

Consultant Neurologist



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1. The Post

1.1 Post Title

Consultant Neurologist

1.2 Post Description

Calderdale and Huddersfield NHS Foundation Trust (CHFT) is seeking to appoint a Consultant Neurologist following a recent vacancy. The post will support Neurological services within CHFT ensuring that there are two consultants on each site. The successful applicant will be based at the Calderdale site providing clinical services to the population of Calderdale and Huddersfield. There is an expectation that the post holder will work flexibly as required across both sites to meet the needs of the service.

The post holder will be expected to actively engage with other consultant colleagues in the development of future service models to meet the changing needs of patients using the neurology services at CHFT. The neurology service has strong links with the Regional Neurosciences Centre at Leeds and with Leeds Teaching Hospitals. The post holder is expected to fully participate in the academic day organized by, and for the group of neurologists (and junior neurology staff) affiliated to the centre which takes place on Tuesdays. There are rotational clinical presentations from all neurologists and it is open for consultants to discuss challenging and interesting clinical cases with other colleagues. There is also a monthly Neuropathology meeting in which all relevant cases are presented and discussed with Neurology and Neuropathology colleagues.

The post holder is encouraged to develop his/her own sub-speciality interest which is usually organised at the centre with appropriate support as required or this can be developed locally.

In September 2022 the West Yorkshire Association of Acute Trusts (WYAAT) established a transformation programme for neurology services across our region. This is an exciting time to be part of a multi-professional team delivering innovative and transformative services as part of the West Yorkshire Neurology Network (WYNN), with a vision to deliver services that are Sustainable, Equitable & Outstanding for our population. This role will contribute to the change programme, and pathways of care through new and innovative ways of working and may be required to work as part of a multi-disciplinary team delivering care across the network.

Applicants for Consultant Neurology appointments should also be aware that the new model includes a commitment to supporting Acute Neurology services and on call (most likely from Leeds) as part of the future working arrangements, as well as delivering general and specialist outpatient clinics in specified trusts across the WYAAT footprint. It is anticipated that the new network will launch from April 2024. For more information about WYNN contact Asifa.ali@nhs.net WYAAT Programme Manager.

The junior support is shared with the General Physicians locally to provide the appropriate level of inpatient and outpatient support for the appointee. There are two full time Neurophysiologists, providing Neurophysiology services from a base at Calderdale Royal Hospital for both sites. There are a number of specialist nurses in Multiple Sclerosis, Parkinson's disease and Epilepsy and these nurses work in close collaboration with the Consultant Neurologists.

Applications are encouraged from experienced consultants wishing to take up a new challenge or newly accredited consultants who will be supported through our highly regarded development programmes. The post holder is encouraged to develop his/her own sub-specialty interest.

This is a Full-Time post providing 10 Programmed Activities (PAs), but applicants wishing to work part-time are also encouraged to apply and job plans will be adjusted accordingly, and by negotiation with appointees.

The post holder must be fully registered with GMC, be on the Specialist Register and hold a current license to practice.

All medical staff employed by the Trust are expected to comply with regional and appropriate Trust health and safety policies. This includes ongoing membership of the DBS Update Service.

The Foundation Trust aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others.

1.3 Base

The post is based at Calderdale and Huddersfield NHS Foundation Trust but to enable cross cover of colleagues some cross site working will be necessary. Office accommodation will be provided in the post holders' base unit.

2. The Specialty and Staffing

2.1 The Division

Each Division has a Divisional Director who is supported by Director of Operations, along with finance, personnel and information technology support.

The Divisional Director is Dr Purav Desai, Acute Physician, supported by Mrs Helen Rees, Director of Operations.

Each Directorate has a Clinical Director who is supported by an operational team with finance, personnel and Informatics support.

The Medicine Directorate includes:

Medical Specialties

Cardiology

Gastroenterology

Respiratory Medicine

Integrated Medical Specialties

Palliative Medicine

Dermatology

Haematology

Neurology

Oncology

Renal

Rheumatology

Stroke

Acute Medicine

Diabetes and Endocrinology
Care of the Elderly
Medical Assessment Unit

Emergency Medicine

The Clinical Director for Integrated Medical Specialties is Dr Andrew Hardy, Consultant Respiratory Physician, supported by Mr Christopher Roberts, General Manager.

2.2 The Specialty

The Neurology service has five fully funded consultant level posts in addition to an Associate Specialist.

We are looking for a Consultant Neurologist who will:

- Provide effective and compassionate care for our Neurology patients. Whilst there are not currently any inpatient beds, the successful applicant will work closely with medical colleagues to provide inpatient support, and outpatient services.
- Develop their own area of specialist interest and provide sub-specialty expertise.
- Develop and expand the current Neurology service both locally and regionally.
- As a core member of the West Yorkshire Associate of Acute Trusts (WYAAT), collaborate closely with the Tertiary service team at Leeds Teaching Hospitals.
- Work with the Clinical Director and General Manager to review current working practices and drive forward innovative changes to develop new models of care.
- Get involved in clinical research, teaching and development.
- Provide expert advice and support regarding complex cases to clinical colleagues in primary and secondary care.

The service also has 1.5 WTE Specialty Doctors and 1.0 WTE Deanery Registrar

As strong supporters of 'growing our own', we offer opportunities to support Specialty Doctors wishing to progress their career to consultant level through the CESR process where possible. CHFT has a strong track record of developing and appointing colleagues to consultant posts through this route.

There are a number of experienced Clinical Nurse Specialists within the Neurology service and strong cross-speciality links with other senior clinicians within the division. Particularly with Acute physicians and Palliative Medicine.

The Neurology team do not have an out of hours on call responsibility, although additional programmed activities can be provided with agreement. CHFT works in partnership with an external provider, 'Consultant Connect' who undertake a triage service to provide advice and guidance for General Practitioners. This means that consultant colleagues can focus on more complex queries.

Multiple Sclerosis:

Audrey Owen (HRI)

Denise Winterbottom (CRH)

Epilepsy

Karen Roberts (CRH)

Jenny Kelly (HRI)

Parkinson's Disease

Paula Robert (community)

Sarah Higgins (HRI)

2.3 Secretarial/Administrative Support

We currently have secretarial support at both hospital sites. All Consultants have access to office accommodation which includes access to the intranet and the internet.

2.4 Membership Council

We have a well-established and proactive Membership Council and membership. Both are a vital link with the local community. The Membership Council has several statutory responsibilities including the appointment and termination of Non-Executive Director roles via the Nominations Sub Committee; setting the remuneration for Non-Executive Directors via the Remuneration Sub Committee; the appointment of the External Auditors and approval of the trust's Annual Plan.

The Board of Directors and the Membership Council work closely together to shape future plans for improved patient care and experience, and to deliver governance processes of the highest order.

3. Duties of the Post

3.1 Duties of Post

Provide general neurology services for inpatients at CHFT and through outpatient services
Clinical support and training for doctors in training posts attached to the specialty Support for specialist nurses in the speciality

3.2 Provisional Weekly Job Plan

The timetable below outlines the proposed weekly duties to be performed by the consultant.

The Trust wishes to ensure that Consultants have time in their job plan to undertake Supporting Professional Activities which underpin and maintain high quality patient care. The Trust Board and Local Negotiating Committee have agreed that a Core allocation of 1.5 SPAs should be allocated to undertake CPD, appraisal, clinical supervision, audit and clinical governance, mandatory training and the general management of the service. Objectives should be agreed at the Job Plan review meeting with regards to this SPA.

There may be occasions when additional SPA time is requested at a job plan review meeting. Any SPA allocation above the core 1.5 will need to be agreed by the divisional director.

The job plan below is indicative and it is anticipated that a job plan review meeting will be held in the first 6 months of employment for the successful candidate.

This is an example and would be negotiated subject to clinical need and the nature of the candidate's specialist interest. 2 further PAs may be available subject to negotiation and requirements.

	AM	PM
Monday	MDT	IP referrals cross site
Tuesday	Regional training	SPA
Wednesday	Clinic	IP referrals cross site
Thursday	Clinic	Nurse MDT
Friday	Clinic	Admin

DD	
Supporting Professional Activities (SPA)	
Total Programmed Activities	10

Key: CRH=Calderdale Royal Infirmary, HRI=Huddersfield Royal Infirmary.

Important Note

The Trust encourages the development of innovative service models that support our ambition to provide improved access and choice for patients. It is envisaged that in time all medical staff will have an allocation of normal time duties at weekends or outside normal core hours. The post holder will be expected to engage in developing such changes and will be supported to do so.

3.3 Emergency Duties

No out of hours emergency duties are associated with this post

3.4 Cover for Absent Colleagues

The post-holder would be expected to provide cover for absent colleagues on planned periods of leave and for short-term unexpected absences to help maintain the continuity of the Service. To this end, they would be expected to liaise with their colleagues in planning leave.

3.5 Teaching

It is expected that the post-holder will have an interest in and active role in teaching. The Departments are involved in teaching medical staff of all grades as well as medical students. The post-holder will be expected to participate in delivery of the weekly junior and middle grade teaching programmes. From time to time, there may be the requirement to provide clinical training to medical students and paramedics undertaking attachments to the Department. In the main, these activities will be delivered concurrently with normal clinical activities, rather than in addition to these.

4. Terms and Conditions of Service

The appointment will be subject to the Terms and Conditions of Service (England 2003) for the new consultant contract agreed with the Trust.

The persons appointed to the post will be expected to live within ten miles of the hospital or within 30 minutes recall time, by road, from the hospital.

The job description and the weekly timetable will form an initial job plan as outlined by the terms and conditions of service (England 2003) for the new consultant contract. The post is offered on a fulltime basis but candidates who wish to work on a part-time basis may also apply.

The salary scale is currently £93,666 per annum rising to £126,281per annum (effective 2023). Your basic salary will increase with the provisions of Section 20.2 and Schedule 15 of the Terms and Conditions.

Annual leave entitlement is as per national Terms and Conditions of Service for Consultants. Arrangement to take annual leave must be made with clinical colleagues. The Divisional Director/Clinical Lead and the local rota coordinator should be notified accordingly.

The successful applicants will be required to undergo an enhanced Disclosure with the Disclosure and Barring Service (DBS), and sign up to the DBS Update Service.

5. Visiting and Further Information

Candidates wishing to find out more about the post are invited and indeed encouraged to contact or speak to:

Mr Chris Roberts	General Manager	01422 357171
Dr Andrew Hardy	Clinical Director	01422 357171
Dr Purav Desai	Divisional Director	01422 223121
Dr David Birkenhead	Medical Director	01484 342000
Mr Brendan Brown	Chief Executive	01484 356910

Consultant Career Progression at CHFT

<https://www.youtube.com/watch?v=H6tObDTLe0I>