

## **CONSULTANT IN STROKE**

This post is for a substantive Consultant in Stroke. This post will include the delivery of high quality care along the entire Stroke Service pathway. This will include hyper-acute care, provision of 24/7 Stroke thrombolysis, regional 7-day TIA service, stroke rehabilitation, stroke early supported discharge, stroke outpatient/follow-up clinics and stroke research.

The post holder should be an enthusiastic, effective team player with a flexible approach who can embrace new ways of working and will be expected to take an active role in the running and development of our stroke and rehabilitation services.

The Royal Bournemouth and Christchurch Hospitals and Poole Hospital, merged to form University Hospitals Dorset in October this year, with a plan for all emergency services to be based at the Royal Bournemouth site and all planned care at the Poole site. This provides an exciting backdrop of change and the chance to help develop innovative services and new pathways. Stroke is at the forefront of these changes and an East Dorset Hyper-acute Stroke Unit was established at the Royal Bournemouth Hospital in September this year and a Stroke Recovery Unit at the Poole site. It is anticipated that the post holder will deliver stroke sessions across the two hospitals.

We can accommodate full-time or part-time working.

### **Stroke Services Current Consultant Staffing;**

Dr Suzanne Ragab – Stroke Clinical Lead and Clinical Director for Older People's Services and Neurosciences Directorate

Dr Becky Jupp - Deputy Chief Medical Officer UHD

Dr Michelle Dharmasiri

Dr Kamy Thavanesan

Dr Damian Jenkinson

Dr Nick Evans

Dr Hakim – Stroke locum

Dr Louise Johnson – Consultant Therapist

Anthony Smith – Consultant Nurse

James Backshall – Specialty Stroke Doctor

Stroke Services currently sit within the Directorate of Older Peoples Services and Neurosciences.

Our Stroke Service comprises of an extremely dynamic, proactive and dedicated team of Consultant Stroke Physicians, Stroke Consultant Therapist, Stroke Consultant Nurse, Stroke Specialist Nurses, TIA Specialist Nurses, Stroke Outreach Team, Stroke Services Manager and our extremely professional multi-disciplinary team. The service includes provision of a 24/7 thrombolysis service, hyper-acute care, stroke rehabilitation, rapid access regional 7-day TIA service, stroke ambulatory care, follow-up clinics and Early Supported Discharge Team. We also have an extremely busy and proactive Stroke Research Team, offering the post-holder the opportunity to act as Principal Investigator for acute stroke research trials.

The Royal Bournemouth Hospital is a nationally recognised centre for stroke care and is the site for the East Dorset Hyper Acute Stroke Unit which was established in September 2020. Our purpose-built 36 bedded stroke unit also includes acute and rehabilitation beds, a neurogym, patients dining and activity room and a therapeutic garden. We have very close working with our colleagues in both the Emergency and Radiology Departments who support the provision of our 24/7 thrombolysis service and initiatives such as our direct door to CT pathway. We also have a further 19 bedded Stroke Recovery Unit which was moved across to RBH site from Poole Hospital in April 2023. This has enabled efficiencies with our consultant workforce and improved and aligned practice and high quality care. We currently are achieving a SSNAP B and are working towards an A score with commitment and enthusiasm.

Poole Hospital is the site for all weekday East Dorset TIA services with a shared weekend service with Salisbury. On a weekend we provide the clinic on the RBH site.

Within the next 6 months we start a further phase of transformation which will see us move to a single 43 bedded Stroke unit including our hyperacute, acute and rehab beds. We are enhancing our Early supported discharge team having successfully gained funding from a recent national bid to support us taking more complex patients home with the service. We are also redesigning our neurovascular SDEC service with the aim of bringing our TIA clinic to RBH site in the future to provide a true SDEC service for TIA next to our Emergency dept and acute stroke unit, and we are also developing criteria for Stroke SDEC and piloting this to further develop this model.

We have strong links with Wessex Neurological Centre in Southampton University Hospital who provides neurointerventional services including thrombectomy.

We have an established reputation of interdisciplinary working striving to provide excellent care and to achieve the best outcomes for our patients. Working closely with our clinical commissioners, community health partners, GP's, local authorities and networks, we are continuing to develop our community rehabilitation services (including Early supported discharge) to support a seamless transition of care into the community following an acute hospital episode.

## **THE CANDIDATE**

The successful candidate will have completed specialist training in Geriatric/Rehabilitation/Acute Medicine with subspecialist training in Stroke Medicine.

We are keen to appoint the right candidate who is flexible, enthusiastic and self-motivated and will enable the successful candidate to develop as a leader and to further enhance service delivery within our changing organisation. Research, a higher degree and overseas experience are not essential, although will be regarded favourably.

## THE POST

The Post holder could expect to develop and support in stroke:

Hyper Acute Stroke unit at RBH

Stroke Recovery unit at PGH

Rehabilitation at both sites

TIA service at PGH

Stroke ambulatory service at RBH

Support to early supported discharge service

The weekend HASU rota at 1 in 8 frequency

The stroke thrombolysis on call rota at 1 in 12 frequency

Clinical administration, included in the sessional time allocation expected to be approx.1 DCC per week

Other duties as may be identified to meet the needs of the service

Cover for colleagues during periods of absence.

Support in-patient care in conjunction with departmental colleagues

Teaching duties as required and take an active part in the Postgraduate Medical Education programme and in the teaching of junior medical & nursing staff, General Practitioners and other clinical professions.

Take part in department, regional and national audits.

Management and development of the service using Quality Improvement Methodology.

Domiciliary visits where agreed appropriate

If desired developing a research portfolio with Bournemouth University could be facilitated

An example time table is provided although the exact timetable would be agreed at the time of taking up the post and would reflect the skills and special interests of the successful applicant.

<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
Stroke Medicine				Stroke Medicine
	Stroke Medicine	Clinical Admin	Stroke Medicine	
SPA (audit / clinical governance/ Educational Supervision)	Stroke Medicine	Stroke Medicine	Stroke Medicine	SPA (audit / clinical governance/ Educational Supervision/grand round)

8 DCC, 2SPA, Total 10 PAs

An office and secretarial and IT support will be provided to all consultants. Mentoring will be provided at the base site.

## **TEACHING**

There is an active postgraduate programme. There are daily educational lunchtime meetings for Stroke, Medicine for Older People, Neuroradiology and all physicians take part in the Thursday or Friday Grand Round (site dependent). There is a rolling programme of education for Core Medical Trainees and Foundation doctors. Both sites host the WESTEC training programme for Specialist Registrars in Geriatric medicine in Wessex once or twice a year.

There are formal postgraduate teaching programmes for the MRCP and the Royal Bournemouth Hospital is an MRCP Part II examining centre. Undergraduates from Southampton Medical School attend for their medical attachments and we also receive many elective students from within the United Kingdom and other parts of Europe.

There are close links with the departments of Medicine and Geriatric Medicine at Southampton University and there is close co-operation over matters of teaching and research.

The Trust takes the training of Registrars and Specialist Registrars very seriously, with time set aside for all aspects of specialist training including health service management. Specialist Registrars are provided with support and resources to pursue research, including one half day per week free of clinical work.

## **RESEARCH**

Stroke research is highly active in both Trusts, supported by dedicated whole time equivalent research nurses, funded by NHS R&D funds. The department recruits to a broad range of trials, including prevention, acute care, rehabilitation and community care. The appointee will be encouraged to pursue research and to act as Principle Investigator in selected NIHR trials.

## **TRANSFORMING HOSPITAL SERVICES IN DORSET**

This is a very exciting time to join University Hospitals Dorset NHS Foundation Trust as we are transforming our services and redeveloping our hospitals in Bournemouth, Christchurch and Poole. This follows the merger of Poole Hospital NHS Foundation Trust and The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust in October 2020. We are working in alignment with our partners in the Our Dorset Integrated Care System (ICS), which will see over £400m investment in local services across Dorset.

## **UNIVERSITY HOSPITAL STATUS**

University Hospitals Dorset NHS Foundation Trust received university hospital status in 2020 in recognition of the depth of research, education and practice that exists between UHD and Bournemouth University. Both organisations are committed to helping people live better, for longer, with UHD actively engaged in supporting the learning of BU students through a series of clinical placements for nursing, midwifery and students on allied health courses. In addition, a number of research projects are taking place in fields such as orthopaedics and medical imaging, while BU also provides training and professional development opportunities for UHD staff. Drawing on this collective expertise creates opportunities for students and university and hospital staff and, crucially, promotes better patient outcomes.

## CLINICAL SERVICES REVIEW

Bournemouth Hospital will be the major emergency care hospital for east Dorset, with Poole Hospital becoming the major planned care hospital. This entails a substantial capital development programme with a review and design process for those services affected.

Christchurch Hospital will continue to act as a community hub with a new in-patient palliative care unit and an enhanced range of outpatient services.

The scale of the changes is huge and will take at least five years to implement, including:

- £201m investment in new hospital services in east Dorset
- New emergency department and critical care unit at Royal Bournemouth Hospital (RBH)
- Major redevelopment of operating theatres at Poole Hospital, including a new extension incorporating eight new theatres plus internal refurbishment work
- A new purpose-built women's and children's unit at RBH
- Innovative new community hub at Poole Hospital
- New community hospital beds at RBH and relocation of some services to Christchurch Hospital and community localities

Our vision is to join up our services so they can be delivered in a more integrated way, improving outcomes for patients, make better use of all our resources, and ensuring that services can be provided on a sustainable basis.

Our aim is to develop our workforce, establishing modern, well-equipped centres of excellence, with standardisation of education and training that attracts and retains skilled clinical and non-clinical staff to Dorset.

### Further information about our hospitals and services

#### ROYAL BOURNEMOUTH HOSPITAL

RBH is located on the south coast, close to the New Forest in the east and the Jurassic coastline in the west. This is a major tourist area and during the summer months over one million holidaymakers visit Bournemouth including substantial numbers of foreign language students. The fluctuating population, three time's greater growth than the average for England and Wales, and the high proportion of elderly present special issues for health care.

On this site are specialised services including the **Dorset Heart Centre**, a first class specialised adult cardiac services for a population of one million, including much of Dorset and parts of Wiltshire and Hampshire as well as general cardiology for the local population, **elective orthopaedics**, one of the largest hip and knee replacement centres in Europe, focusing exclusively on elective surgery, providing high quality comprehensive care for patients with painful bone and joint conditions. Our **Eye Unit**, a purpose built unit, with eye theatres, outpatient department, a one stop cataract clinic and glaucoma clinics, as well as urgent or emergency treatment.

**Interventional radiology**, is well equipped, with CT / MRI suite (four scanners) two dedicated digital imaging labs for interventional radiology and state of the art PACs implementation. There is also a busy imaging service located at Christchurch hospital. The Jigsaw Building, officially opened by Her Royal Highness, The Princess Royal in 2016, houses a multi -million pound centre with facilities for the treatment of cancer and blood disorders, and a Women's Health Unit on the first floor. There is

a 24 hour Emergency Department with over 99,000 attendances annually – facilities include an upgraded emergency helicopter landing area.

As Royal Bournemouth Hospital becomes the **major emergency care centre** for east Dorset, we are building a new centre in front of the hospital which will house:

- The new Emergency Department will be larger than both the existing Emergency Departments at Poole and Royal Bournemouth put together.
- The new Maternity Unit will be a brand-new purpose-built department. The delivery ward will have 16 birthing rooms in total, including seven rooms with pools, four standard rooms, two rooms for twin births, one higher dependency room and two specialist bereavement rooms. There will also be two obstetric theatres
- The Children's Unit will include two higher dependency beds, an assessment unit and an adolescent area. Being close to the Neonatal and Maternity Unit enables faster patient response times and better cohesion of the team as they are consolidated in one area.

## POOLE HOSPITAL

The hospital provides a wide range of acute services to people in Poole, east Dorset and Purbeck with over 600 beds, including 74 for day cases and serves as the major trauma centre for east Dorset. The hospital was built in 1970 and all the principal specialties are represented including **medical, elderly, surgical and child health emergency admissions to include general surgery, trauma, ENT, oral and maxillofacial surgery, obstetrics, gynaecology, paediatrics, general medicine, neurology, rheumatology and dermatology**. As the designated Cancer Centre for Dorset, the Trust provides cancer services for the whole of Dorset.

Poole Hospital is significantly expanding their operating theatre complex and day-case facilities, and opening 72 community beds. This will help reduce waiting times and prevent cancelled operations for patients requiring planned care. The hospital received planning permission in 2019 for five new operating theatres at the hospital to improve the existing theatres.

Poole Hospital will become the **major planned care centre** for east Dorset with a major redevelopment, including a new extension incorporating eight new theatres plus internal refurbishment work. This will lead to:

- fewer cancellations due to emergency admissions
- a systemic and predictable workflow with less delays
- increased patient safety through reduced variation
- a clear and sustainable pathway for patients
- getting patients to the right place first time/at the right time

The hospital will also have an expanded 24/7 Urgent Treatment Centre (UTC) treating around 60,000 patients a year.

## CHRISTCHURCH HOSPITAL

Two miles from the Royal Bournemouth Hospital, Christchurch Hospital is set in attractive grounds, which are listed as a conservation area, providing a pleasant environment for rehabilitation and a range of outpatient services. An all-age rehabilitation service has been developed, particularly in the award-winning Day Hospital. Most patients are elderly, reflecting the local population. There is an

excellent infrastructure to support rehabilitation with superb physiotherapy and occupational therapy facilities. Outpatient clinics have expanded over recent years and include gastroenterology, breast, oncology, plastic surgery, ophthalmology, podiatry and medicine for the elderly. Dermatology and rheumatology outpatient services are also provided at Christchurch Hospital together with diagnostic services and palliative care (the Macmillan Unit).

The hospital has completed a multi-million pound investment which will secure NHS services on site and ensure the hospital remains a key part of the community for years to come. Many patient services have been improved, a new entrance and X-ray Department has been built and a new GP surgery, a pharmacy and community clinics have been opened. A quality nursing home and senior living accommodation have also opened on site as part of the project. There are now plans to redevelop the site further, including replacing the palliative care Macmillan Unit, and creating a senior living facility.

## **POSTGRADUATE MEDICAL EDUCATION**

The Royal Bournemouth Hospital has an active postgraduate medical education centre which organises a weekly General Grand Round, core curriculum training for Junior Doctors, Induction, Training Courses for Consultants in Generic Skills and supports weekly general and specialist medical departmental meetings and training programmes.

The successful candidate will be expected to provide teaching for the doctors in training in their department. He/she will be expected to share with consultant colleagues the role of Educational Supervisor. This will involve the provision of supportive formal appraisals to doctors in training at regular intervals, induction at the beginning of their contracts and career advice as appropriate. Advice on the role of Educational Supervisor can be obtained from the Clinical Tutor. There is an exceptional library based at the Postgraduate Centre and meetings of general and specialist medical content are held regularly during the week. The Trust is fully committed to supporting continuing medical education for Consultants (CME) and study leave will be available according to statutory guidelines. Overall this equates to 30 days over 3 years and funding is available for approved CME and other educational activity through the Medical Directorate

## **CONSULTANT APPRAISAL**

All Consultants are required to have a job plan setting out their main duties and responsibilities, including a work programme specifying their weekly timetable. The job description and job plan are subject to review once a year by the post-holder and the Clinical Director or other Directorate Manager on behalf of the Chief Medical Officer. For this purpose, both the post-holder and the Clinical Director will have a copy of the current job description/job plan, including an up-to-date work programme and relevant departmental statistical information, together with notes of any new or proposed service or other developments. Formal appraisal will be undertaken once a year and there is Trust support given.

## **PERSONAL AND PROFESSIONAL DEVELOPMENT**

The post holder will be required to keep themselves fully up-to-date with their relevant areas of practice and be able to demonstrate this to the satisfaction of the Trust. Professional or study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and agreed appropriate personal development needs. The post holders are required by the Trust

to take part in annual appraisal and performance review with a nominated peer. In addition a 5 year 360-degree appraisal will support the process of revalidation. Attendance at the Trust's Induction programme is required, commensurate with the post. Most of the induction topics are now on a three yearly basis although there are a few such as Information Governance which will require yearly updates.

## **MENTORING**

All newly appointed consultants will be offered a mentor on commencement of their post. This person will be a senior consultant from within the Hospital.

## **CLINICAL GOVERNANCE**

The hospital has an active programme of clinical governance, led by Dr Peter Wilson, Chief Medical Officer. The department has a rolling programme of governance meetings which are compulsory.

## **CONDITIONS OF APPOINTMENTS**

This is a Full-time post. Applicants wishing to be part time or job share will be considered.

Full GMC Registration with a licence to practice is required. Candidates should have a Certificate of Completion of Training (CCT) or be within 6 months of CCT in the specialty or Certificate of Eligibility for Specialist Registration (CESR).

This post will be subject to the Terms and Conditions Consultants (England) 2003 and will comprise of a main contract of employment for ten programmed activities and a supplementary annual contract for any temporary additional programmed activities. Temporary additional programmed activities will be reviewed at the same time as the job plan.

Any Consultant who is unable, for personal reasons, to work full time will be eligible to be considered for the post. If such a person is appointed, modification of this job plan will be discussed between the Consultant and Chief Executive, in conjunction with Consultant colleagues, if appropriate.

Removal expenses for the post holder will be paid, in accordance with the Trust conditions.

## **OTHER FACILITIES**

The library is professionally staffed and there are comprehensive reference, lending and inter-library facilities. Computer aided literature searches are available. The library is available around the clock by means of a key available from the porters lodge. There are similar facilities at Poole Hospital and there is a specialised library in the Cardiac Department. The Postgraduate Medical Centre has a very active education programme to which the medical staff make a major contribution. There are regular weekly lectures, journal clubs, fortnightly Specialty Registrar Core Curriculum and weekly Physicians Grand Round which supports the excellent specialty training programmes held departmentally. Computer aided literature searches are available.

### **Other on site facilities include:**

- Day Nursery (RBH site)
- Doctors' Mess (with IT facilities)
- IT Learning Centre



- Auto-bank
- Staff Car Park (subject to charge & availability)

Bournemouth and the surrounding area is renowned as being one of the premier resorts in the country for coastal living due to its miles of unspoilt beaches, Poole Bay which is the world's second largest natural harbour and the close proximity to the spectacular world heritage Jurassic coastline. Areas surrounding Bournemouth are Poole, the ancient riverside town of Christchurch and also the Isle of Purbeck offering many areas of natural beauty. There are many recreational and leisure facilities offered by the surrounding countryside areas including the New Forest which has recently been awarded National Park status. Both Bournemouth and Poole have a choice of theatres, cinemas and concert halls, including the Bournemouth International Centre and The Lighthouse Theatre which is the home of the Bournemouth Symphony Orchestra. There are a large number of excellent shopping areas nearby as well as numerous restaurants and pubs, both in town and the countryside. A wide variety of sporting and leisure activities are offered among them facilities for golf, tennis, sailing and most waters ports. As well as this there many areas to walk, cycle or go riding. There are two leisure complexes adjacent to the hospital and they offer facilities such as indoor swimming pools, gym/fitness room, squash courts etc. Bournemouth has its own University as well as a number of college sites and further education sites and there are many excellent schools in the area. The travel time by rail to London (Waterloo) is approximately 1 hour 40 minutes and by road (M27, M3) approximately two hours. Bournemouth has its own airport (just expanded) with an ever increasing number of both domestic and international flights.

### **DBS/DISCLOSURE and BARRING SERVICE (CRB)**

As part of our recruitment procedure this post will be subject to a Criminal Record Disclosure. A Disclosure is a document containing information held by the police and government departments. Disclosures provide details of a person's criminal record including convictions, cautions, reprimands and warnings held on the Police National Computer. Where the position involves working with children, Disclosures will also contain details from lists held by the Department of Health (DoH) and the Department for Education and Skills (DfES) of those considered unsuitable for this type of work.

### **REHABILITATION OF OFFENDERS**

This post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act (Exceptions Order) 1975.

Applicants are, therefore, not entitled to withhold information about convictions and, in the event of employment, 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 only in relation to an application for positions to which the exemption order is applied.

### **MEDICAL CLEARANCE**

The appointee will be required to complete a health assessment form and may be required to undergo a health assessment.

### **ACCOMMODATION**

A single room may be provided in the Hospital for which a charge will be made. Married accommodation is limited so early notification of your requirements is advised. Married accommodation is subject to a tenancy agreement and a charge will be made.

### **HEALTH and SAFETY**

Everybody within the Trust has a legal responsibility for the health, safety and welfare of themselves and others at work. These duties are set out within the Health and Safety at Work etc.

Act (HASAWA) 1974, the Management of Health and Safety at Work Regulations (MHSWR) 1999, and in other relevant regulations and guidance notes.

### **All Staff**

In accordance with HASAWA and the Trust Health and Safety policy, all staff have legal responsibilities;

- to take reasonable care for themselves and others that may be affected by their acts/ omissions
- to co-operate with their manager/ supervisor to enable them to carry out their legal duties e.g.
  - shall report all hazards and defects to their line manager/ supervisor
  - shall report all accidents, incidents, near-miss events to their manager/ supervisor and via an adverse incident report (AIR) form (Trust policy)
- to use all work equipment, materials and substances in accordance with any training and instruction provided (e.g. medical devices, chemicals, mechanical aids, machinery, plants, vehicles, and personal protective equipment)
- to ensure they attend all annual mandatory training and attend health and safety training as required for the post.
- to comply with trust and department health, safety & risk policies and procedures
- not to interfere with or misuse anything provided to secure health and safety .e.g. wedge fire doors open, remove first aid equipment, break locks off systems

### **SMOKING**

The Trust has a responsibility to provide a safe and healthy environment for everyone who is working, visiting or living on hospital premises. Smoking is NOT allowed on site except for within the designated smoking areas and shelters for staff and patients.

The Trust will not tolerate smoking in undesignated areas and there is a zero tolerance approach to all staff who continue to do so. We will continue to provide support to staff, patients and visitors who want to give up smoking.

In the interests of promoting responsible healthcare all staff should refrain from smoking when off-site in uniform or wearing an identifying NHS badge in any public place.

### **INFECTION PREVENTION AND CONTROL**

The prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients, and to the safety of visitors and members of staff. It is the responsibility of all staff to be aware of, assess and minimise these risks and comply fully with Infection Prevention and Control Policies.

The Health Act 2008 establishes a Code of Practice for the Prevention and Control of Health Care Associated Infections. It sets out criteria by which NHS managers ensure that patients are cared for in a clean environment, with a safe water supply, where the risk of Healthcare Associated Infections (HCAI) is kept as low as possible.

### **Managers, Heads of departments and Clinical Leaders are responsible for ensuring that:**

In accordance with the Trust's Risk Assessment policy and Risk management strategy, all managers/heads of department and Clinical Leaders are responsible for ensuring that they and their staff comply with all Trust and department health and safety policies and procedures.

**Managers, Heads of departments and Clinical Leaders** are responsible for ensuring that:

- The necessary equipment and mechanisms are in place to support infection prevention
- health care workers are free of and are protected from exposure to communicable infections during the course of their work, and that all staff are suitably educated in the prevention and control of HCAI

#### **DATA PROTECTION**

All staff are required to comply with the Data Protection Act and the Trust's Data Protection Policy. Staff are responsible for ensuring that any personal data which they hold is kept securely; that personal information is not disclosed either orally or in writing to any unauthorised third party; that personal data is only accessed where there is a legitimate business need and only where such processing is consistent with the purposes for which the data was collected.

#### **EQUALITY and DIVERSITY**

The Trust is positively committed to the promotion and management of diversity and equality of opportunity. Equality and diversity is related to the actions and responsibilities of everyone – users of services including patients, clients and carers; work colleagues; employees; people in other organisations; the public in general.

All employees have a responsibility to ensure that they act in ways that support equality and value diversity and must comply with the responsibilities placed upon them by employment legislation and the equality duties.

#### **CARBON SUSTAINABILITY**

The Trust is committed to continual improvement in minimising the impact of its activities on the environment and expects all members of staff to play their part in achieving this goal.

*This post is subject to the policies, procedures and rules approved by the Trust and as varied from time to time. All staff are required to familiarise themselves with, and comply with the Trust's policies, procedures, rules or statements of practice. These can be accessed through the Intranet, your Department Manager, or through Human Resources.*