

JOB DESCRIPTION

JOB TITLE:	Consultant Rheumatology
BASE:	Blackpool Teaching Hospital NHS Foundation Trust
HOURS:	Full time (10PA) 40 hours
CONTRACT:	Permanent
Responsible to:	Head of Rheumatology
Accountable to:	Head of Rheumatology/Divisional Director of IMPF

ABOUT THE TRUST

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and is committed to Values Based Collaborative Leadership and being a 'Great Place to Work'.

Blackpool Teaching Hospitals NHS Foundation Trust was established on 1st December 2007. The Trust gained Teaching Hospital status and became Blackpool Teaching Hospitals NHS Foundation Trust in 2010. In April 2012 the Trust merged with community health services from NHS Blackpool and NHS North Lancashire as part of the Transformation of Patient Pathways Programme. We are now a Vanguard site with Extensive Care Services provided for the complex elderly population within Blackpool, Fylde and Wyre.

The Trust serves a population of approximately 440,000 residents across Blackpool, Fylde, Wyre, Lancashire and South Cumbria and the North of England. It comprises Blackpool Victoria Hospital which is a large busy acute hospital and two smaller community hospitals – Clifton Hospital and Fleetwood Hospital and the National Artificial Eye Service. The Trust is also responsible for the provision of Community services such as District Nursing and Midwifery to a large geographical area, extending from Lytham St Annes in the South to Morecambe and Carnforth in the North. The Trust provides Tertiary haematology services for Lancashire and South Cumbria and is the site of the Lancashire Cardiac Centre which provides comprehensive cardiology and cardiothoracic surgical services for the adult population of Lancashire and South Cumbria (around 1.6 million people).

The Trust Board members are as follows:

Chairman	Mr Steve Fogg
Executive Directors	
Chief Executive	Mrs Trish Armstrong-Child
Executive Director of Strategic & Transformation	Steve Christian
Director of Finance	Mr Feroz Patel
Medical Director	Mr Chris Barben
Director of Integrated Care & Performance	Mrs Janet Barnsley
Chief Operating Officer	Mrs Natalie Hudson
Director of Nursing, AHP's & Quality	Mrs Bridget Lees

Interim Executive Director of People & Culture
Joint Director of Communications
Executive Director of Corporate Governance

Mrs Louise Ludgrove
Mrs Shelley Wright
Mrs Esther Steel

Non-Executive Directors

Mr Mark Beaton
Mrs Sue McKenna
Mr Mark Cullinan
Mr James Wilkie
Mr Andy Roach
Miss Fiona Eccleston
Mr Fergus Singleton
Mr Robby Ryan
Mr Carl Fitzsimons
Mr Adrian Carridice-Davids

Integrated Medicine and Patient Flow (IMPF)

Our division was formed in 2021 following a Trust restructure. We provide high quality emergency medical care through our Emergency Department, Acute Medical Unit and Ambulatory Emergency Care Unit. In addition, the division is responsible for inpatient and outpatient care of patients falling under the following medical specialties: General Medicine, Diabetes and Endocrinology, Geriatric Medicine, Stroke Medicine, Respiratory Medicine, Rheumatology and Dermatology. We also run Clifton hospital, a rehabilitation hospital in Lytham St Annes, and our award winning Community Frailty Team. The division is currently undergoing a period of transformation spearheaded by the construction of an Emergency Village on our Blackpool Victoria Hospital site. This should transform patient care, including through the development of our new Same Day Emergency Care (SDEC) service.

Summary

We are seeking to appoint a Speciality doctor in Rheumatology working across the geographical areas covered by the Blackpool Teaching NHS Foundation Trust. The appointee will complete the team of 2 full time Consultant Rheumatologist, 2 part time Consultant Rheumatologist, 1 Lead Nurse, 2 DMARD nurse Specialist, 5 Rheumatology Nurse Specialists and supporting staff, in a well-resourced Rheumatology department based at Blackpool Teaching Hospitals and Clifton Hospital.

The post holder will be employed by Blackpool Teaching Hospitals NHS Foundation Trust.

Trust Values

Genuine engagement of our staff is vital to our success and aspiration. Our core values provide us with the framework to create the right culture that supports our staff to be the best they can be and achieve better care together for the benefit of our patients. We expect all staff to uphold our agreed set of values and be accountable for their own attitude and behaviours.

People Centred	Serving People is the focus of everything we do
Positive	Having a can do response whatever the situation
Compassion	Always demonstrating we care
Excellence	Continually striving to provide the best care possible

Department of Rheumatology

The Department of Rheumatology provides services for patients throughout the Fylde Coast. The successful candidate would join a team of four (3.6 WTE) existing consultants. The main hospital base is Blackpool Victoria Hospital with outreach clinics at Clifton Hospital, Fleetwood Hospital and Lytham Primary Care Centre. Rheumatology day-case facilities are provided at Clifton Hospital, where a DEXA scanner is also sited. Specialist nursing support is provided by one Rheumatology Lead Nurse (with Osteoporosis interest), two DMARD Nurse Specialist, two Rheumatology Clinical Nurse Specialists and three infusion Nurses. Allied Health Professional support to the team is provided by one 0.8 WTE Band 7 occupational therapist, one 0.5 WTE band 4 occupational therapy assistant and one 0.6 WTE Band 7 specialist physiotherapist. Podiatry input is provided by the Trust's therapy team and a workforce review is due to be completed. The successful applicant will have support from all the Allied Health Professionals.

In January 2014, the Department established a fast-track Early Arthritis Clinic and is now achieving the NICE Quality Standards for the management of patients with Rheumatoid Arthritis. There is access to musculoskeletal ultrasound but an opportunity exists to develop this service in-house. The Department is keen to enhance services for patients with all rheumatological conditions. The team is currently piloting new ways of working and is working with NHS England as part of the Elective Care Demand Management Collaboration. Successful interventions include a telephone triage service and virtual clinics.

There is one Rheumatology Specialty Trainee on rotation from Health Education Northwest (North Western) allocated to the department, whose duties are split between all the consultants, including the new appointee. There is one Specialty Trainee (usually ST1 or ST2) from the General Practice Vocational Training Scheme who is based on the Dermatology/Rheumatology Unit at Clifton Hospital but also undertakes some Rheumatology outpatient clinics.

The Department of Rheumatology has close links with the other medical specialties within the Division of Unscheduled Care. Rheumatology secretaries are also part of the Unscheduled Care Division for managerial purposes. The department also has excellent working relationships with the Radiology Department and there is a monthly musculoskeletal radiology meeting.

Office accommodation is available for use by the appointee, which will include a networked PC with e-mail facility, Intranet, and Internet access. This is a new post and secretarial support will be provided.

It is an exciting time to join the Rheumatology Team at Blackpool Teaching Hospitals. This is to realise our vision of enhancing the models of care provided to patients, to achieve the quality standards for patients with rheumatic disease and to improve patient outcomes. The Department has recently expanded its nursing workforce and established early arthritis and annual review clinics.

Rheumatology Department – staff establishment

Consultants & Medical trainees	
Rheumatology Consultant & Head of Department	Dr Stephen Jones
Rheumatology Consultant	Dr Andrew Jeffries
Rheumatology Consultant Part time	Dr Hanadi Sari-Kouzel
Rheumatology Consultant Part time	Dr Sneha Varughese
Rheumatology Consultant Locum	Dr Samir Albreshni
IMT	2 doctors rotate every 6 months
GPST	Shared with Dermatology

Nursing Staff	
Rheumatology Lead Nurse	Helen Veevers
DMARD Nurse Specialist	Angelalynn White & Nicola McGarry
Rheumatology Nurse Specialists	Katrina Murphy, Jayan Ambali Vasudevan, Maria Young, Sonya Henderson and Shani Kennedy

AHP	
Rheumatology Physiotherapist Part time	Clare Longton
Rheumatology Occupational therapist Part time	Vicky Crosbie & Lorraine O Neil

Rheumatology Management Team	
Rheumatology HOD	Dr Stephen Jones
Directorate Manager	Rebecca Yates
Service Manager	Joanne Beavers
Assistant Service Manager	Kayleigh Jordan (Consultants) Melissa Crook (Nurses)
Divisional Director of IMPF	Dr David McGhee
Assistant Divisional Director of Nursing	Susan Roberts

Indicative Job Plan

Direct Clinical Care 8.5 programmed activities

Supporting Professional Activities 1.5 programmed activities

No On call Duties

The job plan will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity. All consultants will be allocated 1.5 core SPA per week for professional development (CPD), Job Planning, Appraisal, Mandatory Training, attendance at regular team meetings which will have a clinical governance aspect and participating in Audit. Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed, agreed, and made clear within the Consultant Job plan.

Additional SPA time will be made available to consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Head of Department during the Job Plan review session. Additional (non- core) SPA time will be undertaken within the Trust or at other agreed NHS sites or academic institutions during the normal working day.

Indicative* Job Plan

	Mon	Tues	Wed	Thurs	Fri
AM 09:00- 13:00	Ward referrals/Admin/MDT (1PA)	Outpatient Clinic (BVH) (1 PA)	Ward/referrals (0.5PA) & SPA (0.5PA)	Referrals/Admin (1PA)	Outpatient Clinic BVH (1PA)
PM 13:30- 17:30	Outpatient Clinic (Fleetwood) (1PA)	Ward referrals/Admin (1PA)	Outpatient Clinic (Clifton) (1PA)	Admin/Audit/Clinical Governance (1PA)	Core SPA (1PA)

SPA – Supporting Professional Activities

MDT – Multidisciplinary team meeting (2 hours – may be done over email / telephone

* Clinic times and locations will be confirmed on commencement of post. Clinics will take place at Blackpool Teaching Hospital, Clifton Hospital and one other peripheral site (likely to be Fleetwood Hospital). Travelling time will be factored in to start and finish times of peripheral clinics.

Clinic templates will be set at 6 new or 12 follow up slots or a mixture.

The Department receives between 5 – 10 ward referrals per week, which are divided amongst the team. It is therefore anticipated that for the sessions designated “Ward Referrals / Admin”, approximately 20% of the time will be allocated to ward referral work and 80% for clinical administration. There is a requirement to be flexible within these sessions to accommodate fluctuations in workload. Over 90% of the ward referrals are from the base hospital site.

Management

The department is supported by a Rheumatology Lead Nurse, Directorate Manager, Service Manager and Assistant Divisional Finance Manager as well as the wider senior management team within the IMPF Division. There are monthly Department and Clinical meetings, to discuss any operational issues, finance, strategy, and service development needs.

Teaching

The Trust is a teaching hospital for the University of Liverpool Medical School and the successful candidate may contribute to undergraduate teaching within the

sessions allocated to support professional activities. Consultants may be eligible for appointment as Honorary Teacher or Lecturer with the University of Liverpool, University of Central Lancashire or University of Lancaster.

The Trust also hosts Junior Doctors in training placements in all specialities, working in collaboration with Health Education England North-West (HENW, formerly NorthWest Deanery). This includes Foundation Doctors, IMT and Specialist Trainees at all levels. There are extensive opportunities for teaching all grades of doctor. There is an active Health Professionals Education Centre with 24-hour library facilities and a full Simulation suite. Support will be provided to enable suitably qualified candidates to become fully recognised by the GMC as trainers.

Clinical Audit

The appointee will be expected to carry out an ongoing programme of clinical audit and participate where appropriate in regional and national audit.

Clinical Audit and Research

Research is considered core Trust business, with a separate Research, Development and Innovation Division. There is an expectation to deliver evidenced based care and to also contribute to the evidence base by supporting research studies. This includes NIHR portfolio studies and the opportunity to develop in house studies.

The Trust is a member of the CLAHRC North West (Collaborations for Leadership in Applied Health Research and Care), and the NW Coast CRN and AHSN. The Trust works closely with the Lancaster Health Hub and there are opportunities for honorary academic appointments with Lancaster University, a top ten university in the UK, to recognise research contributions including supervision of PhD and MSc students.

Continuing Professional Development

The Trust offers a range of leadership programmes for both new and senior Consultants employed by the Trust and all newly appointed Consultants and Senior SAS doctors will be given the opportunity to enhance their effectiveness in their role.

New appointees will be automatically invited to attend a New Consultant and Senior SAS Doctor Induction programme which takes place over 4 months and includes action learning as well as taught interactive modules. All will be encouraged to access our in-house coaching and mentoring service

Contractual Commitment

The post holder will have continuing responsibility for patients in his/her care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

Appraisal & Mentorship

There is a requirement to participate in annual appraisal in line with GMC regulations and incremental salary progression is linked to engaging with this process

You will be expected to maintain your CME/CPD in line with college guidelines, and this will be supported by the Trust study leave policy.

KEY WORKING RELATIONSHIPS

Key working relationships include (but not exhaustive):

Key Internal Relationships
IMPF Divisional Director
Rheumatology Head of Department
Rheumatology Senior Management Team
Directorate/Service Manager – Rheumatology and Dermatology
Rheumatology Consultant Colleagues
Consultant Colleagues within and outwith the IMPF division
Rheumatology Lead Nurse
Rheumatology Nurse Specialists
Clinical Administrative Support Staff
Outpatient staff
Clinical Support Services i.e Pharmacy, radiology
Key External Relationships
General Practitioners
Lancashire and South Integrated Care Board (ICB)
Health Education North-West

Additional Generic Information

Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually and in line with the provisions below.

Associated duties

You are responsible for the associated duties set out in schedule 2 of the Terms and Conditions. These include amongst other things a requirement to: -

- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.
- Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged.

Conforming to “state of the art” advances will ultimately depend on other priorities within the total unit.

- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Objectives

Agreed personal objectives will form part of individual Job Plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual’s clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

Responsibility for Junior Staff

There are trainees or students who may be scheduled to attend these clinics. This may change in the future, subject to negotiation.

Policy and Strategy

Policies which drive our Agenda include:

The NHS Plan

The National Service Frameworks (for Coronary Heart Disease, Older People, Diabetes)

National Cancer Plan

National Clinical Guidelines (NICE)

Health Improvement Programmes and Joint Investment Plans

Healthier Nation Targets and Health Outcome Indicators
P.C.T.’s

Health Action Zones

Modernising Health and Social Services
User and Carer Involvement

Improving Working Lives

Trust training and development Strategy

Organisational Excellence

The Trust is actively pursuing a total quality approach through self-assessment. Management structures are designed to ensure that maximum devolution and decision-making rests with the Clinical Directorate Teams.

Health & Safety

The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

Risk Management

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

Clinical Governance

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust has adopted an approach to Clinical Governance which draws together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

General Requirements and Conditions of Service

Quality Assurance

Every employee is personally responsible for the quality of the work, which they individually perform. It is their duty to seek to attain the highest standards achievable both individually and collectively within their knowledge, skills and resources available to them in furtherance of the Trust's philosophy of pursuing quality in all its services.

Confidentiality

In the course of your duties, you may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. The Trust has in place a 'Whistle blowers Policy' for staff wishing to express concerns. Infection Prevention and Control Infection prevention and control is the responsibility of all Trust staff. All duties relating to the post must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures.

Data Protection & Freedom of Information Acts

Conduct any requirements within the duties applicable to the Data Protection Act, 1998 and the Freedom of Information Act 2000.

Equal Opportunities

The Trust actively promotes equality of opportunity for all its employees. (In all the foregoing text any reference to one gender whether direct or implied equally includes the opposite gender unless specifically stated to be otherwise).

Harassment & Bullying

The Trust condemns all forms of harassment and bullying and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias.

External Interests

Each member of the Trust's staff is responsible for ensuring that any external interest they have does not conflict with the duties of their posts and they must disclose the external interest if this is likely to occur, or if they are in any doubt about a possible conflict of interest

Mandatory Training

Each member of the Trust's staff has a statutory obligation to attend mandatory training. It is the responsibility of each member of staff to ensure that they comply with this legal requirement.

Annual Leave

It is recognised that annual leave has an important role in maintaining doctor's health and wellbeing. We therefore expect that time will be taken as leave and not used for additional work.

Flexibility

This job description is intended to function as a flexible guide to the duties of the post and therefore will require revision in consultation with the post holder to reflect the changing requirements of the post, to enable the Trust to achieve its corporate goals and objectives.

Smokefree Policy

In line with the Department of Health guidelines, the Trust operates a strict smokefree policy.

Safeguarding

The Trust are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share its commitment. Rigorous recruitment checks are conducted on successful applicants who may be required to undertake Enhanced Disclosure via the DBS.

Sustainability

The Trust will have positive and engaged staff who believe in the value of sustainability and are enabled to deliver it. We will be recognised as delivering excellent social value by our place-based partners. We will reduce our environmental impact, protect our natural environment, and ensure we deliver compassionate and sustainable healthcare. We will improve the health and wellbeing of all who live and work within the Fylde Coast communities we serve.

Further Information

Interested candidates are encouraged to contact:

Dr Steve Jones – Consultant Rheumatologist & HOD

Email: dr.jones@nhs.net

Joanne Beavers - Service Manager (Rheumatology)

Email: joanne.beavers@nhs.net