

We care
We respect
We listen



Stockport
NHS Foundation Trust

A photograph of three NHS staff members walking together, overlaid with a blue tint. They are wearing blue and white uniforms. The woman on the left is smiling, the woman in the middle is also smiling, and the woman on the right is looking towards the other two.

Stockport NHS Foundation Trust
**Job description and person
specification**

**Consultant
Rheumatologist/General
Medicine**

About Us

Stockport NHS Foundation Trust provides services at Stepping Hill Hospital, and other specialist centres, as well as community health services for Stockport. We are no ordinary trust. We hold a unique position in the Stockport community as the provider of healthcare and we are one of its largest employers. We are an integrated provider of acute hospital and community services to the people of Stockport, as well serving the populations of East Cheshire and the High Peak in North Derbyshire. We employ over 5,000 staff and were one of the first NHS trusts in the country to achieve foundation trust status in 2004.

We offer a number of specialist services and play a key partnership role with Greater Manchester, Stockport and East Cheshire. With an annual budget of around £300 million we provide healthcare for residents in Stockport, East Cheshire and North Derbyshire as well as patients we treat from other boroughs in Greater Manchester who choose our services. We are a specialist `hub` centre for emergency and high risk general surgery, one of only four in Greater Manchester and covering the South East sector of our region. Our stroke services have been officially ranked as the best in England – and urology and orthopaedic services at Stepping Hill Hospital are highly-rated nationally.

Our Values

Our values define who we are, what we believe and how we will work to deliver high quality care to ensure the best outcomes for our patients. Our values are:

Our Values



Making a difference every day

Membership

We use our position as an NHS Foundation Trust to strengthen our ties with the local community. We have a large membership and we always encourage people to join our Trust as members. Members are kept informed of what is happening in the Trust and their advice is sought on ways we can improve the effectiveness and responsiveness of our services

BACKGROUND INFORMATION FOR STOCKPORT NHS FOUNDATION TRUST

Geographical Background:

Stockport constitutes one of ten boroughs in Greater Manchester and its proximity to the Manchester Medical School has enabled the development of close working relationships with various University Departments.



The general environment in Stockport and the surrounding countryside is a pleasant one, with the Cheshire Plain to the South West and the High Peak of Derbyshire to the South East and many stately homes and parks. There are numerous desirable residential areas and excellent facilities for all types of education. There are superb transport links including Manchester airport a short distance away.

The Trust:

Stockport NHS Foundation Trust was established on 1st April 2004. We have over 17,000 Members. The Trust provides hospital and outpatient care in acute and community care for children and adults across Stockport, the High Peak area of Derbyshire. The catchment population of our hospital services is about 350,000.

Since becoming a Foundation Trust in 2004 we have used our financial freedoms to improve facilities for patients. The Trust has built a £25million Cardiology and Surgical Unit, a new Paediatric Emergency Department and completed a new extended Neonatal Unit. The Trust has also invested in additional car parking facilities at a cost of £2million. We are in the process of redesigning the Emergency Department and opened a £17 million medical and surgical centre in October 2016.

The Trust employs nearly 5,800 staff. Our major hospital is Stepping Hill Hospital located on the A6 south of Stockport town centre. The Trust also provides hospital services at the Devonshire Centre and The Meadows in Stockport.

Specialist Hospital Status:

We were chosen in July 2015 as one of four 'specialist' hospital sites in Manchester, following a unanimous decision by the 12 Greater Manchester clinical commissioning groups (CCGs) as part of the Healthier Together programme. Being a 'specialist' hospital will enhance our general surgery, anaesthetics, critical care and emergency medicine for the benefit of people in Stockport, High Peak, Cheshire and across Greater Manchester.

We are a designated A&E trauma unit and have a fully equipped critical care unit, with additional beds already available. Our specialist hyper acute stroke centre is one of only three in Greater Manchester. Our new surgical centre will significantly enhance surgical care.

The new standards for all four single services will mean: additional consultants recruited across A&E and general surgery, a minimum of 12 hours of consultant cover in every A&E seven days a week, and a consultant surgeon and anaesthetist present for all high risk general surgical operations.

Medicine and Urgent Care Division:

The Medicine and Urgent Care Division provides a range of hospital and community based medical services including, regional hyper acute Stroke services, General Medical services including Cardiology, Chest Medicine, Diabetes and Endocrinology, Clinical Haematology, Rheumatology, Rehabilitation, Ophthalmology, Maxillofacial and a comprehensive range of services for older people including Day Hospital and Rehabilitation.

The specialties of Acute and Emergency Medicine each have their own base (Acute Medical Unit and Emergency Department) but work in an integrated fashion along with front door geriatrics and are under another directorate as is Gastroenterology as part of a recent management restructure.

The majority of hospital services are delivered from the Stepping Hill site, with some outreach to Buxton Hospital and East Cheshire NHS Trust is also provided.

The Business Group works closely with primary care & social care.

Surgical & Critical Care Division:

The surgical specialties include Gastroenterology, Genito-urinary, Gynaecological, Maxillofacial, General, ENT, and Orthopaedic surgery. Anaesthesia is provided for ECT in the Psychiatric Department. A 24-hour pain relief service is provided for the busy Maternity Unit, which has 73 obstetric beds and averages 3,500 deliveries per year.

There is a newly refurbished Critical Care Unit consisting of 6 ICU beds and 8 HDU beds. These staffed beds are used flexibly to accommodate level 2 & level 3 patients as required.

The trust has a purpose built anaesthetic pre-assessment service run by nurse practitioners.

An emergency / CEPOD theatre and a trauma theatre is available for emergency work every afternoon allowing increasing consultant input into emergency work thus reducing out of hours emergency workload particularly after midnight.

There is a well-established Acute and Chronic Pain service with 3 chronic pain consultant's, two acute pain specialist nurses and two chronic pain specialist nurses; the service has a lead consultant.

Child & Family Services Division:

The Children's and Family Services Division comprises the specialties of Maternity Services, Gynaecology, Children's Services and Health visiting.

Maternity comprises a comprehensive range of maternity services to the women of Stockport and the High Peak area of North Derbyshire and Gynaecological Surgery. The service works in partnership with General Practitioners and the Health Authority and there is a small base in Buxton providing Maternity services. Gynaecology comprises of infertility service; inpatients; outpatients; direct access hysteroscopy; colposcopy; and access to Ward D5 and Short Stay Surgical Unit.

Children's services have a purpose built Children's unit housing 3 acute wards including medical and surgical specialties, plus an assessment and observation unit and a 2 bedded HDU. On the ground floor is an outpatient unit with a day case investigation suite and integrated CAMHS and therapy services. Stockport has a unique paediatric model where community and acute services are integrated so that a child only has one pediatrician, and we have an in house acute children's community nursing team. We also have extensive community services including a child development unit, a children's learning disability team and a respite provision off site for children with severe physical and learning disabilities.

Neonatal unit - our unit was fully refurbished and extended in 2009 to provide a state of the art facility with 16 cots providing intensive, high dependency and special care as part of the North West Regional neonatal cot network. We also have excellent parent facilities including a Transitional care unit and 3 fully equipped rooms for resident parents.

The Clinical Directorates are supported by a number of non-clinical services:

Facilities Directorate – Risk Management, Controls Assurance, Security, Linen Services, Telecommunications, the Hospital Sterilisation and Disinfection Unit, Catering, Receipt and Distribution, General Office, Hospital Cashier, Administration Services, Car Parking Services, Voluntary Services, Transport Services, Gardening Services, Residential Accommodation, Hotel Services Quality Control, Portering and Postal Services and Estates.

Central Management Services - Human Resources, Information, Finance and Planning. Within the Human Resources Department is a Medical Personnel function, which provides a comprehensive service to all grades of Medical Staff.

A purpose built multidisciplinary Education Centre opened on the main hospital site in 1994 and accommodates the Postgraduate Centre, the Training and Development Centre, the University Of Manchester School Of Nursing and the Education Centre Library.

Job Title: Consultant Rheumatology/General Medicine	AfC Reference No:
Business Group: Medicine and Urgent Care	Band: Consultant pay-scale
Hours or Programmed Activities: Full time	Base: Stockport NHS Foundation Trust
Professionally Accountable to: Clinical Director – Rheumatology and Department of Medicine for Older People (DMOP)	
Responsible for: The consultant will provide medical leadership and professional accountability for the patients on under his/her care	
Proposed Job Plan: Full time. Job plan to be discussed and agreed on successful recruitment	

Job Summary:

We are looking for enthusiastic and talented consultants to join our team to develop and deliver excellent care to our local population. We encourage prospective consultants to develop their own areas of specialist interest to align with the vision for our organization.

This is a substantive consultant post, which will be based at Stepping hill Hospital providing care to General Medicine and Rheumatology patients through management of a ward with junior support and outpatient setting. Prospective candidates for this position should possess both parts of the MRCP or its equivalent and have spent at least five years in accredited training In Rheumatology and should be on the Specialist Register of the General Medical Council or be in receipt of the Certificate of Specialist Training (CCT) within six months of the date of interview.

It is expected that the new incumbent will complement the current clinical and academic interest of the department and that every newly appointed consultant should be offered a mentoring opportunity.

The post holder will be expected to participate in teaching and mentoring of junior medical staff, medical students and specialist nurses.

Supervise the training of junior medical staff on the team in conjunction with the other consultant physicians in the department.

Participate in regular departmental audit and help with/develop a research program

Job Plan:

In the first year of appointment new consultants are as part of Trust Policy on a 10 PA job plan, given 1.5 SPA, as core SPA (i.e. for revalidation and basic educational work). The exact job plan will be based on discussion with the successful applicant.

The trust has a robust process for SPA allocation and the successful candidate will be encouraged to take up roles that attract SPA allocation in keeping with the needs of the department.

There is opportunity for further SPA activity in terms of educational supervision, quality improvement, and mortality review work.

All Consultants are expected to work flexibly in undertaking their duties. This may require working during the evenings and weekends to ensure effective delivery of service and its sustainability. The final job plan will be discussed with the appointed consultant by the Clinical Directors.

Office accommodation and medical secretarial/clerical service will be provided. Job plan will include dedicated admin sessions.

Indicative Job Plan:

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	General Medicine Ward round	General Medicine Ward round Rheumatology Ward Referrals	Admin/SPA	General Medicine Ward round Rheumatology Ward Referrals	General Medicine Ward round
PM	Rheumatology Clinic	Rheumatology Clinic	Admin Departmental Meetings	Rheumatology Clinic	SPA Admin Departmental Meetings

On call for General Medicine on 1:16 rota Weekday and 1:8 Weekend

Total 10PAs plus on-call Supplement

The clinic templates are in keeping with the Royal College Guidance and the appointed Consultant would be expected to see either 6 new patients (new patient clinic) or 12 follow up patients (follow up clinic) or a combination of the above. Clinic numbers may be different for specialist clinics.

The Rheumatology Consultant would be supported by two ST1 trainees, an SpR, Rheumatology Specialist Nurses, specialist pharmacists and a specialist pharmacy technician.

Relationships

Rheumatology Clinical Directors	Dr A Ismail Dr C Filer
Geriatric/General Medicine Clinical Directors	Dr A Prasad Dr D Sharda
Rheumatology Consultants	Dr L Mercer Dr Q Akram Dr J Little Dr H Bacha
Directorate Manager	Terri Ennis-Ryder

Divisional Structure

Divisional Director – Catherine Cotton
Associate Medical Director – Dr Ngai Kong
Divisional Nursing Director – Rebecca Chamoto

<p><u>Directorate 1</u> Ophthalmology Oral surgery Haematology Maxillofacial</p>	<p><u>Directorate 2</u> Rheumatology Stroke Geriatrics General Medicine</p>	<p><u>Directorate 3</u> Cardiology Respiratory</p>	<p><u>Directorate 4</u> Diabetes and Endocrine</p>
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Academic

The Trust has positive attitude towards and encourages participation of its consultants in continuing professional development to which the Trust provides time and funding for this purpose. The appointee is expected to participate in CPD and fulfil college requirements.

Teaching

The Hospital undertakes clinical teaching of medical undergraduates from Manchester and students may visit the trust/Department on an ad hoc basis. This has helped to establish and maintain close links with the Medical School.

The successful candidate will be expected to offer teaching to junior doctors, medical students and other health professionals within the Trust. From time to time the appointee may be asked to teach other professional groups.

The integrated Education Centre has greatly enhanced the postgraduate education facilities. Many lunchtime meetings are held at present in which the appointee would be expected to take a full and active part.

Quality and Audit

The Trust is a strong advocate of Quality Improvement. There is an active clinical audit department in the hospital with quarterly inter-departmental meetings at which there is regular medical input. The department is also involved in its own internal audit and more extensive inter-departmental audit is a regular ongoing exercise.

Research

In response to recent national and regional changes of the NHS Research and Development funding, Stockport NHS Trust is currently developing an integrated R & D information and support infrastructure.

It should be noted that a Research and Development fund exists within the Trust and that a Research and Development Co-ordinator and Committee, chaired by a Consultant Epidemiologist exists to help this with a research interest.

The successful candidate ideally should have an interest in research and be prepared to play a role in developing and contributing to R & D initiatives within the department. Experience in protocol development, applying for both non-commercial and commercial R & D funding and disseminating the results of R & D are highly desirable as is an interest in undertaking collaborate R & D projects with other NHS providers.

A willingness to take lead in implementing the findings of R & D in clinical practice is welcome and the successful candidate will be expected to actively contribute to debate within the Department on methods for enhancing the effectiveness of the services delivered.

The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Accreditation

Prospective candidates for this position should possess full MRCP or its equivalent. You should be on the Specialist Register of the General Medical Council, with a CCT in General Medicine or about to obtain this within six months of the date of interview.

It is expected that the successful consultant will complement the current clinical and academic interest of the department.

Arrangements of Visit

Arrangements to visit the hospital may be made by contacting:

Dr C Filer/ Dr A Ismail
Clinical Directors Rheumatologist
Aspen House
Stepping Hill Hospital

Tel: 0161 419 5069 (Secretary)

Terri Ennis-Ryder
Directorate Manager
3rd Floor DMOP
Stepping Hill Hospital

Tel: 0161 419 4856

General Duties for all employees

Hand Hygiene

To assist the Trust in reducing healthcare acquired infections (HCAI's) all staff should be familiar with all the Trust's Infection Prevention policies which are appropriate to their role. You are required to attend mandatory training in Infection Prevention and be compliant with all measures known to be effective in reducing HCAI's"

Safeguarding

All Stockport Foundation Trust employees are required to act in such a way that at all times safeguards and promotes the health and well-being of children, young people and vulnerable adults. Familiarisation with and adherence to the policies and procedures relating to child protection and safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns and they must therefore be aware of child and adult safeguarding procedures and who to contact within the Trust for further help and guidance. It is an essential requirement of all employees as is participation in mandatory safeguarding training in accordance with the employees roles and responsibilities.

Prevention

To actively work with patients/clients/service users to identify appropriate opportunities in Making Every Contact Count for preventative interventions which may reduce the risk of future harm to health and wellbeing and to provide brief advice and refer or signpost to sources of further information and support which may include advice on lifestyle behaviour and social care needs as well as safety and management of long term conditions.

Data Protection, Confidentiality and Information Governance

The post holder must abide by all relevant Trust and departmental policies including information governance, confidentiality and data protection and, undertake the annual data security awareness mandatory training. The post holder is reminded that any breach of the Trust's information governance and security policies and procedures, including data protection legislation, will result in disciplinary action.

Data Protection Legislation – the post holder is required to process all personal data relating to patients and staff, whether in paper, electronic or other media, in accordance with the Data Protection Act 2018 and the General Data Protection Regulations (GDPR), ensuring the security and confidentiality of data at all times.

The post holder must not for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Health & Safety

Under the Health and Safety at Work Act 1974, the Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. Equally the post holder is required to work within the Trust Health & Safety Policy and fulfil a proactive role towards the management and control of risk. This entails the identification, assessment and the immediate reporting, using the Trust Incident Reporting System, any incident, accident, hazard or near miss involving patients, service users, carers, staff, contractors or members of the public.

The Post holder has a personal responsibility to adhere to a statutory and departmental duty of care for their own personal safety and that of others who may be affected by their acts or omissions at work

Harassment & Bullying

As a member of staff you have a personal responsibility to ensure you do not discriminate, harass or bully or contribute to the discrimination, harassment or bullying of any colleague(s) or visitors or condone discrimination, harassment or bullying by others.

Dignity & Respect

All employees have a duty to promote a harmonious working environment in which all persons are treated with dignity and respect, whilst fulfilling our legal obligations under equality legislation and associated codes of practice.

The Trust takes the right of the patient/service user to be treated with dignity and respect seriously. We will treat every patient/service user and carer as a valued individual, with respect for his/ her dignity and privacy. Our aim is to give each patient/service user the care we would want for our families and ourselves.

Quality Improvement

Our mission is to make a difference every day helping people to live their best lives. We have a trust wide approach to quality improvement and we expect everyone to contribute to improving our services by always learning and continually improving our services. For all staff, it is about learning from what has worked well as well as what has not, being open to change and improvement and working in smarter and more focused ways to improve our services. The Trust encourages and provides opportunities for staff at all levels to engage in the Trust's approach to quality through quality improvement projects, clinical audit, innovation and quality assurance.

No Smoking Policy

The Trust operates a No Smoking Policy which states that smoking is prohibited within all Trust premises and on the site. This includes entrances, exits, cars, lease cars, car parks, pavements and walkways, areas hidden from general view and residences. As an employee of the Trust you are expected to comply with this policy, failure to do so may result in disciplinary action being taken under the Trust's Disciplinary Policy & Procedure.

To undertake any other duties which is deemed appropriate to the band when requested by Senior Staff.

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the postholder

Date:

Manager's Signature: _____

Postholder's Signature: _____

PERSON SPECIFICATION

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

Post: Consultant Rheumatology/General Medicine

Requirements	Essential (E) / Desirable (D)	Assessment Method - Application Form (AF) / Assessment Centre (AC) / Interview (I) / References (R)
<u>Education & Qualifications</u>	Full registration with GMC MRCP (E) Relevant CCT or entry on specialist register (rheumatology) expected within 6 months or applied for entry. (E)	AF/ I
<u>Knowledge</u>	4-5 years training at St3+ level in General Internal Medicine and rheumatology (E) Wide training in all relevant aspects of Rheumatology and significant experience in General Internal Medicine. (E)	AF/ I
<u>Experience</u>	Daily independent ward rounds on acutely ill patients. (E) Comprehensive patient management Ability to make decisions at Consultant level and takes full and independent responsibility for the care of patients. (E)	AF/ I

<p><u>Skills & Abilities</u></p>	<p>A friendly, understanding and caring personality. Good networking skills Good written and oral communication skills (E)</p> <p>Ability to form good professional relationships with all departments (E)</p> <p>Experience of supervision of junior medical staff and relevant staff (E)</p> <p>Ability to lead (E)</p> <p>Ability to work as a team with professional colleagues, both medical and others Energy and enthusiasm and the ability to work under pressure (E)</p> <p>Attended a leadership course (D)</p>	<p>AF/ I</p>
<p><u>Work Related Circumstances</u> Occupational Health Clearance</p>		<p>AF/ I</p>