision to improve quality of life and outcomes for patients by driving out unacceptable variation in pathways of care; reducing inequality of access to all aspects of care and redesigning the way we work with primary care.

The Strategic Aims of the Network are to:

- Support the design and set up of the Cancer Alliances and delivery of their work programme
- Support the design, set up and delivery of Clinical Advisory Groups into the Cancer Alliance
- Support the service to meet the 62 day waiting times standard, including the new 28 day to confirmation of diagnosis standard
- Support pilots of the Multidisciplinary Diagnosis Centres with the aim of diagnosing cancers earlier
- Support the service in the roll out of the Recovery Package Support work across whole pathways of care (e.g. the lung cancer pathway) to improve patient experience and outcomes, and enable more effective use of the budgets available.

- Support the Cancer Alliance in ensuring coordinated care between health and social care in the delivery of palliative and end of life care (for all patients with long term conditions)

Main Duties & Responsibilities

Clinical

- To work with colleagues at the QEH, NNUH, CUH and the Cancer Network to provide a local cancer service to patients with gynaecological and breast tumours.
- To participate in each of the multidisciplinary meetings reviewing all relevant histology and radiology.
- To provide clinical Leadership in a management role as Gynaecology and Breast Oncology Lead.
- To actively participate in the consultant led ward service for the overall care of oncological in-patients and the AOS for in-patients and out-patients.
- To contribute to the ongoing research projects using the clinical and/or laboratory facilities available.

Organisational

- Teaching and training of junior staff, medical students and other healthcare professionals.
- To act as clinical/educational supervisor to locally employed doctors and doctors in training programmes of a variety of grades and experience as appropriate.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.
- To provide leadership and support for the effective development of the service.
- To have responsibility for ensuring active participation in Continuing Professional Development (CPD).
- To further develop clinical protocols, guidelines, and concise care bundles.
- To carry out responsibilities with due regard to the Trust's Equal Opportunities Policy.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff and attend all relevant health and safety training.
- To ensure that all duties are carried out to the highest possible standard.
- To carry out annual performance reviews with each member of their staff.

- To agree annual personal development plans with their staff and support them with any training or development requirements to fulfil their role.
- To attend all relevant management training in health and safety, risk assessment etc.
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.

Additional Duties

This job description is not intended to be exhaustive but provide an indication of the range and complexity of the work to be undertaken.

Job Plan

A formal job plan will be agreed between the successful candidate and their Clinical Director and consultant colleagues, on behalf of the Medical Director, and will be based on a 40-hour working week. The job plan will be reviewed annually and is a prospective agreement that sets out the consultant's duties, responsibilities, and objectives for the coming year. It covers all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external and will include personal objectives, detailing links to wider service improvements and trust strategic priorities.

For a full-time contract, the job plan will be divided on average per week (pro-rata for a part time post) as:

- 8.5 Programmed Activities (PAs) of Direct Clinical Care - includes clinical activity, clinically related activity and predictable and unpredictable emergency work.
- 1.5 Supporting Professional Activities (SPAs) - includes CPD, audit, teaching and research.

The allocation of PAs is reviewed and may be subject to adjustment when a further diary exercise is undertaken or if the service demands a review of the job plan.

Any applicant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with other consultant colleagues.

Timetable

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week.

Agreement should be reached between the appointee and their Clinical Director with the scheduling of all other activities, including the SPAs. Mentoring can be provided through consultant colleagues at the trust.

	AM	PM
Monday*	New patient breast clinic (1 DCC)	SPA 1.0
Tuesday	Gynae Clinic and associated clinical administration (1DCC)	AOS and Ward Rounds Chemo Prescriptions Patient Related Admin (1DCC)
Wednesday*	9.00 Breast MDT Chemo Prescriptions Patient related Admin (0.5 DCC) SPA 0.5	Breast Clinic and associated clinical administration (1DCC)
Thursday	08:15 - Radiology MDT 09:00 - Oncology/Palliative MDT 10:00 - Local Gynae MDT 11:00 - Specialist Gynae MDT (1DCC)	New patient Gynae Clinic and associated clinical administration (1DCC)
Friday	Gynae Oncology Clinic and associated clinical administration (every 4 weeks) OR Ward Round Chemo Prescriptions Patient Related Admin (1DCC)	Clinical and associated clinical administration (1DCC)

*If the appointee is a Clinical Oncologist one day per week would be at CUH for radiotherapy planning / treatment.

This timetable is indicative only and the formal job plan will be agreed between the successful applicant and their clinical director within 3 months of starting in post.

Your Responsibilities to the Trust, our Patients and Staff

Governance and Statutory Requirements

The post holder is expected to comply with the governance arrangements and policies and procedures of the organisation, available on the Trust intranet site.

Equal Opportunities and Diversity

The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the Trust's Equal Opportunities Policy.

Health and Safety & Risk Management

Employees must be aware of the responsibilities placed upon them under the Health and Safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.

Employees must wear personal protective equipment where provided.

All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are also expected to maintain safe infection control practices at all times.

All employees are responsible for reporting any accidents, untoward occurrences and potential hazards to their Head of Department even when no injury or property damage has resulted.

Infection Control

All staff have a responsibility to contribute to the reduction of healthcare acquired infection by the adherence to best practice.

Staff are expected to comply with hand hygiene and dress code guidelines and ensure all equipment used for patient care is clean and fit for purpose.

Staff are requested to report any environmental concerns regarding breach of infection prevention guidelines to their line manager.

Information Governance

Confidentiality is both a moral and contractual obligation and applies both inside and outside of work. Any matters of a confidential nature, and in particular any information relating to patients, individual staff records and details of contract prices and terms must, under no circumstances, be divulged or passed to any unauthorised persons at any time during your employment or afterwards.

All notes, emails, records and other documents, regardless of medium, are and shall remain the property of the Trust and shall be handed over by you to the Trust from time to time on demand and, in any event, upon termination of your employment. All assets issued to you (such as identity card, car parking pass, equipment, office keys etc) must be surrendered to the Trust upon termination of your employment and, where applicable, on change of employment within the Trust.

As a user of information you must be aware of your responsibilities, both legal and other, and comply with all policies and procedures issued by the Trust and associated NHS Codes of Conduct and work within the principles outlined in the information governance framework. This includes information security (including encryption and, where applicable, home working and remote access), records management and information quality responsibilities.

Under the common law duty of confidentiality, you may be personally liable in a court of law for unauthorised disclosure of personal data. In addition, the wilful or negligent disclosure of confidential information or disregard for the Trust's information governance framework would be a breach of the disciplinary rules and could result in summary dismissal. Should you breach this clause after your employment has ended, the Trust may take legal action against you.

Education

Medical education is led by the Director of Medical Education, Dr Raj Shekhar (Consultant Stroke Physician), supported by a dynamic team in the medical education

centre, who are determined to ensure that all staff have opportunities for continuous learning.

Undergraduate: QEH offers placements to University of Cambridge School of Clinical Medicine and the University of East Anglia in Norwich students and uses innovative teaching methods. All consultant staff will be expected to take part in general bed side and other teaching and have the opportunity to apply for specific teaching roles in the delivery of the undergraduate curriculum.

Postgraduate: The medical education centre is based within the Trust and there is an excellent medical reference library which has been recently refurbished. There are wide and varied programmes to support continuing education, as well as a GP vocational training scheme. All consultants are expected to play an active role in teaching for junior staff and to act as clinical supervisors. Consultants are also encouraged and supported to become educational supervisors, and to apply for additional educational roles within the trust and region.

Research and Innovation

The Director of Research, Mr Prithwiraj Saha (Consultant Obstetrician and Gynaecologist), is supported by a team of highly experienced research nurses and AHPs, clinical trial pharmacists and a research manager. The team are determined to ensure that every clinical encounter is seen as an opportunity for research, and are highly visible, joining board and ward rounds across the trust and supporting staff from all specialties to get Involved In research. The team were nominated for clinical team of the year and QEH Is the proud winner of the 2021 HSJ Patient Safety Innovation of the Year Award for the pioneering SAFIRA® device (SAFer Injection for Regional Anaesthesia) developed by clinicians at the Trust in partnership with Medovate Ltd.

Safeguarding Children/ Vulnerable Adults

All Staff within the Trust share a commitment to safeguard and promote a Child's or Vulnerable Adult's wellbeing. As an organisation we need to ensure that all staff who come into contact with Children/Vulnerable Adults in their daily activities or provide services to adults with Children or Vulnerable Adults receives mandatory safeguarding training which is appropriate to their role. In addition to this you will be expected to work in accordance with the policies and procedures relating to Safeguarding Children/Vulnerable Adults that have been agreed by the Trust.

Values & Behaviours

Our Values are Kindness, Wellness and Fairness

KINDNESS

Together as colleagues, we...

- treat people with kindness
- are friendly, approachable and welcoming
- work together to achieve goals and provide high quality services
- take responsibility for our actions and decisions
- communicate openly, share information regularly and take time to build trusting relationships
- are attentive to each other's needs and offer help willingly
- do what we say we will

As an organisation, we...

- work as one team - where all colleagues have a voice and are respected and supported to provide high quality services
- will listen to and respond to your opinions and ideas
- will make sure we have visible, approachable and supportive leaders at all levels
- have an 'open door' policy among the senior leadership team - with opportunities to ask questions, raise any concerns or seek clarity
- recognise the vital importance of kindness in our work, and will address any incidents of incivility, rudeness or bullying



WELLNESS

Together as colleagues, we...

- look after our own wellbeing, and know this plays a vital role in the wellbeing of others
- bring an optimistic, 'can do' attitude to work: welcome change, value others, say 'hello, my name is...', thank others, smile
- keep our mandatory training up-to-date, and make sure we always carry out appraisals
- take time to listen and understand any concerns - from patients or each other - including those around privacy, dignity and confidentiality, and make sure we are always striving to improve our services
- take responsibility for our attitudes and remain calm, polite, patient and reassuring

As an organisation, we...

- will create a positive working environment
- support colleagues to speak up, and act on feedback quickly
- care about your safety, your health and your wellbeing
- are fair in how we recruit, develop and provide opportunities
- will communicate openly and honestly
- celebrate diversity and each other's success



FAIRNESS

Together as colleagues, we...

- treat people equally, embrace diversity and value our differences
- are respectful towards each other, accept people for who they are and value each other's views
- are honest and speak up if we think something is not right
- ask what our patients think of our services, and act on what they tell us
- work across different teams to make sure patients get the best possible care, regardless of which services they need
- seek opportunities to improve our services every day and be open to receiving feedback as a chance to learn

As an organisation, we...

- will support all our teams to make sure we are offering equitable care across all sections of our community
- embrace innovation and ideas that support continuous improvement
- will support you to make changes that will benefit our patients and colleagues
- will give you the resources and training you need to do your job
- provide as many benefits to colleagues as we can
- provide equal and fair opportunities for career development
- make sure all colleagues have clear roles, responsibilities and can see how their objectives support QEH to deliver the best possible care



All staff must be able to evidence that they possess and exhibit the behaviours which underpin the core values of the Trust

About us

2021/22 in numbers





Our Staff Engagement

Staff Surveys

We are proud of our staff engagement scores from our 2020 national staff survey, showing Improvements in every area and from our recent medical engagement survey, in which the results are among the best in the East of England.

The Trust is on a continuous improvement journey and our staff engagement and culture programmes, which focus on kindness, wellness and fairness, are helping us to bring our values to life across our hospital so that we more consistently deliver compassionate care to our patients and their families.

In addition to the annual National Staff Survey and Medical Engagement Survey, we undertake quarterly pulse surveys and open forums to listen, and act, on the views of our staff. We constantly review the results from these to inform and direct our work plan, to ensure continuous improvement in the working environment for our colleagues.

We have staff support networks open to all staff and volunteers, including an LGBTQ+, BAME and Armed Forces Networks. These Networks raise awareness to the organisation and provide ways to help us all understand and respond to differing needs, to build a truly Inclusive culture. We also support UK-wide campaigns such as PRIDE, and Black History Month.

We host instant recognition and annual awards for our staff to celebrate success, to show that we appreciate their hard work and commitment to delivering excellent patient care, demonstrate our Trust values and drive a positive culture. We believe this helps us to boost staff morale, general well-being as well as promoting pride in Team QEH.

Staff Briefings

Our Chief Executive hosts monthly all staff briefings via Microsoft Teams and additional briefings are undertaken as required e.g., CQC briefings and COVID-19 development updates.

The Medical Director (MD) also holds a monthly open forum for medical staff to attend (as well as a separate monthly meeting for all clinical directors) and an MD blog is sent to all medical staff following these briefings every month, covering professional, educational and operational issues.

A weekly round-up of Trust Information is circulated by our communications department, we have an active Team QEH staff Facebook page and the Trust has recently launched an app to ensure staff can keep up to date with TeamQEH news.

Staff Governor

All staff can also put themselves forward for election as a Staff Governor of our Foundation Trust.

Staff Awards

Staff nominate colleagues in our monthly staff programme 'Living our Values'. We also host annual staff awards ceremony, with nominations from staff and our patients.

Find Out More About Us

Find out more on our website <http://www.qehkl.nhs.uk/>

Twitter: @TeamQEH

Facebook: The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

LinkedIn: The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW IN CONSULTATION WITH THE POST
HOLDER.

THIS JOB DESCRIPTION WILL BE REVIEWED ANNUALLY

PERSON SPECIFICATION			
Criteria	Key To Role	Required but not key	To be evidenced on application and/or at interview
Qualifications			
MBBS or equivalent medical qualification.	✓		<ul style="list-style-type: none"> • Application • Interview
MRCP Part 1 and Part 2	✓		<ul style="list-style-type: none"> • Application • Interview
Postgraduate thesis awarded or pending		✓	<ul style="list-style-type: none"> • Application
Entry Criteria			
Full Registration and a licence to practise with the General Medical Council.	✓		<ul style="list-style-type: none"> • Application • GMC Check
Entry on GMC Specialist Register; eligible for entry on Register or within six months of receipt of Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) at time of interview	✓		<ul style="list-style-type: none"> • Application • GMC Check
Clinical training and experience equivalent to that required for gaining UK CCT in Medical Oncology	✓		<ul style="list-style-type: none"> • Application • GMC Check
Wide experience of prescribing chemotherapy including E-prescribing.	✓		<ul style="list-style-type: none"> • Application • Interview
Experience of Acute Oncology	✓		<ul style="list-style-type: none"> • Application • Interview
Meets the criteria set out in the Specialist generic capabilities framework –detailed below.	✓		<ul style="list-style-type: none"> • Application • Interview
Generic Capabilities Framework Criteria			
Professional Values & Behaviours, Skills and Knowledge			
Practises with the professional values and behaviours expected of all doctors as set out in GMC Good Medical Practice and the Generic Professional Capabilities Framework (or equivalent for dentists).	✓		
Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope.	✓		
Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment.	✓		
Manages the difficulties of dealing with complexity and uncertainty in the care of patients; employing expertise	✓		

and clinical decision-making skills of a senior and independent/ autonomous practitioner. <i>(All senior doctors/dentists (including consultants and GPs) work independently/autonomously to a level of defined competencies, as agreed within local clinical governance frameworks.)</i>			
Critically reflects on own competence, understands own limits, and seeks help when required.	✓		
Communicates effectively and is able to share decision-making with patients, relatives and carers; treats patients as individuals, promoting a person-centred approach to their care, including self-management.	✓		
Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g., using interpreters and making adjustments for patients with communication difficulties.	✓		
Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.	✓		
Adheres to professional requirements, participating in annual appraisal, job planning and reviews of performance and progression.	✓		
Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.	✓		
Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their specialty.		✓	
Leadership & Team working			
Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex, or unpredictable and seeking to build collaboration with, and confidence in, others.	✓		
Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style and its impact on others.		✓	
Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working.	✓		

Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.	✓		
Critically appraises performance of self, colleagues or peers and systems to enhance performance and support development.		✓	
Demonstrates ability to challenge others, escalating concerns when necessary.	✓		
Develops practice in response to changing population health need, engaging in horizon scanning for future developments.		✓	
Patient Safety & Quality Improvement			
Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary.	✓		
Applies basic human factors principles and practice at individual, team, organisation and system levels.	✓		
Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals.	✓		
Advocates for, and contributes to, organisational learning.	✓		
Seeks feedback and involvement from individuals, families, carers, communities and colleagues in safety and quality service improvements reviews.	✓		
Leads new practice and service redesign in response to feedback, evaluation and need, promoting best practice	✓		
Evaluates and audits own and others' clinical practice and acts on the findings.	✓		
Reflects on personal behaviour and practice, responding to learning opportunities.	✓		
Implements quality improvement methods and repeats quality improvement cycles to refine practice; designing projects and evaluating their impact.	✓		
Critically appraises and synthesises the outcomes of audit, inquiries, critical incidents, or complaints and implements appropriate changes	✓		
Engages with relevant stakeholders to develop and implement robust governance systems and systematic documentation processes.	✓		
Safeguarding Vulnerable Groups			

Recognises and takes responsibility for safeguarding children, young people and adults, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action.	✓		
Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.	✓		
Education & Training			
Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and the relevant generic capabilities to lead and develop services.	✓		
Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning.	✓		
Identifies and creates safe and supportive working and learning environments.	✓		
Can act as a role model, educator, supervisor, coach, or mentor for medical and non-medical practitioners.	✓		
Creates effective learning opportunities and provides developmental feedback, both verbally and in writing, to learners and doctors/dentists in training as required by the role.	✓		
Plans and provides effective teaching and training activities as required by the role	✓		
Understands how to raise concerns about the behaviour or performance of any learner who is under their clinical supervision (leadership).	✓		
Takes part in patient education.	✓		
Research & Scholarship			
Keeps up to date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection.	✓		
Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects.		✓	
Locates and uses clinical guidelines appropriately.	✓		

Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making.	✓		
Works towards identifying the need for further research to strengthen the evidence base or where there are gaps in knowledge, networking with teams within and outside the organisation		✓	