We care
We respect
We listen

NHS
Stockport
NHS Foundation Trust

Stockport NHS Foundation Trust

Job description and person specification

CONSULTANT PHYSICIAN WITH SPECIAL INTEREST IN STROKE MEDICINE

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We respect
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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

Our Values

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We care about	We respect	We listen to
Each other	Each other	Each other
Our patients and their families	Our patients and their families	Our patients and their families
The communities we serve	Our partners	Our partners
The environment		
We support them and deliver on our promises	We are kind and helpful, and we expect the same in return	We act and learn from what we hear

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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.

Job Title: CONSULTANT PHYSICIAN with special interest in Stroke Medicine	**AfC Reference No:**
Division: Medicine and Urgent Care	**Band:** Consultant pay-scale
Hours or Programmed Activities: Full time/ Part time	**Base:** Stockport NHS Foundation Trust
Professionally Accountable to: Clinical Director – Stroke Medicine	
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	

Accreditation
Prospective candidates for this position should possess full MRCP or its equivalent and have spent at least five years in accredited training in General Medicine or Geriatric Medicine or both preferably with Sub-speciality training / experience in Stroke Medicine 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.

The Trust is committed to ensuring that newly appointed consultant staff are given appropriate support within their role. This includes opportunities for the post holder to access appropriate clinical/peer mentoring. The post holder should discuss opportunities for mentoring with their Clinical Director; this will ensure that the support available best meets the post holder's individual needs.

The post is offered on a full-time basis. Office accommodation and medical secretarial/clerical service will be provided, see below for details.

Duties of the Post
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.

Jointly manage with the other consultants in the department patients admitted to the allocated wards and areas of clinical responsibility. Participate in regular departmental and national audit and help with the departmental research activities and contribute to the departmental and medicine business group meetings.

Demonstrate active contribution to Primary stroke centre clinical governance programme and other governance process within the business group.

Work in close partnership with the Lead Clinician for Stroke in the implementation of the Primary Stroke Centre, developing protocols/guidelines as well as undertaking audits to facilitate governance.

Specifically adopt, in conjunction with colleagues, an active role in the planning, development and delivery of a high-quality Stroke Service for the Business group.

Assume a continuous commitment for the care of patients and ensure that adequate arrangements are made for leave and off duty periods.

Promote high professional standards of clinical care for patients, both through direct patient care and by the maintenance of continuing professional development.

Develop close links with General Practitioners operating in the area.

All Consultants are required 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 need for any alterations will be highlighted by the Clinical Director and discussed with all relevant Consultants.

This timetable is open to discussion/adjustment within reason depending on the needs of the service and credentials of the individual and where appropriate agreed changes can be incorporated into this timetable.

Job description

The information provided is intended to cover the main points of the post only. Applicants are invited to enquire regarding any point(s) about which they may be unsure.

The stroke service at Stockport foundation Trust has expanded to meet the centralization of stroke services in the south Manchester sector and provision of regional hyperacute stroke services as one of three Hyperacute Stroke Centre for Greater Manchester with a further expansion in Feb/March 2015 as the Greater Manchester Integrated Stroke Service became fully operational delivering Hyper acute services for 1 million catchment population.

The Stroke Service has a dedicated 14-bedded Hyper acute Stroke Unit (HASU),14 beds for Acute Stroke and Stroke rehabilitation. There are a further 31 beds for stroke services which has a complement of general medical patients admitted. There is also a dedicated assessment area in the Emergency Department for HASU. There is daily rapid access neurovascular TIA clinics and stroke follow-up clinics.

The service is supported by Trainee doctors and a full complement of clinical fellows who operate on a shift stroke on call rota as well as specialist nurses. There is strong specialist nursing support that provides support for stroke on call.

The successful candidate will participate in the acute stroke service and on-call rota and has sessional commitments in the HASU and combined stroke unit on a rotational basis with prospective cover as well as a sessional commitment in the rapid-access TIA clinic.

In addition, the appointee will have commitments in cute Geriatrics Medical wards on a rotational basis. They also have ongoing responsibility for a rehabilitation ward shared with other colleagues though this sessional commitment can be considered for negotiation if the primary speciality accreditation is not geriatric medicine.

The appointee will work closely with the Clinical Director and Stroke clinical lead to develop services, develop agreed protocols for hyperacute and acute stroke management, and contribute to the Comprehensive Stroke Centre Clinical Governance programme.

Indicative weekly timetable non-hot week:

Day	Time	Details of work
Monday	9am – 1pm 1pm- 4pm	Acute/Stroke WR(including WB MDT) SPA*
Tuesday	9 am– 11am 11am –12pm 12-4pm	Stroke WR + WB** SPA* Neuroradiology MDT Prospective cover Stroke /Acute/Rehab Ward cover /referrals /ad hoc outliers
Wednesday	9am-12pm 12pm – 4pm	ADMN STROKE/TIA CLINIC

Thursday	9am – 1pm 1-5pm	ADMN /SPA* Acute/Stroke WR (including WB+MDT)
Friday	8am – 9am 9am-11am 11am-1pm 1pm-5pm	Neuroradiology MDT General Rehab A10 WB WR+MDT** Admin SPA*

Hot Week
Hyper acute /Acute Stroke cover (White Board rounds AM + Hyper acute ward rounds AM and PM + Stroke Acute in reach + Stroke ward referrals + PSC on call + Clinical Hand over +Telemedicine 7-8 am and 7.30 pm to 12.00am 7/7 and Weekend 1-5pm

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 Director for Stroke.

Though the posts are offered as full-time, we POSITIVELY encourage applications from those who wish to work flexibly including on a job share basis.

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

Consultant Workforce:

Stroke Medicine

Dr Peter Ngoma (Clinical Director)
Dr Appukuttan Suman (Stroke Medicine)
Dr Kamiran Dizayee (Stroke Medicine)
Dr Asoke Datta (Stroke Medicine)
Dr Moe Sein (Stroke Medicine)
Dr Yogalingam Ganeshwaran (Stroke Medicine)
Dr Shivakumar Krishnamoorthy (Stroke Medicine)
Post 1 Vacant
Post 2 Vacant

The consultant team is supported with the presence of a junior doctor, for each consultant, on ward rounds.

Our junior medical workforce includes:

- Specialty doctor x4
- ST3+ x1
- SCF x4
- JCF x12
- GPST x3

We are a multidisciplinary team in which new roles are emerging. The MDT workforce includes:

- ACP
- Stroke Thrombolysis Nurses
- Pharmacists
- Physiotherapists
- Occupational Therapists
- Dietitians
- Clinical Psychologist
- Speech and Language Specialists

Non-Clinical Commitments

Medical Education

The department consistently gets excellent feedback from medical students and junior doctors for our Geriatrics teaching provision. We have regularly had third year and fifth year Medical Students from the University of Manchester attached for most of the year. The department organizes weekly dedicated teaching sessions for the DMOP doctors and students which the appointee would be expected to participate in. In addition, the Royal College Tutor organizes twice a week General Medicine meetings which are well evaluated. Our Mortality Lead Consultant presents monthly morbidity and mortality reviews.
The post-holder will participate in audit and medical specialty meetings and undertake appropriate administrative duties. You will be expected to support informal and formal staff teaching and learning across the multidisciplinary team.

Quality & 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.

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 and Geriatric 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.

Continuing Professional Development

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. The appointee is expected to participate in CPD and fulfil college requirements.
The Trust is committed to ensuring that newly appointed consultant staff are given appropriate support within their role. This includes opportunities for the post holder to access appropriate clinical/peer mentoring and to fulfil ongoing career development and qualifications. The post holder should discuss opportunities for mentoring with their Clinical Director; this will ensure that the support available best meets the post holder's individual needs.

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.
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.

Arrangements of Visit Arrangements

Arrangements to visit the hospital may be made by contacting:

Dr Peter Ngoma
Clinical Director in Stroke Medicine
Stepping Hill Hospital
Poplar Grove
Stockport
SK2 7JE

Email: Peter.Ngoma@stockport.nhs.uk

Dr Ngai Kong
Associate Medical Director
Medicine and Urgent Care Division
Stepping Hill Hospital
Poplar Grove
Stockport
SK2 7JE

Email: Ngai.Kong@stockport.nhs.uk

General Duties for all employees

<u>Hand Hygiene</u>

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"

<u>Safeguarding</u>

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: Stroke Physician

Band: Consultant

	ESSENTIAL FOR THE POST	DESIRABLE FOR THE POST
1. **Professional Qualifications**	Primary Medical Qualification MBChB or equivalent MRCP CCT in General Internal Medicine or Geriatric Medicine by the time of taking up appointment or within six months of achieving this.	MD or PhD Subspecialty CCT in Stroke medicine CCT in both Geriatric and General medicine
2. **Training**	12 months minimum experience in Stroke Medicine Clinical experience in Stroke Thrombolysis and evidence of attendance at BASP thrombolysis Training or Equivalent	Stroke Fellowship
3. **Previous Work Experience** a) Experience Needed b) Level of responsibility	A broad training, which demonstrates appropriate experience and a positive attitude towards patients Comprehensive patient management Experience in and commitment to post graduate and undergraduate education	Evidence of training in teaching skills
4. **Research/Publications**	Evidence of participation in research Broad understanding of research methodology	Evidence of independent or supervised research with relevant publications
5. **Professional Interests**	Membership of appropriate professional society(ies)	
6. **Personal Skills**		

	ESSENTIAL FOR THE POST	DESIRABLE FOR THE POST
a) Communication b) Relationships c) Supervision d) Leadership e) Teamwork	Ability to communicate effectively both orally and in writing Ability to form good professional relationships with all departments and work as part of a multidisciplinary team. Experience of supervision of junior medical staff and relevant staff in other disciplines' staff Ability to lead where appropriate Ability to work as a team with professional colleagues, both medical and others	
7. **Management Issues** a) Management b) Clinical Governance c) Audit	Awareness of the managerial role of a consultant in the NHS. Understanding of managerial responsibility and its future development in the role of clinicians in management Knowledge of the principles of Clinical Governance Regular attendance and participation at audit meetings	Evidence of training in management skills
8. **Circumstances** a) Residence b) Car owner/driver	Live within 30 minutes / 10 miles Car owner, with full driving licence	
9. **Physical Requirements** a) General Health	Satisfactory medical clearance from the Trust's Occupational Health Physician Free from disabilities or illness that would prevent clinical management of patients	
10. **Other Requirements**	Authorised to live and work in the United Kingdom	