Royal Brompton and Harefield NHS Foundation Trust

Job Profile

Locum Consultant in Cystic Fibrosis

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Royal Brompton & Harefield NHS Foundation Trust

A System of Care

Royal Brompton & Harefield NHS Trust is an internationally renowned centre for heart and lung services. Our brand identity is strong and clear: delivering the best clinical care and the best research for patients with heart and lung disease.

Heart and Lung diseases are the world’s biggest killers and our experts care for patients who come from across the UK and overseas, not only from our local areas.

Our integrated approach to caring for patients from the womb, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained the Trust an international reputation as a leader in heart and lung diagnosis, treatment, and research. Research programmes play a vital role at both our hospitals. This because the most talented medical experts are rarely content with using tried and tested methods to treat their patients. The opportunity to influence the course of modern medicine by developing new treatments is a prospect that attracts them to specialist centres, where research opportunities are a fundamental part of delivering patient care. As well as travelling internationally to lecture and share their knowledge, our clinicians hold prominent positions on influential boards, committees, institutions and professional associations.

Our closest academic partners are the National Heart and Lung Institute in the Faculty of Medicine Imperial College London and the Harefield Heart Science Centre. Through our clinical research studies we also have active collaborations with hospital and universities across the UK, most notably with Liverpool Heart and Chest Hospital in the Joint Institute for Cardiovascular Medicine and Science. This partnership also reflects the Trust’s desire to develop partnerships outside its usual geographical boundaries.

Over the years our experts have been responsible for several major medical breakthroughs – discovering the genetic mutations responsible for the heart condition dilated cardiomyopathy, founding the largest centre for the development of new treatments for cystic fibrosis in Europe and pioneering heart surgery for new-born infants.

Our hospitals do not operate in a vacuum; fully integrated networks of care exist with partner organisations and many of our clinicians have joint appointments with neighbouring trusts.

Our experts promote the principle of ‘shared care’ through an expanding system of consultant-delivered outreach clinics, at which they see patients at over 30 hospitals across the South East, covering Essex, Sussex, Surrey, Hertfordshire, and Middlesex. This system allows patients to benefit from specialist expertise in their local environment, with inpatient care at our hospitals as needed.

Trust mission, values and approach.
The Trust’s mission is to be the UK’s leading specialist centre for heart and lung disease. We will achieve this mission through a strategy of focused growth in aspects of heart and lung treatment, such as congenital heart disease, arrhythmia, heart failure and advanced lung diseases.
Our Approach

- The continual development of leading edge services through clinical refinement and research
- The effective and efficient delivery of core specialist treatment
- The transition of appropriate routine services to other centres to release capacity for new interventions

Remaining an autonomous specialist organisation is central to preserving and building our strong clinical and organisational record. However we are equally convinced of the importance of effective partnerships particularly with major academic bodies to ensure a continuing pipeline of innovations to develop future treatments.

Our Values

At the core of any organisation are its values; belief systems that are reflected in thought and behaviour.

We have three core patient-facing values and four others that support them.

Our three core values are:

**We Care**
We believe our patients deserve the best possible specialist treatment for their heart and lung condition in a clean, safe place.

**We respect**
We believe that patients should be treated with respect, dignity and courtesy and they should be well informed and involved in decisions about their care.

**We are inclusive**
We believe in making sure that our specialist services can be used by everyone who needs them, and we will act on any comments and suggestions that can help us improve the care we offer.

And the following values support us in achieving them:

**We believe in our staff**
We believe our staff should feel valued and proud of their work and know that we will attract and keep the best people by understanding and supporting them.

**We are responsible**
We believe in being open about where our money goes, and in making our hospitals environmentally sustainable.

**We discover**
We believe it is our duty to find and develop new treatments for heart and lung disease, both for today’s patients and for future generations.

**We share our knowledge**
We believe in sharing what we know through teaching, so that what we learn can help patients everywhere.
Performance and achievements in 2012/2013

<table>
<thead>
<tr>
<th>93 per cent of our staff would recommend us to their families and friends- the second highest score in the country for any NHS organisation</th>
<th>The Trust met the 18-week NHS standard referral time every month</th>
<th>More than 15,000 new patients visited our outpatient clinics</th>
</tr>
</thead>
<tbody>
<tr>
<td>We achieved high patient satisfaction scores in the 2012 national inpatient survey and scored in the best performing Trust category in over half the questions</td>
<td>Our respiratory teams started a new unexplained breathlessness service at Royal Brompton</td>
<td>We opened a brand new 18 bed ward for cardiac patients at Harefield</td>
</tr>
<tr>
<td>Our experts established a new rapid access heart function clinic</td>
<td>Two new sleep centres were opened at Royal Brompton, one for adults and one for children</td>
<td>Royal Brompton and London Ambulance service launched a new service to accept emergency heart rhythm patients directly.</td>
</tr>
</tbody>
</table>

1.2 Range of Services

The Trust provides first-rate clinical services and exceptional research output.

We have an outstanding research and development pedigree; with over 500 active research projects across 10 R&D programmes. Every one of these programmes has been consistently given the top rating by the NHS R&D Directorate. Table 5 illustrates the inter-relationship between our R&D activity and clinical services.

Several of our clinical services have been formally designated as national services by the Department of Health: Heart and Lung transplantation, Ventricular Assist Devices (LVAD), Pulmonary Hypertension and Primary Ciliary Dyskinesia.
<table>
<thead>
<tr>
<th>Research Programmes</th>
<th>Clinical Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Congenital Heart Disease</td>
<td>&gt;&gt; Adult Congenital Heart Disease</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Pulmonary Hypertension</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Paediatric Respiratory</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Paediatric Congenital Heart Disease</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Foetal medicine</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Primary Ciliary Dyskinesia</td>
</tr>
<tr>
<td>Chronic Coronary Heart Disease and Atheroma</td>
<td>&gt;&gt; Acquired Heart Disease</td>
</tr>
<tr>
<td>Failing Heart</td>
<td>&gt;&gt; Heart Failure</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Heart &amp; Lung Transplant</td>
</tr>
<tr>
<td>Critical Care</td>
<td>&gt;&gt; Critical Care relating to Heart and Lung</td>
</tr>
<tr>
<td>Chronic Respiratory Failure</td>
<td>&gt;&gt; Chronic Obstructive Pulmonary Disease</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Sleep Ventilation</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Pulmonary Rehabilitation</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Lung Volume Reduction</td>
</tr>
<tr>
<td>Lung Cancer</td>
<td>&gt;&gt; Lung and Upper GI cancer services</td>
</tr>
<tr>
<td>Severe Respiratory Disease</td>
<td>&gt;&gt; Interstitial Lung Disease</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Acute Lung Injury</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Asthma &amp; Allergy</td>
</tr>
<tr>
<td>Occupational and Environmental Medicine</td>
<td>&gt;&gt; Occupational Lung Disease</td>
</tr>
<tr>
<td>Chronic Suppurative Lung Disease</td>
<td>&gt;&gt; Paediatric and Adult Cystic Fibrosis</td>
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<tr>
<td></td>
<td>&gt;&gt; Non–CF Bronchiectasis</td>
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<tr>
<td></td>
<td>&gt;&gt; Aspergillosis</td>
</tr>
<tr>
<td></td>
<td>&gt;&gt; Mycobacterial Infections</td>
</tr>
</tbody>
</table>

1.3 **Organisation**

The Trust Board is constituted as follows:

<table>
<thead>
<tr>
<th>Non Executive Members</th>
<th>Executive Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman, Sir Robert Finch</td>
<td>Chief Executive, Mr Bob Bell</td>
</tr>
<tr>
<td>Mr Richard Hunting</td>
<td>Deputy Chief Executive and Medical Director; and Responsible Officer, Professor Tim Evans</td>
</tr>
<tr>
<td>Mr Andrew Vallance-Owen</td>
<td>Chief Operating Officer, Mr Robert Craig</td>
</tr>
<tr>
<td>Mr Richard Hunting</td>
<td>Associate Chief Executive - Finance: Mr Richard Paterson</td>
</tr>
<tr>
<td>Ms Lesley-Anne Alexander CBE</td>
<td>Director of Nursing, &amp; Clinical Governance, Joy Godden</td>
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<tr>
<td>Mr Neil Lerner</td>
<td></td>
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<tr>
<td>Ms Kate Owen</td>
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<tr>
<td>Mr Richard Jones</td>
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</tbody>
</table>

The clinical divisions are: Heart (RBH incorporating cardiology radiology and cardiac surgery), Heart (HH incorporating cardiology, transplant, radiology and cardiac surgery), Lung (cross-site incorporating respiratory medicine, radiology and lung surgery); and directorates of Paediatrics, Anaesthesia and critical care, laboratory medicine, Pharmacy and Rehabilitation and Therapies.

Non-clinical directorates are: human resources, finance, patient services, estates & facilities, communications and public affairs and business development & commissioning.

1.4 **Harefield Hospital Site**

Harefield Hospital (HH) is a regional centre for cardiology and cardiothoracic surgery, and an international centre for adult heart and heart-lung transplantation. It is one of a small number of UK cardiac centres assisting in development of implantable mechanical ventricular assist devices in the management of end-stage heart failure. It also provides a primary intervention service for acute coronary syndromes to selected Trusts and the London Ambulance Service, in outer West London.
The Department of Respiratory Medicine at HH focuses on ambulatory respiratory services and is a rapidly expanding department. Apart from offering general respiratory outpatient services and full respiratory physiology facilities, the department looks after more than 3000 patients with sleep and ventilatory disorders, offers the largest combined hospital and community pulmonary rehabilitation programme in the UK, has a comprehensive home oxygen assessment and review service and offers a direct access rapid response service for primary care referrers. The department also offers niche specialist respiratory services, including EBUS, Xolair, food allergy, occupational asthma, advanced COPD lung volume reduction work-up, and pre-operative assessment and works closely with Thoracic Surgery (four surgeons), Lung Transplantation as well as the Lung Cancer Radiofrequency Ablation service. There are advanced plans to build a dedicated endoscopy and minor operations suite with attached day-case beds and respiratory 5-day ward, and aspirations to further expand services including development of a comprehensive one-stop medical-surgical pleural service, a multidisciplinary allergy service, a specialist respiratory diagnostic service (mirroring Royal Brompton pathways for interstitial lung disease and difficult asthma), and a direct access breathlessness service. The Department of Respiratory Medicine at HH are planning to form stronger links with respiratory colleagues at the Hillingdon Hospital, the acute provider in the borough of Hillingdon.

1.5 Royal Brompton Hospital Site

The Royal Brompton Hospital (RBH) is a specialist cardiothoracic centre specialising in diseases of the heart and lung, with services for adults (Cardiology, Cardiothoracic Surgery, Radiology, and Thoracic Medicine) and Paediatrics. It has approximately 2,081 staff, 296 beds, 6 operating theatres, 5 catheter laboratories, a private patients’ ward and extensive imaging facilities. The hospital has recently opened the Cardiovascular Biomedical Research Unit (BRU) in partnership with Imperial College London. This facility offers a CMR scanner, catheter lab and echocardiography suite for research purposes, as well as state of the art genetic analysis facilities.

A Respiratory Biomedical Research Unit was opened on the RBH site in 2010 offering extensive research facilities for lung disease. Following public consultation, it was agreed that inpatient paediatric surgery and investigations should consolidate at the Royal Brompton Hospital.

1.6 Clinical Governance and Quality

The Trust has an extensive programme of clinical governance and quality led by Dr Caroline Shuldham, Director of Clinical Governance and Nursing and Professor Tim Evans, the medical director. The programme is delivered through the organization’s systems and processes for monitoring and improving services, including sections for:

- Clinical audit and information
- Clinical risk management
- Performance and information management
- Patient advice & liaison service
- Research and development office
- Infection prevention and control
- Patient complaints

Consultant appraisal forms are integral part of the process with each consultant undertaking annual appraisal with their line manager. There is also a programme of mandatory training undertaken by
1.7 Research and Development

Research is a major activity at RBHT. In pursuing its research role, it is closely likened with on its association with the National Heart and Lung Institute (NHLI) which is a constituent division of Imperial College School of Medicine. At the last research assessment exercise, the clinical research carried out jointly between the hospital and NHLI was awarded a 5* rating (the highest possible rating, shared by only two other UK establishments). Consultant staff at Royal Brompton and Harefield NHS Foundation Trust are normally granted honorary status at Senior Lecturer level with the University of London through NHLI and Imperial College.

Over recent years the Trust has opened two Biomedical research units, one Cardiac and one Respiratory, in partnership with Imperial College.

The BRUs undertake pioneering research into heart regeneration, aiming to increase the understanding of poor heart function in people living with cardiomyopathy, arrhythmia, coronary heart disease and heart failure. The cardiovascular BRU aims to be the leading national and international laboratory for the discovery of genes involved in cardiovascular disease and their use in diagnostic and therapeutic strategies. The BRUs offers cutting edge genomics facilities, using state-of-the-art next generation DNA sequencing, in order to directly focus on the genetic analysis of inherited heart and lung conditions.

At the beginning of 2013, the Research Management Committee established a Research Awareness Working Group to take forward the Trusts research strategic goals. The Working Group brought together the Research Office, Biomedical Research Units, Research Nurses, Communications, Patient and Public Involvement representatives and PALS to identify and execute a time-limited action plan to raise research awareness. New awareness initiatives complement research patient and public involvement (PPI) events already being taken forward by both the Biomedical Research Units (Cardiac and Respiratory). Both BRUs also have patient advisory groups who contribute to BRU research activities by commenting on research proposals, advising researchers on recruitment and helping with public/patient facing material such as information sheets. The BRUs are also planning to start evaluating the impact of their PPI work during 2014.

The two Biomedical Research Units (BRUs) have recently been awarded five-year funding by the National Institute for Health Research (NIHR). The grant of almost £20 million will allow both the Cardiovascular and Respiratory BRUs to continue pioneering research into some of the most complex heart and lung conditions.

Respiratory research at HH is focused upon patient-orientated studies in chronic respiratory disease, especially in Chronic Obstructive Pulmonary Disease, and is funded by grants from the MRC, NIHR and the NIHR CLAHRC for NW London.

1.8 Imperial College London

The Royal Brompton Trust has established and maintained close links with Imperial College, which was established in 1907 in London’s scientific and cultural heartland in South Kensington, as a merger of the Royal College of Science, the City and Guilds College and the Royal School of Mines. St Mary’s Hospital Medical School and the National Heart and Lung Institute merged with the College in 1988 and 1995 respectively. Imperial College embodies and delivers world class scholarship, education and research in Science, Engineering and Medicine, with particular regard to their application in industry, commerce and healthcare. We foster interdisciplinary working internally and
collaborate widely externally. Consequently, a significant amount of Medical Staff employed by
Imperial College hold honorary contracts with the Royal Brompton Trust.

1.9 Mentorship

All new Consultants at the Royal Brompton and Harefield NHS Foundation Trust will be provided a
detailed and focussed Trust and Departmental Induction upon their arrival. As part of the local
induction, a Professional and Management Mentor will be allocated, with whom the appointee will
meet for regular meetings
1. **Post**

**LOCUM CONSULTANT IN RESPIRATORY MEDICINE WITH SPECIAL INTEREST IN CYSTIC FIBROSIS**

This is a six month fixed term NHS appointment to enhance the establishment of the existing Cystic Fibrosis Consultant team.

2. **Location**

The post will be based at the Royal Brompton Hospital site.

3. **Accountability**

3.1 In respect of the Consultant contract, the post holder will be professionally accountable to the Medical Director and managerially accountable through the Clinical Director of the Lung Division to the Chief Executive.

3.2 In respect of any Honorary Senior Lecturer component of the post, the post holder will report to the Head of the relevant department with overall accountability to the Head of National Heart and Lung Institute at Imperial College School of Medicine.

3.3 The post holder will have professional responsibility to the Medical Director and Director of Research and Development for clinical governance and research undertaken within the hospital.

4. **Professional and Clinical Duties of the Post**

4.1 The post is full time with all programmed activities (PAs) based at Royal Brompton Hospital.

4.2 The department provides a clinical service covering all aspects of specialist respiratory medicine. The Cystic Fibrosis team presently consists of three consultants, Dr Nicholas Simmonds, Dr Andrew Jones and Dr Khin Gyi, who provide the clinical service along with a full multidisciplinary team including a Nurse Consultant (Dr Su Madge), CF clinical nurse specialists, dieticians, physiotherapists, specialist pharmacist’s and psychologists. The team work in close association with the Department of Gene Therapy led by Professor Eric Alton. The firm is responsible for full care of 600 adult patients with Cystic Fibrosis from age 16 to 75. A full clinical service is provided with three segregated clinics per week as well as a monthly CF Related Diabetes Clinic led by Dr Gyi, Dr Kevin Shotliff and Dr Nicola Bridges. There is also a monthly difficult CF diagnosis clinic with a nasal Pd service. Transition clinics are provided at Royal Brompton at least four times per year and twice yearly at Great Ormond Street Hospital. A Rapid Review Service is provided outside of clinics via the five day ward (Lind Ward) and an efficient home IV service is provided and run by the Home Care Team (including nurses and physiotherapists. All patients in full care at Brompton have annual review day case assessment to ensure an in depth yearly plan is made for ongoing care. The CF team have strengthened links with the infection firm (led by Professor Robert Wilson) to ensure optimal management of CF Variant Disease presenting in adulthood via the bronchiectasis service. The Brompton CF Department has a prestigious track record in clinical trials and the service is structured to facilitate translational research and trial recruitment, allied to the routine service.

4.3 The on-call rota will be 1 in 15 with an expectation that you will provide specialist CF knowledge via telephone on a 1 in 4 rota.
4.4 The appointee will participate in and contribute to the proper functioning and efficient running of the Respiratory Medicine directorate and participate in medical audit. It is expected that the appointee will show a commitment to continuing medical education (CME) and be expected to participate in CPD and in relevant quality assurance schemes. The Trust encourages all consultants to participate in these activities by providing dedicated study leave and an annual allowance.

4.5 Provisional Job Plan

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Location</th>
<th>Work</th>
<th>Category</th>
<th>No. of PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>09.00 – 13.00</td>
<td>RBH</td>
<td>Inpatient Ward Round</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>14.00-18.00</td>
<td>RBH</td>
<td>Professional Development</td>
<td>SPA</td>
<td>1</td>
</tr>
<tr>
<td>Tuesday</td>
<td>09.00-13.00</td>
<td>RBH</td>
<td>Audit/Education</td>
<td>SPA</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>14.00-18.00</td>
<td>RBH</td>
<td>CF Outpatient Clinic</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td>Wednesday</td>
<td>09.00 – 13.00</td>
<td>RBH</td>
<td>MDT</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>14.00-18.00</td>
<td>RBH</td>
<td>Ward Round/Inpatient Reviews (3 months of the year)</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>RBH</td>
<td>OR</td>
<td>DCC</td>
<td>1</td>
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<tr>
<td></td>
<td>14.00-18.00</td>
<td>RBH</td>
<td>Non CF Bronchiectasis outpatient clinic (9 months of the year)</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td>Thursday</td>
<td>09.00-13.00</td>
<td>RBH</td>
<td>Day Case Ward Reviews/Liaison Supervision of homecare team</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>14.00 – 18.00</td>
<td>RBH</td>
<td>Patient related Administration</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td>Friday</td>
<td>09.00-13.00</td>
<td>RBH</td>
<td>Ward Round/Inpatient reviews (3 months of the year)</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>RBH</td>
<td>OR</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>14.00-18.00</td>
<td>RBH</td>
<td>Patient Related Administration (9 months of the year)</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td>On call</td>
<td>Category B</td>
<td>RBH</td>
<td>CF Outpatient Clinic</td>
<td>DCC</td>
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<tr>
<td>Summary</td>
<td></td>
<td></td>
<td>DCC</td>
<td>3%</td>
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</tr>
<tr>
<td>Total PA’s</td>
<td></td>
<td></td>
<td>SPA</td>
<td>9</td>
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</table>
On Call

The on call commitment requires continuity hand over meetings during the week and required attendance on a Saturday morning on the 1 in 15 on-call rota; this includes a review of the sick patients within Respiratory Medicine and attendance on site for the whole morning.

In addition the post holder will participate with the existing CF consultant team in the out of hours CF rota for specialist advice. This is to provide support to the on call teams for specialist CF advice as required by the national service specification for CF specialist commissioning.

This above job plan should be regarded as an outline. The weekly timetable will be reviewed annually and discussed if they were of benefit to the Trust and /or meet the professional needs of the post holder.

5. The Department Of Respiratory Medicine at The Royal Brompton Hospital

5.1 Staffing
Consultant Staffing at Royal Brompton Hospital

Current Consultant Respiratory staff are as below:

- Boyton R
- Chung K
- Durham S
- Gyi K
- Hind M
- Hopkinson N
- Hull J
- Jones A
- Loebinger M
- Maher T
- Menzies-Gow A
- Polkey M
- Renzoni E
- Shah P
- Simonds A
- Simmonds N
- Szram J
- Wells A
- Wilson R

The CF Firm is led by Dr Nick Simmonds. The new appointee will support the consultant team in a four consultant rota for inpatient work supported by a specialist registrar, 2 ST2 grade doctors and 1 Trust grade doctor. (The postholder is expected to participate in supervision, teaching and training of these doctors).

There is a full multidisciplinary CF team as follows:

- Nurse Consultant
- Specialist Nurses (4.5 WTE)
- Dietitians
- Physiotherapists
- Specialist Pharmacist’s
- Psychologists
The postholder will be expected to lead the MDT meetings when covering the ward. There are usually two research fellows at any time who also perform outpatient clinics.

In addition there are two research nurses and on research physiotherapist supporting ongoing clinical trials.

5.2 Workload

The unit cares for 600 adult patients with Cystic fibrosis. The inpatient workload is 1445 completed episodes per year (average 15 to 20 inpatients at any one time) with 50 to 60 day cases per month.

6. Research and Audit Responsibilities

6.1 The Royal Brompton and Harefield NHS Foundation Trust along with Imperial College School of Medicine at the National Heart & Lung Institute undertake research of the highest quality in heart and lung disease, which is of relevance to patient care and public policy. Further information about the research activities in the Trust can be found on [http://www2.rbht.nhs.uk/rd](http://www2.rbht.nhs.uk/rd).

6.2 The applicant will have experience and enthusiasm in pursuing research. This post is expected to provide the applicant with time available for research activities. The post holder will be expected to develop and pursue research of a high calibre to meet the Trust objectives. Implicit in this is the need to attract peer reviewed grants and to contribute significantly to the scientific literature.

6.3 No research project can commence until it has been properly costed and agreed by both the Research Office and an appropriate Clinical Director, nor, for a project involving patients, without Ethics Committee approval.

6.4 Post holder will actively conduct/ participate in audits related to both clinical and non-clinical aspect of the work and participate in Hospital Audit programmes, including mortality meetings.

7. Teaching

7.1 Apart from informally teaching junior staff working directly with him/her, the post holder will be expected to make a positive contribution to postgraduate medical education within the organisation, and undertake teaching of and support for junior doctors as necessary.

8. Administration

8.1 The applicant will need to have the necessary skills in time management and administration related to the clinical work.

8.2 The post holder will assist and work with the Infection & Immunity Care Group, management team and the Clinical Director in the development of service development plans and objectives.

8.3 There will be an opportunity to participate and contribute towards the work of the various Medical and other Committees of the Trust.

9. Office Accommodation and Secretarial Support
9.1 Office accommodation has been secured and full time secretarial assistance will be shared within the CF secretariat.

9.2 Office equipment, including a networked PC and printing facilities will be provided.

10.0 Staff Appraisal Scheme and revalidation Scheme

10.1 The Trust approach is based on the principle that appraisal is an essential part of good practice in managing people. It enables the organisation to ensure employees are able to assist in meeting organisational aims through the process of managing performance and identification of development needs. It also gives staff the opportunity to discuss their performance and development needs with their manager and ensures that they are clear about what they are trying to achieve both in their current role and for the future.

10.2 The organisation therefore has a basic requirement of such good practice, which can be audited to ensure that it is achieved. This standard is outline below:

Managers will meet with staff they directly manage, at least once per year on a formal basis, with informal progress reviews at least every six months.

A record of the discussions will be made using the scheme paperwork.

There is a clear and current agreement about the job the employee is expected to do covering the purpose, aims, responsibilities and tasks. Every member of staff will have work-based objectives which link to organisational standards and the business plan of their directorate/department.

10.3 Every employee should have an Individual Development Plan outlining short and long-term learning and development aims and actions to meet these. The Head of Department, who will also ensure fairness and consistency, will appropriately monitor appraisal to ensure all staff in their area are having an appraisal. The Human Resource department will be responsible for monitoring compliance across the Trust.

All staff who carry out appraisal will be given support and training as required.

11. Conditions of Service

11.1 The post is covered by the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales 2003).

11.2 The post is for 10 programmed activities and will be paid according to the current Consultant salary scale depending on seniority.

11.3 The post will also attract an on-call availability supplement as per the rate set out in the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales 2003).

11.4 London Weighting allowance is payable at the current rate (pro-rata for part time appointments).

11.5 The annual leave year will run from 1st April to the succeeding 31st March. Arrangements for taking annual leave should be discussed and agreed at least two months in advance. Any annual leave to be carried over is subject to the General Council Conditions of Service (sect. 1, para 10-14)
The successful applicant will be required to reside not more than 10 miles from the Royal Brompton Hospital, unless otherwise agreed with the Trust Board. For on-call commitment, the post holder is expected to be communicable via phone or pager at all times and be able to reach the hospital within 1 hour of being called.

As a whole-time Consultant, the post holder has the right to engage in private practice but will be subject to the provisions governing the relationship between NHS work, private practice and fee paying services set out in the terms and conditions of employment – Consultants (England) 2003. Any arrangements must also conform to the Trusts Standing Financial Instructions, and the guidance set out in the department of Health paper "The Management of Private Practice in England and Wales" (March 1986).

12. Conditions of Appointment

12.1 The appointment will be made in accordance with the National Health Service (Appointment of Consultants) Regulations 2005.

12.2 Full registration of the General Medical Council will be required, as will inclusion, or eligibility for inclusion, on the specialist register of the General Medical Council.

12.3 The Trust Board will indemnify the post holder for all National Health Service work undertaken as part of the contract of employment. Adequate defence cover as appropriate should be taken out by the post holder to provide cover for any work undertaken outside the scope of the indemnity scheme.

12.4 Due to the nature of the work of this post it is exempt from the provisions of Section 4(2) of the Rehabilitation of Offender Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1986). Applicants are therefore not entitled to withhold information about convictions including those, which are for other purposes spent under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust.

13. ADDITIONAL INFORMATION

13.1 Confidentiality
During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to patients and staff.

13.2 Data Protection
In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by the Trust for any unauthorised purpose or disclose such data to a third party.

You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trust, unless expressly authorised to do so by the Trust.

13.3 Health and safety
You must co-operate with management in discharging its responsibilities under the Health and Safety at Work Act 1974 and take reasonable health and safety of yourself and others and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.
13.4 Diversity
You are at all times required to carry out your responsibilities with due regard to the Trust’s diversity policy and to ensure that staff receive equal treatment throughout their employment with the Trust.

13.5 Risk management
All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

13.6 Conflict of interests
You may not without the consent of the Trust engage in any outside employment. In accordance with the Trust’s conflict of interest policy, you must declare to your manager all private interests, which could potentially result in personal gain as a consequence of your employment in the Trust. Interests that might appear to be in conflict should also be declared to your manager.

In addition, the NHS Code of Conduct and Standards of Business Conduct for NHS Staff (HSG 93/5) requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position that may give rise to a conflict between your private interest and your NHS duties.

13.7 Code of Conduct for Professionally Qualified Staff
All staff are required to work in accordance with their professional group’s code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

13.8 Criminal Records Bureau
Any applicant who is short-listed for this post will be asked to complete a disclosure form as the post-holder will be required to have contact with vulnerable adults or persons under the age of 18. The successful candidate will be subject to a criminal record check from the Criminal Records Bureau prior to the appointment being confirmed. The disclosure will include details of cautions, reprimands, and final warnings, as well as convictions if applicable.

13.9 The Trust operates a no-smoking policy

Note:
The above description is not exhaustive, and may be altered to meet the changing needs of the post and of the directorate. The post holder will be expected to be flexible and to co-operate in accordance with the changing requirements of the directorate and of the Trust.
FURTHER INFORMATION

Applicants are encouraged to view the Division and discuss the post.

Further information can be obtained from:

Dr Nicholas Simmonds, Consultant Physician
n.simmonds@rbht.nhs.uk

Telephone: 0207 352 8121 ext 8997 (Medical Secretary)
# PERSON SPECIFICATION

**Job Title:** Consultant in Cystic Fibrosis  
**Department:** Lung Division  
**Date:** December 2014

<table>
<thead>
<tr>
<th>CRITERION</th>
<th>D / E</th>
<th>Assessed by</th>
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<tr>
<td><strong>Qualifications/Training</strong></td>
<td></td>
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<tr>
<td>MB BS or equivalent</td>
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<tr>
<td>Submitted or granted higher degree (PhD, MD etc)</td>
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<td>On the GMC Specialist Register or within 6 months of eligibility at the time of interview.</td>
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<td>A</td>
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<td>CCT in Respiratory Medicine</td>
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<tr>
<td><strong>Experience</strong></td>
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<tr>
<td>Specialist training in Respiratory Medicine</td>
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<td>A/I/R</td>
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<tr>
<td>Sub-specialist training in Cystic Fibrosis at least 1 year in a specialist centre</td>
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<td>A/I/R</td>
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<tr>
<td><strong>Skills, Knowledge and Abilities</strong></td>
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<tr>
<td>Ability to work with multidisciplinary team</td>
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<td>A/I/R</td>
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<tr>
<td>Teaching skills</td>
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<tr>
<td>Ability to conduct clinical audit</td>
<td>D</td>
<td>A/R</td>
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<tr>
<td>Ability to initiate &amp; supervise research</td>
<td>E</td>
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<tr>
<td>Ability to work collaboratively with other disciplines (ie. gastroenterology, paediatrics)</td>
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<td><strong>Other</strong></td>
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<tr>
<td>Commitment to continuing Medical Education</td>
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**KEY:**  
E = Essential  
D = Desirable  
A = Application  
I = Interview  
R = References
Appendix One

Core behaviours for all Trust staff

All staff will commit to:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance
- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

In addition, all managers and supervisors will:

- Value and recognise the ideas and contributions of all team members
- Coach individuals and teams to perform to the best of their ability
- Delegate work to develop individuals in their roles and realise their potential
- Give ongoing feedback on performance, and effectively manage poor performance
- Provide support and guidance to all team members
- Encourage their team to achieve work/personal life balance
- Actively listen to comments/challenges and respond constructively
- Lead by example, setting high standards
- Ensure that there are sufficient resources for their team and rebalance priorities accordingly
- Provide a safe working environment