

# Candidate Brief Consultant Neurologist

April 2024

## Welcome to Epsom and St Helier University Hospitals NHS Trust

Thank you for showing an interest in working with us at Epsom and St Helier – a family of more than 7,000 colleagues.

We are truly an integrated health and care Trust. In simple terms, that means that as well as the services we provide at our acute care hospitals (Epsom in Surrey and St Helier nearby in south west London) we work with local GPs, mental health services, community providers and local authorities, with the joint aim of preventing local people from becoming unwell, and when they do, that they receive the right care, in the right place, with the right support.

So, as well as great hospital care, together we offer an increasing range of services. These include adult community health, sexual health and children's therapies. Many of these community services are run by the partnerships we host, Surrey Downs Health and Care and Sutton Health and Care.

Continuing the partnership theme, we also host and run some exceptional hospital-based services including the South West London Elective Orthopaedic Service – rated 'Outstanding' by the Care Quality Commission (CQC) – and we also have the largest nephrology (care around kidney disease) service in the UK, that isn't co-located with a transplant service.

We also work as part of the St George's, Epsom and St Helier Hospital and Health Group, with a shared leadership and increasing collaboration to develop stronger clinical and corporate services between two major providers serving Surrey and South West London.

These partnerships are at the forefront of joining together health and care for local people, and part of the national NHS ambition to provide the best care locally.

In autumn 2019, as an entire Trust, we moved up to become rated 'Good' by the CQC and we seek to continually improve. As part of that, we have secured £500m as part of the government's Hospital Infrastructure Plan to enable us to build a brand new Specialist Emergency Care Hospital in Sutton and finish the refurbishment of the existing buildings on the Epsom and St Helier hospital sites.

We are committed to making all of our work places great places to work, with the right support and culture to help you excel. We spoke with more than 3,000 colleagues about what makes a good day at work and as a result introduced a new core value – 'Respect'. And as a result 'Respect' is at the heart of everything we do. This means we want everyone who works with us to be able to do the best that they possibly can with opportunities available for everyone to grow and develop. It also means that there is no place for bullying, racism, discrimination or other poor behaviours.

We continue to develop as a Trust and with our partners. There is lots to do and we welcome you to help us on that journey, starting with the following job description, which we hope inspires you to be part of our success.

## Our Trust Values



### All of us who work at Epsom and St Helier

Choosing to work at Epsom and St Helier means I choose to sign up to our values, behaviours and expectations.

-  Respect and value other people's views, experience and skills
-  Develop myself to be a great role model of our behaviours
-  Treat patients with respect and as equal partners in their care
-  Treat everyone fairly regardless of protected characteristics, profession, role or level
-  Speak up whenever I have a concern, give feedback respectfully, receive feedback gracefully, admit mistakes, resolve issues together
-  Respect myself, looking after my own health and wellbeing
-  Create a respectful environment free from disrespectful behaviour
-  Respect my role, doing a good job to meet my objectives as they change, and doing the best I can with available resources.

Our ambition is to provide an outstanding level of care to our patients and communities

**Above all we value respect.** This means everyone at the Trust – whether a member of staff, a patient or their loved ones – can expect to be treated with respect, whatever their role or background. This ensures kind, positive, professional teamwork, delivering great care to every patient, every day.

By choosing to work here, you also choose to value and role model respect. This means having respect for the Trust and your roles and responsibilities, as well as colleagues, patients and anyone who interacts with the Trust.

## Our shared purpose

Developed by our patients and staff in the Your Voice Your Values project, 2018.



We offer an extensive range of services, including cancer, pathology, surgery, and gynaecology to 500,000 people in south west London and north east Surrey. We operate two busy general hospitals, Epsom Hospital and St Helier Hospital, and run services from other locations, including Sutton Hospital.

St Helier Hospital is home to the South West Thames Renal and Transplantation Unit and Queen Mary's Hospital for Children, while Epsom Hospital is home to the South West London Elective Orthopaedic Centre (SWLEOC). Both Epsom and St Helier hospitals have Accident and Emergency departments (A&E) and Maternity services (Obstetrics).

We also play an active role in the local healthcare economy, and are the lead provider in two innovative health and care partnerships.

In Surrey Downs (that's the Epsom, East Elmbridge and Dorking areas), we have partnered with CSH Surrey, the three GP federations in the Surrey Downs area, and Surrey County Council (who are an associate member), to provide adult community health services. This innovative partnership is called Surrey Downs Health and Care.

In Sutton, we have joined forces with the London Borough of Sutton, Sutton GP Services and South West London and St George's Mental Health Trust to provide adult and children's community health services and sexual health services to local people. Together, we are called Sutton Health and Care – you can visit our website [www.suttonhealthandcare.nhs.uk](http://www.suttonhealthandcare.nhs.uk).

## Job Description Summary

**Job Title: Consultant Neurologist**  
**Grade: Consultant**  
**Contract: Substantive appointment**

**Department: Neurology**

**Reports To: Dr Philip Fletcher Consultant Neurologist and Neurology Departmental Lead**

**Accountable To: Dr Guan Lim, Divisional Medical Director for Medicine**

**Site: Trust-wide**

**Programmed Activities: 10**

### 3. Job Summary

This is an exciting opportunity to join the Neurology Department and Epsom & St Helier Hospitals at a unique time. The Trust has made significant improvements as evidenced by its recent CQC rating and the unprecedented securing of £500m to finance a brand new acute service for its catchment of 500,000 population and local healthcare partners. An achievement we are particularly proud of.

This is a Consultant in Neurology appointment anticipated to commence as soon as possible. This is a post based across both Epsom & St Helier Hospital sites and we hold strong links with the Atkinson Morley's Wing (AMW), St George's Hospital. Applications are invited from suitably qualified physicians in Neurology who are keen to support sub-specialty interests including but not limited to Cognitive Neurology. The appointee will work as part of a neurology consultant team providing an out-patient neurology service as well as daily out-reach service to the medical wards, the Stroke Unit and Ambulatory Care unit at St Helier's Hospital. The appointee will be expected to participate on the AMW on-call rota providing out of hours support to the region. SPA activity will be undertaken at St George's Hospital AMW. The successful candidate will foster and develop common Neurology policies Trust-wide in conjunction with the physicians at Epsom and St. Helier Hospitals and in addition will work closely with other acute general and specialist physicians of the Trust. Cross-site working will be expected where clinical circumstances dictate.

The appointee will take a lead role in developing new services in line with the Trust policy. They will work with the rest of clinical and managerial team to deliver quality improvements on the Neurology unit and in the community. The appointee is expected to participate in regular Clinical Audit and Clinical Governance activities within the Neurology Unit and the Trust. It is also expected that the appointee will participate in Trust Committee work in due course.

We are a dynamic and forward thinking team who hold excellent and safe patient care as its core aim, delivered holistically by an integrated, multi-disciplinary team. We are looking to appoint a colleague into a new post to further the team and Trust ambitions.

The Trust has a very active R&D department headed by Dr Pauline Swift. The successful candidate will have ample opportunities to engage in projects of interest.

## 4. Information about the Neurology department

This Department is part of the Medical Directorate. Our Neurology department is based across both of our Trusts main sites (Epsom and St Helier) and also delivers Neurology expertise and advice to our local community teams and provides clinics at the Royal Marsden Sutton site and the AMU at St George's Hospital.

We are seeking a consultant appointment to develop the service in line with recommendations made by the Royal College of Physicians. We will provide a Neurology service to support the Acute Medical Service and the community. Developments in new medication for chronic neurological conditions have increased the demand locally for Neurological expertise.

The post holder will join a team consisting of 6 Consultant Neurologist colleagues:

Dr Philip Fletcher – Consultant Neurologist and Neurology Departmental Lead

Dr Paul Hart – Consultant Neurologist

Dr Caroline Lovelock – Consultant Neurologist

Dr Jananee Sivagnanasundaram – Consultant Neurologist

Dr Vafa Alakbarzade – Consultant Neurologist

Dr Sathyajith Ambawatte – Locum Consultant Neurologist

The successful candidate will work alongside a WTE Clinical Nurse Specialist in Epilepsy and a 0.5 WTE Multiple Sclerosis Specialist Nurse. In addition there is administrative support and designated office space.

To support our work Neuroradiology support is provided via weekly meeting on St Helier and Epsom sites as well as St George's Hospital. In addition there is also a consultant-led neurophysiology service based at St Helier. Our hospitals offer a full range of diagnostic facilities, including endoscopy, pathology and radiology (MRI, nuclear medicine, spiral CT scanning, multi-slice CT scanning, ultrasound and vascular diagnostic services).

The Neurology team provides an in-reach service to the Acute Medical Unit, but do not have inpatients under their direct care at Epsom or St Helier Hospital. Specialist neurological patients may be admitted to the St Georges site when needed. Members of the department are also actively involved with organisation and delivery of undergraduate teaching to students from St George's University of London. These commitments include teaching students from the 4 year and 5 year streams. In addition to teaching students in clinic, the post-holder is expected to give regular lectures and participate in a yearly teaching day at St Helier Hospital.

## 5. Job description and responsibilities

We are looking for a committed, vibrant and enthusiastic colleague to join our cohesive Neurology Team at Epsom and St. Helier University Hospitals NHS Trust. This is a post primarily based at the St Helier site with cross site working where necessary. This is a 10 PA post for a Consultant Neurologist who has the relevant Royal College of Physicians accreditation and approval.

**The principal duty of this post is to provide a comprehensive clinical service to patients.**

1. To at all times, comply with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.
2. To ensure that patient confidentiality is maintained at all times.

3. To undertake duties as defined within the attached job plan in so far as practicable and in agreement with your Clinical Director.
4. To be responsible and managerially accountable for the reasonable and effective use of Trust resources that you use and influence, and professionally accountable to the Medical Director.
5. On commencement to ensure personal attendance at the Trust's corporate Induction (or arranged Consultant Induction).
6. To participate in the Trust's Statutory & Mandatory training programme.
7. To be responsible for the Clinical Management of in and outpatients under your care.

### Teaching & Training

1. To share responsibility with other Consultants for the recruitment, appointment and supervision of junior medical staff in accordance with Trust policies.
2. To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.
3. To devote time, through agreement on a regular basis for teaching and training of medical students as part of agreed teaching arrangements with the Foundation School.

### Mentoring

The Trust will provide a robust mentoring programme for all new Consultant appointments. The process allows new Consultants to approach trained Trust Mentors upon commencement of their new post. The Mentors will provide support and advice and afford new Consultants the best possible start to their post at Epsom and St Helier University Hospital NHS Trust.

### Management & Governance

1. To be responsible for the management, appraisal and discipline of junior doctors who are attached to you, after taking appropriate advice, where appropriate.
2. To maintain personal and professional development. The post holder will be expected to register with their respective Royal College for the purpose of CME/CPD and to fulfil the requirements of that registration.
3. To provide advice, as required to the Executive and Trust board, General Practitioners and other interested parties, on the provision of planning of clinical services locally, regionally and nationally in keeping with confidentiality agreements relating to Trust business.
4. To co-operate in the present framework agreement of management arrangements.
5. To fully participate in Clinical Governance arrangements across the Trust including participation in clinical audit, research (where appropriate), pursuing an agreed agenda with colleagues and the Trust Board and fully co-operating in implementing the results in order to achieve best practice.
6. To participate, on at least an annual basis in consultant appraisal and job planning reviews.
7. To comply with Trust policies and procedures where appropriate.
8. To ensure that all intellectual property rights of the Trust are observed.

## 6. Job Plan

The proposed job plan for this post is attached below. This will be discussed in detail with the post holder on appointment and can potentially be amended to fit any specialist interests. In reach commitment will be divided between the consultant team.

Job plans will be reviewed annually, following an appraisal meeting. The job plan will be a prospective agreement that sets out a Consultant's typical working pattern, duties, objectives and responsibilities for the coming year. It will cover all aspects of a Consultant's professional practice including clinical work, teaching, research, education, managerial responsibilities and external commitments. The general Neurology clinic profile will typically have 10 patients (4 new and 6 follow up patients).

On appointment of the post holder, the Clinical Director may commence discussions to finalise the job plan which will become operational on appointment. The job plan is an indicative plan of the duties the post holder is likely to be asked to undertake.

Additional programmed activities may be offered to the post holder. Any offer of additional programmed activities will be based on the needs of the service and in line with the Trust objectives and will be reviewed on an annual basis. The role consists of 8 Programmed Activities (P.A.) of direct clinical care and 2 P.As for Supporting Professional Activity.

This post will be based across Epsom and St Helier sites. This is a proposal and the final work commitments will be agreed between the post holder and Epsom & St. Helier University Hospitals NHS Trust through the job planning process prior to commencement, to cater for subspecialty interests and site location.

Thereafter this will be reviewed annually with the clinical lead, service manager and clinical director. Any changes can be discussed and agreed at this annual review.

Day	Time	Location	Work	Categorisation	N.o of PAs
Monday	09:00-13:00	Epsom /St Helier Hospital	Outpatient Clinic	DCC	1
	14:00-18:00	Epsom /St Helier Hospital	Ward Referrals	DCC	1
Tuesday	09:00-13:00	Epsom /St Helier Hospital	Outpatient Clinic	DCC	1
	14:00-18:00	Epsom /St Helier Hospital	Clinical Admin	DCC	1
Wednesday	09:00-13:00	Epsom /St Helier Hospital	Outpatient Clinic	DCC	1
	14:00-18:00	Epsom /St Helier Hospital	Ward Referrals 1:3 Clinical Admin 2:3	DCC	1
Thursday	09:00-13:00	Epsom /St Helier Hospital	Outpatient Clinic	DCC	1
	14:00-18:00	Epsom /St Helier Hospital	Governance/Audit	SPA	1
Friday	09:00-13:00	St George's Hospital	Governance/Audit	SPA (CPD)	1
	14:00-18:00	Epsom /St Helier Hospital	Ward Referrals 1:3	DCC	1

			Clinical Admin 2:3		
Saturday					
Sunday					
Total PAs	<b>10</b>				
<b>Programmed Activity</b>	<b>Number</b>				
Direct Care (inc. unpredictable on-call)		8			
Supporting Professional activities		2			
Other NHS responsibilities					
External duties					
Total Programmed Activities	<b>10</b>				
Regional on-call	0.125PA allocation per 2 days + 1% supplement				

### Private Practice

The post holder should ensure that any private practice commitments are discussed with your Clinical Director and entered into the prospective job plan. Any change to these will need to be discussed between the post holder and the Clinical Director and recorded in an amended job plan. Consultants will be required to ensure that they meet the code of conduct for private practice at all times.

### On Call Arrangements

The post holder will also join the regional neurology unit on call rota. This involves covering a 1 week (Friday 5pm-Friday 5pm) on-call period twice a year, providing out of hours telephone support for the week, and daily ward rounds and in-reach reviews at AMW over the weekend.

### Medical Practice

All members of the Trust's medical staff are expected to practice within the GMC Guidelines; in particular those contained within the publications *Good Medical Practice* and *Maintaining Good Medical Practice*.

All of the above provide an outline of the duties of doctors who are registered with the GMC and in particular emphasise the responsibility of every doctor to ensure standards of good clinical care, share good practice, keep up-to-date with clinical skills, work in teams and maintain good relationships with colleagues in all disciplines. The Trust is committed to the support of these principles and provides funds for education and development of all grades of staff.

### Professional/Clinical Development

The Trust places great emphasis on the continuing development of all employees. Extensive training opportunities are available both internally and externally.

The Medical Director's office will provide a focus for ensuring the process of delivery of care is research/knowledge based, continuously evaluated and proven to be effective.

### Clinical Audit

There is a wide ranging Clinical Audit Programme across many specialities within the Trust, supported by specialist staff.

Clinical involvement in Clinical Audit is of paramount importance. Clinicians are expected actively to participate in audit and generally to follow agreed protocols to enable the provision of high quality care.

### **Appraisal/Revalidation**

The appointee will be required to fully co-operate and participate with the Trust's appraisal scheme, which identifies personal and professional development needs; agreeing plans for them to be met, while reviewing the doctor's work and performance and considering the doctor's contribution to the quality and improvement of service delivery.

### **Health & Safety**

All medical and dental staff employed by the Trust are expected to comply with Trust Policy and management instruction with regard to Health and Safety and to Fire Prevention and, in particular to anything that endangers themselves or others

### **Healthcare Associated Infection**

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene including the 'naked below the elbow' approach, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about the application of practical measures known to be effective in reducing HCAI.

The Trust has the responsibility of ensuring that adequate resources are available for you to discharge your responsibilities.

### **Safeguarding**

The Trust has in place both a Safeguarding Children Policy and a Safeguarding Adults Policy in line with national legislation.

The Safeguarding Policies place a duty upon every employee who has contact with children, families and adults in their everyday work to safeguard and promote their welfare. In the event that you have concerns about possible harm to any child or adult you should contact your line manager immediately. Out of hours contact should be made with the on-call manager through switchboard. The Trust has nominated Safeguarding Leads who act as contact points for support and advice if concerns are raised about a child or adult's welfare. These individuals can be reached through switchboard during office hours by asking for the Named Professionals for Safeguarding Children or Adults respectively.

### **Equality & Diversity**

All staff employed within the Trust must co-operate with all policies and procedures designed to ensure equality of employment. Colleagues, patients and visitors must be treated equally irrespective of gender, ethnic origin, age, disability, sexual orientation, religion etc.

### **Training Opportunities**

The post holder will have ample opportunity and encouragement to train in all aspects of Neurology. There is a weekly Grand Round and a Foundation Year Teaching Programme. There are also weekly lectures in the Postgraduate department when usually an external speaker is invited.

### **Research**

There will be ample opportunities and encouragement from the department for any research in Neurology.

The Trust has a good reputation for undergraduate and postgraduate education.

We teach a 5-year programme and Graduate Entry Programme (GEP) medical students from St George's Hospital Medical School. Approximately 40% of St George's medical students are taught in the Trust. We also teach students from the Imperial Medical School and the American University of

the Caribbean. There is a thriving and well-equipped Postgraduate Medical Centre (PGMC) including library at Epsom General Hospital.

There is an academic weekly lecture programme in the PGMC, a weekly Grand Round and a journal club. There is a separate academic weekly lecture programme for GPs

### **Terms & Conditions of Service**

The appointment will be subject to the Terms and Conditions of Service for Hospital Medical and Dental Staff. The main terms and conditions of employment will be the Terms & Conditions for Consultants (England) 2003 – Version 9 (March 2013) and the General Whitley Council Conditions of Service.

The staff side of the Joint Local Negotiating Committee is a formal sub-committee of the Trusts Senior Medical Staff Committee, approved as the established negotiating machinery of its Senior Medical Staff, in development of local agreements.

A copy of the terms and conditions of service, and any other local agreements are available for inspection on the Trust Intranet and in the Medical Staffing Department of Epsom & St. Helier University Hospitals NHS Trust.

### **Remuneration**

The salary scale for this post is as agreed under national agreements.

### **Professional & Study Leave**

The allowance for consultants is leave with pay and expenses within a maximum of thirty days (including off-duty days falling within the period of leave) in any period of three years  
Leave agreed in accordance with Trust policy.

### **Visiting/Supplementary Information**

The post holder will normally be required to reside within ten miles, or within thirty minutes travelling time to the Trust. Any variation should be formally documented and agreed with the Medical Director and HR.

Candidates are welcome to visit the department, subject to an appointment being made.

Arrangements for visiting the department can be made by contacting Dr Paul Hart through the hospital switchboard telephone number: 020 8296 2000

#### **Equal Opportunities**

The Trust affords its employees equal opportunities in employment, training and development irrespective of sex, sexual orientation, gender reassignment, disability, marital/parental status, race, colour, nationality, ethnic origin, religion, hours of work, political beliefs, TU membership or age. The Trust has an Equal Opportunities Policy and all employees are expected to be aware of, and adhere to the provisions of this policy and to carry out their duties and responsibilities in accordance with this policy.

### **Confidentiality and Disclosure of Information 18**

In the course of your employment you may come into the possession of or have knowledge of confidential information relating to patients, staff and the Trusts business and commercial information. All employees have a responsibility to ensure the appropriate security and confidentiality of information and to comply with legislation including the Data Protection Act, Access to Health Records and Computer Misuse Act. Disclosure of medical, commercial or personal information, systems passwords or other confidential information to any unauthorised person or persons will be considered at gross misconduct and may lead to disciplinary action, which may include dismissal and prosecution

### **Code of Conduct**

All staff are required to abide by their professional code of conduct as appropriate.

### **Health and Safety**

The Trust operates a Health and Safety policy applicable to all employees. Employees must make themselves familiar with this policy and the responsibility placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

### **Infection Control**

The Trust is committed to the prevention and control of infection, and operates an infection control policy. It is the responsibility of all employees to be aware of the infection control policy and procedures and the importance of protecting themselves, patients and visitors.

### **Risk Management**

Risk is everybody's business. All staff have an individual as well as a corporate responsibility for risk. The outcome of effective risk management is the provision of safe patient care during their episode of illness or treatment and also the provision of a safe Trust environment for patients, staff and the public.

The Trust aims to have 'Just and Fair' culture where there is low blame and wants to encourage staff to report incidents and identify risks. If the latter is carried out then lessons can be learnt and changes in practice will be implemented in order to improve the quality of patient care.

You personally need to be adequately trained in risk management processes and the Trust provides a variety of risk related study days and courses. A list of these can be found in the Trust Training Brochure and it will be important that you take note of the mandatory courses, which you must attend.

### **Safeguarding Vulnerable Children and Adults**

The Trust and therefore every member of staff employed by the Trust has a statutory responsibility to safeguard vulnerable people i.e. children, young people and adults, to identify and report concerns or abuse. The roles and responsibilities of individual staff are documented within the Trust child protection and safeguarding vulnerable adult's policies. Staff must be aware of their responsibilities with regard to attending in house mandatory child /adult protection training and multiagency training as appropriate to their role.

### **Working Time Regulations**

The Working Time Regulations 1998 state that employees should not work more than an average of 48 hours per week based on a 26 week period. Employees who wish to exceed this number of hours must obtain Management authorisation and will be required to sign an opt-out agreement which will be placed on file.

### **Improving Working Lives**

In line with the NHS Plan, Epsom and St Helier University Hospitals Trust is making changes to improve the working lives of all staff. By helping staff to achieve good work life balance we can develop higher standards of healthcare and patient choice.

In order to support staff the Trust offers a range of benefits including onsite day nurseries, school holiday clubs, complementary therapies, a wide range of staff discounts, various recognition schemes and special annual events.

There is a National Audit Instrument for Improving Working Lives, which involves the Trust being assessed against a set of national standards to ensure that it is making real and tangible improvements to the working lives of our staff.

### **Smoking**

The Trust operates a strict no-smoking policy and employees are therefore not permitted to smoke on-site.

### Alcohol and Drugs

The consumption of alcohol or drugs is strictly prohibited whilst on duty. The Trust operates a substance abuse policy which employees should make themselves familiar with.

### Security

All employees are required to wear name badges whilst on Trust premises and are responsible for ensuring they understand their security responsibilities Whilst on Trust property. Any security incidents should immediately be reported to the security office.

Further information and copies of the Trusts Policies and Procedures can be found on the Trust's Intranet, Via Departmental Managers or within the Human Resources Department.

## 7. Person Specification

	Essential	Desirable	Method of Assessment
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>Hold a medical qualification or qualification registered with the GMC</li> <li>Entry onto the Specialist Register for GMC or be within six months of obtaining CCT/CCST or equivalent</li> <li>Appropriate higher medical qualification i.e. MRCP/MRCS or equivalent</li> <li>Accreditation for neurology</li> <li>UK and relevant level NHS experience</li> </ul>	<ul style="list-style-type: none"> <li>MD or equivalent higher degree or evidence of relevant research</li> </ul>	Application
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>High standard of clinical skill and expertise in Neurology and general internal medicine</li> <li>Able to contribute to the full range of skills required for the on call rota for the specialty</li> <li>Interest in multi-disciplinary work</li> </ul>		Application / Interview
<b>Management &amp; Administrative Experience</b>	<ul style="list-style-type: none"> <li>Audit/Research</li> <li>Has attended a recognised management training event or will have such training on completion of CCT/CCST</li> <li>Supervision of post graduate trainees</li> <li>Personal time management skills</li> <li>Ability to organise inpatient and outpatient waiting lists</li> <li>Understanding of appropriate clinical governance</li> <li>Ability to contribute to change management</li> </ul>	<ul style="list-style-type: none"> <li>Familiarity within issues of service organisation and development</li> <li>Service Development experience</li> </ul>	Application / Interview

<b>Teaching Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching undergraduate and postgraduate trainees</li> <li>• Ability to teach clinical skills</li> <li>• Experience of teaching basic clinical skills to undergraduates/post graduates</li> <li>• Ability to supervise postgraduate research</li> <li>• Understanding of GCP principles</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching and supervising junior doctors, lay colleagues</li> <li>• Ability to supervise postgraduate research</li> </ul>	Application / Interview
<b>Research Experience</b>	<ul style="list-style-type: none"> <li>• Ability to contribute to change management</li> <li>• Ability to apply research findings to clinical problems</li> <li>• Ability to critically review research</li> </ul>	<ul style="list-style-type: none"> <li>• Publications in peer reviewed journals</li> </ul>	Application / Interview
<b>Language</b>	<ul style="list-style-type: none"> <li>• Demonstrable skills in written and spoken English to the appropriate standard necessary to fulfil the job requirements.</li> </ul>		Application / Interview
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to work in a multi-disciplinary team</li> <li>• Ability to work in partnership to deliver a patient centred service</li> <li>• Demonstrate an understanding and willingness to embrace user involvement</li> <li>• Good interpersonal skills</li> <li>• Enquiring, critical approach to work</li> <li>• Ability to communicate effectively with patients, relatives and colleagues</li> <li>• Commitment to continuing professional development</li> <li>• Willingness to undertake additional professional responsibilities to local, regional or national levels</li> <li>• Willingness to work with consultant colleagues and management to maintain and develop a comprehensive service</li> <li>• Able to make own arrangements for travel between working sites</li> </ul>		Application / Interview

## 8. Terms and conditions

The main terms and conditions of employment will be the Terms & Conditions for Consultants (England) 2003 – Version 9 (March 2013) and the General Whitley Council Conditions of Service. The staff side of the Joint Local Negotiating Committee is a formal sub-committee of the Trusts Senior Medical Staff Committee, approved as the established negotiating machinery of its Senior Medical Staff, in development of local agreements. A copy of the terms and conditions of service, and any other local agreements are available for inspection on the Trust Intranet and in the Medical Staffing Department of Epsom & St. Helier University Hospitals NHS Trust.

### Annual leave

Consultants are entitled to annual leave at the following rates per year, exclusive of public holidays and extra statutory days:

Up to seven years completed service as a consultant = six weeks. Seven or more years completed service as a consultant = six weeks and two days.

Trust policy requires all Consultant staff to submit annual leave requests with a six weeks' notice.

### **Professional & Study Leave**

The allowance for consultants is leave with pay and expenses within a maximum of thirty days (including off-duty days falling within the period of leave) in any period of three years

Leave agreed in accordance with Trust policy.

### **Additional Requirements**

All posts are subject to Satisfactory References, Full GMC registration with Specialist Registration or within six months of obtaining CCT, Occupational Health clearance (including Hepatitis B & C) and Police clearance through the Disclosure and Barring Service (DBS) [formerly CRB], as required under section 122 of the Police Act 1997.

**If you do not receive clearance for any of the above, your offer will be withdrawn.**

The post holder will normally be required to reside within ten miles, or within thirty minutes travelling time to the Trust. Any variation should be formally documented and agreed with the Medical Director and HR.

### **Visiting the Department**

Applicants are invited and encouraged to visit the department informally, by arrangement to meet with the team and we would be delighted to address any queries. A polite note to say that trust will not pay travelling expenses or a subsistence allowance in connection with any such visits. For an informal discussion and/or to arrange an informal visit please contact:

**Dr Philip Fletcher Clinical Lead on: 020 8296 3355**