



**North Cumbria
Integrated Care**
NHS Foundation Trust

Substantive Consultant in Neurology

North Cumbria Integrated Care NHS Foundation Trust

Example Job Plan for a full time 10 PA contract can be found in Appendix 1.
Applications are welcomed from candidates wishing to work either full or part-time.

On-call commitment: **Non**

Visiting arrangements

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

Arrangements for visiting may be made by contacting:

Dr Madhusudhan Varma - Collaborative Chair

Madhusudhan.Varma@ncic.nhs.uk

Jitka Vanderpol – Neurologist

Jitka.Vanderpol@ncic.nhs.uk

Mclaud Kwateng - Deputy Service Manager

Mclaud.Kwateng@ncic.nhs.uk Telephone 01946523175

Additional information can be found on the Trust's website at www.ncic.nhs.uk

Interview/Assessment Dates: 11th April and 25th April 2024

Candidates are asked to hold the date. We hope to be able to accommodate assessments and interviews on this date. However, if this does not fit in with your own timetable, please let us know.

Job Summary

All staff are expected to work to the Trust Values:



Kindness – Kindness and compassion cost nothing, yet accomplish a great deal.



Respect - We are respectful to everyone and are open, honest and fair – respect behaviours.



Ambition – We set goals to achieve the best for our patients, teams, organisations and our partners.



Collaboration – We are stronger and better working together with and for our patients

At NCIC, we have an ambition to deliver outstanding hospital and health services to half a million people. Established on 1st October 2019, the Trust is creating a centre of excellence in providing rural and remote healthcare and provides a wide range of community and acute services throughout north Cumbria and beyond. We're responsible for delivering over 70 services across 15 main locations and we employ more than 6,500 members of staff.

Our 5 key principles demonstrate our belief in the delivery of 'safe, high quality care every time'.

- **Being a clinically led organisation**
- **Quality and safety at the heart**
- **A positive patient experience every time**
- **A great place to work**
- **Managing our money well**

As an organisation we are serious about supporting a diverse workforce that reflects our local community and are very much focused on being an inclusive and compassionate place to work.

Carlisle is the largest and only city in the county. The Lanes Shopping Centre is the place to go for a spot of shopping as this centre has over 60 stores under one roof. The Sands Centre is a hot bed of events and it is a fantastic venue.

Therefore, it is regarded as the cultural and industrial epicentre of North Cumbria- and the council only intend to make the city even better. Carlisle is a fantastic spot for those who don't want to travel far for their summer holidays.

The Lake District is just a thirty minute drive away and is the ideal spot for sightseeing and walking holidays. The pictures of the Lake District speak for themselves.

Relocation package maybe available to successful candidates.

The maximum amount which can be claimed:

For prospective employees/employees on a substantive contract: £8,000

Do you want to live and work near the Lake District National Park?



Do you want to live and work near the Lake District National Park?

The posts will involve out-patient and in-patient consultations either in the North or South Cumbria. Specific commitments would be agreed in negotiation with colleagues once appointed. There are a number of sites across the County where Outpatients clinics are delivered and there is weekly input provided to the 3 acute hospitals within the County as when needed giving you the opportunity to see the wonderful landscape of cumbria. The department also operates a Consultant of the Week service for telephone advice to GP and consultant colleagues alike within normal office hours.

Clinics are booked according to RCP and ABN guidelines. Adequate time is given for lunch between clinics where booked back to back. Accordingly new patient appointments will be for 30 minutes and follow up patients 15-20 minutes dependent upon the clinic.

Applicants who wish to work part-time are welcome to apply. Their job plan would be modified in agreement with the Clinical Director.

Important roles for all Consultant posts include:

- To provide leadership to the Neurosciences team in collaboration with Consultant colleagues.
- To further develop a flexible and responsive service to deliver high quality care for patients.
- Provide leadership and engage with the clinical governance agenda.
- Ensure close collaboration with all relevant professionals and organisations in providing a comprehensive and seamless Neurology service across organisational boundaries.
- The post holders will be required to develop, maintain and manage effective relationships with a range of stakeholders internally and externally, across all disciplines and including service users, carers and the media.
- Facilitate innovation, evaluation, audit and research within the field of neurology.

The postholder will be encouraged to develop an area of sub-specialty expertise to complement the existing service

The postholder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities and that they are aware of and work within the safeguarding policies of the Trust. The postholder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes which promote, supports and respects privacy and dignity in accordance with the Trust policies. Staff are expected to challenge poor practice in relation to dignity and treat each other with respect.

Role of Department

The successful applicant will join a team comprising of - 3 Substantive Consultant Neurologists, 3 long term Locum Neurologists, a Headache Nurse Consultant supported by a Headache Nurse Specialist, 5 MS nurses supported by 2 General Neurology Nurses, 1 Epilepsy Advanced Clinical practioner and 1 Epilepsy Specialist Nurse

In the Neuroscience service, there are sub-speciality services in Epilepsy, Multiple Sclerosis, Movement disorders (in conjunction with Care of the Elderly) and Headache have subsequently been developed. We provide out-patient clinics in a number of locations across Cumbria.

There is scope for development of specialist interests that match the aspirations and skills of potential candidates. This could include Stroke on HASU, Multiple Sclerosis, sleep, Epilepsy and Movement Disorders, there is potentially the option to develop a management and leadership role within the team.

We are supported by the renowned tertiary Neuroscience services in RVI, Newcastle and The Walton centre in Liverpool. Formal agreements are now in place for in-reach tertiary clinics in specific areas such as MND and Movement disorders.

Neurology services are part of the Speciality Medicine Collaborative in North Cumbria Integrated Care NHS Foundation Trust.

Our partnership with the University of Central Lancashire's Cumbria-based National Centre for Remote and Rural Medicine is providing education & training to equip health professionals with the knowledge and skills to provide gold standard care.

And in 2025, our exciting collaboration with the University of Cumbria, Imperial College London and the Pears Foundation will see the creation of Cumbria's first medical school - training doctors with a specifically local medical expertise for our rural and coastal population.

Duties and Responsibilities

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- To further develop a flexible and responsive service to deliver high quality care for patients.
- Provide leadership and engage with the clinical governance agenda.
- Ensure close collaboration with all relevant professionals and organisations in providing a comprehensive and seamless Neurology service across organisational boundaries.
- The post holders will be required to develop, maintain and manage effective relationships with a range of stakeholders internally and externally, across all disciplines and including service users, carers and the media.
- Facilitate innovation, evaluation, audit and research within the field of neurology.
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Management Role:

- The post holder would be expected to take up a leadership role within the scope of their clinical practice, to uphold the tenets of safe and effective practice within clinical governance frameworks.
- Additionally, the post holder would be encouraged to pursue special interests, as appropriate to the role in a leadership capacity.

- The post holder is expected to report poor performance in colleagues within Trust Policies and Procedures.
- The post holder is expected to review their job plan at least annually with the Clinical Director to reflect both service and career development.
- Appraisal and revalidation to be held according to Royal College of Physicians, Trust and Department of Health Guidelines.
- Post-holders will be supported in development of research and it is expected that increasing academic opportunities will become available with the development of the Cumbria, Lancashire Medical School.

Other Duties:

- So far as is consistent with the proper discharge of the above duties the post holder undertakes to deputise from time to time for absent colleagues.
- The post holder undertakes, exceptionally, to perform additional duties in occasional emergencies and unforeseen circumstances.
- The post holder undertakes, exceptionally, to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care.

Secretarial support will be available to the successful candidate. Office accommodation, mobile phone and a personal computer with internet access will also be provided.

Secretarial Support/Office Accommodation

Secretarial support will be available to the successful candidate. Office accommodation and a personal computer with internet access will also be provided.

Main Terms and Conditions of Service

This post is a Trust appointment and will be subject to the Terms and Conditions – Consultants (England) 2003 as amended from time to time. The Trust has established a Joint Negotiating Consulting Committee for negotiating changes to terms and conditions of service, which will then be incorporated into the handbooks and become part of your employment contract.

Candidates appointed to an NHS Consultant for the first time will be offered a salary on the minimum scales except where a higher salary is justified by taking into account any previous consultant level experience recognised by the Trust for this purpose.

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 unless specific approval is otherwise given by the Trust.

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/NCAS.

Health & Safety Management Responsibilities

The Trust recognises it's 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

Other Duties: Flexible Commitments

The remainder of the appointee's professional time will be deployed flexibly on other clinical duties, administration, liaison with relatives, teaching, research, clinical audit, grand rounds, special interests, continuing medical education and professional development. (Details of this part of the Job Plan arrangements will be agreed with the successful applicant).

The trust has a commitment to supporting annual appraisal and revalidation. The Trust supports the requirements for continuing professional development (CPD) and is committed to providing time and financial support for these activities.

Our organisation sees the mentoring and 'settling in' programme as delivering benefits for all involved and we are keen to develop it further

Time off in lieu of extra duties will be considered.

Appendix 1 Example Job Plan – Consultant in Neurology

Example of Job Plan for Consultant Neurologist
8 clinical PAs and 2 SPA PAs

Example Job Plan

	MON	TUE	WED	THU	FRI
AM	Clinical: Outpatient reviews	Clinical: Inpatient reviews	Clinical: Outpatient reviews	SPA -CPD/ Trust educational programme/ Peer group	Clinical: Outpatients reviews
PM	Inpatients reviews/Admin	Clinical: outpatient reviews	Advice and guidance/ MDTs	SPA – audit/research	Clinical: admin

Notes:

This is an **example** of a weekly timetable. This timetable will not be fixed and will be dependent on the availability of interventional sessions as they arise due to absences of existing consultants. Job planning is an individual matter and will be discussed with the successful candidate and is subject to annual review.

The successful candidate will be encouraged to develop any particular interest she or he has and a timetable will be agreed in advance to reflect the particular interests of the post holder, the specialist interests of the existing consultants and the needs of the trust.

The job description may change in the future to take account of changes in the light of future service developments and the consultant contract.

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

PERSON SPECIFICATION

POST TITLE:

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and training	<p>Fully registration with the General Medical Council</p> <p>MRCP or equivalent.</p> <p>Entry on the GMC Specialist Register in Neurology via:</p> <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview) 	MD or PhD degree
Clinical Skills and Experience	<ul style="list-style-type: none"> • Specialist Registrar in Neurology or Equivalent • Excellent communication skills with patients, colleagues, managers and other staff • Ability to take full and independent responsibility for clinical care of patients 	<p>Experience of working with primary care / community colleagues</p> <p>A commitment to and experience of teaching</p> <p>Experience of structured patient education</p> <p>A sub-speciality Neurology interest</p>
Knowledge	<p>Able to complete basic history taking and examination –physical and mental.</p> <p>Evidence based practice</p>	<p>Specialist training courses relevant to post eg psychopharmacology. Mental health legislation</p>
Personal Skills and Disposition	<ul style="list-style-type: none"> • Communications skills • Decisiveness/accountability • Interpersonal skills • Uses a non-judgmental approach to patients • Flexibility • Resilience • Thoroughness 	

	<ul style="list-style-type: none"> • Shows initiative/drive/enthusiasm • Probity 	
Organisation and Planning	<ul style="list-style-type: none"> • Able to organise oneself and prioritise clinical need • Evidence of participation in audit • Experience & ability to work in multi-professional teams 	<ul style="list-style-type: none"> • Understanding of NHS, clinical governance & resource constraints • Active involvement in audit • Information technology skills
Career Progression	<ul style="list-style-type: none"> • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Appropriate progression of career to date
Other	<p>Meets professional health requirements</p> <p>Develop a culture that promotes equality and values diversity (Level 4)</p>	