

CONSULTANT APPOINTMENTS IN RESPIRATORY & GENERAL INTERNAL MEDICINE

Medical Specialities Directorate

INTRODUCTION

We are looking to appoint two substantive Respiratory Consultant Physicians with general medicine accreditation to these two new posts. The appointment is to the University Hospitals Dorset Respiratory team with an expectation that the successful candidates will work on both Poole and Bournemouth sites. The posts are for 10 PAs however less than full-time work can be negotiated as can 10PAs worked across four days. All posts will contain general respiratory medical care however any specialist interest will be accommodated.

The successful applicants will join us at a time of great change and opportunity. The merged Respiratory team across the two sites currently includes 11 Consultants with a plan for all inpatient care to be delivered at the Bournemouth site in the future. Joining us at this time gives the applicants the unique opportunity to be involved in shaping the future service of UHD Respiratory Medicine including new build respiratory wards and the building and development of a dedicated Respiratory Support Unit and a specialist Respiratory on-call.

THE REGION

East Dorset is a great place to live and work, with 7 miles of Blue Flag beaches, the Jurassic Coast and the New Forest on its doorstep. 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 has a busy port with a considerable amount of light industry in the surrounding region and Poole Bay is the world's second largest natural harbour plus close proximity to the spectacular world heritage Jurassic coastline. Surrounding areas include the ancient riverside town of Christchurch and also the Isle of Purbeck offering many areas of natural beauty. 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 watersports. As well as this there many areas to walk, cycle or go riding. There are two leisure complexes adjacent to the Bournemouth 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.

The major acute hospitals in Dorset are:

East Dorset - **University Hospital Dorset (Respiratory Medicine based across two sites):** The Royal Bournemouth Hospital and Poole Hospital

West Dorset **Dorset County Hospital**, Dorchester

MERGER BETWEEN ROYAL BOURNEMOUTH AND POOLE HOSPITALS

The Competition and Markets Authority (CMA) and NHS Improvement Work approved the merger of Bournemouth and Poole Hospitals and in October 2020 we became the University Hospitals Dorset. The purpose of the merger is to allow us to come together as a single organisation so we can implement care more effectively and quickly and the establishment of emergency (RBH) and planned (PH) care sites. In developing our plans jointly, we will be better placed to tackle our collective financial and workforce challenges, and to establish more resilient services.

RESPIRATORY SERVICE

University Hospitals Dorset have a commitment to provide respiratory services to the population of Dorset. The Physicians have excellent support from a strong MDT team which includes; Specialist Respiratory Nurses, Dorset Adult Integrated Respiratory Service (DAIRS), Lung Cancer Nurse Specialists, Specialist Physiotherapists and Respiratory Physiologists.

Respiratory Service

The Respiratory Team provides a comprehensive respiratory outpatient service including Lung Cancer, Interstitial Lung Disease, Asthma, COPD, Bronchiectasis and Tuberculosis. The outpatient capacity is currently not adequate to meet the demand of the local population and it is hoped this appointment will assist in increasing our capacity. The DAIRS team (Dorset Adult Integrated Respiratory Service) provides admission avoidance and early discharge and support to patients with chronic respiratory illness and deliver an oxygen service. The Respiratory Physiology service includes polysomnography and the capability to screen for OSA. The department has facilities for bronchoscopy, EBUS and Medical Thoracoscopy and dedicated pleural rooms and ultrasound equipment.

Currently, inpatient and outpatient services are duplicated across both sites. Eventually, all inpatient work will be at the Bournemouth site with elective work at the Poole site. Both sites currently have dedicated respiratory wards (A4 at Poole and Ward 2 at Bournemouth) and patients with respiratory and general medical problems are also managed by the team in other ward areas. We have weekly lung cancer MDTs, radiology meetings and teaching sessions. There is also a weekly general medical Grand Round.

We have very good working relationships with our regional respiratory colleagues and meet with them regularly as the Dorset Thoracic Group. This meeting is used to discuss the development of respiratory services across Dorset.

THE CANDIDATE

The successful candidate will have completed specialist training in both Respiratory and General Internal Medicine. Whilst no specific sub specialisation is required, if a candidate has a specialist interest this could be accommodated on discussion.

The job plan will require contribution to inpatient working and outpatient work including ward rounds, clinics, investigations such as pleural work and endoscopic procedures. The job plan

is based on an average clinical expectation and will necessitate the ability to be flexible across both sites and to embrace change as the transformation evolves. Eventually, all emergency care is planned to be delivered at the Bournemouth site and elective care delivered at the Poole site. The successful candidate will join the existing team members in planning and negotiating our future working patterns.

THE POSTS

The posts will be 10 PAs, but less than full time work can be accommodated, and the successful candidates will work within a joint job-plan divided between the existing consultants based on a 42-week job plan allowing for annual and study leave. On call overnight is covered with an on-call supplement and weekends worked are either job planned or taken as time off in lieu or combination of both. The final job plan will be agreed depending on the number of consultants appointed and all consultants will be required to be flexible.

An average job plan would include

- 3.5 PAs for Ward rounds
- 0.5 PAs for MDT
- 1.25 PAs for patient related admin
- 0.75 PAs for bronchoscopies/pleural work
- 2 PAs for outpatient clinic including Virtual clinics
- 2 PAs for Supporting Professional Activities

The timing and location of this job plan will be part of the negotiation with the wider team but there is some flexibility with regards to the number of days worked and potentially if both appointments are successful the ratio of inpatient work to outpatient work will change in favour of more outpatient capacity.

TEACHING

The Trust has an active postgraduate teaching programme and all Physicians take part in the Friday Grand Round. There is a rolling programme of education for Internal Medical Trainees and Foundation doctors. All Respiratory Consultants are accredited for educational supervision. We have a weekly departmental teaching session run across both sites.

There are formal postgraduate teaching programmes for the MRCP and the Trust hosts an MRCP Part II examining centre. Undergraduates from Southampton Medical School and St George's Medical School, Grenada attend for their medical attachments in the Respiratory Department. We also combine with Bournemouth University to provide teaching for the Physician Associate Programme as well as hosting many elective students from within the United Kingdom and other parts of Europe.

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. The current Training Program Director for Wessex Respiratory Medicine is one of the UHD Respiratory Consultants.

THE MEDICAL CARE GROUP

The Medical Care Group consists of 5 directorates (Emergency/Urgent Care, and Acute and Ambulatory Medicine, Networked Medicine, Specialist Medicine, and Older Person's Medicines. The Medical Care Group is led by Dr Robin O'Gorman

The Respiratory team sit within the Specialist Medicine Directorate which includes Respiratory Medicine, Gastroenterology, Diabetes and Endocrinology, Dermatology and TIU. The Clinical Director is Dr Georgina Page (Endocrinologist)

CLINICAL GOVERNANCE AND AUDIT

UHD Respiratory Department has a three-monthly Clinical Governance Meeting and Audit Programme. There are regular Mortality and Morbidity meetings. There is support from the trust QI team for larger projects.

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. This includes time allocated for relevant continuing professional development.

To support the GMC revalidation process, the job description and job plan are subject to review once a year by the post-holder and the Clinical Director and General Manager

The appraisal process aims to be a constructive and developmental one, largely concerned with the continuing development of the Consultant's skill base and career as well as ensuring that they are on track for the revalidation cycle.

The post-holder is 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.

MAIN CONDITIONS OF SERVICE

Registration with the General Medical Council and license to practice or eligibility for registration is necessary for this post.

This post is covered by the terms and conditions of service of Terms and Conditions – Consultants (England) 2003 which should be read in conjunction with the General Whitley Council Conditions of Service and as amended from time to time.

ANNUAL LEAVE

Applications for annual leave should be made at least 6 weeks in advance.

STUDY AND TRAINING

Newly appointed post-holders will be provided with access to mentoring and coaching to support personal and professional development needs.

OTHER FACILITIES

Other on-site facilities include:

- Day Nursery
- Doctors' Mess (with IT facilities)
- IT Learning Centre
- Auto-bank
- Staff Car Park (subject to charge & availability)

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.

SAFEGUARDING

Both Trusts are fully committed to safeguarding the welfare of all children and young people and vulnerable adults by taking all reasonable steps to protect them from harm. All staff will receive appropriate training and induction so that they understand their roles and responsibilities and are confident about carrying them out.

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 (MHSAWR) 1999, and in other relevant regulations and guidance notes.

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.

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.

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 and in particular to work towards a 10% carbon reduction.

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.