



Consultant Stroke Physician

Job Description and Person Specification



**A great
place to**

work

#Team
SFH





The Trust

What we do

We are an award-winning NHS Foundation Trust providing acute and community healthcare services for 420,000 people across Mansfield, Ashfield, Newark, Sherwood and parts of Derbyshire and Lincolnshire. We are working closely with partners in health and social care through the Mid Nottinghamshire Integrated Care Partnership to take collective responsibility for managing resources, delivering NHS standards, and improving the health of the population we serve.

We put the patient at the centre of everything that we do, and it is our aim to make sure that every patient is treated as we would want a member of our own family to be treated. At the same time we expect our staff to be caring, kind and courteous to each other and to look out for each other. We believe that we are truly a clinically led organisation.

In the past four years our staff engagement scores have been the best for Acute Trusts in the Midlands.

Our People

We employ over 5,000 people across our three hospital sites - King's Mill, Newark and Mansfield Community.

Our dedicated team of over 650 volunteers give up their time to make a difference and enhance the experience of our patients and visitors.

As an NHS Foundation Trust we are accountable to the Council of Governors which represents the views of members.

We are proud to boast a membership totalling more than 15,000 – allowing our local communities opportunities to influence decisions and to demonstrate loyalty and support for our hospitals.

Together We CARE

C

Communicating and Working Together
We will work as one **compassionate** and **inclusive** team, **involving, informing** and **listening** to colleagues and local communities.

A

Aspiring and Improving
We will choose to **work** or be **cared** for by **Sherwood** as we focus on **improving** patient **care** and colleague **wellbeing**.

R

Respectful and Caring
We will show **kindness** to all, **embrace** diversity and **challenge** inappropriate behaviours.

E

Efficient and Safe
We will be **consistent** and do the **right thing**, at the **right time, first time**.

A great place
To Work



We are proud of our improvements over the last five years at Sherwood Forest Hospitals, and we recognise we can improve further. We know good quality healthcare can only be delivered by focussing on the experience of people, be it patients and the public or the colleagues you work with. Our improvements have been achieved by two central commitments to people:

We expect all patients to receive the same standard of care we would want our friends and family to have and:

We expect all colleagues to be treated with the same values we believe are important; support, kindness and respect.

We want to work with partners, we want to move beyond the boundaries of our hospitals and we want to help our local population become healthier.

Since 2019 we have been working to deliver **healthier communities and outstanding care for all**, and working with Primary Care Networks and partners in our Mid-Nottinghamshire Integrated Care Provider and our Integrated Care System.

This strategy has come from the many conversations and listening events that have taken place with more than 750 conversations with the public, Sherwood colleagues and partners. We hope you find this strategy as exciting as we do.

A partnership with everyone in our community...

We will...

- Provide outstanding care
- Promote and support health and wellbeing
- Maximise the potential of our workforce
- Continuously learn and improve
- Achieve better value

Signed:
#TeamSFH

The part you can play...

- Tell us when we get it right and when we get it wrong
- Be healthy and active
- Treat our staff and volunteers with respect
- Help us to learn from the care you experience
- Use our services wisely

Signed:

Our Purpose

Healthier Communities, Outstanding Care

Healthier communities and outstanding care for all.





Divisional Management Structure

There are five clinical management divisions, supported by Corporate Services (The People Directorate, IT and Finance) as follows:

Urgent & Emergency Care	Emergency Department Emergency Assessment Unit Urgent Treatment Centre Short Stay Unit Discharge Lounge Same Day Emergency Care Hospital Out of Hours
Medicine	Cardiology and Respiratory Gastroenterology Diabetes & Endocrinology Clinical Haematology Geriatrics Stroke/Rehab and Intermediate Care Dermatology Rheumatology
Surgery, Anaesthetics and Critical Care	Anaesthetics / Critical Care / Pain Management Theatres and Day Case General Surgery & Vascular Surgery Urology Breast Surgery Maxillofacial / Plastics ENT Audiology Ophthalmology Trauma and Orthopaedics FACILITIES Sterile Services
Women's and Children's	Maternity and Gynaecology Paediatrics
Clinical Support, Therapies and Outpatients	Therapy Services Pathology Radiology Back Pain Integrated Sexual Health FACILITIES Patient Services MEMD KTC Clinical Illustration Chaplaincy Fire and Security Pharmacy

Each Division is led by a Triumvirate of a Divisional General Manager, a Divisional Head of Nursing and is led by a Clinical Chair, Divisional specialities are headed by a Service Director or Head of Service. Service Directors/Heads of Service report to the Clinical Chair who in turn reports to the Chief Operating Officer.

Divisions receive operational support from Finance, Human Resources, Strategic Planning and Information representatives.



The Department

Introduction to the Stroke Service

Our Stroke Service admits approximately 600 patients with confirmed stroke each year. An out of hours thrombolysis service is provided in partnership with Nottingham University Hospitals (NUH). In addition, there will be some responsibility to provide cover on the Stroke Unit at weekends. Depending on the skills of the successful candidate an opportunity exists to take part in the acute medical on-call.

Our inpatient services are based at King's Mill Hospital, which is a brand new build completed in 2010, offering superb facilities for both stroke inpatients and outpatients services. An integrated unit on Ward 53 and 54, is the hub for hyperacute, acute and rehabilitation stroke services. Four monitored beds comprise the hyperacute bay and the senior stroke nurses covering are all NIHSS certified and are available 24/7 to admit patients directly from the Emergency Department as well as assessing potential thrombolysis patients. The remaining 25 beds on the stroke ward are for on-going acute management of our stroke patients and on-going rehabilitation, which includes a therapy treatment area.

A high risk TIA service runs 5 days per week with dedicated same day carotid Doppler and MRI imaging to provide carotid endarterectomy within 48 hours as needed. At weekends the service is provided by Nottingham University Hospitals.

There is a dedicated Integrated Community Stroke Service (ICSS) who provide intensive rehabilitation within the community. This is supported by physiotherapy, occupational therapy, speech and language therapy, clinical physiology and nurse and rehabilitation support workers. On average 40% of the patients admitted to the stroke unit are discharged to ICSS.

A full time stroke specialist nurse is based on the ward as a full member of our MDT, providing clinical input as well as support and training.

A full time stroke research nurse allows recruitment to a number of acute, prevention and rehabilitation studies across a wide portfolio supported by the Stroke Research Network. Original research is supported by an enthusiastic Research and Innovation Department headed by a consultant colleague as director.

Stroke Partnership with Nottingham University Hospitals

A unique partnership exists between the stroke services at Sherwood Forest Hospitals NHS Foundation Trust and Nottingham University Hospitals NHS Trust to provide an integrated stroke service for patients across South and Central Nottinghamshire. This allows for jointly agreed standards of care and with the partnership being supported by a Partnership Board with representation by directors on both sides, a joint Clinical Governance Group and Joint Operational Group.

Hyperacute, Acute Stroke and Rehabilitation Unit

Ward 53 and 54 make up the dedicated acute stroke ward. A fully monitored 4 bedded bay comprises the Hyper-Acute Unit. A physiotherapy treatment area and occupational therapy assessment facility are integral to the ward.

All acute stroke patients are admitted directly to the unit in accordance with local protocols, with those eligible receiving thrombolysis (which is delivered 24/7 on site).

Out of hours stroke physician supervision is provided via a rota shared with Nottingham University Hospitals NHS Trust colleagues (see below). Patients potentially suitable for Medical Thrombectomy are discussed with the Interventional Neuro-Radiologists at Queen's Medical Centre (QMC), Nottingham. Those deemed suitable are transferred to QMC for the procedure (service currently Mon-Fri 0800-1800 and Saturdays 0800-1200).

TIA/Neurovascular Clinic

A TIA clinic is provided by the Stroke Unit on Monday to Friday. At weekends patients are referred to Nottingham University Hospitals NHS Trust TIA Clinic. We are able to see three patients within the clinic per day.

We receive referrals from the Emergency Department, GPs and outpatients clinics such as Ophthalmology. All relevant investigations including carotid Dopplers and MRIs are completed and reported during the appointment.

Rehabilitation

The Stroke Unit is an integrated unit providing rehabilitation as well as acute care. Dedicated therapy staff work 7 days a week and include physiotherapy, occupational therapy, speech and language therapy and clinical physiology. An activity co-ordinator delivers a wide range of engaging social activities, such as lunch and movies clubs.

Integrated Community Stroke Service

The ICSS team is supported by a full complement of therapists, clinical physiologists, rehabilitation support workers and secretarial support. Consultant input will be required should any stroke related queries arise from the team.

Imaging

The full range of imaging services is available King's Mill Hospital with 1 GE Revolution 128 multi-slice and 1 GE Optima 64 multi-slice CT scanner and a Siemens Aera 1.5T wide bore MRI scanner, as well as Carotid Duplex ultrasonography. The Stroke Service has excellent support from the Imaging Department, which holds a weekly neurovascular imaging meeting.

Stroke Specialist Nurse

A full time Stroke Specialist Nurse is based on the Ward and is a full member of our MDT providing clinical input as well as support and training and improving patient pathways. There is also a team of band 6 Acute Response Stroke Nurses who are all NIHSS trained, are trained to complete nurse swallow screens and able to request CT scans for all acute stroke patients who are available 24/7.

Vascular Surgery

The Stroke Service is supported by QMC vascular service providing access to carotid endarterectomy. Patients are transferred to QMC as deemed appropriate for surgical intervention.

Research

Opportunities exist for involvement in research. The unit participates in many Clinical Research Network sponsored trials, with recruitment supported by a full time Stroke Research Nurse. The SFH Research and Innovation Department are very active and support local research initiative.

Nutrition

Dieticians are an integral part of the MDT and there is a Nutritional Specialist Nurse based within the hospital who represents the nutrition team and inputs into the management of stroke patients with feeding difficulties.

Workload Figures

2021/2022 (per consultant)

Inpatient

Elective	13
Non-elective	363
<i>Total</i>	<i>376</i>

Outpatient

New	265
Follow up	57
<i>Total</i>	<i>322</i>

Staffing

Consultant Medical Staff	Main Special Interest / Roles
Jahanzeb Rehan	Consultant Stroke Physician
Vacant (this post)	Consultant Stroke Physician
Osaretin Ebueku	Locum Consultant
Bogdan Bolca	Locum Consultant



Other Medical Staff	Amount
Specialty Doctor	Two
GP Trainees	One
Clinical Development Fellow	Four
Advanced Clinical Practitioners	Two
Foundation Year 1 Doctor	One

Non-Medical Staff

	Job Title
Emma Davis	Head of Service and Specialist Nurse
Paula Lovett	Stroke Unit Ward Leader
Karen Turner	Stroke Unit Deputy Ward Leader
Karen Hannah	Stroke Unit Deputy Ward Leader
Michelle Hardy	Stroke Unit Deputy Ward Leader
Katie Summers / Helen Eccleshall	ICSS Team Leaders



The Role

Title:	Consultant Stroke Physician
Division:	Medicine
Grade:	Consultant
Reports to:	Head of Service for Stroke Medicine
Accountable to:	Medical Director
Hours:	Full time 10 PAs per week

Duties and Responsibilities

Clinical Duties

1. To provide a safe, effective and efficient service to enable the best possible care to patients.
2. To perform administrative duties including those associated with the care of patients, the day-to-day running of the department, coding and mandatory returns, as well as the collection of other data as required by the Commissioners for performance management.
3. To participate in the development of the service, working to the service specifications and providing input into strategy and planning to the Service Director and management team as required.
4. To carry out all duties at the highest possible standard and in accordance with current quality initiatives within that area of work.
5. To cover for colleagues' annual leave and other authorised absence, on a reciprocal basis.
6. Any other duties that may be required from time to time.
7. A willingness to undertake additional professional responsibilities at local, regional or national levels.
8. To identify safeguarding issues and take appropriate action according to Trust and Regional guidelines to protect children, young people and vulnerable adults.
9. To carry out his/her duties with due regard to the Trust's Equal Opportunities Policy at all times.
10. To comply with Trust Health and Safety policies and maintain a safe and healthy environment for patients, visitors and staff.
11. To have knowledge of and employ the basic principles of infection control practice and to ensure adherence to the requirements in the Infection Control Manual.

Teaching

1. To provide clinical and educational supervision for doctors in training within the department as required.
2. To assist in the professional supervision and management of junior medical staff, including the observance of local employment and human resource policies and procedures.
3. To organise and participate in teaching, examination and accreditation duties for undergraduate, postgraduate and continuing medical education activity, locally and nationally.
4. To participate in the education and teaching of all staff.
5. Additional SPA time will be allocated to undertake the above duties.



Quality Improvement & Assurance

1. To be actively involved in participating in clinical audit, clinical governance and in continuing professional development.
2. To initiate and be involved in agreed projects.
3. To implement audit and research findings as appropriate.
4. The post holder will be encouraged to pursue his/her research interests.

Policy & Planning

You will be required to:

1. Contribute to the development of clinical and organisational protocols and guidelines.
2. Review and develop policies for clinical practice and effectiveness.
3. Participate in the strategic planning for the service.
4. Comply with current Trust policies and procedures.

Management & Audit

The successful candidate will be expected to:

1. Participate in the management service by being an active member of the Division.
2. Attend the audit, governance and department meetings and help to implement the Trust's policy on clinical governance.

Record keeping

1. 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.
2. The post-holder 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.
3. To comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy.

Job Plan

It is envisaged that the Stroke Consultants will work co-operatively to deliver all aspects of the service and precise responsibilities will vary as colleagues may wish to rotate between different disciplines (e.g. In-patient Rehabilitation, ICSS).

The job plan for the first three months will be based on a timetable drawn up with the post-holder and the Head of Service and Clinical Lead for Stroke (a draft example is shown below).

This is a 10 PA contract and the split between Direct Clinical Care (DCC) 8.5 and Supporting Professional Activities (SPA) 1.5.

On Call

Out of hours Stroke Physician/Consultant cover during the week and weekends is provided via a rota shared with colleagues at Nottingham University Hospitals (NUH). For weekdays this equates to each Sherwood Forest Hospitals (SFH) consultant covering weeknight approximately once a fortnight.

The successful candidate will undertake ward rounds and provide cover for the Stroke Unit between 08:00 – 12:00 on site and 12:00-14:00 remotely, Saturday and Sunday (1 in 6). On approximately 2/3 of these weekends you will also provide the out of hours cover for SFH and NUH. The total number of weekends worked for consultants is 8.66 for the year.

Time in lieu will be granted if required.



Provisional Timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	0900- 09:30 Board round (DCC 0.125) 0930 -1230 Stroke Unit ward round (DCC 0.750)	0800 -1300 Hyperacute Stroke Unit ward round - 4 beds Thrombolysis cover Referrals (DCC 1.250)		0900- 09:30 Board round (DCC 0.125) 0930 -1230 Stroke Unit ward round (DCC 0.750)	0900 -1500 Rapid Access TIA clinic (DCC 1.250)
Lunch	1300 -1400 Neuroimaging Meeting (DCC 0.250)		1300 -1400 Medical Grand Round (SPA 0.250)	1300 -1400 Geriatric Medicine Clinical Meeting / Stroke Clinical Governance and Audit (SPA 0.500)	
PM	1400 -1700 CPD (SPA 0.750)	1300 -1800 Hyperacute Stroke cover Thrombolysis cover Referrals (DCC 1.250)	1400 -1600 Stroke Unit MDT (DCC 0.500) 1600 -1700 CPD (SPA 0.250)	1400 -1700 Clinic King's Mill Hospital (DCC 0.750) NSD Patient admin 1 hr (DCC 0.250)	1300 -1800 Hyperacute cover (1 in 3) Thrombolysis cover Referrals (DCC 1.250)



Estimated Job Plan

Activity		Session	Hrs	Times Per Year	Yearly PAs needed	No Cons	PA Per Cons Per Year	PAs Per Cons Per Week
TIA 0900-1500	DCC	1.500	06:00	63.000	63.000	1	63.000	2.250
HA 0800-1300	DCC	1.250	05:00	63.000	78.750	1	78.750	1.875
HA 1300-1800	DCC	1.250	05:00	63.000	78.750	1	78.750	1.875
BR MON 0900-0930	DCC	0.125	00:30	10.000	1.250	1	1.250	0.030
WR MON 0930-1230	DCC	0.750	03:00	10.500	7.875	1	7.875	0.188
BR THUR 0900-0930	DCC	0.125	00:30	10.000	1.250	1	1.250	0.030
WR THUR 0930-1230	DCC	0.750	03:00	10.500	7.875	1	7.875	0.188
MDT WARD NSD X1	DCC	0.500	03:00	10.000	5.000	1	5.000	0.119
RADIOLOGY MTG M 1-2	DCC	0.250	01:00	10.500	2.625	1	2.625	0.063
TL Weekday UPOC	DCC							0.400
TL Weekend UPOC	DCC							0.400
Weekend 08:00-12:00 (onsite)	DCC	2.666	04:00	8.660	23.087	1	23.087	0.546
Weekend 12:00-14:00 (remote)	DCC	0.250	02:00	8.660	2.165	1	2.165	0.051
ICSS	DCC	0.125	00:30	42.000	5.250	1	5.250	0.125
Virtual Ward	DCC	0.125	00:30	42.000	5.250	1	5.250	0.125
Clinic	DCC	0.750	03:00	42	31.500	1	31.500	0.750
Admin	DCC	0.250	01:00	42	10.500	1	10.500	0.250
Core SPA	SPA	1.000	04:00	42	42.000	1	42.000	1.000
RADIOLOGY MTG M 1-2 (concurrent to HA/TIA)		1.000	04:00	31.5	31.500	1	31.500	0.000
Specialty meetings	SPA	0.500	02:00	42	21.000	1	21.000	0.500
								10.168

Activity	PAs Per Cons Per Week	Total over 42 weeks
<i>DCC</i>	$7.868 \times 42 = 330.456 / 42$	7.868
<i>On-call</i>	$0.800 \times 42 = 33.600 / 42$	0.800
<i>Core SPA</i>	$1.000 \times 42 = 42.000 / 42$	1.000
<i>Specialty Meetings</i>	$0.500 \times 42 = 21.000 / 42$	0.500
		10.168



General Statements

Study & Training

You are expected to participate in professional continuing medical education; study leave is provided for this purpose.

Appraisal, Revalidation & Mandatory training

You are expected to comply with the Trust's annual requirement for appraisal and mandatory training, and the 5-yearly revalidation as mandated by the GMC.

You are expected to participate in professional continuing medical education. Study leave is provided for this purpose, and the post-holder will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity. The Trust supports the requirements for Continuing Medical Education as laid down by the relevant Royal College and is committed to providing time and financial support for these activities.

Support

The Head of Service/Service Director will be the line manager for this position with additional support from the divisional and hospital leadership teams.

Access to a suitable mentor is encouraged and can be arranged if desired. We also have access to a wide range of wellbeing and counselling services which can be accessed without referral.

Working Environment

Office space will be provided, usually at the King's Mill Hospital site, along with appropriate secretarial and technological support. IT equipment is available to enable the necessary range of activities to be undertaken.

Communication

Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner, focusing on improvement and ways to move forward. Ensure all communication is presented appropriately to the different recipients, according to levels of understanding, type of communication being imparted and possible barriers such as language, culture, understanding or physical or mental health conditions.

Confidentiality

Information relating to patients, employees and business of the employing body must be treated in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Whistleblowing Policy (Freedom of Speech policy).

Codes of Professional Conduct

Staff are required to abide by the professional code of conduct relevant to their governing body.

Indemnity

The employing body will cover all medical staff for NHS work under NHS Indemnity. Sherwood Forest Hospitals NHS employing body is required to encourage medical and dental staff to ensure that they have adequate defence cover for any work which does not fall within the scope of the Indemnity Scheme. Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organisation.



Privacy & Dignity & Respect and Equality of Opportunity

The Trust is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.

Induction and Development Reviews

All medical staff are required to undertake the employing body's Induction as soon as possible after commencing work. You are also expected to have a local induction to their place of work which will be undertaken by their line manager or nominated person and sent to Learning & Development for record keeping.

Major Incident

In the event of a major incident all trust employees will be expected to report for duty on notification. All Trust employees are also expected to play an active part in training for and preparation of a major incident.

Working Time Regulations

The employing body is committed to the principle that no member of staff should work, on average, more than 48 hours per week. Staff who do exceed this limit need to complete an opt-out form. Any member of staff who undertakes work outside the employing body, regardless of whether they exceed 48 hours or not, must declare this.

Place of work

Whilst the duties of the appointment will be primarily at the hospital(s) stated, the appointment will be made to the employing body and there will be a commitment to attend occasionally at any other hospital or clinic in the employing body, as may be necessary from time to time e.g. for community, or other clinics, or in emergencies.

Health and Safety

Sherwood Forest Hospitals NHS Foundation Trust recognises its duties under the Health and Safety at Work legislation to ensure, as far as is reasonably practicable, the health, safety, and welfare at work of all its employees. In addition, the business of the Trust shall be conducted as far as is possible to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risks to their health and/or safety.

All Medical and Dental staff under contract to the Trust will be expected to comply with the appropriate Trust health and safety policies.

Safeguarding

Safeguarding is everyone's responsibility, and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults. Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults.



Statement of Requirements (Person Specification)

	Essential	Desirable
Qualifications	<p>Full registration (and with a licence to practise) with the General Medical Council (GMC)</p> <p>MRCP or show evidence of equivalent qualification</p> <p>Entry on Specialist Register or CCT within 6 months of date of interview for this</p>	<p>Higher degree: MD or PhD</p>
Experience	<p>Experience requisite to meeting all aspects of the job plan</p> <p>Ability to maintain clinical credibility and authority with a multi-professional team including senior trainees</p> <p>Understanding of all aspects of Stroke Medicine</p>	<p>Five years supervised training in an appropriate SpR equivalent training programme</p> <p>Stroke Fellowship</p>
Management administrative experience	<p>& Ability to effectively organise and manage clinical workload</p>	<p>The potential to be Head of Service in the future</p>
Teaching		<p>Demonstrable ability as a teacher with evidence of training for the role</p>
Research	<p>Ability to convert research evidence into clinical practice</p>	<p>Publications in peer-reviewed journals</p>
Other	<p>Communication skills – to have language competency and communication skills necessary to do the job safely & competently</p> <p>Ability to communicate effectively with team members, patients, relatives, GPs, nurses and other agencies</p> <p>Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit</p>	<p>Willingness to undertake additional professional responsibilities at local, regional, or national levels</p>



Application Information

Applications to be submitted via <http://jobs.sfh-tr.nhs.uk/>

References

When providing details of your referees, please ensure that you observe the following:

- We require referee details from your supervising Consultant(s) or Head of Service(s) which cover three years previous employment / training.

Visits

Candidates are invited to discuss the post informally prior to visiting with:

Emma Davis

Head of Service for Stroke Medicine

emma.davis75@nhs.net

01623 622515 ext. 2390

Or

Jehanzeb Rehan

Clinical Lead for Stroke Medicine

jehanzeb.rehan@nhs.net

01623 622515 ext.

Further information about the Trust

Information about Sherwood Forest Hospitals NHS Foundation Trust can be found on our website at www.sfh-tr.nhs.uk