

# Acute and General Medicine Consultants

## Manchester Royal Infirmary

### Candidate Information Pack – Part 1

March 2024



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# Welcome Letter

**Welcome from Vanessa Gardener**  
**Chief Executive – Manchester Royal Infirmary**



**Welcome from Vanessa Gardener**  
**Chief Executive – Manchester Royal Infirmary**

Welcome to the Manchester Royal Infirmary (MRI) which is part of the Manchester University Hospitals NHS Foundation Trust (MFT) group of 10 Hospitals and Managed Clinical Services.

MFT is one England's largest NHS Trust and is on a different scale than most other NHS Trusts. We're creating the most exceptional integrated health and social care system that will deliver the best possible results for the 1million+ patients who rely on our services every year. Bringing together ten hospitals and community services from across Manchester, Trafford and beyond, we champion collaborative working and a culture of continuous improvement, encouraging our 28+,000 staff to pursue their most ambitious goals. We set standards that other Trusts seek to emulate – and in the process, our people benefit from a scale of opportunity that is nothing short of exceptional.

The MRI is a key player in MFT's success and works in an integrated way with other hospitals and MCS's in the group and first opened its doors in 1752 and has a long proud history in Manchester. As well being a major university teaching hospital and specialist centre we also continue to provide adult acute services for much of Manchester.

The MRI vision, leadership and priorities focus on our four commitments – Our Patients, Our Staff, Our Services and Our Hospitals and strive to Achieve Excellence in everything we do.

All our staff play a part in our vision of 'achieving excellence in everything we do' and I am proud of the work each and every member of staff does every day. This includes the quality and patient safety systems that have been put in place both at the MRI and across wider health and social care settings, improvement programmes to enhance patient safety and experience, and how we are supporting each other to improve the working lives of staff. This, together with the many examples of outstanding practice within our clinical and corporate teams, make us who we are at MRI.

I hope that this welcome pack provides you with the information and resources to encourage you to apply for a role within the MRI where you will be able to work to the best of your ability and contribute to improving the safety, care and experience of our patients, and driving forward the development of our hospital.

Join us and you will have the opportunity to work with some of the best people in the NHS and thrive in an organisation united in its values, purpose and commitment to patients and a drive for continual innovation and improvement.

I encourage you to explore these exciting opportunities by finding out more about MRI and MFT by contacting Leonard Ebah, Medical Director at [Leonard.ebah@mft.nhs.uk](mailto:Leonard.ebah@mft.nhs.uk)

Thank you for taking the time to consider working at the MRI and good luck with your application.

**Vanessa Gardener**  
Chief Executive  
Manchester Royal Infirmary



# About Manchester Royal Infirmary

**Achieving Excellence in everything we do.**

**Raising our standards for Our Patients, Our Staff, Our Services, Our Hospital.**

## Our Patients

Quality and Safety is a key component of all 4 MRI commitments we have set out for the MRI and runs through all outcomes and our ambition. We have a Quality & Safety Committee within our Governance structure, and regular hospital leadership forums regarding our drive for patient safety. We have published our commitment to quality and safety in our 'Achieving Excellence in Safety' handbook.

Patient safety and patient experience are two key measures. Whilst we strive to be Achieve Excellence, where we don't get things right, evidenced through incident forms, feedback from staff, trainees or patients, we have intervened, investigated and put plans in place to address issues, either through application of policy, transformation interventions or mediation between teams and individuals.

We have agreed the 'MRI Always Events' which we expect every member of staff to abide by in order to keep themselves and their patients safe.

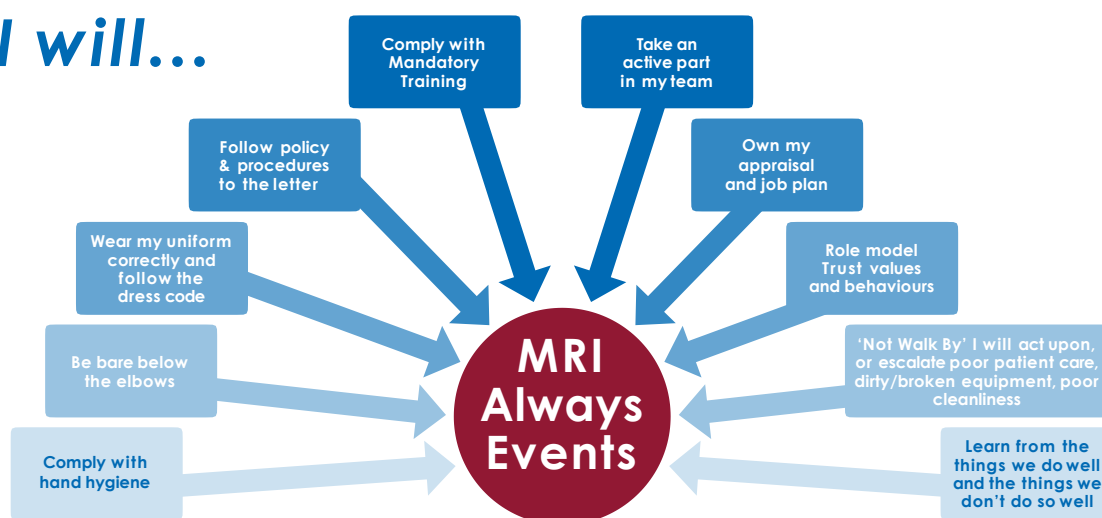


## Achieving Excellence

**NHS**  
Manchester University  
NHS Foundation Trust

...is everyone's responsibility. Raising Our Standards for Our Patients, Our Staff, Our Services, Our Hospital

*I will...*



This is for everyone. It is your personal responsibility and commitment to our patients and to each other. We will work together to address any concerns.



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# About Manchester Royal Infirmary

## Our Staff

The MRI has made a commitment to the MFT 'Removing the Barriers' programme and aims to 'Create a Climate of Belonging' as one of our priorities for 2023/24. 'Belonging' lifts diversity and inclusion to the next level and we encourage all our staff to feel that they are part of the MRI regardless of who they are, and how they express themselves.

**"Diversity is a strategy; Inclusion is a goal; Belonging is a feeling" and a creating feeling of belonging is the most important goal of all.**

**We will not accept any tolerance to racism, misogyny or bullying within the MRI.**

We are very proud of our staff. We have commissioned poems to celebrate our exceptional people.

One is 'Manchester Royalty' to recognise who we are as members of the MRI, and One to acknowledge the amazing efforts of all our teams in responding to the pandemic on the 1<sup>st</sup> anniversary of lockdown in 2021 entitled 'Mark This Time'.



# About Manchester Royal Infirmary

## Our Services

Manchester Royal Infirmary (MRI) is a major university teaching hospital and specialist centre, as well as the provider of adult acute services for much of Manchester. It works in an integrated way with other hospitals/MCSs in the MFT Group, and is a significant hospital in its own right, with up to 727 inpatient/day case beds over 31 wards, 54 critical care beds, 16 operating theatres and 5 catheter labs, and providing 159,000 A&E attendances. We have over 278,000 outpatient attendances and over 144,000 elective/day cases in a typical year.

The MRI operates through a governance framework which sets out 'risk based' committee structures and supporting forums, together with a performance review process for assurance of delivery within the CSUs.

Director's gain assurance during the committees and performance reviews, by reviewing risks and evidence presented within Individual Performance Reviews (IPRs) and use constructive challenge on delivery against the MRI Commitments. Support and development is offered to unblock escalated risks and challenges.

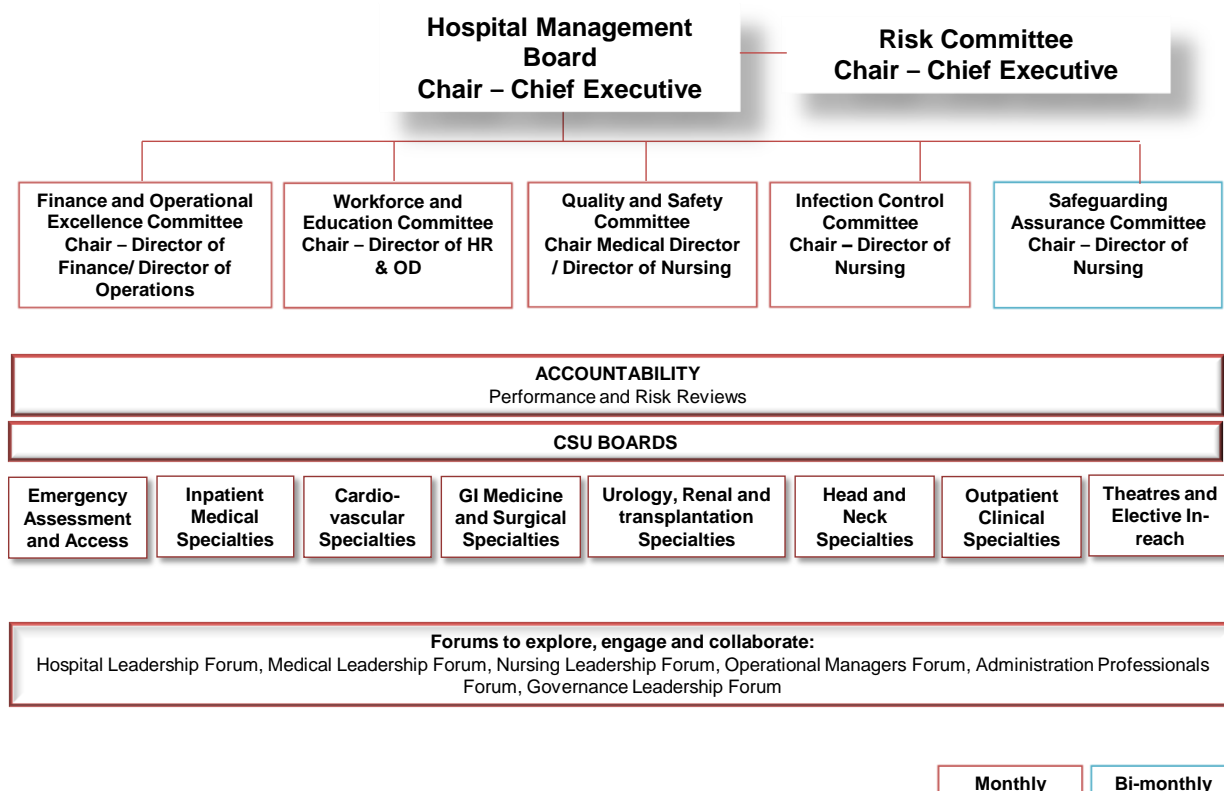
## MRI Governance Structure



Strategy & Assurance

Risk Oversight & Mitigation

Leaders Engagement



# About Manchester Royal Infirmary

## Our Hospital

The MRI's strategic plan sets out, under a vision of *Achieving Excellence in everything we do*, the hospital's commitments – "what is important to us", and MRI's ambition for the coming years; it goes on to outline how it intends to develop and transform its services to meet patients' needs, deliver operational standards and achieve financial balance. Each year, we produce an annual plan, which is summarised as a 'plan on a page' below. We also publish a review of the previous year, which can be found here [MFT Intranet](#)



**MANCHESTER ROYAL INFIRMARY**  
Our Vision is **achieving excellence in everything we do**



Our Values Together Care Matters	Our Commitments What is important to us	Our Ambitions What we will achieve	Our Future What we will look like
<b>Everyone Matters</b>	<b>Our Patients</b> <ul style="list-style-type: none"> <li>✓ Will be safe in our care</li> <li>✓ Will be treated with compassion</li> <li>✓ Will be treated promptly</li> <li>✓ Will recommend our services</li> </ul>	We will be: truly patient and family centred a responsive provider of safe and efficient local services for Manchester	Streamlined emergency patients to the right service for their needs, rebuilding our Emergency Department and improving patient flow through the hospital, so patients receive excellent timely care
<b>Working Together</b>	<b>Our Staff</b> <ul style="list-style-type: none"> <li>✓ Will put patients first</li> <li>✓ Will feel valued and involved</li> <li>✓ Will be supported and developed</li> <li>✓ Will recommend the MRI as a place to work</li> </ul>	a major tertiary and specialist centre, nationally recognised for leadership and rapidly translating research and innovation for our patients	Greater Manchester's acute hub – the centre for major torso and limb trauma and for vascular surgery
<b>Dignity and Care</b>	<b>Our Services</b> <ul style="list-style-type: none"> <li>✓ Will continually improve</li> <li>✓ Will promote research and innovation</li> <li>✓ Will use resources efficiently</li> <li>✓ Will have a strong operational grip</li> <li>✓ Will transform for the future</li> </ul>	well run at all levels by cohesive teams, working collaboratively across the MFT group to deliver patient benefits	Internationally renowned kidney and pancreas transplant centre, potentially expanding to liver
<b>Open and Honest</b>	<b>Our Hospital</b> <ul style="list-style-type: none"> <li>✓ Will be well led and governed</li> <li>✓ Will have a clear identity and service portfolio</li> <li>✓ Will have strong partnership working</li> <li>✓ Will focus on creating the conditions for high performance</li> </ul>	built upon our skilled, diverse and committed staff, and a leader in training future generations	Advances in haematology care, with CAR-T gene therapy and an expanded bone marrow transplant unit
			Centre for specialist cancer surgery for head and neck, hepato-biliary and colorectal, providing the very best clinical outcomes
			Alternatives to outpatient consultation using digital solutions and better integrated support in the community, to reduce the need for patients to come to hospital



## 2023-24 Annual Priorities – Plan on a Page



MFT Core Priority	Our Commitments	In 2023-24 we will:	Performance Improvement KPIs
To focus relentlessly on improving safety, clinical quality and outcomes	<b>Our Patients</b> <ul style="list-style-type: none"> <li>✓ Will be safe in our care</li> <li>✓ Will be treated with compassion</li> <li>✓ Will be treated promptly</li> <li>✓ Will recommend our services</li> </ul>	<ul style="list-style-type: none"> <li>Use systematic processes for safety, gathering and acting on safety insights via our Safety Net, with a focus on:                             <ul style="list-style-type: none"> <li>• infection prevention and control</li> <li>• emergency treatment safety</li> <li>• meeting mental health needs</li> <li>• medication administration &amp; storage</li> <li>• new safety issues</li> <li>• peak capacity capacity</li> </ul> </li> <li>Deliver safe and effective patient pathways with a focus on reducing waiting times, improving discharge processes and delivering conditional standards</li> <li>Continual patient experience and involvement ensuring the patient and family voice is reflected across all services</li> </ul>	<ul style="list-style-type: none"> <li>Reduce hospital acquired infection in 2023-24 baseline for each organ. Zero tolerance of HSE, CQC and ONSA incidents</li> <li>Improve patient experience, safety &amp; quality</li> <li>Achieve MFT agreement/commitment to reduction in safety metrics</li> <li>Improve ED performance to 75% within 18 months 2024, reduce time to image and time to assessment for all major oncology, with zero tolerance of 12 hour major waits and secondary transfers &gt; 40 minutes, and reduce patients in the department for 48 hours</li> <li>Reduce cancer patients waiting over 62 days</li> <li>Achieve cancer major diagnosis patient &lt; 17% diagnosis wait out in 25 days in 2024</li> <li>Eliminate 45+ week RTT wait</li> </ul>
To ensure MFT a great place to work, where services and staff are staff so that we attract and retain the best	<b>Our Staff</b> <ul style="list-style-type: none"> <li>✓ Will put patients first</li> <li>✓ Will feel valued and involved</li> <li>✓ Will be supported and developed</li> <li>✓ Will recommend the MRI as a place to work</li> </ul>	<ul style="list-style-type: none"> <li>Optimise our service level leadership (over 13 through our leadership and talent development programme)</li> <li>Enhance engagement at team level, creating a climate of belonging in a culture of learning and change will bring</li> <li>Enhance our retention of talented and experienced staff</li> <li>Provide training &amp; development</li> </ul>	<ul style="list-style-type: none"> <li>Monitor staff survey score for recommending the MRI as a place to work</li> <li>Reduce absence from the site and reduce our associated operational software bill</li> </ul>
To improve our medical team, supporting our staff to be the best that they can be, developing their skills and building a world class team for the future	<b>Our Services</b> <ul style="list-style-type: none"> <li>✓ Will continually improve</li> <li>✓ Will promote research and innovation</li> <li>✓ Will use resources efficiently</li> <li>✓ Will have a strong operational grip</li> <li>✓ Will transform for the future</li> </ul>	<ul style="list-style-type: none"> <li>Use a robust performance framework to ensure the best use of our resources, maximising productivity and utilisation of our services</li> <li>Right size our beds and resources to ensure clinical and operational excellence of our services to work in an efficient and sustainable manner</li> <li>Investigate / support / coordinate all services across departments</li> <li>Implement our transformation plan to ensure productivity, RFT and drive operational excellence for our patients, staff and services</li> <li>Deliver our research and innovation portfolio and people access to providing excellent clinical services</li> <li>Align the creation of centres of excellence in vascular, head &amp; neck, GI, renal oncology and rheumatology through single services across MFT</li> </ul>	<ul style="list-style-type: none"> <li>Achieve RCT pre-planning sign off</li> <li>Achieve 85% theatre utilisation</li> <li>Reduce bed occupancy from 100% to 95%</li> <li>Improve average non-urgent surgery waiting time to 2024 of pre-procedure</li> <li>Improve cancer clinical RCTs</li> <li>Manage cancer &amp; other speciality of cancer patients</li> <li>Do not 60% cancer reduction including 10% reduction in cancer from 2023-24</li> </ul>
To deliver our standard and innovation delivery to deliver cutting edge care that reflects the needs of the population we serve			
To attract and maintain financial sustainability			
To work with partners and play our part in addressing inequalities, closing social gaps and achieving the wider good agenda	<b>Our Hospital</b> <ul style="list-style-type: none"> <li>✓ Will be well led and governed</li> <li>✓ Will have a clear identity and service portfolio</li> <li>✓ Will have strong partnership working</li> <li>✓ Will focus on creating the conditions for high performance</li> </ul>	<ul style="list-style-type: none"> <li>Continue to fully meet the CQC 14 Well-led top line of enquiry</li> <li>Work effectively with our partners within and outside MFT to improve our capacity to deliver healthcare</li> <li>Focus on creating conditions for high performance in our priority areas</li> </ul>	

# About Manchester Royal Infirmary

## Acute Medicine

We are seeking to recruit Consultant Physicians in Acute Medicine to work within the acute medicine team based at Manchester Royal Infirmary. Consultant Acute Physicians supervise and deliver care to medical patients on the Acute Medical Unit (AMU), on the Ambulatory Care Unit (ACU) and provide in reach to the Emergency Department (ED).

We are an enthusiastic and hard-working team all with different specialist interests including management, medical education and ambulatory emergency care.

We are committed to investing in the roles of our acute medical multidisciplinary team and are already well-supported by experienced advanced nurse practitioners and pharmacists. In recent years we have helped train pharmacists to become non-medical prescribers, we currently have two trainee advanced nurse practitioners and student physician associates who rotate through our department. We have advertised to recruit a Nurse Consultant in Acute Medicine as well.

## Organisational Structure

For organisational purposes, Acute Medicine sits within the Emergency Access and Assessment (EAA CSU). The acute medicine team has a Clinical Lead, Dr Tania Syed and is supported by a directorate manager and supporting infrastructure.

## Consultant Colleagues:

- |   |                      |
|---|----------------------|
| - Dr Shoneen Abbas                              | - Dr Kifayat Awan    |
| - Dr John Bright                                | - Dr Saumya Das      |
| - Dr Michael Davies                             | - Dr Ravi Gupta      |
| - Dr Ade Morafa (Ambulatory Care Lead)          | - Dr Bhaskar Narayan |
| - Dr Joseph Newton                              | - Dr Muhammad Noor   |
| - Dr Onesie Ogedengbe                           | - Dr Aghogho Odudu   |
| - Dr Alex Parker                                | - Dr Fatima Saeed    |
| - Dr Jonathan Schofield                         | - Dr Mohammed Shahid |
| - Dr Andrew Stevens                             |                      |
| -Dr Tania Syed (Clinical Lead, Acute Medicine). |                      |

The AMU is located on the ground floor of the MRI, opposite to the ACU and near the ED, all of which are within the EAA CSU. The AMU also benefits from being situated near the Critical Care Unit to facilitate rapid review of the most unwell patients by the intensive care team.

# About Manchester Royal Infirmary

## Acute Medicine

### Acute Medical Unit

We have 48 bed AMU divided between 2 adjoining wards. The unit provides prompt evaluation, stabilisation and transfer of patients. We have a full complement of junior doctors in different stages of training. The MDT includes highly experienced team of advanced nurse practitioners, physician associates, nurses, pharmacists, physiotherapists and occupational therapists. There is a dedicated ultrasound machine for the exclusive use of Acute Medicine. We are in the process of overhaul of our Acute Medical Unit to extend it as the Acute multispecialty receiving area.

The Acute Physicians working on the AMU begin their day at 08:00, and review patients who have been admitted overnight. They are supported by junior doctors, advanced nurse practitioners and physician associates who ensure that all patients are reviewed within a few hours. At 11:00 each day there is a multi-disciplinary 'board round' wherein all patients are discussed, and the clinical duties planned and assigned. There is another 'board round' at 14:45 to ensure all duties have been completed and the consultants on the AMU finish their day at 16:00. This cover is present 7 days a week, 365 days a year.

The evening shift of two Consultants start at 4pm – 9pm which cover the post takes in ED as well as the Acute Medical Unit.

### Ambulatory Care

Having opened in June 2016, the Ambulatory Care Unit's (ACU) aim is to rapidly treat and investigate patients referred from their GP or the ED so they can go home the same day. The ACU is on the ground floor of the MRI, adjacent to ED and the radiology department and is currently open between 08:00 and 21:00, 7 days a week. The ACU can process up to 70 new and follow up patients / day. There is a procedure room on the ACU for those that require swift invasive investigations such as lumbar punctures.

Effective patient selection and streaming is crucial to the functioning of both ACU and AMU. The decision on whether a patient should attend ACU is a clinical judgement taken by the acute physician working on the ACU between 08:00 and 21:00. The consultant takes all referrals to medicine (GP as well as ED). They also provide senior review of follow-up patients who have been discharged from the AMU.

# About Manchester Royal Infirmary

## General Medicine

We are seeking to recruit a Consultant Physician to join the dedicated General Medicine team at Manchester Royal Infirmary. Providing inpatient cover for 4 wards and medical outliers across the Hospital and 1:8 weekend working. We are an enthusiastic and hard-working team all with different specialist and sub-specialty interests.

## Organisational Structure

For organisational purposes, the trust is divided into 8 clinical service units. General Medicine sits within the Inpatient and Outpatient Medical Specialties Clinical Service Units in Manchester Royal Infirmary.

The department of General Medicine covers the diabetes, multi-speciality / complex care medicine wards and medical patients on specialist and surgical wards (previously called Medical Outliers). The workload of this department varies significantly through the year and may experience seasonal variations. The department is also responsible for the oversight of care delivered on potential Flu and Covid wards. We are expanding our team of consultants with a view to a service-wide redevelopment of the delivery of secondary general internal medical care to the local population. This ambitious project will see the recreation of a Diabetes and Endocrinology ward, as well as a Rheumatology and Complex GIM ward. Over time the aim is to develop both surgical in-reach and outpatient services in the department. In order to achieve this, we are building a general medical team with consultants from a variety of speciality backgrounds so as improve the specialist skill set within the team. We are looking to recruit an enthusiastic and forward-thinking diabetes / GIM consultant to help embed and develop inpatient diabetes and endocrinology services, whilst contributing to the ongoing evolution of the department.

## Consultant Colleagues:

- Prof Anthony Heagerty, Professor of Medicine
- Prof Handrean Soran, Consultant in Endocrinology & Metabolic Medicine
- Prof Maciej Tomaszewski, Professor of Hypertension
- Dr Laxmi Balmuri, Consultant in Diabetes, Endocrinology & Metabolism
- Dr Adam Greenstein, Consultant Geriatrician
- Dr Muhammad Hamid, Locum Consultant Physician
- Dr Bob Henney, Consultant Physician & Nephrologist; Clinical Director Inpatient Medical Specialties CSU and Clinical Lead Department of Medicine
- Dr Clare Mumby, Consultant Physician with an Interest in Maternal Medicine
- Dr Anupam Prakash, Consultant Physician
- Dr Prasanna Rao Balakrishna, Consultant Diabetologist; and MRI AMD
- Dr Rikesh Patel, Consultant Physician & Rheumatologist

# How to apply.



# How to Apply.

In order to apply, please submit a short application form and attach your CV via our MFT careers website which demonstrates your interest in the role, encapsulating the aspects of your experience relevant to the required criteria set out in the Person Specification. Please include your current salary details & your NHS Afc band (if relevant) on either your application or your CV.

We also ask that on the short application form you include the names and addresses of a minimum of two referees that cover your work history for the last 3 years ( if this has been outside of the NHS or non-continuous in the NHS for the last 3 years but only 2 years if your work experience has solely been with the NHS during this period).

Referees will not be approached until a formal offer of employment is made and not without prior permission from candidates.

## Key Dates

Please be mindful of the selection process timeline and ideally, consider securing these dates in your diary upfront. It is important to advise us as soon as possible if you are going to be unable to commit to any of the dates listed beyond the shortlisting period.

Application process opens	<b>25/03/2024</b>
Application closes	<b>14/04/2024</b>
Shortlisting	<b>21/04/2024</b>
Indicative Interviews dates	<b>w/c 06/04/2024</b>

## Assessment & Selection Process

The selection process for this role will include a range of methods to assess candidate fit to include:

- Relevant Subject presentation
- Panel Interview including Technical, Competency & Values Based Interview Questions

*NB – it is currently planned that this selection process will be carried out face to face – i.e this will require you to attend in person.*

## Diversity Matters

Manchester University NHS Foundation Trust is committed to being an employer of choice that recruits and develops staff fairly so that talented people choose to join, remain and develop within the Trust. Our aim is to be a diverse workforce that is representative at all job levels, and we therefore positively welcome applications from the diversity of population we serve. Equal opportunities is a key guiding principle to all our work including that our recruitment practices provide equal access to all. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential

# Contact us.

We encourage you to talk to us for a conversation in confidence. In the first instance, please contact:

Leonard Ebah, MRI Medical Director,  
[Leonard.ebah@mft.nhs.uk](mailto:Leonard.ebah@mft.nhs.uk) 0161 701 0596

Dr Tania Syed, Clinical Lead Acute Medicine  
[taniaa.syed@mft.nhs.uk](mailto:taniaa.syed@mft.nhs.uk)

Dr Robert Henney, Clinical Director Inpatient Medical  
Specialities  
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