

Appointment of
CONSULTANT
in
CARDIOLOGY
(10 PAS)

Post reference: 421-MS-1069K

Harrogate & District NHS Foundation Trust
Lancaster Park Road
Harrogate
HG2 7SX

CONTENTS

SECTION 1	Job Description – General Details
SECTION 2	Person Specification
SECTION 3	Duties of the Post
SECTION 4	The Department of Cardiology
SECTION 5	General Information
SECTION 6	General Conditions of Appointment
SECTION 7	Application Information

SECTION 1	Job Description – General Details
------------------	--

Title:	Consultant in Cardiology
Location:	Based at Harrogate & District Hospital, Harrogate
New or Replacement Post:	New
Prime responsibility:	Cardiology
Accountable to:	Medical Director
Reports to:	Group Clinical Lead for Cardiology
Works with:	Consultants in Cardiology, other members of the Multi-disciplinary team, Directorate Managers and other members of the Cardiology Department. Other consultant colleagues and the senior management of the hospital
Key tasks:	<ul style="list-style-type: none"> • Maintenance of the highest clinical standards in the management of patients. • Shared responsibility for the day to day management of the cardiology service • Teaching and training of junior staff and medical students and within the multidisciplinary service • Active participation in multidisciplinary team meetings and directorate clinical governance and audit activity • To have responsibility for ensuring active participation in continuing professional development (CPD).

The post is a 10 PA post. There is flexibility within the Job Plan to negotiate sessions at other local Trusts to develop or maintain specialist skills. Candidates wishing to work part-time or in a job-share are encouraged to apply. If a part-time or job-share person is appointed modification of the job content will be discussed with the appointee on a personal basis. They will be required to devote substantially the whole of his/her time for the appointed sessions to the duties of the post and to give them priority at these times.

SECTION 2 Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • MRCP or equivalent. • ALS • Specialist Register for Cardiology+/- Medicine • (or be eligible for entry onto this register within 6 months of application) • BSE accreditation (if applying as echo specialist or equivalent higher qualification in echocardiography) 	<ul style="list-style-type: none"> • Postgraduate thesis • Completed fellowship programme • BSCI/SCCT level2/3 Accreditation in CT
Clinical experience	<ul style="list-style-type: none"> • Clinical training and experience equivalent to that required for gaining UK CCT in • Cardiology • Ability to offer expert clinical opinion on a range of problems, relating to Cardiology • Ability to take full and independent responsibility for the clinical care of patients. 	<ul style="list-style-type: none"> • Demonstrable evidence of supervised training in an appropriate SpR equivalent training programme • Evidence of advanced training and expertise in Echo/ Imaging, including TOE and stress echo/ Coronary CT/ Myoviews
Management & administrative experience	<ul style="list-style-type: none"> • Ability to advise and run a smooth, efficient Cardiology service for both inpatients and outpatients. • Ability to organize and manage outpatient priorities and treatment. • Experience of audit management • Ability and willingness to work within the Trust and NHS performance framework and targets 	
Teaching	<ul style="list-style-type: none"> • Experience of supervising FY trainees, Specialist registrars, Trust Grade Doctors, and nurse specialists • Ability to teach basic clinical skills to undergraduates 	<ul style="list-style-type: none"> • Ability to supervise postgraduate research
Research	<ul style="list-style-type: none"> • Experience of research relevant to Cardiology. • Ability to apply research outcomes to clinical problems 	<ul style="list-style-type: none"> • Publications in peer-reviewed journals • Post graduate qualification

Other attributes	<ul style="list-style-type: none"> • Ability to provide leadership where appropriate • Ability to work in a team • Good interpersonal skills • Enquiring, critical approach to work • Caring attitude to patients • Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies • Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit • Willingness to undertake additional professional responsibilities at local, regional or national levels. 	
-------------------------	---	--

SECTION 3: Duties of the Post

3.1 Duties & responsibilities of the Post

- (a) Together with the other consultant cardiologists, to provide an in and outpatient Cardiology service. This includes all aspects of non-elective and outpatient treatment and related management duties
- (b) To conduct all activities within the contracted level of service and operating plan for Cardiology services
- (c) To support service development within the cardiology service
- (d) To cover for colleagues' annual leave and other authorised absences
- (e) Any responsibility which relates to a special interest
- (f) To provide advice and education for general practitioners
- (g) Clinical supervision of junior medical staff as a shared responsibility with other consultant colleagues
- (h) Responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally
- (i) To work in conjunction with clinical and professional colleagues to ensure that the productivity of staff within the specialty is maintained and their job satisfaction is enhanced. This may include involvement in the appraisal process for junior colleagues
- (j) Participating in medical audit, the Trust's Clinical Governance processes and take part in the trust's appraisal system, and CPD
- (k) Managerial, including budgetary responsibilities where appropriate and compliance with standing orders and standing financial instructions of the Trust

- (l) The postholder must at all times carry out his/her duties with due regard to the Trust's Equal Opportunities Policy
- (m) It is the responsibility of all employees to comply with Trust Health and Safety policies and maintain a safe and healthy environment for patients, visitors and staff
- (n) All employees have an individual responsibility to have a knowledge of and employ the basic principles of infection control practice and to ensure adherence to the requirements in the Infection Control Manual
- (o) In line with Good Medical Practice (GMC) it is the responsibility of the postholder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- (p) The job plan will allow for 1.5 SPA for completion of CPD and there is an expectation of commitment towards revalidation. There is the opportunity to take on responsibilities for clinical and educational supervision, which is remunerated at 0.25 PA per trainee (max 0.5PA). There are also opportunities for leadership development.
- (q) The postholder is expected to respond in a timely fashion to legitimate requests from Trust officers – this might include investigations of incidents or complaints
- (r) All staff who have access to or transfer data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies
- (s) The postholder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities
- (t) The postholder is expected to comply with Trust policies and procedures
- (u) Staff are required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy
- (v) As a new consultant you would be fully supported by an excellent clinical and management team. As a new starter you would have access to the mentoring scheme.
- (w) Any other duties which may be required from time to time.

3.2 Proposed Job Plan

A formal job plan will be agreed between the appointee and their Service Director and Clinical Lead, on behalf of the Medical Director, three months after the commencement date of the appointee. It will be effective from the commencement date of the appointment.

The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of

commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Service Director with regard to the scheduling of all other activities, including the Supporting Professional Activities. The timetable outlined is flexible and we are very willing to discuss alternative arrangements with suitable candidates who have a specialist area of interest that complements the primary role.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Cath Lab 1PA	Ward round 1 PA	Ward round 1PA	OPD Clinic/Admin 0.75/0.25	OPD Clinic/Admin 0.75/0.25
PM	OPD Clinic/Admin 0.75/0.25	Ward Referrals 1 PA	Admin/Ward Referrals 0.5/0.5	Admin/ SPA 0.5/0.5	SPA 1PA

3.3 Workload

Inpatient work is job planned as a day of ward cover with an inpatient ward round in the morning – 2-3 new patients in a total of between 10-15 patients.

Ward referrals (2-3 per day) are received each day and seen by the ward consultant or Specialty Doctor as part of their ward cover. In order that these referrals are seen in a timely fashion there is an expectation that ward referrals will need to be seen most days.

Outpatient clinics are usually 6 patient clinic with 4 new patient (30 minute slots) and 2-3 follow ups (15 minute slots).

New consultants are allocated 1.5 SPA sessions per FT post (10 PA's) or equivalent pro rata. The post holder must demonstrate effective utilisation if they wish to obtain additional SPA allocation at subsequent job plan reviews. The proposed job plan therefore contains 8.5 PA's DCC and 1.5 SPA.

This post will not be part of the General Medicine On call rota.

The Trust is looking to develop speciality support at the weekend. If developed this will be no more frequent than 1:8. with remuneration and a compensatory day off in the following week

The above represents an outline of the duties of the post and will, together with the job plan, be reviewed on an annual basis in accordance with the Trust's performance review scheme for consultants.

3.4 Teaching and Training

The appointee is expected to participate in teaching and training of junior staff, medical students and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty.

If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.

Additional SPA can be negotiated to enable Consultants to take on formal educational, research, service development roles.

All Consultant staff are encouraged to undertake a formal “Training the Trainers” course.

3.5 Study & Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity. The Trust supports the requirement for Continuing Professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

SECTION 4: The Department of Cardiology

The Cardiology department at Harrogate District Hospital is a high quality cardiac unit with a cardiac catheter lab providing diagnostic coronary angiogram and non-complex pacemaker implantation.

We have a 4 bedded CCU unit within a medical ward and provide week day 9am to 5pm ward cover for cardiac inpatients.

We work closely with the tertiary centres at Leeds General Infirmary, James Cook University Hospital in Middlesbrough and Pinderfields and are developing services with them to provide local Adult Congenital Heart Disease follow-up as well as care for patients with Inherited Cardiac Conditions. We have a monthly cardiothoracic MDT with James Cook University Hospital and a weekly visiting electrophysiology consultant from Leeds General Infirmary providing device support and complex arrhythmia management as well as device implantation. We have strong working relationships with both centres.

The Cardiac Cath lab has a 7-bedded recovery area and a brand new Philips lab system was installed in January 2021. There is a nurse-led implantable loop service.

We run a busy myocardial perfusion service with a new Gamma Camera installed in 2019. We provide stress echo and plans for a cardiac CT service are underway.

We have a well-established high quality echo service with state of the art equipment with 3-D and strain imaging capability.

The department provides a full lung function test service and overnight pulse oximetry.

The cardiology team consists of:

1. The Consultant team:
 A consultant with special interest in Ischaemic Heart Disease
 A Specialist Doctor with a special interest in acute medicine.
 A consultant with a specialist interest in echo and heart failure.
 An Associate Specialist Doctor who also provides on-call medical registrar services.
2. The Junior Doctor team:
 An Associate Specialist Doctor who also provides on-call medical registrar services
 One registrar in acute medicine rotating through cardiology
 One FY1 and one FY3
3. Cardiac Nurse Team
 4 cardiac rehabilitation specialist nurses providing cardiac rehab both in and out of hospital as well heart failure support for inpatients. There is a well-established community heart failure specialist nurse service with close links with hospital services.
 There is a Clinical Lead Nurse for Cardiology with a specialist interest in arrhythmia including nurse-led cardioversion and arrhythmia clinics.
4. Cardiac Physiologist Team
 The team is led by an 8a Expert Lead cardiac physiologist who oversees all physiology services. There are a team of 14 physiologists running a busy pacemaker follow up service for over 1000 pacemaker patients, undertaking exercise tolerance tests, ambulatory ECG analysis, lung function tests and a full ECG service for inpatients. The echo service is delivered by 2 highly specialised cardiac sonographers.
5. Secretarial Team
 All the work of the department is supported by a strong team of 4 highly experienced secretaries so there is maximum support for new team members.

We have worked hard over the last few years to create a culture in the team of openness, mutual support and respect. We enjoy working together to provide the best care for our patients and look forward to strengthening the team through this appointment.

4.1 Staffing:

The present medical staff establishment comprises:

Consultant Medical Staff	
Dr Oledzka	Consultant in Cardiology
Dr Appleby	Consultant in Cardiology
Dr Beerachee	Associate Specialist in Cardiology
Dr Yousaf	Locum Consultant in Cardiology

Trainee Medical Staff	
Specialty Doctor	1
Specialist Registrars/ Specialty Registrars Y3+	
Core Medical Trainee Y1&2/ Foundation House Officer 2s	1
Foundation House Officer 1s	1
Non-Medical Staff	
Secretary support	4

4.2 Relationships with other Departments:

Work across the Trust to provide best supportive care for patients with cardiology conditions.

SECTION 5 General Information

5.1 Harrogate and District NHS Foundation Trust

Harrogate and District NHS Foundation Trust (the Trust) was founded under the Health and Social Care (Community Health and Standards) Act 2003 and authorised as an NHS Foundation Trust from 1 January 2005. The Trust is the principal provider of hospital services to the population of Harrogate and surrounding district, and also provides services to north and west Leeds representing a catchment population of approximately 1.2m.

Harrogate District Hospital has an Emergency Department, extensive outpatient facilities, Intensive Therapy Unit and High Dependency Unit, Coronary Care Unit, plus five main theatres and a Day Surgery Unit with three further theatres. The Sir Robert Ogden Macmillan Centre (SROMC) provides assessment and treatment, for the diagnosis and treatment of patients with cancer. Dedicated purpose built facilities are also provided on site for Cardiology, Endoscopy, Pathology, Pharmacy, Radiology and Therapy Services, as well as a Child Development Centre, Stroke Unit and Women's Unit. The Trust also provides Maternity Services with an Antenatal Unit, central Delivery Suite, Special Care Baby Unit (SCBU) and Post Natal ward, together with an Early Pregnancy Assessment Unit. Rowan Ward, the Neurological Rehabilitation Unit, provides care for inpatients with a range of neurological conditions and brain injuries.

Since April 2011, the Trust provides a wide range of community-based services covering Harrogate and District locality as well as wider North Yorkshire.

The Trust provides 0-19 Children's Services across North Yorkshire, County Durham, Northumberland, Darlington, Middlesbrough, Stockton, Gateshead, Sunderland and Wakefield making the Trust the largest provider of children's services in the country.

Other community based services include:

- School Nurses Vaccination and Immunisation Services
- Community Podiatry Services
- District and Community Nursing
- Health Visitors
- GP Out of Hours Services
- Infection Prevention and Control/Tuberculosis Liaison Services

- Minor Injury Units
- Older People and Vulnerable Adults Services
- Safeguarding Children Services
- Community Dental Services
- Specialist Community Services.

Ripon Community Hospital has an inpatient ward and Minor Injury Unit, and offers a range of outpatient services to the communities of Ripon and the surrounding area.

The Trust also acts as the first contact for access to more specialist services through alliance based working with neighbouring hospitals. These extended services are provided by visiting consultants or, alternatively, by the patient travelling to hospitals in York or Leeds.

The range of hospital services that are provided in partnership with York Teaching Hospital NHS Foundation Trust (YTHFT) include Breast and Cervical Screening, Dermatology, Ear Nose and Throat (ENT), Neurophysiology, Non-Surgical Oncology, Ophthalmology, Oral and Maxillofacial Surgery, Orthodontics, Renal Medicine, Rheumatology, Urology, Vascular Services and a Satellite Renal Unit. The Renal Unit is managed by YTHFT, but provided at a facility on the Harrogate District Hospital site.

In addition, the Trust has a number of established clinical links with the Leeds Teaching Hospitals NHS Trust. These include Coronary Heart Disease, Neurology, Plastic Surgery, Specialist Paediatrics and access to specialist Cancer Services. Links have also been strengthened with commissioners in Leeds, providing further services in Orthopaedics and General Surgery and an outpatient clinic for ENT services at Chapeltown Health Centre.

The Trust actively seeks to provide opportunities for patients to access services provided by HDFT through Patient Choice, and it continues to work in partnership with Integrated Care Boards to expand secondary care services where possible into Leeds. In line with this, the Trust provides outpatient outreach clinics at Ripon Community Hospital, Wetherby Primary Care Centre, Yeadon Health Centre, Alwoodley Medical Centre and Wharfedale Hospital for the specialities including Audiology, Dermatology, ENT, Gastroenterology, General Surgery, Gynaecology, Orthopaedics, Maternity, Neurology, Paediatrics, Respiratory, Rheumatology, Urology, and Vascular clinics. There is also a dedicated Radiology service providing plain film x-ray and ultrasound services to support the above mentioned clinics, as well as providing GP Direct Access for the surrounding practices. Endoscopy and Gastroenterology services are provided at Wharfedale General Hospital.

Patient Choice is an important part of the NHS Constitution and patients from surrounding areas regularly choose Harrogate for their care. The Trust continues to work in partnership with Clinical Commissioning Groups to expand secondary care services and meet this demand.

5.2 Directorate structure

Each Clinical Directorate is headed by a Clinical Director and Operational Director who work with the Directorate Management team to undertake the day-to-day provision of services. Each Directorate comprises a number of services grouped together and managed by a General Manager. General Managers report to the Clinical and Operational Directors of the Directorate who in turn report to the Chief Executive.

Directorates receive operational support from finance, human resources, planning and information representatives.

Cardiology is part of the Long Term and Unscheduled Care Directorate which includes acute medicine, geriatric medicine, cardiology, diabetes and endocrinology, respiratory

medicine, stroke medicine, haematology, palliative medicine and rehabilitation medicine. There is an in-reach service in renal medicine provided by York consultants. In addition the directorate includes Ripon community hospital.

THE LOCALITY

Harrogate is surrounded by the beautiful countryside of the Yorkshire Dales but the cities of Leeds and York are also conveniently close by. Knaresborough and Ripon are the market towns which surround Harrogate. Originally a spa town in the Victorian era, Harrogate is now famous for its shops and many festivals. It has also developed a new role as a national and international conference centre, but retains much of its older charm.

Leisure/Recreation

There are excellent facilities in the area for most sports and outdoor activities. Harrogate also has its own Turkish Baths and Health Spa, and for the enthusiastic spectator, Harrogate Rugby Union Football Club and Harrogate Town Football Club are located near to the hospital site.

Harrogate boasts excellent shopping facilities including department stores, boutiques and high street favourites.

The town is also a gold medal winner of Europe in Bloom and offers recreational facilities including parks, gardens and nature trails.

Housing/Education

There is a very good choice of housing in a variety of town and country settings. The range of state and public schools is wide, including a number of special schools, and standards are high. There are also universities in Leeds and York.

Transport

Harrogate is equidistant from London and Edinburgh and there are frequent connections by intercity rail links in addition to good motorway access. The Leeds/Bradford Airport for national and international connections is easily accessible.

SECTION 6 General Conditions of Appointment

6.1 General Conditions of Appointment

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

- i. The successful candidate will be required to live within 15 miles of their base hospital, or 30 minutes travelling time when on call.
- ii. The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues

and approval of the Service Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery. This includes all forms of leave.

- iii. The Trust requires the successful candidate to have and maintain full registration with the General Medical and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.
- iv. All appointments are subject to satisfactory Occupational Health Clearance being obtained.
- v. The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.
- vi. This post falls within the scope of the the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) (England and Wales) Order 2007 and Section 115 of the Police Act 1997. In accordance with these pieces of legislation the Trust is obliged to check the background of all candidates appointed to medical posts with the Criminal Records Bureau. Accordingly you will be expected to undertake a 'disclosure' check.
- vii. Study leave is granted in accordance with the Medical and Dental terms and conditions of service, currently equivalent to 10 days per year (or 30 days over 3 years). Preference will be given to courses which are organised locally within the region.
- viii. In accordance with the Trust's Removal Expenses policy in appropriate cases assistance may be given in respect of removal costs
- ix. All medical staff employed at the Trust should ensure they are familiar with, and apply, the agreed procedure for reporting concerns, quickly and confidentially, relating to the conduct, performance or health of medical colleagues.

SECTION 7 Application Information

Applications to be submitted in the form of:

- **NHS Jobs Application form** on-line at:- <http://www.jobs.nhs.uk>

When providing details of your referees, please ensure that you include your Educational Supervisor, and your Clinical Supervisors of your previous placements.

Visits

Visiting the Department should be arranged through Emma Edgar, Service Lead for Cardiology. Candidates wishing to have an informal discussion regarding this post can arrange this in the same way by contacting Dr Bogumila Oledzka at bogumila.oledzka@nhs.net.

Please note: Expenses of short-listed candidates will be reimbursed at rates equivalent to those listed in the Terms and Conditions of Service for Hospital Medical and Dental Staff.

Closing date for applications – 3rd May 2024

Interview date – 5th June 2024

Further information about the Trust

Information about Harrogate & District NHS Foundation Trust can be found on our website at <http://www.harrogatehealth.nhs.uk>