

## JOB DESCRIPTION

Job Title:	Consultant Respiratory Physician
Special Interest	Respiratory Medicine
Number of hours:	Full time
Location:	Conquest Hospital
Professionally accountable to:	Medical Director: Dr Simon Merritt
Responsible to:	Dr Thereza Christopherson. Clinical Lead Respiratory Medicine.

### 1. INTRODUCTION

We are looking for an experienced and enthusiastic Respiratory Consultant with an interest in asthma, COPD and community respiratory medicine to join our dedicated team. The post includes on call for General Medicine on a one in 11 basis. East Sussex Healthcare Trust (Eastbourne District General Hospital and Conquest Hospital) has a good / outstanding rating from CQC. It has been awarded a building investment for the future by the Government. We are committed to achieving the highest standards for medical care and health improvement in the communities in which we live and work. Our culture emphasises teamwork, collegiality, professionalism, and mutual respect creating an inspiring and exceptional place to work. We are team based and Consultant led to achieve safe, efficient patient centered care with kindness. This has been reflected in excellent GMC reviews from our junior doctors at Conquest. Our medical education department is valued by our medical students linked to Kings College London Medical School and Brighton Medical School.

You are invited to join us for a rewarding career that promotes excellence in patient centered care. You can thrive in an environment that supports innovation and has a wealth of resources available to you including a specialised diagnostic and interventional radiology department, dedicated lung function, enhanced ventilation wards for Non-invasive ventilation linked to a home ventilation service, Consultant office space with IT and secretarial support, excellent thoracic surgery service support based at Guys Hospital. Our natural and cultural resources provide a wealth of opportunities for community engagement and high quality of life.

## 2. GENERAL DESCRIPTION OF TRUST AND SERVICES

### ABOUT US

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We are one of the largest organizations in East Sussex with an annual turnover of £476 million. Our extensive health services are provided by over 7000 dedicated members of staff working from two acute hospitals in Hasting and Eastbourne, three community hospitals in Bexhill, Rye and Uckfield, over 100 community sites across East Sussex and in people's own homes.



In 2020 the Care Quality Commission (CQC), the health and care regulator, rated us as 'Good' overall, and 'Outstanding' for being caring and effective. Our acute hospital at Hastings and our Community Services are also rated 'Outstanding'. Our acute hospital at Eastbourne is rated 'Good'.

Our two acute hospitals have Emergency Departments and provide care 24 hours a day, offering a comprehensive range of surgical, medical, outpatient and maternity services, supported by a full range of diagnostic and therapy services. At Eastbourne hospital we provide a Centre for urology and stroke services, while at Hastings we provide a Centre for trauma services and cardiology is provided across both sites.

We have around 800 beds and over 112,000 inpatient spells each year. During 2019/20, we saw 136,000 attendances at our Emergency Departments and there were over 400,000 outpatient attendances.

At Bexhill Hospital and Rye, Winchelsea, and District Memorial Hospital we offer a range of outpatients, day surgery, rehabilitation, and intermediate care services. At Uckfield Hospital

we provide day surgery and outpatient care. We also provide rehabilitation services jointly with East Sussex County Council Adult Social Care from Firwood House in Eastbourne and Bexhill Health Centre.

In the community we deliver services that focus on people with long term conditions living well outside hospital, through our Integrated Locality Teams working with district and community nursing teams. Community members of staff also provide care to patients in their homes and from a number of clinics, health centres and GP surgeries.

To provide many of these services we work in partnership with East Sussex County Council, commissioners, and other providers across Sussex, as part of a locally focused and integrated health and social care system.

### TRUST VALUES



### ORGANISATIONAL STRUCTURE



### 3. EXISTING CONSULTANT STAFF, DEPARTMENT OF MEDICINE ESHT TUST

<b>Respiratory</b>	<b>Conquest Hospital</b> D Dr Thereza Christopherson Dr Simon Merritt Dr Osei Kankam Dr Ravi Reddy Dr Thanos Nakos Resp/Acute medicine (P/T) Dr Eleanor Giddings Resp / Acute medicine (P/T) Vacancy  <b>EDG Hospital</b> Dr James Wilkinson Dr Ashutosh Sharma Dr Sujith Pathiranth Vacancy x 2
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### 4. RESPIRATORY MEDICINE DEPARTMENT EAST SUSSEX HEALTHCARE

The Clinical Lead for Respiratory Medicine is Dr Thereza Christopherson. Nadia White is the General Manager for Respiratory medicine, and Mrs Therese Ademola the Deputy Associate Director Operations for the medical division. The department provides specialist respiratory services to the population of East Sussex at Eastbourne District General Hospital in Eastbourne, Conquest Hospital in Hastings, and our new diagnostic centre at Bexhill. We also have a multi-disciplinary integrated respiratory team (RESPS) providing respiratory nurse, physiotherapy and home NIV services across both acute sites, in the community and in the patient's homes.

CONQUEST SITE	EASTBOURNE SITE
CONSULTANTS and their specialist interest	CONSULTANTS and their specialist interest
Dr T Christopherson: Clinical Lead Respiratory Medicine Acute & Home NIV EBUS and lung cancer. Medical Education	Dr J R W Wilkinson: Associate Medical Director Interventional bronchoscopy Lung Cancer Bronchiectasis
Dr S Merritt: Medical Director	

Sleep Medicine, Home NIV	
Dr O Kankam: Pulmonary hypertension Tuberculosis, Lung cancer Medical education	Dr Ashutosh Sharma; Interstitial Lung Disease
E Giddings (Acute & Respiratory Medicine): Interstitial lung disease (P/T)	Dr Sujith Pathirathne
Dr T Nakos (Acute & Respiratory Medicine): Lung cancer & EBUS (P/T)	
Dr Goparaju Reddy Lung cancer, Medical Thoracoscopy	Vacant post x 2
Vacancy x 1	
<b>MIDDLE GRADE &amp; JUNIORS</b>	<b>MIDDLE GRADE &amp; JUNIORS</b>
1.5 SpR, 1 LAS registrar 1 IMT + 2 FY2 2 FY1	2 SpR 2 IMT 2 FY1
<b>SPECIALIST NURSES &amp;PHYSIOLOGISTS</b>	<b>SPECIALIST NURSES &amp; PHYSIOLOGISTS</b>
2 LUNG CNS 1 TB CNS 1 LUNG FUNCTION PHYSIOLOGIST	2 LUNG CNS 1 TB CNS 1 LUNG FUNCTION PHYSIOLOGIST

### Regional East Sussex Pulmonary Service (RESPS Team)

This is an integrated team of respiratory practitioners (nurses, physiotherapists, support workers, admin staff) providing care to patients with COPD, pulmonary fibrosis and bronchiectasis living in the Hastings & Rother CCG and in Eastbourne, Hailsham and Seaford areas. The team works on both acute sites, in community clinics and in the patient's own home. They provide chronic disease management, admission avoidance, chest clearance, pulmonary rehabilitation, early supported discharge, and home oxygen services. The team have dramatically reduced admissions for acute exacerbations.

The RESPS team clinical lead is Dr Stephen Lytton (EHS CCG respiratory lead). The team lead for RESPS is Hannah Long. The team has a fortnightly MDM with the clinical lead and the whole team in attendance. The MDM is open to community matrons and other healthcare workers supporting respiratory patients in the community. The RESPS team endeavours to see all patients admitted with an exacerbation of COPD to both acute sites and complete the BTS COPD discharge bundle. They provide a seven-day service.

### **Respiratory service at Conquest Hospital**

The respiratory team provides a comprehensive range of inpatient and outpatient specialist services to our local population.

The inpatient respiratory care is based on Baird ward of 28 beds. Baird ward has received an enhanced ventilation refurbishment during the pandemic. Our ward has a dedicated treatment room equipped with a mobile Sonosite Ultrasound. Daily multidisciplinary team meetings with our highly trained team enables us to ensure efficient, safe, consultant led best practice and patient centred care. We incorporate medical education, audit, and quality improvement into our ward rounds with our doctors in training to inspire and encourage learning.

Our outpatient services are supported by highly trained professional physiologists using a fully equipped lung function laboratory, including body box and fENO on site with a physiologist carrying out a full range of lung function tests.

We run an ambulatory pleural service including insertion of indwelling pleural catheters. The respiratory consultants share a bronchoscopy list. EBUS, interventional bronchoscopy and Thoracoscopy lists are also based at the Eastbourne endoscopy unit.

We have a committed secretarial team to support the post holder who will have their own desk and office space with IT facilities.

The successful candidate will be supported by an induction and mentorship programme with a nominated mentor after starting work at the Trust.

## Sample outpatient template

AM or PM	
0900	New 2WW
0930	New 2WW
1000	New 2WW
1100	New 2WW
1130	Follow up
1150	Follow up
1210	Follow up
1230	Follow up
1300	Follow up

Expectation to see between 8/9 patients per clinic.

## Sample ward job plan

This role involves rotation on and off the ward with two other colleagues.

Monday	Tuesday	Wednesday	Thursday	Friday
0900- 1230 Full ward round	0900 – clinical admin  0930-1030 Board round & new pts  11am -12 Radiology Meeting	0900 – clinical admin  0900-1300 Full ward round	0900 – clinical admin  0900-1030 Board round and new pts  1230-1300 Clinical admin	0900 – clinical admin  0900-1200 Bronchoscopy 1/3 – this will be when off ward. 0900- 1230 Full ward round 4/5 weeks
1230-1300 Lunch & admin  1300-14.00 SPA	1200-1300 lunch & SPA  From 1300 Off duty	1300-1330 Lunch & admin  1330-1400 admin	1300-1400 SPA Lunch and Respiratory department teaching (3/4) and business & governance meeting (1/4)	1230-1400 Lunch /Clinical admin
1400-1700  Respiratory outpatient clinic		1400-1700 Respiratory outpatient clinic	1400-1600 SPA  1600-1800 Lung cancer MDM	1400-1630 SPA

### Sample Off Ward Job Plan

Monday	Tuesday	Wednesday	Thursday	Friday
0900- 1130  Ward Referral / Advice and guidance / ERS  1130-1230 Admin	0900-1030 Ward Referral / Advice and guidance / ERS  1030-1200 admin	0900-1100 Ward Referral / Advice and guidance / ERS  1100- 1130 X ray meeting	0900-1130 Ward Referral / Advice and guidance / ERS  1130-1300 Clinical admin	0900-1230 Bronchoscopy 1/5 weeks – this will be when off ward.  0900-1230 4/ 5 weeks Ward Referral / Advice and guidance / ERS
1230-1400 Lunch & SPA	1200-1300 lunch & SPA  From 1300 Off duty	1130-1400 Lunch & admin	1300-1400 SPA Lunch and Respiratory department teaching (3/4) and business & governance meeting (1/4)	1230-1400 Lunch /Clinical admin
1400-1700  Respiratory outpatient clinic		1400-1700 Respiratory outpatient clinic	1400-1600 SPA  1600-1800 Lung cancer MDM	1400-1630 SPA

This is a 10 PA job plan with:

DCC	7.00
SPA	2.00
On-call	1.00 + 3% intensity supplement
Total	10.00

Full details on final job plan will be discussed with the successful applicant within 1 month of the appointment by the clinical lead and service manager.

One SPA is allocated to all consultants for revalidation to ensure they have time to meet the needs of revalidation and appraisal. Other SPAs are reviewed on an annual basis and depending on the needs of the Consultant and the medical division can be increased.



Additional SPAs are payable via the clinical lead for any additional roles. There is also consideration of time off in lieu when working additional hours or for weekend work.

## **5. ON-CALL**

This post includes on-call for General medicine, on a 1/11 basis (Clinics to be cancelled as required to support on call responsibilities e.g., post take. There is 1PA allocated to this (plus 3% intensity payment). On weekdays the acute physicians will post take most patients admitted during the day until 1700. Then the on-call consultant will lead a mid-take (1700-2000 approx.) ward round. The following morning the on-call consultant will see all patients admitted overnight who are not on the Acute Medical Unit and attend the morning handover meeting at 0830.

On Saturdays, Sundays and Bank Holidays, the on-call consultant will post take patients assisted by an acute physician. The post take ward round starts with handover at 0830 to approximately 1230, and then mid take round 1600 to approximately 2000.

## **6. RESPONSIBILITIES OF THE POST**

The appointee will be expected to help develop and enhance the general and respiratory medicine services for both inpatients and out-patients. This post is based at Eastbourne Hospital. Special interests within Respiratory Medicine which would complement and enhance those already existing would be welcome. We would particularly welcome applications from candidates with an interest in asthma.

The post-holder will be managerially accountable to Dr Thereza Christopherson, Clinical Lead Respiratory Medicine and professionally accountable to Dr Simon Merritt Medical Director. The successful candidate will be expected to agree a formal job plan with the clinical lead in respiratory medicine / Chief / deputy chief of Medicine indicating the number of fixed sessions, within 1 month of taking up post.

The post-holder will be expected to cross-cover essential services when his/her consultant colleagues are on leave.

## **SPECIAL DUTIES REQUIRED OF THIS POST**

### **CLINICAL GOVERNANCE**

The appointee is expected to be committed to the improvement of quality of clinical care in the Division and to participate in incident reporting, risk management, mortality reviews and Divisional Clinical Governance Meetings.

### **APPRAISAL**

The appointee is expected to compile an annual portfolio with evidence of continuing professional development in accordance with the Trust's appraisal process. He/she will be expected to participate in annual appraisal by the Divisional Director or other designated consultants and to produce a personal development plan which will be shared with the Medical Director and Chief Executive. The appraisal process will also be part of the information used to revalidate Consultants by the GMC.

### **MENTORING**

All new consultants to the Trust will be offered the support of a mentor during the first year in post.

### **AUDIT**

The appointee will be expected to actively participate in audit. He/she will be expected to initiate and supervise audit projects related to his/her sub-speciality interest. He/she will liaise with the speciality audit Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Participation in national audits is encouraged.

### **RESEARCH**

The Universities of Sussex and Brighton are actively developing research interests and expertise in several areas of medical and health service-related research and encourage academic and research links with the Trust.

## **CONTINUOUS PROFESSIONAL DEVELOPMENT/CONTINUOUS MEDICAL EDUCATION**

Taking study leave is a necessary part of Continuing Medical Education/CPD. Application for study leave must be submitted six weeks prior to the dates requested. There is a study leave entitlement of 10 days a year or 30 days over any three-year period. Study leave is agreed by the Clinical Lead and should be linked to the individual's personal development plan. Evidence of CME participation will become part of the post holder's portfolio.

Visits to other hospitals/working with colleagues are encouraged as an important part of CPD

## **TEACHING**

The post holder will be expected to participate in clinical teaching of undergraduate and junior medical staff within their supporting Professional Activities as required by the Division. If there is a specific interest or need, a more extensive teaching role can be developed within the Divisional structure and under the direction of the Speciality College Tutor. The Brighton and Sussex Medical School, which opened in 2003, will present opportunities for participation in undergraduate education. There will also be opportunities for Senior Lecturer posts, in some specialities, to be offered in the future.

## **EDUCATIONAL SUPERVISION**

Consultants are required to supervise the education of doctors in training and will be required to complete the Royal College of Physicians Educator Accreditation or equivalent within 12 months of appointment or obtain exemption from this. The post holder will be involved with teaching and training junior doctors and should help with both their professional and personal development. Consultants must ensure that junior doctors in their care are not overwhelmed by clinical commitments or overburdened by responsibilities inappropriate to the experience required. Consultants are also responsible for the assessment and appraisal of trainees under their supervision and must keep the Clinical and/or College tutor aware of problems that may arise. SPA time will be allocated to this. Extra PAs will be offered to facilitate educational supervision.

## MAIN CONDITIONS OF SERVICE

- a) These will be in accordance with those approved by the Trust. Currently these are covered by the Whitley Councils.
- b) Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for this post. If such a person is appointed, modification of the job plan will be discussed on a personal basis in consultation with consultant colleagues.
- c) The new consultant will be required to reside not more than ten miles or 30 minutes travelling time by road from their base hospital unless specific approval is given to a greater distance.
- d) The appointment is subject to a satisfactory medical report from the Trust's Occupational Health Consultant.
- e) You will be paid in accordance with the Terms and Conditions for Consultant Medical Staff and assimilated to the salary scale taking account of all relevant Consultant service.
- f) Annual Leave must be applied for at least 6 weeks in advance and approved by the Divisional Director. The annual entitlement is 33 days per year.

All medical staff under contract to East Sussex Healthcare NHS Trust will be expected to comply with local policies and procedures, copies of which are available on the Trusts Internet site, from the Human Resources Department or from the Divisional General Manager and will be expected to attend Mandatory training sessions.

**For further information and visits, please contact:**

**Dr Simon Merritt**

Consultant Respiratory Physician and Chief Medical Officer ESHT

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**PERSON SPECIFICATION FOR CONSULTANT PHYSICIAN IN RESPIRATORY AND GENERAL  
INTERNAL MEDICINE**

<b>ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualification</b>  <b>Higher Qualifications</b>  <b>Registration</b>	MB BS or equivalent  Membership or Fellowship of the Royal College of Physicians Full Registration with GMC with licence to practice  Name on Specialist Register on date of taking up appointment <i>or</i> to have obtained CCT within 6 months of interview date	MD or equivalent
<b>Training and experience</b>	Wide experience in all aspects of General (Internal) Medicine and Respiratory Medicine culminating in the award of CCT in both specialties.	Ability to develop a subspecialty interest within the field of Respiratory Medicine, which complements those of the current team.
<b>Administration</b>  <b>Management</b>	Evidence of participation in leadership / management  Solid understanding of Clinical Governance and Appraisal	Management qualifications and / or significant management / leadership experience
<b>Audit</b>  <b>Research and Publications</b>	Thorough understanding of principles of medical audit Regular completion of audit projects Understanding of the role of research	Publication of audit projects  Experience of clinical research culminating in presentation and publication of original studies, review articles, etc, relevant to speciality  Ability to lead clinical research project

<b>Personal skills</b>  <b>Personal attributes</b>	<p>Effective communicator, able to work and lead a multi-disciplinary team</p> <p>Leadership qualities</p> <p>Familiarity with information technology and general computer skills.</p> <p>Ability to work with colleagues in other specialities to develop local services.</p> <p>Professional attitude towards work</p> <p>Good record of attendance</p> <p>UK Driving Licence</p>	<p>Excellent presentation skills</p> <p>Demonstration of initiated projects</p>
<b>Teaching</b>	<p>Experience in teaching medical students, nursing staff and other professional groups</p>	<p>Educational qualification</p> <p>Extensive teaching experience</p>