



## JOB DESCRIPTION

**Consultant Respiratory Physician**

**Full Time**

**Trustwide**

**Northern Lincolnshire & Goole NHS Trust**

### Summary

We are looking for dynamic, visionary and hard-working candidates to join our expanding Respiratory Department. We are advertising 2 full time posts one on each site (DPOW and SGH) , but may have the ability to appoint more. We plan to develop innovative services to meet future demand for high quality care for people with respiratory disease in Northern Lincolnshire.

We welcome candidates with sub-specialty interest and are particularly interested in those with specialist expertise in EBUS; NIV, Lung Cancer, Interstitial Lung Disease, Asthma, Sleep Disordered Breathing, NIV and Pleural Disease. Other potential areas for development include Tuberculosis, Chronic Obstructive Pulmonary Disease and Bronchiectasis. However, for a good candidate, other sub-specialty interest may be accommodated.

You will be in a team of 9 consultants (including posts advertised responsible for the provision of Respiratory Services across North East Lincolnshire. The Department offers a full referral service for the diagnosis and management of patients with respiratory disease, with the exception of cystic fibrosis. The department has about 100 patients Home ventilation programme; we have an Endobronchial Ultrasound System and the service has been established since January 2020. We aspire to start Medical Thoracoscopy in the near future. The post offers teaching both undergraduates and postgraduates. The Department is involved in teaching medical students from Hull and York Medical School (HYMS). There is an active programme for training of advanced care practitioners in association with the Sheffield University.

Supporting new and existing Consultants in the Trust is an integral part of the Medical Workforce Planning Strategy championed by our Medical Director , Dr Kate Wood. It has long been recognised that making the transition from higher specialist trainee to substantive consultant can be challenging.

The Trust offers FMLM medical leadership programme to newly appointed consultants. The programme supports several developmental opportunities for consultants.

We place great emphasis on continuous professional development and will actively support you in the achievement of personal goals. In the future the post holder will be expected to contribute to the development and modernisation of respiratory medicine services across the Northern Lincolnshire and Goole Hospitals NHS Foundation Trust.

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**Author:** Dr B Mikail Yasso

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## DIRECTORATE OF OPERATIONS

### JOB DESCRIPTION

<b>POST</b>	<b>Consultant</b>
<b>PAY BAND</b>	<b>£88,364 - £119,133 (Medical and Dental)</b>
<b>RESPONSIBLE TO</b>	<b>Clinical Lead Dr B Mikail Yasso</b>
<b>ACCOUNTABLE TO</b>	<b>Divisional Medical Director</b>
<b>BASE</b>	<b>Trustwide</b>

### ABOUT US

We're a large organisation with three hospitals located in Scunthorpe, Grimsby and Goole. We also provide community services in North Lincolnshire. Our 6,500 members of staff care for and support a population of more than 400,000 people.

We encourage all our staff to innovate and adopt 'best practice' so we can deliver excellent care to our patients. We ask staff to live our values; kindness, courage and respect.

We are committed to recruiting the best people to work with us. You could be one of them.

### THE SERVICES

Diana, Princess of Wales Hospital, Grimsby & Scunthorpe General Hospital are both well-equipped district general hospitals with A&E, Maternity, Obstetrics and Gynaecology, Acute Medicine and Acute Surgery (including Orthopaedics) and Intensive care on both sites. There are well equipped support facilities including a digital radiology PACS system throughout the Trust including MRI and CT at both sites. Isotope studies are performed at Grimsby including Hologic DEXA scanner. Basic EMG and nerve conduction studies are done within the Trust as are lung function studies, cardiac catheterisation and pacemaker implants.

Goole District Hospital is a smaller hospital with outpatient facilities, midwife lead maternity unit, a minor injuries unit and in-patient wards for non-acute medicine. It is also a site which performs day case and in-patient surgical procedures for orthopaedic, general surgery, gynaecology and ophthalmology for a large geographic area. The hospital has X-ray facilities linked to the Trust PACS system. There is an Acquired Brain Injury Unit which is run by the ABI charity.



**Kindness · Courage · Respect**



The Trust provides Community Services in North Lincolnshire. There are 5 Locality teams comprising District Nurses, Therapists, Social Workers and support staff who work with GPs, mental health, voluntary services and the hospital to provide care for adults in the community.

## EQUALITY AND DIVERSITY

Northern Lincolnshire and Goole NHS Foundation Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. We value the diversity of our staff and service users and therefore, recognise and appreciate that everyone is different and so should be treated in ways that are consistent with their needs and preferences.

In support of this all staff are required to be aware of the Trust's Equality and Diversity Strategy and Equality Objectives which recognise our responsibilities to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act (2010).
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

## INVOLVING STAFF

The Trust is in the process of rebuilding which is evident across many service areas. Working with our colleagues is vital to realising this both from a service development and cultural development point of view. The Improving Together programme is the Trusts innovation platform led through the project management office which supports the continuous development of services. Pride & Respect is the employee led cultural movement that aims to engage and change behaviours in line with our refreshed values with ultimate aim of making Northern Lincolnshire & Goole NHS FT a great place to work and learn and develop.

## VISION

The Trust's vision is to provide the very best accessible healthcare and to constantly improve what we do and be an excellent place to work, learn and develop.

The Trust's core business is to provide a range of high quality clinical services that is financially viable and which together allow us to deliver a broadly comprehensive range of emergency services to our local populations.

To do this, and for our services to be sustainable, we also need to deliver a range of elective services which are required by commissioners, and which allow us to maintain the critical mass necessary for those emergency services to remain viable.

Some of these services may need to be delivered in traditional hospital settings, with links to specialist tertiary centres where required; others may be delivered in community settings. Our aim is to work with commissioners to ensure all services are developed with a focus on keeping people well.

To do this we will develop alliances and partnerships with other providers to deliver re-designed services in different ways where appropriate or to secure appropriate facilities and support services for the delivery of

integrated services, recognising that location of service delivery will be a variable and therefore kept under constant review.

Local services for local people continues to be our focus. We will however consider extending services beyond our current perimeters when to do so is viable and beneficial for NLaG, meets commissioner needs and will not compromise our local services.

For further information about the Trust please visit our website: [www.nlg.nhs.uk](http://www.nlg.nhs.uk).

## RESPIRATORY SERVICE – Grimsby Site

Acute General Medicine patients are admitted to the Acute Medical Unit, (exception is the acute stroke patients which are admitted to the hyperacute stroke unit at Scunthorpe) and are initially treated before being transferred to Medical wards if ongoing inpatient care is required. The General Medical on call rota is 1:12 which is supported by an integrated Acute GI bleed rota. There is an ambulatory care unit which is run by department of acute medicine from 8 am- 5 pm on all days. The weekday acute medical post take patients are dealt with by the Consultants in the Acute Medical Unit with the specialty consultants contributing to the on call with post take ward rounds from 5 pm till 8 pm and on call from home at night. During weekends the on call consultant does post take ward rounds from 8 am to 8 pm with another consultant being on call during those weekend nights. There will be an additional PA paid for the weekends on call (8am-8pm on site) and an availability supplement for the nights. Any extra work that is undertaken will be remunerated as per local and national guidelines or as time in lieu whichever is agreed upon.

The approximate number of medical admissions daily varies between 18-25 patients.

The base Respiratory ward is ward C5 and currently has a bed base of 24 (including five single side rooms) and medical outliers (usually under 12 patients – all of which are shared by the 4 consultants).

The outpatient clinics are configured in 4 hour sessions into 12 slots each of 15 minutes of face to face or virtual time with the patient and 5 minutes for ancillary time for looking at investigations and dictating letters etc. Patients are populated at 1 slot per follow up and 2 slots for new patients.

The current medical staffing in Respiratory Medicine at Grimsby include 1 respiratory registrar from the East Yorkshire rotation, 3 trust grade specialty doctors, 2 FY2 doctors and 3 FY1 doctors. A named mentor would be provided from the department for new consultants.

Nursing staff, Physiotherapy, Occupational Therapy and Mental Health liaisons are already established. Ancillary supporting staff includes Specialist Nurses in Respiratory.

There is a pleural ultrasound service supporting pleural interventions which is run by the Respiratory department and works out of the Day investigation unit.

There is also a Diagnostic Investigation Unit (DIU) and Ambulatory care service and Frailty service which provide rapid assessment and some treatments with the aim of avoiding inappropriate hospital admissions. The Trust also has Acute Assessment Units.

The on calls are supported by medical registrar; CT1/IMT trainees; FY1 doctors.

Sub-specialist interests include Lung Cancer, TB, Pleural procedures, and Acute and Home NIV. The Grimsby Lung Cancer MDT is based at the radiology seminar rooms on a weekly basis and is supported by cardiothoracic surgeons and Oncologists from Hull University Teaching Hospitals. The lung cancer team is supported by on site specialist nurses in lung cancer, palliative teams and the Macmillan team.

The provision of Endobronchial Ultrasound (EBUS) started in January 2020

- Full respiratory function laboratory with recently upgraded equipment, enabling standard respiratory function testing as well as overnight oximetry, FENO, blood gases, bronchial provocation testing, flight testing, respiratory muscle function testing and exercise testing. There are full radiology services including CT, MRI and nuclear medicine. PET scanning and CPEX testing is currently undertaken in Hull.
- The Respiratory Services in Northern Lincolnshire and Goole (Grimsby, Scunthorpe & Goole Hospitals combined) is currently supported by a team of 6.90 WTE Respiratory Nurse Specialists, 3.5 WTE Lung Cancer Nurse Specialists.
- The Team staffing is 4 consultants; 3 speciality doctors; 1 respiratory specialist registrar to respiratory medicine
- Weekly 2 Video bronchoscopy session.
- 2/3 EBUS sessions
- Weekly 3 thoracic ultrasound sessions.
- Weekly Multidisciplinary respiratory seminars.
- Weekly NIV clinics
- Acute NIV is initiated on the High Dependency Unit. Ward C6 (Respiratory ward) has the ability to continue the treatment. The nurses are all trained to a high level of competence in NIV; they are supported by an outreach team. There are adequate ventilators and high flow oxygen units
- Clinics are attended by respiratory physiology technicians to do spirometry and respiratory nurses
- Oxygen assessment service supported by Clinical Nurse Specialists.
- Nurse led Xolair and colomycin clinics
- Pulmonary rehab service across the area.
- Breathlessness clinic supported by the local Hospice.
- Integration with the community respiratory team.

It is envisaged that the successful applicant will support these existing services and begin to develop other areas of interest would be equally considered. The chosen area or areas of special interest might, if appropriate, also encompass other sites Scunthorpe and Goole patients.

## RESPIRATORY SERVICE – Scunthorpe Site

Acute General Medicine patients are admitted to the Integrated Assessment Unit (IAU), and are initially treated before being transferred to Medical wards if ongoing inpatient care is required. The on-call rota is 1:12 which is supported by an integrated Acute GIT bleeding rota. This Unit is based on Ward 22 and currently has a bed base of 27 (including 4 bed High Observation Bay), which is four 6 bedded bays, and five single side rooms, one of which is identified as the isolation room. Approximate number of admissions daily varies between 18-25 patients.

Nursing staff, Physiotherapy, Occupational Therapy and Mental Health liaisons are already established. Ancillary supporting staff includes Specialist Nurses in Respiratory and Cardiology.

There is also a Planned Investigation Unit (PIU) and Ambulatory care service which provides rapid assessment and some treatments with the aim of avoiding inappropriate hospital admissions. The department is equipped with Bed side thoracic ultrasound to support pleural intervention.

There is also an on-call Medical Registrars, are responsible for covering all A&E and ward referrals, together with other Junior Doctors rostered to cover out of hours' activity.

Sub-specialist interests at Scunthorpe and Goole include Lung Cancer, TB, Pleural procedures, and acute NIV. The Scunthorpe and Goole Lung Cancer MDT is based at Scunthorpe Hospital and there are 2 weekly Multidisciplinary Lung Cancer Clinic with Oncology and cardiothoracic surgeons input. The lung cancer team is supported by on site research specialist nurses. Currently recruiting to the EMPRESS study. There is also a monthly specialist TB clinic at Scunthorpe.

- Full respiratory function laboratory with recently upgraded equipment, enabling standard respiratory function testing as well as overnight oximetry, FENO, blood gases, bronchial provocation testing, flight testing, respiratory muscle function testing and exercise testing. There are full radiology services including CT, MRI and nuclear medicine. PET scanning is currently undertaken in Hull.
- Weekly Lung MDT and xray meeting supported by visiting Thoracic surgeon and oncologist.
- The Respiratory Services in Northern Lincolnshire and Goole (Scunthorpe & Goole Hospitals combined) is currently supported by a team of 6.90 WTE Respiratory Nurse Specialists, 3.5 WTE Lung Cancer Nurse Specialists.
- The team of junior medical staff comprising 1 Staff Grade, 2 ST3-8, 2 CT trainees, 1 GP VTS, 1 FT2 and 1 FT1
- Once monthly ILD MDT supported by the regional ILD and visiting Cardiothoracic surgeon.
- Weekly Video bronchoscopy session.
- Weekly thoracic ultrasound sessions.
- Weekly Multidisciplinary respiratory seminars.
- Weekly COPD MDT.
- The respiratory ward in Scunthorpe General hospital offers ward based NIV. The nurses are all trained to a high level of competence in NIV, they are supported by an outreach team. There are adequate ventilators and high flow oxygen units. The HDU in DPOW currently supports the acute NIV service
- Clinics are attended by respiratory physiology technicians to do spirometry and respiratory nurses
- Oxygen assessment service supported by BOC.
- Domiciliary NIV service at Diana Princess of Wales Hospital
- Nurse led Xolair and colomycin clinics
- Pulmonary rehab service across the area.
- Breathlessness clinic supported by the local Hospice.
- Integration with the community respiratory team.

It is envisaged that the successful applicant will support these existing services and begin to develop other areas of interest would be equally considered. For an interest in tuberculosis the postholder would act as liaison with internal and external agencies. The chosen area or areas of special interest might, if appropriate, also encompass other sites Grimsby and Goole patients though the post holder will not be expected to have any out of hours commitment to either of these hospital sites.

## OVERVIEW

We are seeking to appoint two appropriately skilled and qualified Consultant Respiratory Physicians with to compliment the skills of the 9.67 existing consultants in the trust. The posts carries a commitment to the adult general internal medicine rota (1:12) as described previously. Procedures activity will be allocated within a purpose built Endoscopy Suite unit to facilitate the delivery of timely bronchoscopies. In the Day Investigation Unit we have developed a thoracic ultrasound service. Clinic sessions with appropriate administration time also form part of the work schedule.

## CLINICAL TEAM

There are currently in post 9.67 wte Consultant Physicians with a special interest in Respiratory Medicine.

### Scunthorpe General Hospital:

Dr Baugh Lung cancer Lead

Dr Yasso (Clinical Lead)

Vacancy

Dr Farooq

### Diana Princess of Wales Hospital:

Dr Chan

Dr Khan

Vacancy

Dr Kiran

Lung cancer Dr Menon Locum

The Respiratory Teams in Grimsby and Scunthorpe are expected to work collaboratively to provide a high quality service across the area.

## Consultant Team

### Medicine currently consists of the following Consultants:-

Dr R Chan – Consultant Physician with an interest in Respiratory Medicine, DPOWH

Dr O Khan – Consultant Physician with an interest in Respiratory Medicine, DPOWH

Dr U Bangalore- Consultant Physician with an interest in Respiratory Medicine, DPOWH

Dr F Kiran - Consultant Physician with an interest in Respiratory Medicine, DPOWH

Dr N Maarouf – Consultant Physician with an interest in Cardiology, DPOWH

Dr M Nasir – Consultant Physician with an interest in Cardiology, DPOWH

Dr B Enany – Consultant Cardiologist, DPOWH

Dr S Sarwar - Consultant Physician with an interest in Gastroenterology, DPOWH

Dr Adilieje, Consultant Physician with an interest in Gastroenterology, DPOWH

Dr F Abourawi - Consultant Physician with an interest in Endocrinology and Diabetes, DPOWH

Dr L John – Consultant Physician with an interest in Endocrinology and Diabetes, DPOWH

Dr S Kamath – Consultant Physician in Elderly Medicine (subspec movement disorders), DPOWH

Dr L Woosnam - Consultant Physician in Elderly Medicine (subspec Orthogeriatrics), DPOWH

Dr A Ali – Medicine Divisional Medical Director - Consultant Physician in Elderly Medicine (subspec Stroke Medicine), DPOWH

Dr B Szebenyi - Consultant Rheumatologist, DPOWH  
 Dr T Gillott – Consultant Rheumatologist, DPOWH  
 Dr A Alvi – Consultant Rheumatologist, DPOWH  
 Dr J Lazarus – Locum Consultant Neurologist, DPOW  
 Dr Ashraf Yassin – Consultant Physician in Acute Medicine, DPOW  
 Dr Abdel Gabbar – Consultant Physician in Acute Medicine, DPOW  
 Dr Jay Karmani – Locum Consultant Physician in Acute Medicine, DPOW  
 Dr B Yasso – Respiratory Clinical Lead - Consultant Physician with an interest in Respiratory Medicine, SGH  
 Dr Liaquat Ali -Consultant Physician with an interest in Respiratory Medicine, SGH  
 Dr S Baugh – Consultant Physician with an interest in Respiratory Medicine, SGH  
 Dr S Farooq - Consultant Physician with an interest in Respiratory Medicine, SGH  
 Dr A Papageorgiou - Consultant Gastroenterologist, SGH  
 Dr Raza, Consultant Physician with an interest in Gastroenterology, SGH  
 Dr M Malik – Consultant Physician with an interest in Endocrinology and Diabetes, SGH  
 Dr N Pothina – Consultant Physician with an interest in Endocrinology and Diabetes, SGH  
 Dr V Singh– Consultant Physician in Acute Medicine, SGH  
 Dr Abdulhadi - Consultant Physician in Acute Medicine, SGH  
 Dr Sultan - Consultant Physician in Acute Medicine, SGH  
 Dr A Qureshi – Medicine Divisional Clinical Director - Consultant Physician in Acute Medicine, SGH  
 Dr Bannerjee – Consultant Physician in Stroke Medicine, SGH

## ADMINISTRATIVE SUPPORT

Secretarial support and suitable Consultant office accommodation will be provided. The Trust has excellent provision in IT support. A PC/laptop with Hospital Trust and Primary Care e-mail will be provided.

## JOB DETAILS

### Provisional timetable

The sample 10 PA job plan detailed below is open to variation dependent upon the wishes and skill set of the successful applicant as long as they meet the service requirements of the Medicine Division, and an additional 1.469 for on call duties, which is currently 1:12. There are also additional PAs for educational supervision and teaching to be discussed upon appointment. The additional time over 10 PAs is on the condition that the applicant has agreed to the proposed job plan at interview. The post holder will be supported with secretarial service and dedicated office space. The post holder is encouraged to take part in teaching and research for which extra time will be arranged.

Regular job planning meetings will be undertaken with the post holder to ensure that the appointee is remunerated for any additional activities undertaken and that the job plan accurately reflects the overall workload undertaken by the post holder.

The supporting professional activities (SPAs) allocation within the provisional job plan is an illustrative guide and will be finalised following individual agreement with successful candidates. Further discussion on supporting professional activities will depend on the Trust's requirements and the individual's particular expertise.

In line with the terms and conditions, the final job plan is subject to the agreement of the Trust through the Lead Clinician, ACOO and the Medical Director.

	Mon	Tue	Wed	Th	Fri
AM	Board round Ward round – (0.875PA)	Advice and Guidance (0.125PA)  eRS referrals (0.125PA)  Out-Patient Clinic (0.75PA)	EBUS/ Admin (0.75PA) (1:2 rota)  Inpatient Referrals (0.125PA)  Admin (0.125 PA)	Board round Ward round (0.75 PA)  Admin (0.125 PA)	OutPatient Clinic virtual (0.75PA)
	Admin (0.125PA)		Grand round (SPA) 1.00 pm – 2.00 pm (0.25PA)	Respiratory seminar (0.25PA)	SPA (0.25PA)
PM	OutPatient Clinic (1 PA)	Bronchoscopy (0.5PA)  Clinical admin (0.5PA)	Lung MDT (0.5)  Radiology meeting (0.125 PA)  Admin( 0.125)	Pleural clinic/ Admin (0.5 PA 1:2 rota)  HYMS teaching (0.125PA)  Educational supervision (0.125PA)	SPA (1 PA)

### On call duties 1:12 Acute general medicine (1.496 additional PA)

## GENERAL RESPONSIBILITIES

As a senior employee of the Trust the post-holder will work in close co-operation with, and support, other clinical, medical, professional and managerial colleagues in providing high quality healthcare to the Trust's patients.

Integral to the responsibilities of the post are the following requirements:-

- To ensure the provision of a first class clinical service
- To provide effective leadership to junior doctors and medical students
- To undertake all work in accordance with the Trust's procedures and operating policies
- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Trust's and Operational Division's services plans
- To ensure evidence based practice, keep up to date in topics and ensure continued professional development and revalidation

## SPECIFIC RESPONSIBILITIES OF THIS POST:

The post would suite a good team player dedicated to high quality patient care. The opportunity exists to work in a non-hierarchical setting and offer a wide range of Respiratory procedures in this busy DGH

## TEACHING/TRAINING

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of GMC and related requirements
- To supervise and manage the work of his/her junior medical staff and participate in the training and development of these staff to the standards required by the Royal Colleges.
- To participate in the undergraduate teaching programme. The Department is involved in teaching medical students from the Hull and York Medical School (HYMS).
- To assist and participate with the development of postgraduate training for F1s, F2s, SpRs, IMTs and other staff as appropriate. Weekly teaching takes place for both the middle grade staff and junior staff. Where agreed, to act as Educational Supervisor to junior and middle grade medical staff, being responsible for their appraisal and personal development planning
- There will be provision in time and SPA for teaching medical students and for the educational supervision of doctors in training.
- There is an Education Centre on site where regular clinical meetings are held.

## AUDIT

- To promote, lead on and encourage evidence based practice.
- To respond appropriately to NICE guidance.
- To change own and others clinical practice in response to new clinical developments.
- To undertake and supervise relevant clinical audit topics on behalf of the Trust or Clinical Networks.
- To be involved in risk management and quality assurance.
- To remain up to date and engaged in SPA as per College guidelines

## CLINICAL GOVERNANCE

- To undertake all work in accordance with Northern Lincolnshire and Goole NHS Foundation Trust procedures and operating policies
- To respond appropriately and timely to complaints and critical incidents
- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements.
- To participate in an annual Job Planning Review process
- To participate in the Trust's annual Appraisal process/revalidation
- To adhere to Trust Adverse Clinical Incident Policy

## MANAGEMENT

- To participate in departmental consultant and senior staff meetings
- To attend other departmental, Group and Trust meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Trust procedures and operating policies
- To develop services and sub speciality interest to take the department forward and engage with the primary care to develop services that are required for the population

## TEAMWORK

- To work within the framework of team decisions.
- To work with the wider health community
- To show initiative, enthusiasm and flexibility

## STRATEGIC DEVELOPMENT

- Working towards electronic referral and records.
- Working towards electronic MDT practice
- Out-Patient transformation plans

## ACCOUNTABILITY

- The post holder will be expected to undertake appraisal/revalidation and to respond to any identified development needs which is facilitated through an officer in the medical director's department
- The post holder will be immediately accountable to the Clinical Lead.

## OTHER RESPONSIBILITIES

The post-holder has a general duty of care for their own health, safety and well being and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

The post-holder is expected to:

- Observe the rules, policies, procedures and standards of Northern Lincolnshire and Goole NHS Foundation Trust together with all relevant statutory and professional obligations
- Observe and maintain strict confidentiality of personal information relating to patients and staff
- Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues

## MAIN CONDITIONS OF SERVICE

The Terms and Conditions of Service for Consultants (England) 2003 will apply to this post.

The Trust has established a Medical and Dental Bargaining Group which is the joint negotiating machinery for medical and dental staff, together with a General Bargaining Group at which medical and dental representation is included for the negotiation of common issues / terms. Any agreement reached in either forum applicable to medical and dental staff will be incorporated into your contract of employment.

## REMOVAL AND ASSOCIATED EXPENSES

Assistance will be given with removal and associated expenses in line with Northern Lincolnshire and Goole NHS Foundation Trust relocation policy.

## REVIEW

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to change as required by the Trust.

## VISITING ARRANGEMENTS

To obtain further information or make an arrangement to visit please contact:

Dr B Mikail Yasso  
Consultant Physician in Respiratory, Clinical lead  
Northern Lincolnshire & Goole NHS Trust  
Scunthorpe General Hospital  
Scunthorpe  
Cliff Gardens  
DN15 7BH  
Tel: 03033 302689

Dr Asem Ali  
Divisional Clinical Director  
Northern Lincolnshire & Goole NHS Trust  
Diana, Princess of Wales Hospital  
Scartho Road  
Grimsby  
DN33 2BA  
Tel: 03033 304601

Sarah Smyth  
Associate Chief Operating Officer  
Northern Lincolnshire & Goole NHS Trust  
Diana, Princess of Wales Hospital  
Scartho Road  
Grimsby  
DN33 2BA  
Tel: 03033 305511

Jill Mill,  
Group Manager, Planned Care  
Northern Lincolnshire & Goole NHS Trust  
Diana, Princess of Wales Hospital  
Scartho Road  
Grimsby  
DN33 2BA  
Tel: 03033 302552

## OUR VALUES



**Kindness · Courage · Respect**





Our values have been created in partnership with our most valuable asset – our employees. Our values set out a clear statement of our purpose and ambition which is to provide the very best in patient care, all of the time. We recognise that without the shared values driven responsibility that each and every person in our teams have, we could not provide excellent services to the patients that we care for. Crucially we recognise that looking towards the future, we must continue to create a culture that enables and drives our collective values and behaviours as an absolute fundamental foundation for both our staff and the patients that we serve.

## LEADERSHIP RESPONSIBILITIES

As a member of the Trust the Trust Board, it is expected that you to deliver your duties in line with our values and associated behaviours at all times and without exception. In addition as a Trust senior leader you will challenge and strongly encourage your teams to challenge any negative behaviours which are not in line with our Trust values.

## ADDITIONAL INFORMATION PERTINENT TO ALL STAFF

### Health and safety - 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 'bare below the elbows' 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 seek advice and support from the Trust Safeguarding team or in their absence contact your line manager or your Assistant Divisional Director. 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 adults welfare. These individuals can be reached through switchboard during office hours by asking for the Named Professionals for Safeguarding Children or Adults respectively.

The policies and procedures described below are located on the intranet and internet site and you should ensure you are aware of, understand and comply with these. In addition the Trust will publicise and raise awareness of its arrangements and provide appropriate resources and training.

### Confidentiality

All information, both written and computer based, relating to patients' diagnosis and treatment, and the personal details of staff and patients, is strictly confidential. The Northern Lincolnshire and Goole NHS Foundation Trust and its employees have a binding legal obligation not to disclose such information to any unauthorised person(s). This duty of confidence is given legal effect by reference to the Data Protection Act 1998 and the 'right to privacy' under the Human Rights Act 1998. It applies to any information which is processed by the Trust (i.e. stored, retained, maintained as a record, amended or utilised for the Trust's purposes as an NHS Hospital), from which a living person is capable of being identified. Individuals must observe a 'need to know' principle. No member of staff may seek out any information that they do not need to undertake their duties. This applies to clinical or other personal information of any third party.

### Equality impact assessment

The Foundation Trust aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. We therefore aim to ensure that in both employment and the delivery of services no individual is discriminated against by reason of their gender, gender reassignment, race, disability, age, sexual orientation, religion or religious/philosophical belief, marital status or civil partnership.

## GENERAL INFORMATION ABOUT THE AREA

The Northern Lincolnshire district is a mixed industrial and rural community. In addition to the main centres of Grimsby and Scunthorpe the area has many picturesque market towns and villages, including Brigg and Barton which are small market towns concerned with light industries and agriculture. The remaining population is in a mainly farming rural area which extends into the attractive Ancholme Valley and the gently sloping hills of the Lincolnshire Wolds, which have been designated as an area of outstanding natural beauty, with extensive beaches along the coastal strip. These make Northern Lincolnshire the ideal destination for walkers and cyclists.

Educational facilities in Scunthorpe, Goole, Grimsby and the surrounding area of Lincolnshire, are of a high standard and house prices are affordable. There is a wealth of cultural and sporting activities in the district suitable for most needs. This includes a marina at South Ferriby for sailing in the Humber Estuary, and a number of golf clubs.

### **Goole**

Goole is a Victorian town, with a Georgian core, very much centred around the docks. It is the UK's largest inland port. The Yorkshire Waterways Museum tells the story of the Port of Goole and Goole Museum and Art Gallery is a Community Museum and exhibits the local and social history of the town. The main shopping centre is pedestrianised and has a good variety of both national and international retailers and two markets. There is an RSPB bird sanctuary at Blacktoft. Howden Minster and Selby Abbey are also nearby. There is an abundance of sports facilities in and around Goole.

For further information about schools and leisure facilities in Goole and the surrounding area please visit: <http://www.localauthoritypublishing.co.uk/councils/goole/index.html>

For information about housing in Goole and the surrounding area please visit: <http://www.findaproperty.com/areadetails.aspx?edid=00&salerent=0&areaid=1761>

### **Grimsby**

The adjoining towns of Grimsby and Cleethorpes lie on the South Bank of the Humber Estuary. The famous Fishing Heritage Centre in Grimsby tells the compelling story of the region's maritime tradition with a genuine working trawler, the Ross Tiger, berthed alongside. Once famous for its fishing industry, Grimsby has carved a new identity in recent years and is currently poised for exciting developments as part of the local urban regeneration plans. Freshney Place Indoor Shopping Centre offers a good selection of big high street names. Grimsby Auditorium is the largest professional theatre in Lincolnshire.

The traditional seaside town of Cleethorpes has four miles of safe sandy beaches and a host of quality attractions, including the Pleasure Island Theme Park, Cleethorpes Coast Light Railway and Cleethorpes Country Park. Nature lovers can stroll along the coastal path, watching the variety of wildlife that inhabits the shoreline – an area of natural beauty and one of Europe's most important estuarine wildlife havens. Excellent sporting facilities are available in and around Grimsby and Cleethorpes.

Other places to visit in the area include Abbey Walk Gallery which holds contemporary art exhibitions all year round, the Humber Estuary Discovery Centre, the Time Trap Museum, People's Park, Cleethorpes Boating Lake and Waltham Windmill.

For further information about schools in Grimsby and the surrounding area please visit: <http://www.nelincs.gov.uk/children-and-families/schools-and-learning/>

For further information about leisure facilities in Grimsby and the surrounding area please visit: <http://www.nelincs.gov.uk/art-culture-and-leisure/>

For further information about housing in Grimsby and the surrounding area please visit: <http://property.thisisgrimsby.co.uk/>

### **Scunthorpe**

Scunthorpe is a busy industrial town. The redeveloped town centre and extensive parklands and woodlands offer a pleasant living and working environment. It is one of the world's major steel producing centres,

despite being located in a mainly rural setting. The North Lincolnshire Museum and the steam train rides around the steel making plant tell the story of Scunthorpe's development from five rural villages to the present day. The newly built "Pods" Sports Centre and surrounding Central Park will become a centre of excellence for sports and recreation in the area. The 20-21 Visual Arts Centre offers a programme of contemporary arts and crafts exhibitions. The Plowright Theatre offers a varied programme of national touring and local productions.

Normanby Hall Country Park, with its award winning Victorian Walled Garden and Farming Museum, is set in 300 acres of landscaped gardens with lakes and natural woodland.

Other places to visit in the area include Elsham Hall Gardens and Country Park, Thornton Abbey and Gatehouse, the Ropewalk Museum, Far Ings National Nature Reserve in Barton and Epworth Old Rectory – the home of John Wesley, the founder of Methodism.

For further information about schools in Scunthorpe and the surrounding area please visit:

<http://www.northlincs.gov.uk/NorthLincs/Education/>

For further information about leisure facilities in Scunthorpe and the surrounding area please visit:

<http://www.northlincs.gov.uk/NorthLincs/Leisure/>

For further information about housing in Scunthorpe and the surrounding area please visit:

<http://property.thisisscunthorpe.co.uk/>

### **Transport Links**

The Trust is located on the banks of the Humber Estuary, within easy reach of the heart of England. The local airport is Humberside Airport which is 16 miles from Scunthorpe, 14 miles from Grimsby and 35 miles from Goole. There is also an airport at Doncaster (Robin Hood Airport) which is 30 miles from Scunthorpe, 53 miles from Grimsby and 22 miles from Goole. Leeds Bradford International Airport is also only 47 miles from Goole.

Scunthorpe and Grimsby are directly linked to the main motorway system by the M180. This provides direct access to the M18, A1, M1 and M62. Consequently, Sheffield, Doncaster, Leeds, Hull and the Cathedral City of York are easily accessible, as is the Cathedral City of Lincoln on the A15. Goole is linked via the M62.

Rail services for Scunthorpe and Grimsby connect via Doncaster to the East Coast main line and provide rapid frequent services to London. Rail services for Goole connect via Doncaster or York.

## DIRECTORATE OF OPERATIONS

## PERSON SPECIFICATION

## CONSULTANT

ENTRY CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Qualifications</b>	MBBS or equivalent medical qualification MRCP(UK) or equivalent		A
<b>Eligibility</b>	<p>Full registration with the GMC at time of appointment.</p> <p>Eligibility to work in the UK.</p> <p>Undertaken programme of training acceptable to the Royal College of Physicians for appointment to Consultant Status</p> <p>Entry on the Specialist Register via CCT (proposed CCT date must be within six months of interview), CESR or European Community Rights</p> <p>Evidence of specific training in Respiratory Medicine</p> <p>Able to take responsibility for delivering the service without direct supervision</p>	Appropriate higher degree( MD/PhD)	A, HS
<b>Fitness To Practise</b>	Applicant's knowledge is up to date and fit to practise safely		A, R, HS
<b>Health</b>	Meets professional health requirements (in line with GMC standards in <i>Good Medical Practice</i> )		A, P, HS
<b>Application Completion</b>	<b>ALL</b> sections of application form <b>FULLY</b> completed		A

ENTRY CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Language Skills</b>	<p>All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues, which could be demonstrated by one of the following:</p> <ul style="list-style-type: none"> <li>• applicants have undertaken undergraduate medical training in English</li> <li>• have the following scores in the academic International English Language Testing System (IELTS) – Overall 7.5, Speaking 7, Listening 7, Reading 7, Writing 7</li> <li>• have achieved at least grade B in the medicine version of the Occupational English Test, in each area, speaking, listening, reading &amp; writing</li> </ul> <p>If applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence.</p>		A
<b>Clinical skills</b>	<p><b>Acute care safe:</b> <i>up-to-date ALS. Hospital at night team working / experience.</i> Out of hours experience relevant to the job.</p> <p><b>Relevant specialty clinical knowledge:</b> capacity to apply sound clinical knowledge relevant to the job</p> <p><b>Clinical judgement:</b> experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.</p> <p><b>Practical skills:</b> Independent at  - Bronchoscopy  - Chest drain insertions</p> <p>Proven ability to work effectively <b>in different clinical settings</b> required in the job.</p>	<p>Practical skills</p> <ul style="list-style-type: none"> <li>- in dwelling pleural catheter insertions</li> <li>- experience with Endobronchial Ultrasound and TBNA</li> <li>- Non Invasive ventilation</li> </ul>	A, P, C, I, R

ENTRY CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Knowledge/ Understanding	<p>Appropriate to the holding of a Consultant Physician</p> <p>Demonstrable understanding and acceptance of the principles of Clinical Governance</p> <p>Awareness of new developments in the specialty with ability to critically assess the impact of these on the service.</p>	<ul style="list-style-type: none"> <li>Evidence of involvement in Clinical Research</li> </ul>	<p>A/I</p> <p>A/I</p> <p>I</p>
<b>Commitment to clinical governance / improving quality of patient care</b>	<p><b>Clinical governance:</b> Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.</p> <p><b>Audit:</b> evidence of active participation and leadership in audit and involvement in quality improvement projects.</p> <p><b>Teaching:</b> evidence of interest and experience in teaching which required in the consultant post.</p>	<p><b>Research Skills:</b> demonstrates understanding of the principles of research, evidence of relevant academic and research achievements.</p>	<p>A, I</p>
<b>Communication skills</b>	<p><b>Effective communication skills:</b> demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.</p> <p><b>Empathy and sensitivity:</b> capacity to listen and take in others' perspectives.</p> <p><b>Works in partnership with patients:</b> always considers patients preferences when discussing treatment options.</p> <p>Always considers the full impact of clinical decisions on the patients, Practice shared decision making.</p> <p>Directs and supports patients to access the information they need to support decision making.</p>		<p>A, I, P</p>

ENTRY CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Other Requirements</b>	<p>Enquiring, critical approach to work</p> <p>Caring attitude to patients</p> <p>Willingness to undertake additional professional responsibilities at local level</p>		<p>I</p> <p>I</p> <p>I</p>
<b>Probity</b>	<p><b>Professional integrity and respect for others:</b> capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</p>		A, I, R
<b>Personal skills</b>	<p><b>Team working:</b> demonstrated experience working in a team, values the input of other professionals in the team.</p> <p><b>Managing others and team involvement:</b> capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.</p> <p><b>Coping with pressure:</b> capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks and adapt to rapidly changing circumstances.</p> <p><b>Problem solving and decision making:</b> capacity to use logical/lateral thinking to solve problems and make decisions.</p> <p><b>Organisation and planning:</b> capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p><b>Flexible approach to work:</b> able to adapt and work with employers to deliver improved patient care.</p> <p><b>Equality and diversity:</b> promotes equality and values diversity</p>	<p><b>Leadership skills:</b> experience in leadership</p> <p>Demonstrates skills needed for effective delegation within the team: 360° feedback</p> <p>Driver with a valid license</p>	A, I, R

ENTRY CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Commitment to ongoing professional development</b>	<p><b>Learning and personal development:</b> demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job.</p> <p>Demonstrates a willingness to fully engage in appraisal. Self-awareness and ability to accept and learn from feedback.</p>		A, I, P

**Key:**

A=application form

HS = pre employment check and health screening

I=interview

P=portfolio

C=other documented evidence e.g. certificate, exam

R=references

Any special interests which the candidate(s) would like to develop should be communicated during the application/selection process.