



**North Cumbria  
Integrated Care**  
NHS Foundation Trust

## **TRUST DOCTOR AT REGISTRAR LEVEL**

### **DEPARTMENT OF OTORHINOLARYNGOLOGY**

#### **Specialist Surgery Collaborative**

#### ***North Cumbria Integrated Care NHS Foundation Trust***

**On-call commitment:**      **See Appendix 1**

**Visiting arrangements:**

We strongly encourage interested applicants to contact the Trust and where possible, meet prospective colleagues, and to view the area and all of its attractions.

For further information or visiting arrangements please contact:

**Mr Paul Counter, Clinical Lead for ENT.**

**Tel: 01228 814208**

**Email: [paul.counter@ncic.nhs.uk](mailto:paul.counter@ncic.nhs.uk)**

Additional information can be found on the Trust's website at [www.ncuh.nhs.uk/](http://www.ncuh.nhs.uk/)

## Job Summary

### THE DEPARTMENT OF OTORHINOLARYNGOLOGY

Cumberland Infirmary, Carlisle

#### Staffing

##### **Consultant Staff:**

Mr P Counter, Head & Neck Surgeon (Clinical Lead)  
Miss S Jarvis, ENT Consultant (Special Interest in Paediatrics)  
Mr S Panwar, Locum ENT Consultant (Otolologist)  
Mr Mahmoud Ali, Locum ENT Consultant  
Mr Abdulaziz Abushaala, Locum ENT Consultant  
Mr Mike Rogers, Locum Head & Neck Surgeon

##### **Middle grade staff:**

1x Trust Registrar  
x2 Specialist Trainees (this post substituting one)  
x1 CT2 Trainee  
x2 Nurse Practitioner  
x1 Aural Care Nurse

##### **Junior grade Staff:**

x1 GP registrar  
x1 FY2 doctor  
x1 FY1 doctor  
x1 innovative GP trainee (periodically).

#### THE POST

**GRADE:** Locum Appointment to Service (Registrar Level)  
**SPECIALTY:** ENT

#### Relationships

The Trust Doctor is responsible to the Consultants in ENT and will be assisted by a further 1 StR trainee, 1 CT trainee and a GP registrar.

In the course of his/her work the job holder liaises with nursing, professional and technical, social work and administrative staff.

#### Educational Supervision

An educational supervisor will be assigned to provide support. Appraisal is carried out at regular intervals, and forwarded to the specialty lead. The ENT department has an excellent track

record in educational supervision, receiving the highest rating for ENT throughout the Northern Deanery in the most recent national GMC survey.

## **Duties**

The Trust Doctor will be responsible for the day-to-day care of all patients under the ENT Consultants. The programme of training for each individual doctor will be flexible depending on his/her particular needs and stage of training. The candidate will have the same timetable and schedule as a registrar i.e. 4x lists and 3 clinics p/w plus attendance at specialist and combined clinics.

## **Hours of duty**

The Speciality Doctor will provide cover for ENT on a 1 in 6 basis, with prospective cover of STR colleagues leave. STRs will be non-resident on call. Whilst not employed on the new TCS he or she will have a work schedule in line with the new TCS but will be on a trust doctor contract. They can usually expect to provide supervision and support for the F2 and Foundation Doctor on call.

## **Teaching Duties**

The appointee will be expected to play a full and active role in the post-graduate programme including departmental meetings, multidisciplinary meetings and junior teaching.

There will also be opportunities for teaching medical students, overseas clinical attachment doctors and nurses on an occasional basis.

## **Main Terms and Conditions of Service**

This post is a Trust appointment and will be subject to the new Terms and Conditions – for NHS Doctors and Dentists (England) 2016.

Any offer of employment with the Trust will be subject to satisfactory pre-employment checks as defined in Health Service Circular 2002/008

- references
- qualification/registration verification
- occupational health clearance
- DBS clearance
- identity verification
- eligibility to work in the U.K

and in accordance with Department of Health guidelines relating to 'Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV: New Healthcare Workers'.

Your private residence shall be maintained in contact with the public telephone service and shall be not more than 30 minutes or 10 miles by road from the base unit (Cumberland Infirmary, Carlisle) unless specific approval is otherwise given by the Trust.

Your principal hospital, for the purposes of reimbursement of travelling expenses, will be Cumberland Infirmary, Carlisle.

### **Professional Registration**

It is the responsibility of individual doctors to hold current GMC/GDC Registration with a current licence to practise.

### **Professional Code of Practice**

As a Registered professional, you are required to abide by the GMC's 'Good Medical Practice' (Regulating doctors, ensuring good medical practice) or the GDC's Standards of Dental Practice. Disreputable behaviour, even if it is not directly connected to your professional practice, or failure to abide by the principles outlined by your code of practice mentioned above could put your registration as well as your continuing employment at risk. You should be aware that any breaches of your code of practice will be investigated in line with Trust policy, and action taken where appropriate, including reporting the misconduct to the GMC/GDC.

### **Health & Safety Management Responsibilities**

The Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure as far as reasonably practicable, the health, safety and welfare at work of all employees. In addition, the business of the Trust shall be conducted so far as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risk to their health and safety.

Managers have a duty to ensure that safe systems of work are used within their areas of responsibility and must investigate accidents and incidents, arrange annual risk assessments and ensure all staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to co-operate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

### **Travel and Subsistence**

Travel and subsistence expenses will be reimbursed for preliminary visits in addition to interview expenses only to those candidates selected for interview. Reimbursement is restricted to two such visits, whether they are made before or after the constitution of the short list is known. In the case of candidates traveling from abroad, traveling expenses are normally payable only from point of entry to the United Kingdom.

## Appendix 1

### Job Plan – Trust Doctor in Otorhinolaryngology

Week No.	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	08:00 - 09:00	08:00 - 13:00	08:00 - 17:00	08:00 - 17:00	08:00 - 09:00	00:00 - 00:00	00:00 - 00:00
2	08:00 - 09:00	08:00 - 13:00	08:00 - 17:00	08:00 - 17:00	08:00 - 17:00	00:00 - 00:00	00:00 - 00:00
3	08:00 - 09:00	08:00 - 13:00	08:00 - 17:00	08:00 - 17:00	08:00 - 17:00	08:00 - 17:00	00:00 - 00:00
4	08:00 - 09:00	08:00 - 13:00	08:00 - 17:00	08:00 - 17:00	08:00 - 17:00	00:00 - 00:00	00:00 - 00:00

All doctors should be familiar with the GMC requirements governing good medical practice, which is supported by the Trust.

## Appendix 2

### Person Specification – Specialty Doctor in Otorhinolaryngology

Requirement	Essential	Desirable
<b>Education and Qualifications</b>	<p>MBBS or equivalent medical qualification</p> <p>Successful completion of MRCS (ENT) by time of interview or equivalent (see below)</p> <p>Diploma of Otolaryngology, Head and Neck Surgery (DOHNS) plus MRCS is equivalent at time of interview, or</p> <p>Diploma of the European Board of Otorhinolaryngology (DipEBORL) plus MRCS is equivalent at time of interview</p>	<p>Postgraduate qualification.</p> <p>Special interest in ENT.</p>
<b>Experience and Knowledge</b>	<p>Able to demonstrate appropriate experience in the management of ENT patients.</p> <p>Experience in Gastroenterology</p> <p>Interest in research opportunities.</p> <p>Previous Involvement in Audit projects</p> <p>Evidence Continuing Professional Development</p> <p>Working knowledge of common conditions met in the management of General Medicine in a district general hospital</p> <p>Excellent communication skills with patients, colleagues, managers and other staff</p>	<p>Evidence of Research &amp; Publications</p> <p>Evidence and be able to demonstrate improvement in care through Audit</p> <p>Evidence of CPD</p> <p>An understanding of evidence based medicine</p>
<b>Management &amp; Administrative</b>	<p>Ability to organise and prioritise workload and delegate responsibilities</p> <p>Ability to maintain accurate and legible records</p> <p>Ability to organise and manage own workload efficiently</p>	<p>Experience of audit management.</p> <p>Ability to advise on efficient and smooth running of the service</p>

<b>Teaching</b>	Demonstrate previous or current teaching experience	Experience of teaching medical students and postgraduate doctors in training and multidisciplinary teams
	Ability to motivate and support multidisciplinary team	Evidence of Leadership skills
		Educational Qualification
<b>Research, Audit and Clinical Governance</b>	Experience of, and commitment to, medical audit.	Ability to supervise postgraduate research.
	Experience of research and Clinical Governance.	Publications in peerreviewed journals.
<b>Communication skills and abilities</b>	Empathetic and sensitive approach to patient needs.	IT Skills.
	Excellent communication skills with patients, colleagues, managers and other staff.	Presentation skills.
	Approachable and effective Multi-disciplinary team member with excellent/highly effective interpersonal skills	
	Ability to influence and negotiate	
	Approachable Team membership/loyalty.	
	Positive approach to lessons learnt.	
	Confident approach without being arrogant.	
<b>Continued Professional / Personal Development</b>	Demonstrable evidence of lifelong learning.	
	Reflective approach to personal development with an ability to acknowledge and effectively manage poor performance.	
	Participation in appropriate peer review processes.	

<b>Personal Attributes</b>	<p>Ability to work as part of a multi-disciplinary team.</p> <p>Participation in on call and emergency cover.</p> <p>Ability to travel to fulfil the requirements of the post.</p> <p>Ability to effectively balance loyalty to the service through corporate behaviours.</p>	
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