

JOB DESCRIPTION

Consultant in Cardiology

Full Time – 10 Programmed Activities



March 2024



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Introduction

This is an exciting time to join the Cardiology department in the South Warwickshire University NHS Foundation Trust (SWFT). Due to recent retirement this post has become available. The role is to support and develop Heart Failure (HF) services for SWFT both in hospital and community, as well as to contribute to the day to day running of our general cardiology unit. The post will also be able to include a further sub-specialty interest in either advanced cardiac devices or cardiac imaging.

The post is based at Warwick Hospital. The HF service at Warwick is integrated with community services for South Warwickshire. Time is allocated to support the community portion of the post including an MDT with input from Elderly Care, Renal Medicine and Palliative care. We currently have 4 heart failure nurses providing care for our patients in the community via home visits, telephone consultations and community clinics. This innovative programme has reduced length of stay and improved the quality of care for this group of patients.

The pacing service at Warwick Hospital delivers a comprehensive programme with implantable monitors, bradycardia pacing, Cardiac Resynchronisation Therapy pacemakers and Defibrillators. We have an on-site, state of the art cardiac catheter lab and procedure room as well as a full time Device Nurse Specialist.

SWFT delivers significant undergraduate and post graduate medical education and benefits from strong links with the University of Warwick and The University of Buckingham.

With our central location and great transport links we're closer than you might think. We are located in the heart of England with easy access to the motorway network and a good railway service. Warwickshire is accessible from a number of nearby cities including Birmingham, Leicester, Northampton, Oxford and Worcestershire.

Surrounded by a collection of picturesque towns and villages, there is always a lot to see and do across the County. Numerous sport and leisure venues, theatres, parks and great shopping facilities make Warwickshire an idyllic place to work and live.

As well as enjoying where you work, we want all of our staff to lead happy and healthy lives. That's why we offer a number of benefits to support this, such as flexible working opportunities and onsite restaurants at our hospitals in Warwick and Leamington Spa as well as a number of recognition awards.



South Warwickshire University NHS Foundation Trust (SWFT)

South Warwickshire University NHS Foundation Trust provides acute and maternity services for the people of South Warwickshire and community services for the whole of Warwickshire, covering a population of 536,000. The Trust includes Warwick Hospital which is the main inpatient acute facility for South Warwickshire and community hospitals also based in the south of the county. The Trust is a CHKS top 40 hospital and consistently scores highly in the National Staff Survey.

The Trust runs community services for the whole county including a number of community and rehabilitation hospitals in Warwickshire. These hospitals see day patients and also offer inpatient care for those patients where a stay in an acute hospital is not necessary. The hospitals also play a role in providing rehabilitation for patients who have long-term conditions or are recovering from major operations or acute medical episodes.

These hospitals are:

- Stratford Hospital
- Warwick Hospital
- Ellen Badger Hospital
- Leamington Spa Hospital - Central England Rehabilitation Unit

Stratford Hospital also has a nurse-led minor injuries unit, an outpatients department and local surgery unit used by various medical and surgical specialties. Both Diabetic and Endocrine outpatient clinics are held at the hospital. The Nicol Unit, an 18 bedded inpatient facility, also based at Stratford, accepts step-up patients, referred from GPs in the community, transfers from acute hospital for rehabilitation and a small number of palliative patients. A 22 million building programme was completed in 2017 providing ophthalmology services and a cancer chemotherapy unit with 12 recliner chairs.

Warwick Hospital site houses the majority of the Trust's acute services including Accident and Emergency services, Diagnostic and Pathology departments, Maternity and Special Care Baby Unit, Main and Day Surgery Theatres together with an Intensive Care Unit and Coronary Care Unit. As part of its expansion programme The Trust has recently completed building a 3 story ward block allowing reconfiguration of services on the Warwick Site.

Ellen Badger hospital is a 26-bedded community hospital based in Shipston-on-Stour in the south of Warwickshire and is clinically managed by local GPs.

Leamington Spa Hospital Central England Rehabilitation Unit (CERU) is located on this site and is a leading provider for Neurological Rehabilitation in the Midlands. It has achieved a designation of Major Trauma Rehabilitation Provider and is designated as a level 1 service i.e. Regional Rehabilitation Provider. It has a structured Multidisciplinary team. The Trust has developed and rebuilt the unit to provide 42/44 inpatient Rehabilitation beds in order to meet the demand on its Neurological Rehabilitation service and provide further capacity for major trauma and musculoskeletal Rehabilitation. It is the Trust's vision for the hospital to develop both clinically and academically and continue to provide a leadership role for Rehabilitation Medicine. In addition to the rehabilitation service, the CERU is also developing a county wide Community Neurological Rehabilitation Team. There are three wards, which provide outpatient physiotherapy, occupational therapy and other medical services.

The Trust's Vision

“Our vision is to provide high quality, clinically and cost-effective NHS healthcare services that meet the needs of our patients and the population that we serve”

The Trust's Values

Safe

- Speak up and share concerns
- Communicate clearly and simply
- Take responsibility

Effective

- Consider communication style
- Work as a team
- Share feedback

Compassionate

- Show empathy and understanding
- Be respectful, kind and supportive
- Make positive changes

Trusted

- Be honest and open
- Respect others
- Empower others to succeed

Inclusive

- Accept and value everyone
- Embrace diversity
- Call out all discrimination



Specialty Structure at SWFT

Currently, the Trust clinical management structure is based on 4 divisions: Elective Division, Emergency Division, Out of Hospital Care Collaborative and Family Health Division. Cardiology is in the Emergency Division. The clinical management of the Division is headed by Associate Chief Medical Officers, supported by a small support structure of Clinical Directors.

The Trust supports the following inpatient services:

Acute Medicine	Orthopaedics
Paediatrics (including adolescent beds)	General Surgery
ENT	Vascular Surgery
Maxillo-facial	Breast Surgery
General Medicine (including Care of the Elderly)	Urology
Respiratory Medicine	ITU
Gastro Intestinal Medicine	CCU
Haematology	Accident & Emergency
Dermatology	Cardiology with Catheter Lab
Diabetes & Endocrinology	Ophthalmology
Rheumatology	Stoma Care
Day Surgery Unit with 4 Theatres	Breast Care
Main Operating Suite with 5 Theatres	Orthoptics
Medical Day Case Unit	
Endoscopy Suite with 3 Rooms	Pain Clinic
Orthodontics	

A range of additional specialist services are provided on an outpatient basis from visiting Consultants within Coventry and Warwickshire.

These are all supported by:

- Imaging Department (including conventional and contrast radiology, ultrasound, C/T and MRI)
- Pathology Department (including Bacteriology, Biochemistry, Haematology, Histopathology)
- Physiotherapy
- Occupational therapy

- Chiropody
- Speech therapy
- Dietetics
- ECG
- Social services

Emergency Division

This post sits within the Emergency Division together with the specialties listed below:

- Accident & Emergency medicine
- Acute Medicine
- General Medicine/Cardiology
- General Medicine/Respiratory Medicine
- General Medicine/Diabetes Endocrinology
- Rheumatology

Cardiology Department

Clinical Director	Dr Roger Beadle
Consultants	Dr Nigel Clarke Dr Najmi Qureshi Dr Yu Ting Tan Dr John Fryearson
Associate Specialists	Dr Andrew Worrall Dr Ravi Honnalli

Specialist Registrar

We currently have one Higher Specialist Trainee (Registrar) in Cardiology based at Warwick Hospital.

Junior Medical Staff

The department is currently allocated 2 IMT Trainees and 2 FY1 Doctors who rotate every 4 months.

OUTPATIENT SERVICE

The department performs its outpatient functions in Warwick Hospital and Stratford-upon-Avon Hospital. We also work closely with other services and specialties in the hospital.

INPATIENT SERVICE

The Cardiology team currently has responsibility for 20 in-patients beds on Malins ward and 9 in-patient beds in the Coronary Care Unit at Warwick Hospital.

CARDIAC INVESTIGATIONS UNIT (CIU) and CARDIAC CATHETER LAB

The department is currently undergoing redevelopment to allow expansion in a purpose-built unit incorporating rooms for our clinics.

The CIU department is led by Mrs. Hannah Farley Senior Chief Cardiac Physiologist. The department offers a full range of non-invasive cardiac testing including ECG, exercise tests, and Holter monitors. Transthoracic echocardiograms, Dobutamine Stress Echocardiography and Transoesophageal echocardiograms are also provided.

The new Cardiac Catheter Lab has recently opened. This is a large, state of the art, purpose-built unit with the aim of supporting the growth of our complex device service. This post holder will have access to sessions in the lab if required. The lab has its own dedicated day case and recovery area to facilitate rapid discharge. The lab is staffed by experienced radiographers, physiologists and nursing staff.

There is currently no cross-sectional cardiac imaging available at SWFT although this is an area we are keen to develop. We have close ties to University Hospital Coventry and Warwickshire (UHCW). If the post holder has a sub-specialty interest in Imaging, then sessions supporting this can be timetabled at UHCW.

THE POST

The Trust is seeking a Consultant Cardiologist with an interest in Heart Failure. The applicant must have achieved or be within 6 months of CCT or CESR and be on the Specialist Register for Cardiology.

The post holder would join the existing consultants and associate specialists on our cardiology rota. The rota is essentially a rolling 6-week rota comprising of 3 outpatient weeks and 3 inpatient weeks. The inpatient weeks are a week supporting our advanced care practitioners with the outreach service. The second is a week covering our Coronary Care Unit. Whilst on the Coronary Care unit the post holder also provides out of hours cover for temporary pacing. There is no commitment required to General Internal Medicine. The third week is covering our cardiology ward, Malins Ward with daily ward rounds. There is currently a 1:6 weekend service. Time off in lieu is taken into account for weekend working. With the addition of further posts, we foresee this reducing.

The HF service at SWFT is well established. The post holder will be expected to continue supporting inpatient and community heart failure. There further plans to expand the heart failure service as the demands on this area continue to grow.

It would be advantageous if the post holder has experience in bradycardia pacing and coronary angiography.

THE PRINCIPAL ELEMENTS OF THE POST WILL BE:

The principle duty of the post is to provide a comprehensive clinical service to our patients,

1. To, at all times, comply with the GMC requirements of Duties of a Doctor
2. To ensure that patient confidentiality is always maintained
3. To undertake duties as defined within the attached job plan is so far as practicable and in agreement with your clinical director
4. To be responsible and managerially accountable for the reasonable and effective use of any Trust resources that you use and influence, and professionally accountable to the Medical Director
5. On commencement to ensure personal attendance at the Trust's Corporate Induction
6. To be responsible for the clinical management of in and out patients under your care

Teaching and Training

7. To share responsibility with other Consultants for the recruitment, appointment and supervision of junior medical staff in accordance with Trust policies
8. To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.
9. To devote, through agreement time on a regular basis for teaching and training of medical students and also to participate in their formal assessment.

The South Warwickshire University NHS Foundation Trust is committed to continued support for professional development, with study leave provided within budget.

Mentoring

Support for the new appointee will primarily be from within the Department. The new appointee will work closely with the Clinical Director and the General Manager to identify individual support needs. The Trust has a supportive environment and is still small enough for personal contact with colleagues from a wide variety of disciplines.

Clinical / Medical Secretarial Support and Facilities

The successful applicants will have the support of a medical secretarial team. They will have a computer and access to E-mail, the Intranet and Internet and access to office accommodation.

HOURS OF DUTY

The appointment will be for 10 PAs and will be based at Warwick Hospital with possible travel to Stratford-Upon-Avon for some out-patient activities.

Indicative Job Plan

Programmed activity		PA
Direct Clinical Care	In-patient care	2
	Procedural work	2
	Outpatient (incl. clinic admin)	3
	On call	0.5
	Total DCC	7.5
SPA	CPD	1
	Undergraduate Teaching & supervision of trainees	0.75
	Audit/Governance/Service development	0.75
	Total SPA	2.5
TOTAL PROGRAMMED ACTIVITIES		10

The exact job plan will be agreed in conjunction with the post holder following appointment and will be subject to annual review.

Sample Weekly Timetable

		In-patient week (3 in 6)	Non In-patient week (3 in 6)
Mon	AM	Ward round	Rapid Access Chest Pain Clinic
	PM	SPA	Heart Failure MDT/Triage
Tue	AM	Ward round	Admin/SPA
	PM	Admin/Outpatient Activity	Heart Failure Clinic
Wed	AM	Ward round	Cardiac Catheter Lab
	PM	Cardiac Catheter Lab	Cardiac Catheter Lab
Thu	AM	Ward round	Outpatient Activity (2WW & Urgent)
	PM	Outpatient Activity	General Cardiology Clinic
Fri	AM	Dept. Meeting/Ward round	Dept. Meeting/Mini Clinic
	PM	Handover/SPA	Admin/Handover/SPA
Saturday	AM	Ward cover (1 in 6)	-
Sunday	AM	Ward cover (1 in 6)	-



GENERAL INFORMATION

Revalidation

The Trust has the required arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Teaching Hospital

The Trust is an associated teaching hospital of the Warwick University Medical School and the Buckingham University Medical School taking a very active part in the teaching of Medical Students undertaking MBChB. Warwick Medical School (WMS) has a graduate-only intake of students. It is a four year course which takes account of prior learning and mature learning styles. Buckingham Medical School (uBMS) was the first independent medical school. It has a condensed 4.5 year course suited to both UK and international students. The skills of teaching and assessment are increasingly recognised as essential for trainees in medical specialties at all levels. Opportunities are available to be involved in assessment and evaluation of students both within the Trust and the University.

Study and Library Facilities

There is an excellent library at Warwick Hospital in the Post Graduate Education Centre which also provides Medline and internet facilities. Further library facilities are available at the Warwickshire Post Graduate Medical Centre and the Warwick medical School Library. Junior Doctors are actively encouraged to participate in postgraduate studies, which include weekly teaching ward rounds in the major disciplines and multi-disciplinary meetings in the Post Graduate Education Centre.

QUALITY GOVERNANCE

Quality and patient care is at the core of the organisation. To ensure we deliver services with quality we have quality governance processes in place. The day-to-day management of quality governance is the responsibility of everyone in our organisation. The identification and management of it requires the active engagement and involvement of staff at all levels. Our staff are best placed to understand the quality governance relevant to their areas of work, and must manage it, within a structured framework. The Trust recognises that quality governance cannot be simply attributed to one person but is an integral part of the normal management processes.

The Board of Directors are ultimately responsible for managing the organisational quality, using risk management processes to monitor it. The Board of Directors utilise the Board Assurance Framework (BAF) and the Trust Risk Register provide additional evidence that the appropriate quality governance arrangements and risk management policies are operating effectively. The Board of Directors are responsible for determining the governance arrangements of the Trust, including risk management and agreeing the necessary policy framework and for monitoring performance within these areas. The Audit Committee is responsible for providing independent assurance on the robustness of governance and risk management, including internal controls, in the Trust to the Board of Directors. The Committee primarily utilises the work of Internal Audit and External Audit but are not limited to these audit functions. It will also seek reports and assurances from Directors and Managers, as appropriate, concentrating on the over-arching systems of integrated governance, risk management and internal control, including evidence that the BAF is effective.

The Clinical Governance Committee, chaired by a Non-Executive Director, provides assurance to the Board of Directors that the Trust is fulfilling its statutory duties, and complying with national standards and achieving its own objectives in respect of the provision of clinical care. It takes into account national best practice guidelines, including National Service Frameworks and associated improvement strategies, NICE and NPSA guidance. The Committee also considers the implications arising out of national reports and enquiries, including the National Confidential Enquiries, and consider the outcome of national audits. The Committee is responsible for implementing the governance agenda to

ensure that there is continuous and measurable improvement in the quality of the services and for providing assurance to the Board of Directors that the risks identified are appropriately managed. An operational structure alongside a medical leadership structure is also in place to strengthen the quality governance for the organization.

PROMOTING EQUALITY AND DIVERSITY

Promoting equality and diversity are at the heart of the Trust's values. We ensure that fairness is exercised in all that we do whether that is in our employment practices or the services we deliver. We will not discriminate on grounds of gender, race, ethnic origin, nationality, national origin, disability, sexual orientation, religion or age. Our patients, their carers, and our staff deserve the very best we can give them in an environment in which all feel respected, valued and empowered. This includes supporting our staff to focus on delivering high quality accessible services that are responsive to each individual's needs.

WHAT WE HAVE DONE WITH OUR STAFF

- The Trust provides annual training to staff which highlights the importance of recognising and appropriately addressing stereotyping, direct and indirect discriminatory behaviour, as well as acknowledging and valuing difference
- Staff are being provided with information through a staff handbook about what support is available to them; including how to access the confidential self-referral counselling service for staff
- The Trust continues to develop local policies, procedures and guidelines for staff in partnership with the local trade unions
- The Trust continues to raise awareness amongst staff on 'Dignity at Work' issues and the 'Whistle Blowing Policy' through internal communication channels and training sessions
- The Trust has undertaken a number of staff awareness campaigns in relation to promoting health and wellbeing and highlighting equality issues. Campaigns are seasonal and linked into Public Health priorities and national awareness days.

CONDITIONS OF SERVICE

The appointment will be made on Trust terms and conditions, which presently reflect the terms and conditions of the service for consultants (England) 2003, as amended from time to time.

RESIDENCE

The successful candidate will be required to maintain his/her private residence in contact with the public telephone service and to reside 10 miles by road from base Hospital unless specific approval for greater distance is granted by the Trust.

HEALTH AND SAFETY

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

The list of duties and responsibilities given above is not an exhaustive list and the consultant may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required from time to time.

All consultants are expected to contribute to the smooth running of their clinical service as required; in particular, to comply with the policies and procedures, Standing Orders and Financial Regulations of the Trust.

CONDITIONS OF EMPLOYMENT

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

Verification of ID and right to work

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- 2 forms of photographic ID plus 1 document confirming your address, or

- 1 form of photographic ID plus 2 document confirming your address
- Plus any current permit documentation issued to you by the Home Office

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 for posts will be required to clear an enhanced DBS check.

Employment References

It is a condition of employment that three satisfactory references are provided which are acceptable to the Trust, one of which must be from your current or most recent employer. The Trust requires references to be obtained from your last three years of employment.

Occupational Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

Professional registration

The successful candidate is required to be registered with the General Medical Council and be on the Specialist Register of the GMC for Cardiology. Membership of an approved Medical Defence / Protection Society is not a mandatory requirement for the post but is strongly advised.

APPLICATION PROCESS

Applications should be made through our website www.jobs.nhs.uk and enter the Job Reference number.

INFORMAL VISITS

For further information or to arrange an informal visit please contact the Medical Workforce Department telephone 01926 495321 Ext 3154.

TRAVELLING EXPENSES

Traveling allowances are paid in accordance with the Terms & Conditions for Consultants 2003. 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 traveling from outside the UK (this includes Republic of Ireland) will be entitled to traveling and subsistence expenses, but only in respect of the journey from the point of entry to the UK to the interview location.

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Physical requirements	Satisfactory Occupational Health Clearance	
Professional Experience	Eligible for the specialist register in Cardiology. Expressed interest in undergraduate and postgraduate education. Extensive experience in the field of Heart Failure and a further subspecialty interest in implantable cardiac devices or cardiac imaging	
Academic achievements	MRCP or equivalent	Research experience and/or higher qualifications Additional Relevant Qualifications
Research, Audit and Clinical Governance	Proven experience in undertaking Clinical Audit and Governance Demonstrate skills in Audit and Clinical Governance activities	Research experience and/or higher qualifications
Disposition	Good verbal and written communication Able to plan a new service and developments in service delivery Willingness to work unsocial hours IT skills Good team leader and player Good interpersonal skills Reliable Able to work under pressure Able to work flexibly Willingness to work with colleagues Willing to travel to the different hospitals in the Warwickshire area Demonstrate skills in Audit and Clinical Governance activities	Innovative
Personal circumstances	Willing to live within 10 miles of Warwick Hospital or 30 minutes travelling distance	Car owner and driver

