



UNIVERSITY OF
LEICESTER

NHS
University Hospitals
of Northamptonshire
NHS Group

Consultant Rhinologist



"Building a Better KGH"- <https://www.kgh.nhs.uk/home>

About Northampton

Northamptonshire is at the heart of England and is known as the Rose of the Shires. There is easy access to road and rail networks that will see you in London, Oxford, Cambridge or Birmingham within an hour, as well as several airports in easy range.

We have some of the most beautiful countryside, wonderful parks, many stately homes, great shops, theatres and cinemas. Northampton boasts some beautiful country parks as well as the canal network that runs through Becket's Park just adjacent to the hospital. The University of Northampton Waterside campus is located close to the hospital.

Northamptonshire is at the heart of motorsport, the home of Silverstone and the British Grand Prix. Northampton Saints rugby team is very popular, and the town hosts a first-class county cricket team, football team and excellent water sport centres.

Northampton is one of the fastest-growing modern commercial towns in the UK. We have a relatively young population, with people from many different nationalities, ethnic backgrounds and cultural beliefs, as well as a growing number of people who are aged over 75.

The Hospital

Northampton General Hospital is one of the largest employers in the area and we are on an exciting journey. All of our divisions are committed to doing things better, with more efficiency as we update, modernise, and advance. We have also entered into a Group Model with neighbouring Kettering General Hospital NHS Foundation Trust.

Being a large DGH with a proud history, we are big enough to get interesting cases, but small enough to care, coach and develop. With over 200 consultants, a similar number of trainees and approximately 60 (with existing plans to expand to 80+) medical undergraduates throughout the year, NGH provides comprehensive care and extensive training opportunities.

With this in mind, we have built a state of the art emergency assessment unit (Nye Bevan building) and are developing new ways of working to streamline in-patient care and optimize working with our partners.

We are a clinically led organization with most of senior management coming from nursing and medical roles. This offers great opportunities to get involved with all levels of care from departmental to the wider picture of the hospital as a whole.

NGH has an excellent social centre with a large library, gym with swimming pool and the Cripps Education Centre where lunch and snacks are available in one of our restaurants away from the main hospital. Frequent educational sessions run in the Centre for all levels of staff and it serves as an oasis from the clinical areas.

Our Excellence Values



Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other people's shoes.



Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.



Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts, beliefs and feelings of others.



Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.



Courage

We dare to take on difficult challenges and try out new things. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

Partnership with the University of Leicester

College of Life Sciences <http://www2.le.ac.uk/colleges/medbiopsych>

Pro-Vice-Chancellor, Head of College & Dean of Medicine: Professor Thompson Robinson
BMedSci MD FRCP FESO

Northampton General Hospital NHS Trust (NGH) and Kettering General Hospital NHS Foundation Trust (KGH) have embarked on an exciting journey to become a University Hospitals Group, which will serve the whole of Northamptonshire and beyond through closer alignment and partnership with the University of Leicester, University of Northampton and all our other University partners. The University of Leicester, with the Northampton and Kettering Group Hospitals, is committed to enhancing the partnership between academia and the NHS in Northamptonshire.

A strong synergy between our organisations is the key to success, with major contributions made by consultant colleagues to the academic mission through research, teaching and education, clinical leadership, enterprise and innovation recognised by the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.

The College's mission is to pursue the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world. Its considerable academic resources mean that it is widely recognised for the international impact of its research and the quality of its undergraduate and postgraduate teaching.

Based in some of the newest purpose-built and modern facilities in the UK, the College offers a wide range of courses and education in the areas of laboratory, clinical, and population health through the provision of innovative education and globally recognised research.

Building on the foundations laid at the inception of the medical school in 1975, the College provides an academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research, and to engage with increasing effectiveness with commercial and public bodies. We are a thriving community of academic expertise based in laboratory, clinical, health and social science settings.

The high calibre of our academic endeavour is increasingly being recognised. For example in the 2021 Shanghai International ranking, Leicester was ranked 18th (of almost 3,000 medical schools); Leicester was 5th in the UK (the highest rank for clinical medicine outside of the Golden Triangle).

The College comprises of four schools and six departments:

1. Leicester Medical School

2. School of Biological Sciences
3. School of Psychology
4. School of Allied Health Professions

1. Cardiovascular Sciences
2. Genetics and Genome Biology, which hosts the Leicester Cancer Research Centre
3. Health Sciences, which hosts the Leicester Diabetes Research Centre
4. Respiratory Sciences
5. Molecular and Cell Biology
6. Neuroscience, Psychology and Behaviour

The George Davies Centre is the largest investment in medical teaching and applied research by a UK university in the last decade. When you add to this the friendliness and resources of the University and the city's excellent facilities, you will understand why we attract leading scientists here – not to mention some of the most promising students from the UK and around the world.

College Research Priorities

The University's institutional research strategy emphasizes our commitment to outstanding research that informs and enhances our teaching and learning, and is underpinned by the core values of excellence, rigour, originality and integrity. A key part of this strategy was the establishment of flagship interdisciplinary Research Institutes, Centres and Networks. We host a number of these within our College around which much of our research is now focused. These include the Leicester Diabetes Research Centre, the Leicester Cancer Research Centre, Leicester Institute of Structural and Chemical Biology, the Leicester Precision Medicine Institute, Centre for Black and Minority Ethnic Health, and Centre for Environment, Health and Sustainability. In the wider University are the Institute for Advanced Studies <https://www2.le.ac.uk/institution/lias>, and CAMEo the Research Institute for Cultural and Media Economies <https://www2.le.ac.uk/institutes/cameo/about-cameo>.

The NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough and the University Hospitals of Leicester NHS Trust. The BRC brings together the work of Respiratory Medicine, Cardiovascular Sciences, and Diet, Lifestyle and Physical Activity. An expanded BRC with six themes has been shortlisted with an interview date of April 2022. There is also an interest in research, which underpins teaching & learning. (<http://www2.le.ac.uk/colleges/medbiopsych/research>).

The College's central provision in support of research and teaching includes a Preclinical Research Facility, Core Biotechnology Services (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories); a Clinical Trials Unit, and the Leicester Drug Discovery and Diagnostics Centre..

The College continues to grow funded research activity with a dual approach of encouraging individuals to win project grants and personal fellowships, and supporting teams to achieve major awards with large strategic initiatives. Examples of Leicester's success include the award of an NIHR Biomedical Research Centre in partnership with the University Hospitals of Leicester (UHL) NHS Trust, an MRC funded Midlands Cryo-Electron Microscope Facility, the Midlands Health Data Research UK Substantive Site, a British Heart Foundation Research Accelerator Award, a Wellcome Trust Institutional Strategic Support Fund and a Wellcome Doctoral Training Programme for Health Care Professionals which will fund up to 25 clinical PhDs.

We are responding to the rapidly changing national and international research landscape that places an increasing emphasis on interdisciplinary and impactful research. For this purpose, we are working closely with our key NHS partners, University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire, and growing our industrial engagement with biotech companies and pharma to meet the goals of the Government's Industrial Strategy and Life Science Sector Deal. In addition, we are building exciting research programmes with partners in overseas countries through the Global Challenges Research Fund. We are also very conscious of the need to play to our institutional and regional strengths, and are engaging closely with Leicester City and County Councils, and the Midlands Health Innovation network of regional Universities.

Transformative and Innovative Teaching

Teaching across the College of Life Sciences is research-led. Our ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching programmes to produce high quality, resourceful, independent and resilient graduates. There are programmes in Medicine and a growing range of allied health professions including Midwifery with Leadership, Nursing with Leadership (developed and taught in conjunction with the NHS), ODP and Physiotherapy; a new radiography course is also planned.

A new more patient-centered undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are particularly proud that our course has for many years delivered doctors who progress. We have been ranked third in UK medical schools for progression to Core & Specialty training over the past five years.

The course features:

1. A clinical focus throughout underpinned by excellence in bioscience, and access to one of the largest dissection suites in the UK.
2. Early clinical experience including a new Healthcare Assistant (HCA) programme in year one
3. A strong group-work provision supporting student learning throughout the course
4. A wide range of hospital and GP placements with many areas of national excellence



5. Excellent intercalated degree opportunities, with particular strengths in our iMSc in Research and a new Masters in Clinical Education
6. Foundation Assistantships in year 5 which has enhanced our graduates preparedness for work as a Foundation doctor

We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#), which was launched in 2017. This recruits 35 students to an integrated Foundation Year enabling progression onto Year 1 of the MB ChB course.

In addition, there are a broad range of programmes in Biological Sciences and Psychology at both undergraduate and postgraduate levels, currently including the DCLinPsych. A new suite of postgraduate programmes reflecting the areas of research excellence in the College is under development including strengths in epidemiology, diabetes, medical statistics, quality and safety in healthcare, and social sciences in medicine.

Current Service at Kettering General hospital

ENT OUTPATIENT

The ENT Department at KGH has its own dedicated outpatients department, consisting of four consulting rooms and three treatment rooms with two Zeiss operating microscopes. There is a full range of HD Storz fibreoptic scopes and rigid endoscopes. There are also 3 Pentax trans nasal oesophagoscopes for Trans-nasal-oesophagoscopy (TNO) service. A “Hot Emergency Clinic” is run every day to look after walk in emergency patients from 9AM to 5PM. There is a portable USS machine that resides within the OPD, enabling suitably trained Consultants to utilise for patient

AUDIOLOGY DEPARTMENT

The adjoining Audiology department performs all routine hearing testing and offers full dispensing facilities. Standard adult and children’s hearing assessments are provided together with digital hearing aid provision. An audio-vestibular and vestibular rehabilitation service, tinnitus counselling and an auditory training service are also provided. KGH is in the process of being commissioned as the designated tertiary referral centre for vestibular service in the county.

Clinics are held at the KGH and peripheral clinics at Corby diagnostic centre and Nene Park at Rushden.

ENT OPERATING THEATRE

Most ENT operations are done at dedicated 3 Head and Neck operating suite which is next door to the ENT outpatient. This is shared with Maxillofacial and Ophthalmology service. In addition to general Otology, Rhinology and General Paediatric ENT surgery; KGH also provides surgical service for benign head and neck and Thyroid / Parathyroid patients. State of the art FESS/Medtronic Stack system, Leica Operating Microscopes, KTP LASER, NIM3.0 nerve monitor and harmonic instruments are provided along with equipment to facilitate endoscopic ear surgery.

KGH has been developed as the centre of excellence for Day case ENT procedures in the county and is the primary centre for Otology surgery and Vestibular Rehabilitation for the county. A dedicated Day Case Surgical Unit with well-equipped complimentary theatre suites is located at the newly built Treatment Centre.

KGH also provides diagnostic surgical and follow-up service for head and neck cancer patients. KGH also provides diagnostic surgical and follow-up service for head and neck cancer patients. A well-established one stop neck lump Clinic is held every week. The clinic is attended by ENT

Consultants together with access to radiologists and Cyto-pathology Technician for USS+/-FNAC. Specialist Voice clinic runs in conjunction with Speech and Language Therapist and a Tongue-tie release clinic holds weekly within the equipped and up to date ENT Out-patient Unit.

The Current Service at Northampton General Hospital

ENT OUTPATIENT

There is an up-to-date outpatient department with four consulting rooms and two treatment rooms. All consulting rooms are equipped with Karl Storz HD endoscopy equipment and the treatment rooms have operating microscopes. The department is staffed by senior specialist ENT nurses, and senior audiologists. Specialist paediatric audiology services are available, and the department has facilities for full audio-vestibular investigations.

The ENT service has well established one stop neck lump clinic which is attended by consultant radiologist and Cytopathology technician for USS and FNA. Specialist Voice clinic are run in conjunction with Speech and Language Therapist once every week. There is an excellent head and neck/tracheostomy nursing service. Medical and nursing staff from the NGH regularly attends both Head and Neck Cancer and Thyroid MDT meetings in Northampton. Radiotherapy and Medical Oncology service is provided on site.

A “Hot Emergency Clinic” is run every day to look after walk in emergency patients from 9 AM to 5 PM. This is in the process of moving next door to A&E which will enable support from Advanced Nurse Practitioners.

ENT OPERATING THEATRE

The NGH trust provides surgical services for all Head and Neck Cancers in the East Midland Region for the Northamptonshire Cancer Network including patients from the Milton Keynes University Hospital Trust.

Most patients are managed within the Day Surgical Centre which is next door to the ENT outpatient and admin office. Major Head and Neck cancer cases are done at main operating suite with close access to ITU/HDU.

A wide range of surgical treatments are performed. The NGH ENT Department has a high-level otology service, benign and diagnostic H&N service as well as a renowned Head and Neck cancer service. The team routinely undertake functional Rhinoplasty. ENT department is the sole provider of Thyroid and Parathyroid surgical service at NGH. Recent innovations have been the introduction of a Trans-Oral Robotic Surgery with da Vinci robot. There is dedicated head and neck robotic list to provide this service to patients selected after discussion in the regional MDT. Free flap support is provided by maxillofacial service.

The operating suite are equipped with high quality equipment including HD operating microscopes, AcuBlade SurgiPulse CO2 and KTP LASER machines, NIM3.0 nerve monitors, Coblation, Harmonic and Thunderbeat consoles and otoendoscope operating sets.

NGH has recently procured da Vinci Robotic system that is accessible to Head Neck, Urology, Colo-Rectal and Gynaecology service.

This role forms part of an exciting development as we continue to create a regional ENT team. The ENT departments, based at KGH and NGH have recently joined under the Northamptonshire Sustainability and Transformation Partnership (STP) programme. This joining of acute services has paved the way for the transformation of provisions in the ENT pathways across the region, as we work towards our ambition of a fully integrated ENT service covering the county.

To implement these changes, both trusts have developed a joint group model with appointment of joint CEO in early 2020 and more recently with appointment of group Clinical Directors and Clinical Leads. Head and Neck service is amongst the first service to go through this transformation with appointment of a joint CD (Mr Mrinal Supriya) covering both ENT and Maxillofacial service at NGH and KGH and Mr Polycarp Gana, ENT Clinical Lead for both Hospitals. In essence this has led to unification of ENT unit at NGH and KGH as a single ENT department operating on two sites; NGH and KGH.

Undergraduate education: The ENT Team at NGH and KGH has a significant role in undergraduate medical education for the Leicester School of Medicine. Students presently rotate into the department for 3 week placements throughout the year and this is supported by teaching clinics and educational activities. Formal feedback from the students have been consistently good.

Postgraduate education: Postgraduate training is an integral part of ENT department at NGH. NGH participates in Oxford Deanery Higher Surgical Trainees (HST) rotation. Ms Ligy Thomas is the designated Educational Supervisor for the HST and attends biannual ARCPs held at Oxford. NGH is highly sought after by trainees for placement and feedback from trainees has been consistently excellent.

There is a GP vocational/Foundation Year training scheme and an active teaching programme for junior staff in which most consultants participate. A major expansion of teaching facilities has already begun. Consultants from the Trust play an active regional role in training the trainers.

ENT Teaching Programme within both KGH and NGH includes:

- Weekly Friday afternoon teaching for Junior doctors

- NORENT meeting held once every 4 weeks for all ENT service providers from NGH and KGH covering Clinical Governance, Morbidity and Mortality and Clinical service effectiveness (including Audit & QIP presentations)
- Fortnightly ½ day protected teaching for Foundation Programme
- Daily Ward round led by the consultant on call for the week

There is a well-staffed and equipped department of Medical Illustration which provides full slide-making and other audio-visual facilities for the Trust.

The Trust has a well-equipped Postgraduate Centre. There is an excellent lecture theatre and library as well as seminar rooms and clinical skills laboratories within the Educational Centre which is currently situated within Prince Williams's Education Centre (PWEC) at KGH and Cripps Education Centre at NGH.

Other components of the service

Appraisal and training: We are dedicated to making sure appraisals happen in a timely way and that consultants have time to dedicate to SPA and CPD. We support doctors to become appraisers as well as educational supervisors.

Research: We are currently expanding and developing academic roles within the trust. We are supported by a well-led research nurse group who can support clinical projects. We have links with both Glenfield hospital and Oxford University Hospital trusts so projects can potentially be developed in collaboration. We have an active quality improvement team who are always willing to support doctors undertaking QI projects and audits. Trainees can join the Associate scheme and are encouraged to engage with research opportunities. In the last 8 years, trainees have presented at the British Rhinological Society conference, the Otorhinolaryngological Research Society/BOARS meeting, European Rhinology Congress and American Academy of Otorhinolaryngology-Head & Neck Surgeons.

Academic: At KGH and NGH, strong emphasis is placed on training senior staff in teaching and training skills. All new consultants are expected to have attended or be willing to attend a teaching course. The Trust provides individual consultants with a budget to support additional training and CPD. Many consultants have active involvement in external College, regional or national activities.

Those intending to develop an interest in Medical Education will be encouraged to obtain a qualification in this field. The Trust recognises that training in adult learning is an important part of undertaking undergraduate training as a University Hospital partner with Leicester Medical School.

The appointee will have the opportunity to be involved in the professional supervision and training of junior medical staff and will be invited to become an Educational Supervisor for trainees and will have the opportunity to supervise Specialist Trainees. The Trust has an outstanding reputation for providing a good quality education and excellent clinical experience for trainees. The large catchment population provides a wealth of clinical material. Most departments have well-developed in-house teaching programmes and there are many examples of locally developed skills courses.

Teaching: We have a strong history of teaching and close links with Leicester and Oxford Medical schools. Students undertake placements at Northampton General Hospital with excellent feedback. If you enjoy teaching, there are plenty of opportunities to develop this role including working with our excellent simulation centre.

Management opportunities: There are plenty of opportunities to become involved with the management the wider hospital. Being a clinically led organization, we embrace and support doctors who are keen to lead.

The Role – overview

The advertised position is full time (10PA) permanent post. The appointee will have a specialist interest in Rhinology but will be required to undertake general ENT service that will include 2ww, general and paediatric ENT service.

The appointee will join a well-established consultant team across the Northampton and Kettering combined Ears, Nose and Throat (ENT) service. The appointee's base will be at NGH but will have cross site sessions to meet service demands. The KGH and NGH combined, offer comprehensive ENT care to around 800,000 people across the district with a wider catchment for more specialised services.

The Kettering General Hospital Trust became a Foundation Trust in 2008. KGH provides services at the Kettering Hospital at Kettering, supported by services at the Corby Diagnostic Centre and Nene Park. KGH covers the north of the county and has a catchment population of 400,000 which is expected to steadily increase above the national rate. Northampton General Hospital (NGH) is a busy hospital serving south Northamptonshire with a catchment area of over 400,000 people.

Paediatric in-patient is located on Skylark ward at KGH and Disney Ward at NGH. There are also dedicated Paediatric assessment units attached to the Paediatric wards at both hospitals. A dedicated Adult ENT & Head and Neck in-patient is based in a 14 bedded Head and Neck Ward at NGH which is shared with Maxillo-Facial Surgery. This includes 4 High Dependency Unit Bays and 2 individual rooms.

The post holders will have the opportunity to manage otology patients throughout the county.

The regional Head and Neck Cancer and Thyroid Cancer service is centralized at the Northampton General Hospitals NHS Trust (NGH) and includes Kettering General Hospital (KGH) and Milton Keynes University hospital which covers Buckinghamshire. The combined cancer service covers a population of just fewer than 1 million. There is a weekly Head and Neck MDT and a Thyroid MDT, allowing all hospitals to be involved through a well-established video-link. Diagnostic work is carried out at KGH and MKUH while all major surgery and Chemo/Radiation therapy is offered at NGH.

Recently, the regional Head and Neck MDT have developed a closer working relationship with the Head and Neck MDT at Leicester Royal Infirmary (LRI). This has further enhanced opportunity to participate in academic studies and trials. This has also provided flexibility to map service requirement to available capacity between NGH and LRI. Both MDTs have shared M&M, Clinical Governance and Academic meetings and are in process of developing joint super-specialized head neck service e.g. Robotic Head Neck service.

Working together, Northamptonshire and Leicestershire head neck cancer MDT cover just over 2.5 million population extending from south Midland to Buckinghamshire.

A candidate who is unable for personal reasons to undertake the duties of a whole time will receive equal consideration. If such a candidate is appointed, the job content will be modified as appropriate in consultation with consultant colleagues and local management.

We welcome all applications irrespective of age, disability, gender, sexual orientation, race or religion. Additionally, people with disabilities will be offered an interview providing they meet the minimum criteria for the post. The Trust operates job share and flexible working.

The Role

A formal job plan will be agreed between the appointees and their Clinical Lead/ Clinical Director, on behalf of the Medical Director, as soon as possible after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

The Trust has the discretion to offer additional programmed activities in appropriate cases.

The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

The following provides an outline of the expected clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Clinical Director regarding the scheduling of all other activities, including the Supporting Professional Activities. Upon appointment the consultant will be given a specific "work programme" detailing the initial allocation of direct clinical care activities and supporting activities.

The Successful candidate will be offered 10 PAs (programmed activities) for consideration in the first instance, and the possibility of an additional clinic/theatre as an additional DCC PA if agreeable. Direct Clinical Care/Admin is 8.5 PAs and SPA 1.5 on average per week.

**Consultant Otolologist - Proposed Timetable (subject to revision/alteration
by agreement with appointee)**

WEEK 1	TIME	Work	Categorisation	PAs
Monday	0900 –1700	All day clinic - NGH	DCC	2.00
Tuesday	0900 - 1300	SPA	SPA	1.00
	1400 - 1800	Clinic NGH	DCC	1.00
Wednesday	0900 – 1700	All day Clinic – KGH	DCC	2.00
Thursday	0900.00 - 1300	All day Clinic - NGH	DCC	1.0
Friday	Admin Admin	0900 – 1300 1400 - 1700	DCC DCC	1.0 0.75
Saturday				
Sunday				
Out of hours	On call	1:8 frequency	DCC	1.00
Total				9.75

WEEK 2	Time	Work	Categorisation	PAs
Monday	09:00 -1800	SPA		2.00
Tuesday	09:00 -1300	Clinic - KGH	DCC	1.00
Wednesday	09:00 -1300 1300 - 1800	Theatre- KGH Theatre – KGH Paeds	DCC DCC	1.25 1.25
Thursday	1400 - 1500	Admin	DCC	1.00 0.25
Friday	09:00 – 13:00 1300 - 1700	DSU 3 Theatre NGH DSU 3 Theatre NGH	DCC DCC	1.25 1.25
Saturday				
Sunday				
Out of hours	On call	1:8	DCC	1.0
Total				10.25

- Agreement will be reached between the appointee and the Clinical Lead/Clinical Director regarding the precise scheduling of all job plan elements, including Supporting Professional Activities, the above is an indicative example.
- The timetable will in general consist of Outpatient Clinics, Theatre and Administrative sessions.
- The initial contract is for 10 PA/ 40 hours with 8.5PA for DCC and 1.5 PA for SPA.
- The travel time to peripheral clinic is 60 minutes return trip thereby accruing an extra 0.25PA per peripheral clinic
- The exact pattern of sessional commitment is open to negotiation and will also be influenced by the needs of service development.

ON CALL ARRANGEMENTS

There is an on-call commitment in this job plan and an extra 1PA is allocated and on call category A high frequency supplement payment.

There is a three tier on call system and at present, consultants provide non-resident 1 in 8 weeks on call (Wednesday to Wednesday) cover. The on-call arrangement is supported by second on call registrars (non-resident) and first on call junior doctors (resident). Emergency service and daily ward round is provided by the on-call team for the week consisting of the on-call consultant (Wed – Wed) and registrar (Mon – Mon) and the junior doctor (FY/CT). The morning elective activity is cancelled for the on-call consultant. All emergency admissions are centralised to the head and neck ward at NGH. The on-call team provides outreach cover for unstable patients at KGH who cannot be transferred over.

Support for the Role

You will be provided with secretarial support and computing facilities to be able to access all the information technology required for your role. We have online dictation, prescribing, discharge summaries, clinic letters, investigation requests and results and radiology.

All new consultants are invited to attend a series of monthly new consultant seminars to support you in your new role. These seminars cover all aspects of being a consultant and working effectively at Northampton General Hospital. You will also be encouraged to participate in the monthly departmental consultant meeting.

Mentoring

All new consultants at NGH are offered access to a consultant colleague mentor within the trust who will be able to support you as you take on your new role.

Information about the wider Hospital:

NGH Trust Board [Our Trust Board \(northamptongeneral.nhs.uk\)](http://northamptongeneral.nhs.uk)

KGH Trust Board [Board of Directors and Board Meetings | Kettering General Hospital NHS \(kgh.nhs.uk\)](http://kgh.nhs.uk)

Group Chairman

Debbie Needham – Group Chief Executive

Heidi Smoult – NGH Hospital CEO

Medical Directors

Hemant Nemade, Medical Director NGH

John Jameson, Medical Director KGH

Northamptonshire ENT Service Staffing Consultant Medical Staff

Head and Neck/Thyroid including Benign

Mr Mrinal Supriya (Joint Clinical Director) – Head and Neck Cancer and Facial Plastics

Mr Polycarp Gana – Joint Clinical Lead, Benign Head and Neck/Thyroid

Mr Rohan Bidaye – Voice and Benign Head and Neck /Thyroid

Ms Ligy Thomas - Head and Neck cancer

Otology

Miss Wendy Smith – (Honorary Senior Lecturer)

Mr Sakthi Manickavasagan (Locum)

Mr Rakesh Vuppula (locum)

Rhinology

Mr Paresh Naik – (Locum)

Rhinology post – Advertised.

Non-Consultant Medical Staff

2 Specialist Registrars – Part of the Oxford Regional Training Scheme

Mr Hemanth Subrahmanyam - Associate Specialist & SAS Tutor

Ms Hanan Al-Jabr – Associate Specialist

4 Speciality Doctors

FY/CT grade

1 Core surgical trainee

2 GP trainee

1 F1/F2

6 Trust SHO

Summary of Contractual Terms

Contract. Appointment will be offered on Northampton General Hospital Trust contract. General Terms and Conditions of Service are contained in the “Terms and Conditions, Consultants (England) 2003”. Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies and procedures applicable to this post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

Governance and Statutory. The post holder is expected to comply with the governance arrangements and policies and procedures of the organisation, available on the Trust intranet site.

Equal Opportunities and Diversity. The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must always carry out his/her responsibilities regarding the Trust’s Equal Opportunities Policy & the Race Equality Scheme. The Trust’s Staff Networks (REACH – Race, Ethnicity and Cultural Heritage, LGBT+ and Disability) also work with the Board to further the EDI (Equality, Diversity and Inclusion) agenda – ensuring the Trust empowers all their staff. Membership to the Networks can be facilitated via HR (Human Resources).

Health and Safety & Risk management. Employees must be aware of the responsibilities placed upon them under the health and safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain safe working environments for patients, visitors and employees. Employees must wear personal protective equipment where provided. All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are expected to always maintain safe infection control practices. All employees are responsible for reporting any accidents, untoward occurrence and potential hazards to their Head of Department even no injury or property damage has resulted.

Relocation Expenses. Relocation expenses may be available subject to eligibility in line with the Trusts policy.

Health Clearance. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a preemployment health-screening questionnaire and may/will subsequently be required to attend for health screening.

Revalidation. The trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Study & Annual Leave. The annual leave is 30 working days plus 2 statutory day holidays. All Consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements. Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three-year period commencing from date of employment.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre. So far, as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.

PERSON SPECIFICATION

Essential Criteria

Full GMC (General Medical Council) registration with a Licence to practice
FRCS or equivalent
Entry onto the GMC Specialist Register via
- CCT or CESR within 6 months of interview
- CESR
An appropriate higher ENT specialist surgical qualification

CLINICAL EXPERIENCE

Broad experience in the management of ENT elective surgery and emergency care
Experience with speciality interest in otology
Evidence of clinical audit
Evidence of working effectively and as a team player amongst a multi-professional team

TRAINING

Extended experience/training in Rhinology
Evidence of further training in sub-specialty applied for
Evidence of teaching and training skills for junior staff and medical students

MANAGEMENT AND ADMINISTRATIVE EXPERIENCE

Ability to organise and prioritise complex demands.
Effective communication skills with both clinical, non-clinical and managerial colleagues, patients, relatives and other agencies.
Ability to advice on efficiency and smooth running of a specialist service
Evidence of management and administration experience
Experience of supervising junior medical staff

PERSONAL ATTRIBUTES

Caring attitude towards patients
Flexibility to respond to changing service needs.
Good communicator with excellent spoken and written English.
Display an ability to work as part of a team.
Commitment to Continuing Professional Development

PERSONAL CIRCUMSTANCES

Must be prepared to move, if successful, to live within 30 minutes of base Hospital
Ability to travel between Hospital sites efficiently during daytime.

Come and meet us!

We would love the opportunity to discuss the post and your career aspirations at University Hospital of Northamptonshire.

Mr Polycarp Gana, Clinical Lead for ENT, Head & Neck polycarp.gana@nhs.net, 01536 49 2274

Mr Mrinal Supriya, Clinical Director for ENT Head and Neck – mrinalsupriya@nhs.net, 01604 54 5563

