



Gloucestershire Hospitals
NHS Foundation Trust

Consultant Cardiologist with interest in Heart Failure and Devices

February 2024

Dear candidate,

I am delighted you are interested in joining us as a Consultant Cardiologist at Gloucestershire Hospitals NHS Foundation Trust. This information pack contains all the information you need to apply for the post, I would actively encourage you to read the information and make contact with Dr Richard Bond (Clinical Lead), 0300 422 8390, Dr Bogdan Nuta (Consultant Cardiologist), 0300 422 8381, Dr Nicol Vaidya (Associate Specialist and Cath Lab Lead), 0300 422 8407, and Dr Will Jenkins (Heart failure and Imaging, 0300 422 8647)

Please note that relocation expenses and support with childcare are available, and we welcome applications for less than full time working.

We provide acute hospital services from two large district general hospitals, Cheltenham General Hospital and Gloucestershire Royal Hospital. Maternity Services are also provided at Stroud Maternity Hospital. We remain the major provider of secondary care services in the area and analysis shows that for Gloucestershire we are the leading acute healthcare provider by a significant margin.

If you are new to the county, take a quick look at [this recruitment video](#) to find out why we choose to live and work in this beautiful part of the world.

I wish you every success with your application to join this team.

Best wishes



Prof Mark Pietroni

Your introduction to Gloucestershire Hospitals

We are a large organisation providing acute services from Gloucestershire Royal Hospital in Gloucester and Cheltenham General Hospital to a population of approaching 700,000 in Gloucestershire as well as caring for patients from surrounding counties and beyond.

Our workforce is almost 8,000 strong and our caring and dedicated staff are recognised as providing outstanding patient-centred, high-quality emergency, elective and specialist care across a range of clinical areas.

We are committed to recruiting the best people to work with us to achieve our Vision of providing Best Care for Everyone. Our success depends on the commitment and dedication of our staff, many of whom are world leaders in healthcare, teaching and research. You could make a real difference to our patients' lives by joining our team.

The Trust was established in April 2002 to provide acute hospital services for the whole of Gloucestershire. The Trust currently manages two hospitals:

Gloucestershire Royal Hospital 580 plus 48 day beds (628)

Cheltenham General Hospital 378 plus 33 day beds (411)

Over the course of a year the average activity for the Trust is more than 20,000 elective inpatient cases, 50,000 emergency inpatient cases, 49,000 day cases, 424,000 outpatients attendances and 116,000 ED attendances. The Trust serves a population of around 650,000 for acute care and over 750,000 for cancer.

The county is currently also served by a large range of community hospitals, many of which provide outpatient, radiology, elective surgery, therapy and emergency services, as well as inpatient rehabilitation and intermediate care.

Dursley (The Vale)	20 beds
Cirencester	75 beds
Cinderford (The Dilke)	26 beds
Lydney	27 beds
North Cotswold (Moreton-in-Marsh)	26 beds
Stroud	44 beds
Tewkesbury	54 beds
Winchcombe	6 beds

Within the 2gether NHS Foundation Trust, community facilities are also provided for mental health services, mental health resource centres and in facilities offering services to people with learning disabilities.



Our Cardiology Service

The cardiology service for Gloucestershire is organised on a countywide basis.

The Consultant Cardiologists are:

Dr David Lindsay (General, Pacing and GUCH), Dr Bogdan Nuta (Devices, arrhythmia), Dr Mrinal Saha (Intervention), Dr Richard Bond (Devices, EP, Clinical Lead), Dr Janaka Pathiraja (Devices, locum), Dr Sylvia Siedlecka (General cardiology - part time), Dr Rafe Chamberlain-Webber (Intervention), Dr Tushar Raina (Intervention), Dr Salahaddin Ubaid (Intervention), Dr Vivian Challenor (General cardiology - part time), Dr Baskar Sekar (Intervention), Dr Nancy Wassef (Intervention), Dr Gopendu Patri (General cardiology, locum), Dr Will Jenkins (Heart failure and Imaging), Dr Chrysovalantou Nikolaidou (Imaging, CMR), Dr Russell Franks (Imaging, CMR) and Dr Ben Corden (ICC, Heart failure and CMR).

Other Cardiology staff are:

Associate Specialist, Dr Nicol Vaidya. Rapid Access Chest Pain Nurses: Sandra Wheeler, Jenny Deane, Suzie Parker, and Georgina Bull. Arrhythmia Nurses: Chrissie Jones, Anne Hudd and Stuart Nelson. Heart Failure Nurses: David Withers and Deborah Tose. Cardiac Rehab Team provided by Gloucestershire Care Services: Approximately 4 WTE Specialist Nurses+ dedicated physiotherapy and psychology input.

Out-patient services are provided at both Gloucestershire Royal and Cheltenham General with outreach clinics at Cirencester, Bourton-on-the-Water, Moreton in Marsh, Stroud, and Tetbury.

Current Cardiac Service

In patients

Currently there are 42 dedicated in-patient beds across county, 17 (incl. 8 CCU beds) at GRH and 25 (incl. 6 CCU beds) at CGH, supported by specialist nursing, rehabilitation and other ancillary services. From February the plan is to centralise the cardiology service to Gloucester Royal Hospital with 46 cardiology beds (14 CCU), a procedures room and 4 recovery beds.

Cardiac technical support and facilities

A full range of non-invasive cardiac investigations are provided on the main Trust sites. Technician staffing/provision is managed on a cross county basis by Cardiac Investigations Managers, Tim Ruck & Sam King. The department is staffed by a complement of 18 WTE physiologists and 7 cardiographers cross-county. Investigations provided include:

- ▶ Trans-thoracic, trans-oesophageal, 3D, contrast, stress and exercise echo services
- ▶ Full device support services including remote monitoring/interrogation
- ▶ Exercise stress testing (technician led service)
- ▶ Dynamic BP and ECG monitoring including, Zio Patch and AliveCor devices and ILR service
- ▶ Access to imaging data is available via a Trust-wide digital PACS system

Departmental equipment inventory includes CASE 15 and 16 exercise stress systems, MARS 5000 Holter equipment, MAC VU and MAC 5000 ECG systems. Echocardiography platforms in current use include GE E95 machines (3D TOE/TTE), GE S70 machines (3D TOE capacity), GE S6 machines and GE Vivid-i portable machine. The majority of TOE probes have 3D capability. We have recently purchased a semi-supine bicycle for exercise echocardiography.

Cardiac Catheter Labs

In addition to non-invasive facilities, the Trust runs two digital cardiac labs on the Cheltenham site. One is a temporary modular unit pending new cath lab installation (see development plans). Adjacent to the catheter labs is a 12 bedded day case Suite managed by Sr Judith Williams. Staff undertake day case nursing and nurse led pre-assessment, as well as rotating through both labs providing a skilled and flexible workforce supporting an efficient patient journey and workflow.

Current volumes through the labs (2020) comprises approximately 700 device implants, 2200 diagnostic catheters and 1100 PCI procedures pa (see below). A weekly cardiothoracic MDT is held on Friday mornings in a dedicated multimodality MDT room with options for remote meetings.

With centralisation of the cardiology service to the Gloucester site, 3 new cardiac catheterisation labs are being built (2 Siemens, 1 Canon) alongside 2 new interventional radiology labs to create a dedicated cardiology and radiology operating suite. Alongside the new labs is planned a dedicated day-case unit.

Rhythm Management

A full range of pacemaker/rhythm management devices is offered including ICD and CRT devices, exceeding 500 new systems pa. We do not currently implant SICDs or do conduction system pacing but the plan is to start these soon. Pacemaker follow-up clinics are technician led with consultant 'troubleshooting' clinics for more complex cases through 4 dedicated devices clinics per week, led by the 3 device cardiologists and Associate Specialist. There are approximately 1,000 complex devices patients and 3-4,000 pacemaker patients in the county attending clinics. In addition, further bradycardia support is provided by another Consultant.

Heart failure

A nationally acclaimed primary care heart failure service is run by Gloucestershire Care Service. Initially, the service was developed to act as a facility for the recognition of HF in the community (open access echocardiography and GPSI/nurse specialist-run clinics), and management of ongoing cases. The service has been expanded subsequently to improve the interface between the secondary care and primary care management of patients with HF.

An inpatient heart failure service has recently been funded and is due to start in February 2024. The post-holder is expected to contribute to the training and clinical supervision of 2 dedicated heart failure specialist nurses alongside participating in a weekly heart-failure ward round.

Revascularisation

At present c. 1100 coronary interventions (around 70% non-elective) are undertaken locally with a full 24/7 PPCI service. Facilities available to assist PCI include intravascular ultrasound, hyperaemic and non-hyperaemic FFR measurement, rotational atherectomy and intravascular lithotripsy. Cardiovascular haemodynamic support is available in the form of two IABP units and an Autopulse external CPR device.

The development of a locally delivered PCI service over 18 years has led to dramatic reductions in waiting times. A full case mix is undertaken locally and all procedures are operator logged on a local database with full participation in NICOR/CCAD returns.

Cardiac Surgery TAVI and Electrophysiology

Patients for surgical revascularisation and other procedures are currently referred to Oxford or Bristol and Cardiothoracic surgeons from each centre visit the County on a regular basis for clinics and combined MDT meetings. There are close ties with the transplant unit in Birmingham, EP units in Bristol, Birmingham and Oxford and visiting GUCH cardiologists from Bristol.

Cardiac CT scanning (& proposed Cardiac MR scanning)

Cardiac scanning is currently undertaken on a Philips 256 slice CT scanner at CGH, and a new CT scanner at GRH. The service is currently undertaken by cardiac-trained radiology consultants.

At present there is no cardiac MRI (cMRI) scanning in-county, patients being referred to units in Bristol, Birmingham or Oxford. The number of such referral continues to rise at a substantial rate and a business plan has been developed to repatriate this activity by establishing a local cMRI service (see development plans)

Rapid Access Chest Pain Clinics

Rapid access chest pain clinics are well established at both Trust locations having originally been a beacon site. These are Nurse Practitioner led, with input from middle grades and support from consultant staff. Local data from the service has been presented at National meetings.

AF service

At GRH there is a dedicated AF service running weekly clinics and DC cardioversion sessions. The service is managed on a day-to-day basis by Dr Nicol Vaidya (Associate Specialist). There are close ties to tertiary Electrophysiology centres with a bimonthly Joint Outreach EP clinic run with Consultants from The John Radcliffe at Oxford and The QE in Birmingham. Dr Richard Bond is based at GRH and undertakes electrophysiological procedures at BRI.

Acute Admissions

At GRH & CGH, the acute medical take is received by the team of junior doctors working exclusively in the Acute Admissions Unit. The majority of medical on-calls are undertaken by Acute Physicians. There is **no** requirement for general medical on-call or post-take ward rounds for the post-holders, although there is an expectation that patients moved to other wards are reviewed post-take by the consultant(s) responsible for that ward.

Cardiology Development Plans

As part of the Trust's 'Fit for the Future' plans a public consultation exercise has been undertaken to improve provision and access to world class specialist services. This has involved planning redistribution of specialist care across the Trust's two main sites. In cardiology this has consisted of pursuing a joint venture with interventional radiology to form an 'Image Guided Interventional Surgery (IGIS)' hub, with co-location of interventional radiology and cardiology labs, optimising use of staffing groups where there are national shortages, such as radiographers and improving on-call provision to the local population. Work for this has begun with 2 new cardiology catheterisation labs opening in February 2024 and the third opening in October 2024.

We have recently been awarded a grant from the NIHR for the provision and installation of a dedicated Cardiac MRI scanner, used for both research and clinical purposes and due to be installed in the upcoming financial year.

Continuing Professional Development

The Trust recognises the importance of continuing medical education and actively encourages consultant staff to give priority to their continuing professional development. The appointee will undertake CME / CPD as per college recommendations (30 days in 3 years). Consultant appraisal now operates within Gloucestershire Hospitals NHS Foundation Trust and it is mandatory that the appointee undergoes yearly appraisals. A mentoring scheme for new consultant staff has recently been established and each new appointee will be appointed a mentor shortly after appointment.

Job details

Job Title:	Consultant Cardiologist Heart Failure and Devices
Division	Medicine
Department:	Cardiology
Responsible and accountable to:	Clinical Lead/Specialty Director and Chief Of Service (Medicine)
Grade:	Consultant
Location:	Gloucestershire Royal Hospital & Cheltenham General Hospital

Overview

The post-holder will join 15 fulltime, 2 part time existing Consultants and an Associate Specialist to support the provision of a comprehensive cardiac service to the county of Gloucestershire.

This post is a substantive post, covering both main Trust sites at Gloucestershire Royal Hospital (GRH) and Cheltenham General Hospital (CGH) with full participation in cross county activities and service planning. The post is full-time. Job share applicants are welcome. If such a person is appointed, modification of the job content will be discussed on a personal basis.

The post-holder will share responsibilities with his/her fellow cardiologists at CGH and GRH for the provision of inpatient care within the 'cardiologist of the week model', acceptance of referrals, outpatient clinic provision and appropriate cath lab and reporting duties.

The post-holder's prime responsibility will be to provide subspecialty skills in complex pacing and device implantation and follow up to support the Arrhythmia & cardiac rhythm management devices services for Gloucestershire. In addition, a subspecialty interest and skills in advanced heart failure is required to develop the heart failure service alongside colleagues.

Job purpose

As a senior employee of the Trust the post-holder will work in close co-operation with and support other clinical, 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 all staff engaged in the specialty
- ▶ To sustain and develop teaching and research wherever appropriate
- ▶ 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 Division's services plans
- ▶ To maintain the confidence of business plans and development strategies formulated for the specialty, the Medical Division or the Trust.

Location

- ▶ The principal places of work for this post are Gloucester Royal Hospital with cover of Cheltenham General Hospital when required. Other work locations, including offsite may be agreed in the post-holder's Job Plan where appropriate. The post-holder will generally be expected to undertake their Programmed Activities at the principal place of work or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. You may be required to work at any site within the Trust,

Teaching/Training (as agreed with clinical lead)

- ▶ Involvement in the multidisciplinary teaching program in Gloucester.
- ▶ To participate in the undergraduate teaching programme.
- ▶ To assist and participate with the development of postgraduate training for F1s, F2s, SpRs, STs and other staff as appropriate. Specialist registrars have a full-day teaching session regionally once a month and sub-regional (Cheltenham or Gloucester) teaching on one afternoon a week. The trainees are encouraged during their time to contribute to tutorials for their colleagues.
- ▶ The middle-grade trainees are expected to advance their echo skills & to work-towards/gain BSE accreditation. The post holder will be expected to contribute to their training and to review their progress.
- ▶ Where agreed and following appropriate training, to act as Clinical and/or Educational Supervisor to junior and middle grade medical staff, being responsible for their appraisal and personal development planning.

Audit (as agreed with Clinical Lead)

- ▶ To promote evidence-based practice. To respond appropriately to new developments and relevant NICE guidance.
- ▶ Participation in clinical audit including monthly countywide departmental meetings.
- ▶ To be involved in risk management and quality assurance.
- ▶ To remain up to date and engaged in CPD as per RCP/College guidelines
- ▶ To respond appropriately to complaints and critical incidents.
- ▶ To lead regular PCI review meetings with the teams.

Clinical Governance

- ▶ To conform with Gloucestershire Hospitals NHSFT procedures and operating policies.
- ▶ To attend accredited CME events to maintain skills in clinical practice, teaching and management skills in line with requirements.
- ▶ To participate in an annual Job Planning Review process.

- ▶ To participate in the Trust's annual Appraisal process.
- ▶ To adhere to Trust Adverse Clinical Incident Policy.

Management (as agreed with Clinical lead)

- ▶ There will be opportunities to develop clinical management skills, both within the specialty and with wider remits. This would follow discussions with the Clinical Lead and Chief of Service, and will be appropriately remunerated
- ▶ Board and Clinical Governance meetings to develop cross county working.
- ▶ To provide medical information for the development of systems appropriate for Trust needs.
- ▶ To participate in departmental consultant and senior staff meetings whilst remaining within the framework of the agreed strategy of the Trust and the Department.
- ▶ To attend other departmental, Divisional 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.

Teamwork

- ▶ To work within the framework of team decisions.
- ▶ To take a whole systems to working with the wider health community
- ▶ To show initiative, enthusiasm and flexibility

Strategic Development

- ▶ Gloucestershire Hospitals NHS Foundation Trust has undergone a number of structural changes in the past year in the wake of the COVID pandemic and in preparation for the Trust's 'Fit For The future Programme', designed to optimise delivery of modern healthcare to the local population. As part of this process planning is well under way for creation of a new three cath lab suite with associated day case area jointly with interventional radiology co-located with a single site ED department. Acute cardiology is delivered as a distinct speciality accepting patients from the Acute Internal Medical team, except where direct admission to cardiac services is appropriate. There is close liaison with the Community Heart Failure Service Team both for patient management and QA/training. Closer integration of primary and secondary care heart failure services is anticipated to improve patient pathways and outcomes.

Accountability

- The post holder will be immediately accountable to the specialty Clinical Lead Dr Richard Bond. The Speciality Director post is currently vacant. The Chief of Service for Medicine is Miss Abigail Tomlins, Consultant Breast Surgeon. The post holder will be expected to undertake appraisal and to respond to any identified development needs.

The post-holder has a general duty of care for their own health, safety and wellbeing 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.

Finally, the post-holder is expected to:

1. Observe the rules, policies, procedures and standards of Gloucestershire Hospitals NHS Foundation Trust together with all relevant statutory and professional obligations.
2. Observe and maintain strict confidentiality of personal information relating to patients and staff.
3. Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.



Important information for candidates

If successful, you will have access to vulnerable adults and may have access to children under the provision of Joint Circular No HC(88) 9 HOC8/88 WHC (88) 10. Criminal Records clearance is a job requirement. Therefore, applicants are advised that the appointment will be subject to disclosure of any convictions, bind-over orders or cautions. Attention is also drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allows convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

Candidates are asked to note that canvassing of any member of the Advisory Appointment Committee or Gloucestershire Hospitals NHS Foundation Trust Board will disqualify them from appointment. This should not deter candidates from approaching any person for further information about this post.

Contract

Appointment will be offered on a Gloucestershire Hospitals NHS Foundation 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.

Relocation

The appointee will be required to live within 30 minutes or 10 miles of the Base Hospital and be able to respond in a timely manner to emergency demands of the speciality. Reasonable traveling distance will be determined by the Specialty Director. Candidates will be eligible to claim relocation expenses under the terms of the Trust policy.

Salary

£93, 666 rising by increments to £126,281 per annum (based on 10 PAs 2024 pay rates). Full details, including those of seniority, are outlined in the "Terms and Conditions of Service – Consultants (England) 2003" and subsequent amending national pay circulars.

Annual Leave Arrangements

It is expected that all leave will be booked at least 8 weeks in advance. The locally agreed leave policy is available on the Local Negotiating Committee website or via Human Resources.

Secretarial Support and Accommodation

The post-holder will have secretarial support. Office accommodation will be provided within an office shared with other consultants and/or their secretaries. The post-holder and his/her secretary will be linked to the Trust's Inflex data collection / discharge summary system and have computer access to radiology, PAS, Trust intranet, e-mail and internet and other hospital systems.

Provisional Job Plan

PA allocation for Consultant Cardiologist

The final arrangement of the timetable is subject to discussions with the Clinical Lead & Specialty Director, with an indicative weekly timetable as follows:

Outpatient Clinics	2 PAs
Ward rounds	1 PAs
Admin/management	1 PAs
Lab sessions	2.5 PA
Heart Failure	1 PA
SPA	1.5 PAs
Weekend working/7 day working	1 PA
DCC 7.5	SPA 1.5
7 day working	1

On-Call Arrangements

The consultant will join the current team of 15 consultants, 2 part time consultants and 1 associate specialist. The 15 consultants comprise 6 interventional and 9 non-interventional cardiologists. The six interventional consultants providing 24/7 PPCI and overnight cover 1:6 with prospective cover. The nine non-interventional consultants provide 1:9 weekend ward rounds and contribute to a 1:12 consultant of the week rota covering first Gloucester Royal and then Cheltenham General in the following week. Our associate specialist does not currently take part in the on-call service or ward cover, but performs a full job plan of clinics, pacing sessions and other procedures.

- ▶ The Medical Local Negotiating Committee (LNC) has agreed on behalf of the medical staff body within the Trust a standard allocation of 1.5 SPAs for all new appointments. Core duties are included in the present allocation of 1.5 SPAs but additional SPAs (up to a total maximum of 2.5 SPAs) may be available following discussion with the Specialty Director, depending upon Trust requirements and individual expertise.
- ▶ In line with the terms and conditions, the final job plan is subject to the agreement of the Trust through the Specialty Director and the appointee. There is annual review prior to Appraisal or on an interim basis as laid out in Consultant Contract T&Cs.
- ▶ Consultants provide cover for their colleagues for emergency work whenever they are away. The maximum number of consultants away at any one time and agreement for leave is subject to adequate service provision for patients.
- ▶ The job plan represents an average week. The plan may vary in response to other consultants leave and to unplanned increases in work. The consultant will be expected to monitor their hours to ensure that the workload averages out to the proposed job plan.

PERSON SPECIFICATION

Consultant Cardiologist

Essential qualifications:

- ▶ Current entry (or within 3 months of interview) on GMC Specialist Register via
 - CCT (proposed CCT date must be within 6 months of interview)
 - CESR

- ▶ MRCP (or equivalent)

Desirable qualifications:

- ▶ Higher degree
- ▶ ALS provider/instructor

Essential clinical experience:

- ▶ Wide experience in general adult cardiology.
- ▶ Competent in all areas of device implantation and follow up
- ▶ Competent in advanced heart failure

Desirable clinical experience:

- ▶ Sub-speciality interest in another/complementary area of Cardiology

Essential audit and evidence-based practice:

- ▶ Experience in devising, conducting and applying audit results

Desirable audit and evidence-based practice:

- ▶ Training in evidence-based practice

Essential Management & Administrative skills:

- ▶ Willing and able to work with colleagues in management, nursing and other specialities to ensure the delivery of a high quality, safe and reliable service.

- ▶ Familiar with clinical governance principles.

Desirable Management & Administrative skills:

- ▶ Experience of clinical governance in action
- ▶ Experience of protocol/pathway development and change management

Essential teaching experience:

- ▶ Must have experience of teaching many grades and professions

Desirable teaching experience:

- ▶ Practical experience in teaching posts or educational training.

Essential research experience:

- ▶ Ability to apply research outcomes to clinical problems

Desirable research experience:

- ▶ Interest in clinical research & development
- ▶ Publication in refereed journals

Essential personal attributes:

- ▶ Flexibility and willingness to share clinical responsibilities.
- ▶ Fluent in English.
- ▶ Able to travel through the County
- ▶ Full UK driving licence

Desirable personal attributes:

- ▶ Ability to think laterally
- ▶ Durability under pressure
- ▶ Team player
- ▶ Emotional maturity to deal with demands of post