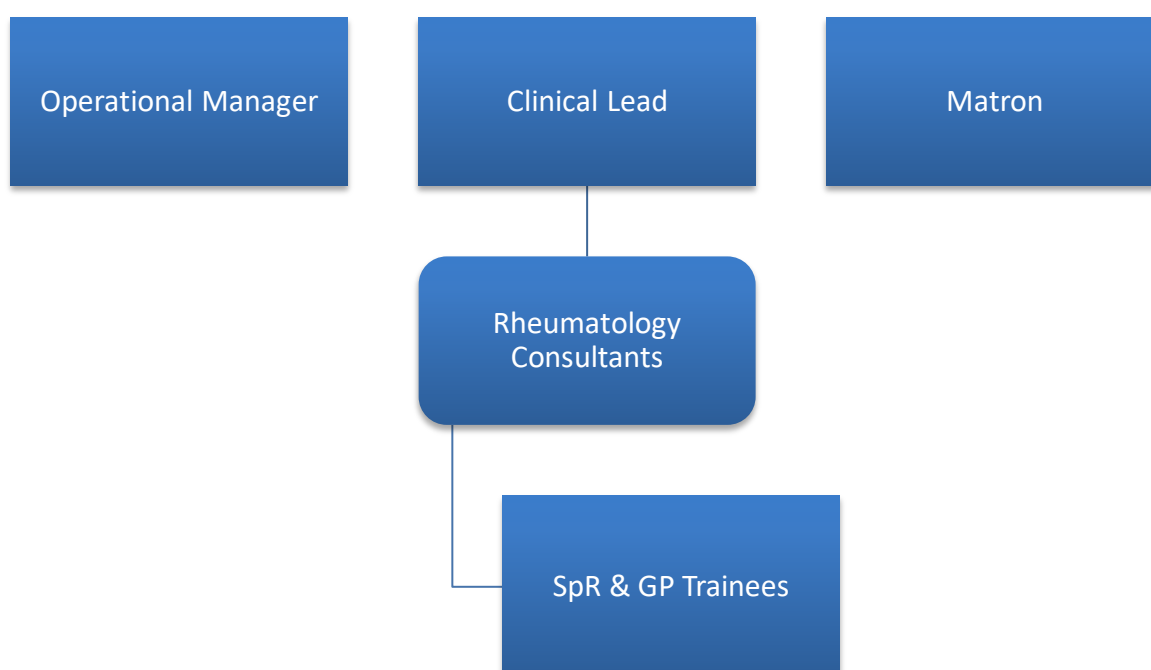


JOB DESCRIPTION

Job Title:	Consultant Rheumatologist
Band/Pay:	£93,666 - £126,281 a year pro-rata
Contract	Permanent
Department:	Rheumatology

Rheumatology Department



Job overview

Torbay and South Devon NHS Foundation Trust has recently become one of the first vertically-integrated health and care organisations in the country.

There is a commitment to an ambitious and inclusive vision to improve health and wellbeing for the population from all local stakeholders across health and social care, and that vision has been awarded Pioneer status by NHS England. The development of an Integrated Care Organisation, (ICO) through the acquisition of Torbay and Southern Devon Health and Care NHS Trust by South Devon Healthcare NHS Foundation Trust has now taken place and is one of the major enablers in the transformation of services, and developing a new approach to health and social care. The Trust runs Torbay Hospital as well as Community Hospitals and hubs across Devon, we employ approximately 6,000 staff.

The ICO allows us to radically re-think and re-shape the way we deliver care, free from traditional organisational constraints. We will develop and redesign services that meet the needs of our local population and that are coordinated and integrated in ways that benefit service users. We will develop services that are responsive and flexible and which link, without break, with services of our partner organisations such as primary care and mental health services.

Opportunities to be part of designing and delivering innovative new services in Torbay and South Devon, including more integrated and streamlined care pathways for patients is available to all current and newly appointed staff.

Torbay and South Devon has a significantly older and ageing population and this demographic of over 65s, which is ahead of some other parts of the country by as much as 20 years, means that healthcare need is expected to increase by 15 to 20 per cent over the next decade. This increased demand will have to be met within existing resources which means we must seek a sustainable and innovative solution to change the way we provide care.

We have around 500,000 face-to-face contacts with patients in their homes and communities each year and see over 78,000 people in our A&E department annually. We serve a resident population of approximately 286,000 people, plus about 100,000 visitors at any one time during the summer holiday season.

A major feature of the services we develop will be the promotion of self-care. This will cover the promotion of healthy lifestyles and include support and training of service users and carers in self-management of even the most complex chronic health conditions. Many of the services will be about supporting people in their lives rather than focusing on ill-health. We will base service development on the life-course model to cover all phases of people's lives, with a particular focus on 'family-centred care'.

Main duties of the job

The successful candidate will be expected to provide advice and specialist expertise throughout the full range of rheumatology services. The Rheumatology Department receives approximately 4700 referrals per year.

The Rheumatology Department is a hub and spoke service:

- Outpatient services are provided at Torbay hospital and at various community hospitals including, Newton Abbot, Paignton, Totnes, Dawlish and Teignmouth.
- Day case infusions of Biologic therapies, Cyclophosphamide, IVIG, IV Methylprednisolone are undertaken at Newton Abbot Hospital having moved from Torbay Hospital during the COVID pandemic.
- There are no Rheumatology in-patient beds
- Bone density scanning is undertaken at Paignton hospital, the Osteoporosis service is a nurse led service and is based at Torbay Hospital but covers the community hospitals, GP practices and nursing homes. We are looking to set up a Fracture Prevention Service in the near future.

- Research is undertaken at Torbay Hospital the team run several commercial and non-commercial, portfolio and non-portfolio studies.

The successful candidate will be required to provide high quality consultant delivered care to patients including clinical leadership and supervision of junior medical staff, ensuring the highest standards of clinical care are provided to all patients attending the hospital.

To be proactive in ensuring that all patients receive rapid assessment, treatment and clinical decision making, whilst ensuring our standard to deliver safe quality and performance are delivered and sustained. Rheumatology is an outpatient-focused service. There are no dedicated inpatient beds with no on-call requirement, although the team provides support to inpatients via referrals from the admitting consultant.

The main aims of this new post are to:

- To enhance the outpatient capacity of the Rheumatology Department
- To assist the development of innovative ways to deliver services
- To promote the involvement of the Rheumatology Department in the peninsula medical student training programme
- To work with commissioners and primary care locally, to further develop systems for managing rheumatology patients, in particular those with chronic disease
- There will be an opportunity of developing a subspecialty interest that complements the service

To provide teaching and training at undergraduate and postgraduate level and supervised and train the juniors and specialty doctors. To be proactive in the department's clinical governance agenda and take on leadership roles to support continuous learning and improvement, thereby abiding by the clinical and corporate governance policies of the Trust.

About your new team and department

The new post will complement the existing team of 6 Rheumatology Consultants (4.5 WTE), a Rheumatology Registrar, two GP trainees, specialised nursing staff and an MDT team:

- Dr R Winfield – Consultant Rheumatologist and clinical lead for Rheumatology and Osteoporosis
- Dr K Mackay – Consultant Rheumatologist and NIHR MSK Research Lead for Peninsula
- Dr C Gwynne - Consultant Rheumatologist and Peninsula TPD for Rheumatology
- Dr S Waghmare – Consultant Rheumatologist and Clinical Governance Lead
- Dr C Tofi – Consultant Rheumatologist and Education lead
- Dr T Aung – Consultant Rheumatologist
- 11 Specialist nurses:
 - 4.24 WTE Rheumatology nurses
 - 3 WTE Osteoporosis nurses
 - 2 WTE Research nurses

- 1 WTE Rheumatology Podiatrist
- 1.5 WTE Rheumatology Physiotherapists
- 1.5 WTE Rheumatology OTs
- 2 Osteoporosis Practitioners

Rheumatology Administrative staff include:

- 1.0 WTE B5 Practice Manager
- 0.9 WTE B4 Admin Team Coordinator
- 1.0 WTE B4 Biologics Coordinator
- 0.7 WTE B3 Biologics Administrators
- 3.75 WTE B3 Rheumatology secretaries
- 3.6 WTE B2 Secretarial Assistants
- 2.1 WTE B3 Osteoporosis secretaries

The Rheumatology Department was the first specialty to adapt the nationally recognised Infoflex system to develop a bespoke database in April 2012 to track the prescribing of DMARDs and Biologic treatments; functionality includes electronic letters, a unique communication system to assist the nurse-led telephone clinics and a “tracker”, akin to some of the commercial pathology tracking systems and meet the needs of clinical data collection for audit and governance purposes. This has been so successful; the biologics tracker is being rolled out throughout the hospital. We were finalists for the 2015 BSR Best Practice awards for our HOVER (Holistic OVERview) project supported by data from our database.

The department have recently moved to online counselling for DMARDs and Biologics moving from face to face group clinics to an online video with the opportunity for a follow up telephone call. This has reduced waiting times to start these medications considerably and freed up considerable time to enhance our helpline clinic. We were also finalists for a BSR Best Practice Award in 2021 for this quality improvement work.

The Rheumatology Department also pioneered the development of a Rheumatology App. The interactive Phase 2 was launched in 2021 to enable patients to submit PROMs directly to the team. This is one of the first of its kind in the country. The Rheumatology Team that developed the App were finalists for the HSJ and Nursing Times Awards.

In addition to general Rheumatology clinics, more specialist clinics include:

1. Early arthritis clinic (weekly)
2. Telephone clinic and helpline (nurse-led - daily)
3. Patient Initiated Access programme with SOS follow up (available at very short notice)
4. Injection clinics run by the Rheumatology Registrar and GP trainee (weekly)
5. Osteoporosis Management clinic (weekly)
6. Research clinic (weekly)
7. Spondyloarthritis clinic (monthly)
8. Patient education MDT clinic (monthly)
9. Upper Limb Combined Clinic (virtual – 3 monthly)
10. Lower Limb Combined Clinic (3 monthly)
11. Rheumatology / Ophthalmology clinic (virtual – 3 monthly)

Our helpline and Telephone Clinic run daily (Mon-Fri) and is manned by our administrative team with dedicated telephone clinics run by the nurses to return calls where necessary. We were awarded the Wonderful Workforce Solution Star Award 2016 from Health Education England (South West) in recognition of the success of the telephone helpline in facilitating patient-initiated access.

There is a local fortnightly MDT meeting attended by the whole MTD team.

We work closely with three excellent and collaborative musculoskeletal radiologists and have a weekly musculoskeletal radiology meeting. They, and the radiology department, are very supportive of the plan to develop Rheumatology based musculoskeletal ultrasound, to identify and monitor synovitis and perform ultrasound guided injections.

Detailed job description and responsibilities

- **Communication and working relationships**
Good spoken and written English language skills
Ability to communicate effectively with patients, relatives and staff
- **Planning and organisation**
Ability to take full and independent responsibility for clinical care of patients
Ability to prioritise clinical need
- **Analytical and judgement**
Ability to prioritise clinical need
- **Responsibility and accountability**
It is expected that the appointee will plan a programme of personal development and continuing medical education (CME) and through the appraisal process ensure that adequate training is undertaken both to maintain their skills, knowledge and expertise and to ensure revalidation. There is extensive local support and the Trust covers the reasonable costs for study leave.

An annual review of the job plan will take place between the clinical lead/associate medical director and consultant in accordance with the arrangements in the consultant contract. This will include discussions regarding the needs of the service, with agreement on objectives for clinical standards, goals and workload.
- **Responsibility for patients and client care**
Torbay and South Devon NHS Foundation Trust is fully committed to improving patient safety and experience. Consultants are expected to be fully registered with the GMC (with licence to practice) and be on the Specialist Register or eligible for inclusion on the Specialist Register within six months of the date of interview. Consultants are expected to follow all Trust clinical risk management processes. Consultants must audit their own clinical outcomes, report clinical incidents, alert

the Trust to risk, participate in annual appraisal and work to foster good team relationships. The appointee will be given a mentor upon commencement.

- **Infection Control**

In accordance with the Health Act (2006) all staff are expected to comply with National and Local Infection Control policies and procedures and any other related infection prevention policies or procedures. In addition, all staff whose normal duties are directly or indirectly concerned with patient care should ensure they have received annual mandatory training (including hand hygiene). It is expected that all staff take responsibility to ensure the workplace is kept clean and tidy so that it is safe for all other users of that area. All staff will be expected to communicate any identified infection risks to the Infection Prevention and Control Team in line with the Trust's Incident Reporting Policy. Consultants will lead by example in this area which receives maximum attention.

Compliance with the Trust's mandatory training programme is compulsory.

- **Responsibility for finance, equipment and other resources**

Ability to demonstrate familiarity with and understanding of NHS structure, management and current political issues, including awareness of national strategic plans and constraints.

- **Responsibility for supervision, leadership and management**

Senior medical staff are actively involved in teaching and training at undergraduate and postgraduate level and supervise and train the juniors and specialty doctors. To be proactive in the department's clinical governance agenda and take on leadership roles to support continuous learning and improvement, thereby abiding by the clinical and corporate governance policies of the Trust.

- **Information technology and administrative duties**

Access to the Hospital IT systems and full secretarial support is allocated to this post.

- **Responsibility for research and development**

Research is not a contractual obligation but will be encouraged, as is involvement in MDT teaching.

This post is advertised at **10** programmed activities per week. The job plan below is for illustration and precise allocation of clinical sessions will be adapted according to the needs of the service.

Each Outpatient DCC session is 3.5 hours long, plus 30 minutes for patient-related administration.

The successful candidate will be encouraged and supported to pursue a subspecialty interest and time for this will be built into the job plan.

There will also be opportunities to develop academic links, research and medical education roles to support training for GPs, F2s and medical students.

There are no dedicated rheumatology beds but the Department receives inpatient referrals, which are shared amongst the team and the table below shows the commitment of this post.

Typical Job Plan:

Monday	Tuesday	Wednesday	Thursday	Friday
OP Clinic (DCC)	OP Clinic (DCC)	Admin/Ward Referrals (DCC)	X-ray Mtg MDT/ Research (DCC/SPA)	SPA
Admin/ Ward Referrals (DCC)	Admin/Ward Referrals (DCC)	OP Clinic (DCC)	OP Clinic (DCC)	Admin/Ward/SPA/(DCC/SPA)

Please note:

- Where Outpatient clinics are provided in community settings (usually community hospitals) clinic templates will be adjusted to accommodate travel time as appropriate.
- Ward Referrals and advice and guidance (A&G) e-mails (Primary Care) are divided amongst the team and managed in DCC time
- The agreed level of duties in relation to supporting professional activities, additional responsibilities and other duties will be reviewed after 6 months in post.
- Clinic templates are adjusted by agreement with Consultants to meet patient demand/need. Usual practice is to allow 30 minutes for a new general rheumatology patient and 15 minutes for a follow-up but adjustment will be made for more complex patients.

SUMMARY OF TERMS AND CONDITIONS OF APPOINTMENT

Torbay and South Devon NHS Foundation Trust is an Equal Opportunities Employer.

The post will be appointed under the Terms and Conditions – Consultants (England) 2003 as amended from time to time.

Salary: The Consultant salary scale is currently £84,559 rising to £114,003 per annum (pro rata where applicable).

General Medical Council / General Dental Council: The post-holder is required to be fully registered with the General Dental Council/General Medical Council (with licence to practice) and be on the Specialist Register or eligible for inclusion on the Specialist Register within six months of the date of interview.

Disclosure and Barring Service (DBS): The post holder will be subject to an enhanced criminal record check. As of 1st January 2017 any new starters to the Trust where the post is subject to a Disclosure and Barring Service (DBS) check as part of the safer recruitment compliance will be liable for the costs of the DBS check. Costs will be recovered from two salary payments once you have started with the Trust. An Enhanced check will be charged at £49.32 and a Standard check is £31.32.

You can make your DBS check portable by registering with the DBS update service. If you then change role your employer can check your DBS status online and you won't incur any future costs of DBS checks.

Occupational Health: All appointments are conditional upon prior health clearance by Optima, the Trust's Occupational Health Service.

Annual, Study and Professional Leave: Annual leave entitlement is 32 days per annum (pro rata for part-time staff). Staff who have held a substantive NHS Consultant post for seven years will be entitled to an extra two days leave. Study leave entitlement is 30 days (pro rata for part-time staff) over a three-year period commencing 1 April. A minimum of six weeks' notice is required to take leave so that adequate cover arrangements can be made.

Relocation Expenses: The appointee will be required to reside within a radius of 10 miles or 30 minutes of travelling time, unless specific approval is given by the Chief Executive and Medical Director.

References: Three references will be requested prior to interview for shortlisted candidates only. Applicants who already hold a substantive Consultant post must ensure that one of their referees is their current Chief Executive or Medical Director of the Trust.

PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • MRCP (UK) or equivalent • Full registration with the GMC with licence to practice • On the GMC Specialist Register for Rheumatology or eligible for admission within 6 months of interview if you are currently an SpR • Minimum of English Language level 2 (GCSE grade C or equivalent), IELTS or graduate of UK medical school ATLS/APLS/ALS 	<ul style="list-style-type: none"> • Diploma/Certificate of medical education MD or PhD • Evidence of sub-specialty or other specific training: CCT in another sub-specialty, Fellowship • Other degrees eg BSc, MSc, MD • At least 3 years higher training in relevant specialty
Clinical Experience	<ul style="list-style-type: none"> • Clinical training and experience equivalent to that required for gaining UK CCT in Rheumatology • Ability to offer expert clinical opinion on a range of problems • Ability to take full and independent responsibility for clinical care of patients • Ability to prioritise clinical need • Ability to supervise multi-disciplinary team 	<ul style="list-style-type: none"> • A special interest to complement other Consultant colleagues • Experience of/ interest in service reorganisation within the specialty
Management & Administrative Experience	<ul style="list-style-type: none"> • Ability to advise on efficient running of the department including prioritisation of waiting lists • Ability to demonstrate familiarity with and understanding of NHS structures, management and current political issues, including awareness of national strategic plans and constraints • Active interest in IT • Flexible approach to work organisation • Evidence of leadership qualities and ability to develop the service 	<ul style="list-style-type: none"> • Appraisal and interview skills • Management experience and training

	<ul style="list-style-type: none"> • Experience of audit and management 	
Teaching/Research Experience	<ul style="list-style-type: none"> • Proven ability to teach clinical and practical skills within multi-disciplinary teams applying evidence- based knowledge • Ability to apply research outcomes to clinical problems • Willingness and ability to contribute to departmental and Trust teaching programmes 	<ul style="list-style-type: none"> • Experience of teaching clinical skills to undergraduates and postgraduates • Ability to supervise postgraduate research • Publications in refereed journals
Personal Attributes	<ul style="list-style-type: none"> • Honesty and reliability • Good spoken and written English language skills • Ability to form constructive and effective relationships with patients and staff • Caring attitude to patients • Ability to communicate effectively with patients, relatives, GPs, nurses and other professional staff and agencies • Ability to work in a team • Willingness to work flexibly according to the needs of the service, observing National, Trust and Departmental guidelines • Enquiring, critical, approach to work • Commitment to Continuing Medical Education • Physically capable of fulfilling the role as presented 	<ul style="list-style-type: none"> • Evidence of patient and colleague feedback • Enquiring clinical approach to work • Willingness to undertake additional professional responsibilities at local, regional or national levels • Leadership skills

Physical skills	Physically capable of fulfilling the role as presented.
Physical effort	Physically capable of fulfilling the role as presented
Emotional effort	Ability and willingness to engage with patients and their families when they raise concerns informally through the Patient Advice and Liaison Service and formally via written concerns or complaints.