A Career in the Medicine Division

A NEW KIND OF TRUST
The UK’s most modern facilities and committed teams make UHNM a great place to work.

The University Hospitals of North Midlands NHS Trust (UHNM) is one of the largest and most modern in the country. We serve around three million people and we’re highly regarded for our facilities, teaching and research. The Trust has around 1,450 inpatient beds across sites in Stoke-on-Trent and Stafford.

Our 11,700 strong workforce provide emergency treatment, planned operations and medical care from the Royal Stoke University Hospital (RSUH) and the County Hospital at Stafford.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research.

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We are a fast paced, dynamic and evolving organisation who can offer a wealth of opportunities to clinical and non-clinical staff interested in a rewarding and varied career.

Excellent and safe patient care requires commitment, compassion and competence.

Colleagues throughout UHN have these attributes in abundance and we are always on the look-out for new talent to help us provide and develop world class services. Our friendly staff will guarantee you a warm welcome.

We are proud to care not only for our local populations in Stoke and Stafford, but for those from further afield who are prepared to travel to our hospitals so that they can benefit from the high quality specialist surgery, research, treatment and facilities available here. We are the specialist centre for major trauma for the North Midlands and North Wales.

Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Further improvements and investment are due at both our major sites including new wards, renal dialysis and chemotherapy units and orthopaedic theatre at County Hospital and a fifth MRI scanner and two new theatres at Stoke.

UHN have now taken on responsibility for a number of beds at community hospitals in Bradwell and Cheadle, offering further opportunities for those wishing to work in a community setting as well as the acute sector, or across both.

Colleagues living locally enjoy the benefits of the beautiful Staffordshire countryside, access to the Peak District, fantastic transport links to major cities, excellent schools and lower than average housing costs.

If we sound like your kind of trust, we’d love to hear from you.
Opportunity for all Trust employees to upskill

UHNM provides staff with opportunities to learn and develop their role. As well as updating skills to do their jobs with statutory and mandatory learning, staff can see UHNM mentors who encourage colleagues to learn more with courses in the workplace or in local colleges or training providers.

The Trust’s Healthcare Careers and Skills Academy is the home of the Organisational Development Team who offer a wide range of services to support teams to achieve their aims and ambitions.

These opportunities start from day 1. Comprehensive career support is on offer with a number of available routes into UHNM including, work experience, Prince’s Trust programmes and a multitude of NVQs including Business Administration, Healthcare Support, Management and Pharmacy.

Staff are fully supported through these programmes as the team offer advice and skills aimed at equipping talent for the future.

It doesn’t stop there! As an employee of UHNM you can expect on-going learning and Development, including Leadership Development, Mentoring and Coaching, Customer Care for patients and a number of other courses to boost skills and create exciting development opportunities for all.

HEALTH PROFESSIONALS OF THE FUTURE

learn at centres in North Midlands

WE work closely with Staffordshire and Keele Universities to provide excellent placements for students here at the University Hospitals of North Midlands.

Purpose-built, modern facilities at the University of Keele, Staffordshire University and UHNM sites attract the next generations of doctors and nurses to train and work at the hospital.

The university’s medical school trains more than 130 students in each of the five years of its undergraduate programme. All third years study at UHNM, many spend years four and five at the hospital, with some working in Shropshire.

Meanwhile, hundreds of midwives, nurses and nursing assistants across a range of clinical specialties train at the university and go on to work at the hospitals.

Modern innovative curriculums for all students make the most of purpose-built facilities at both the university campus and the hospitals. It’s part of a learning and training package which aims to develop the very best clinicians and nursing staff and encourage them to stay and work here.

There are lots of unique opportunities while training at UHNM. A student-led volunteer scheme, Med-Path, has been developed in partnership with the University Hospitals of North Midlands Skills Academy, whereby medical students are involved in delivering activities and developing opportunities within local schools and colleges.

And UHNM has seen year on year growth in clinical placements offered at the hospital, with an amazing 41,000 days completed and 200 qualified nurses and midwives welcomed in 2014/15.

For our registered staff we continue to offer a preceptorship programme and we supported 347 staff to undertake a degree or masters level study to ensure we develop our workforce to meet the changes in service delivery.

There are also well-subscribed courses for qualifications in pharmacy, radiography and biomedical sciences.
THOUSANDS of patients sign up to take part in ground-breaking research projects that put UHNM at the heart of developing health technologies of the future.

Our thriving Research and Development department strives to provide high quality, pioneering research at every stage of patient care.

A core part of the NHS is creating a culture of innovation and giving patients the opportunity to get involved in all aspects of research.

More than 3,500 patients per year are recruited into studies lead by internationally renowned researchers at UHNM to aid in a variety of areas including stroke, cancer, neurology, radiography and respiratory medicine.

Within the department, research nurses and midwives work alongside clinicians, multidisciplinary teams and support services to identify potential research participants, discuss trials with patients and provide care throughout the studies.

Ranked in the top 15 per cent of research active trusts, UHNM works in partnership with Keele University to deliver ground-breaking studies that can help patients all over the world.

Keele’s position as a leading university for cutting-edge research has been confirmed by the UK-wide Research Excellence Framework (REF), which assesses the quality of studies in higher education institutions in the UK.

The REF results revealed that 97 per cent of the University’s research is classified as world leading and of international importance and with further academic investment, the UHNM aims to become a nationally recognised Centre of Excellence for health-related research by 2018.

Follow the Trust on Twitter @UHNM_NHS or like our Facebook page to find out more.
£60 million commitment to invest in FACILITIES ACROSS HOSPITALS

At the Royal Stoke site eight major development projects are underway costing £35 million.

A new 28-bedded ward with 12 single bed side rooms has already been created, a new-build extension has given the Critical Care Unit 12 more beds, the Springfield building has undergone a major refurbishment and offices have been moved to give the Pathology labs more space.

Due to be delivered by the end of the year are more inpatient beds for oncology, two new wards and two modular theatres, another 28-bedded ward with 12 single side rooms and a new two storey extension for an MRI scanner.

County Hospital in Stafford is benefitting from an investment of £25 million on 16 projects with a scheduled completion date of March 2017.

Already delivered are new ultrasound facilities and midwife-led birthing rooms in the Midwifery Unit, a children’s assessment and emergency centre and an ultraclean theatre with lay up room.

The remaining projects are due on stream during the next year and a half and first include essential fire safety work, the installation of an MRI scanner, phase one of a 12 station renal dialysis unit and phased improvements to the emergency department and outpatients.

2016 will see work start on a catering initiative, centralisation of pathology, phase two of the 12 station renal dialysis unit, the creation off a dedicated Chemotherapy Unit and theatre refurbishment.

Also due are endoscopy improvements. Work starts in 2016 on a revamp of five wards which will continue into 2017 when the second phase of essential fire safety work takes place.
Artist's impressions of some of the new facilities to be provided at the Trust.

Additional bed space has been provided at UHNMs.
Chief Nurse Liz Rix said nurses were at the heart of the Trust’s ambition to become a world class provider of health services.

She said: “The nursing profession will always face challenges both locally and nationally. By working as a team and through consistent delivery of strong nursing leadership at every level of the organisation, we are confident that we will succeed in becoming a top performing Trust.

“We are passionate about making lives better. We are dedicated to clinical excellence, inspiring and supporting our nurses and putting our patients at the heart of everything we do. We would love you to be part of our team. If you are passionate, caring and enthusiastic, come and join us.”

**Nurse bank**

The nurse bank offers the opportunity for people to work flexibly in services across the Trust.
About Allied Health Profession

Nutrition and Dietetics

Nutrition and Dietetics is a well-established service at the University Hospital of North Midlands. There are over 45 dietitians working for the hospitals which include Royal Stoke University Hospital and County Hospital.

We also have a service level agreement with the local Mental Health Trust and we support a variety of Outpatient Clinics, domiciliary visits, dialysis centres and outreach work for some dietetic specialities.

The dietetics team here is forward thinking, vibrant and hard working with an ethos of doing our best for people using our services. Speciality teams include paediatrics, acute medicine and surgery, community for General practice clinics, Mental Health, Learning disabilities, nutrition support, trauma, bariatrics and renal dietetics. Each of these teams also has specialities within them developing a high level of expertise.

The department trains student dietitians, taking students from Coventry University for A, B and C placements and enjoys a high rate of student satisfaction.

The dietetic teams working here are keen to be involved in any aspect of nutrition and embed the nutrition infra-structure of the Trust including nutrition support initiatives, Hospital food initiatives and Staff well-being.

There is a continual drive with a range of colleagues from other professions to improve nutrition standards in our hospitals; our aim is to be the best and staff are encouraged to develop their potential with support of colleagues.

The Trust has busy research and audit departments supporting AHP’s to gain a better understanding of the processes involved and helping these to be translated into practice and there are opportunities to present nationally/internationally as well as inputting in to NICE Guidance and British Dietetic publications.

Physiotherapy and Occupational Therapy

UHNM Therapies comprising both Physiotherapy and Occupational Therapy are the second and third largest AHP professional groups respectively with over 200 staff currently working across the Royal Stoke and County sites.

We cover the full range of specialities making us one of the most attractive employers of therapy staff, in particular newly qualified. We offer experience in the general areas of respiratory, musculoskeletal and neurology and offer a wide range of speciality rotations. We are able to offer opportunities for staff to grow and develop their careers in a stimulating and forward thinking service. This gives them the foundations to enable them to take on more senior roles in and outside of the service and organisation.

Our Therapists have a major contribution to make in delivering quality health care. Their role is invaluable in achieving rapid and best outcomes for patients and therapists are recognised within the Trust as invaluable and key members of the multidisciplinary team.

We are the local clinical education provider for both Physiotherapy and Occupational Therapy undergraduates and have a productive partnership with Keele, Coventry and Derby Universities. We have gained national and international recognition for service improvement and for being front runners in leading transformational change and our staff have presented at conferences and good practice workshops.

Our therapists at UHNM are innovative, committed and hardworking.

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Potteries area has so many great attractions

NORTH Staffordshire is home to world-famous producers of the most beautiful china, and is widely-known as one of the friendliest cities in the country.

It boasts award-winning parks, parks, museums, five theatres, mainstream and special interest shopping centres and a vibrant night life.

Staffordshire Moorlands market towns and beautiful villages are a short drive away, as is the Peak District National Park – a mecca for walkers. For thrillseekers, the popular Alton Towers theme park is a 30 minute drive away.

Housing across the area is plentiful and affordable while road and rail links including the M6 and the West Coast Main Line mean Manchester and Birmingham are less than an hour away.

The main line service to London links the area with the capital in 90 minutes.

With three international airports within a 50 mile radius, travelling abroad could not be easier.

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**Supporting and promoting good health and wellbeing**

To deliver high quality patient care, the NHS needs staff that are healthy, well and at work. Looking after the health and wellbeing of our staff directly contributes to the delivery of quality patient care.

We have a range of wellbeing initiatives to support our staff including a health and wellbeing programme, wellbeing courses, staff support services and health promotion activities.

- The Royal Stoke choir and orchestra welcome people of all abilities to join up and sing or play along. The orchestra plays a minimum of five concerts per year including Christmas Carol events and summer cabarets. They rehearse every Thursday from 7pm until 9pm at the Newcastle Baptist Church. Choir rehearsals take place every Tuesday from 6pm until 8pm at the Healthcare Careers and Skills Academy.
A wide range of medical specialties are proactively managed by the Medical Division which has four directorates and a Medical Therapies department. Within these directorates are the following specialties:

**EMERGENCY MEDICINE**
- Emergency Department
- Acute Medical Unit (AMU)
- Short-Stay Unit (SSU)
- Ambulatory Emergency Care (AEC)

**GENERAL MEDICINE**
- Nephrology
- Older Adults
- Diabetes & Endocrinology
- General Medicine

**SPECIALISED MEDICINE**
- Respiratory
- Infectious Diseases
- Gastroenterology

**ONCOLOGY, HAEMATOLOGY, MEDICAL PHYSICS AND IMMUNOLOGY**
- Haematology
- Radiotherapy
- Chemotherapy
- Palliative Care
- Immunology
- Allergy
- Medical Physics

General Medicine

Older Adults, Diabetes and Endocrinology are all catered for by this directorate at both hospital sites. There is a Frail Elderly Assessment Unit and dedicated specialist older persons team based at the Royal Stoke site.

The directorate also encompasses a state of the art Renal unit to care for Nephrology patients including Haemodialysis, transplant services, home therapies and CKD with strong links to Keele University and Research.
Emergency Medicine

This directorate operates one of the largest Emergency Departments (ED) in England. Both sites have purpose built facilities catering for complex emergency patients including trauma admissions via Helicopter.

A pilot Treatment and Investigation Unit has been launched at County Hospital, hosted by the acute medical team to provide day case treatments in a bespoke environment across several specialties.

County Hospital has also opened a 21st century Children’s Emergency Centre with a team specialising in Paediatric Emergency Medicine.

The department also boasts a dedicated Ambulatory Emergency Care (AEC) facility transforming the way we think and manage patients within an acute hospital.

Acute Physicians manage not only the AEC but also an Acute Medical Unit/Short Stay unit and out of hours rota across both hospital sites.

Oncology and Haematology

The Oncology and Haematology Directorate provides a range of specialised treatment and support services to adult patients from North and South Staffordshire as well as for some patients from Shropshire and South/Mid Cheshire within our purpose built Cancer Centre. The Directorate also manages the provision of Palliative Care services within the Trust consisting of a dedicated team of Macmillan Nurse Specialists and a specialist Palliative Care Medical Consultants and the Clinical Immunology and Allergy Service.

The Cancer Centre provides comprehensive Radiotherapy and Chemotherapy facilities and a combined inpatient facility for oncology and haematology patients providing 33 beds and an Emergency Assessment Unit which offers triage and review of acute patients. Future developments include the expansion and transformation of the Chemotherapy unit at County Hospital scheduled to commence in the summer of 2016.

Specialised Medicine

This directorate caters for respiratory patients which includes a non-invasive ventilation (NIV) unit, Acute Lung unit and sleep service facilities.

The lung function laboratories at both sites provide a wide range of diagnostics to support the specialties across the Trust.

Gastroenterology manage a variety of diverse and complex services, including bowel cancer screening (BCS), liver/alcohol services, capsule endoscopy, GI bleeds and a variety of specialist nurse led services across both sites.

The Specialised Medicine team also includes a stand alone Infectious Diseases department supporting infection control, HIV and select disease management.
If you are interested in joining the team at the University Hospitals of North Midlands see our **NHS Jobs pages** for our latest job opportunities.
JOB DESCRIPTION

Job title: Consultant Clinical Oncologist - Colorectal, Anal and Urology (Royal Stoke)

Grade: Consultant

Accountable to: Medical Director

Responsible to: Clinical Director

Programmed activities: As Below

Directorate: Oncology, Haematology, Immunology & Allergy

Work base: UHNM

Key Relationships:
Consultant colleagues
Clinical Director
Directorate Manager
Divisional Management Team
Matrons

Job Purpose

To provide appropriate care and treatment for patients referred to the Oncology services and to be actively involved in the development of Oncology services, teaching and research as appropriate.

Oncology, Haematology & Immunology, Allergy

About the Directorate

The Directorate Management Structure

Clinical Director Dr Apurna Jegannathen
Clinical Lead (Oncology) Dr Salil Vengalil
Clinical Lead (Haematology) Dr Kamaraj Karunanithi
Directorate Manager Mrs Diane Garratt
Matron Mrs Julie Cumberlidge
Senior Operational Services Manager Mrs Jeanette Tomkinson
Operational Services Manager Miss Lucinda Rogers
Junior Operational Manager Mrs Leila Mitchell
Directorate Secretary Miss Amanda Jones
### Oncology Staffing

The Department’s staffing levels for the Cancer Centre are as follows:

<table>
<thead>
<tr>
<th>Name</th>
<th>Specialties</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prof A M Brunt</td>
<td>Breast, skin</td>
</tr>
<tr>
<td>Dr R Bhana</td>
<td>Gynae, Urology</td>
</tr>
<tr>
<td>Dr C Connolly</td>
<td>Colorectal, Lymphoma</td>
</tr>
<tr>
<td>Dr L El-Helw</td>
<td>Gynae, Breast and CUP</td>
</tr>
<tr>
<td>Dr D Gahir</td>
<td>Breast, Head and Neck</td>
</tr>
<tr>
<td>Dr S Giridharan</td>
<td>Colorectal, Lung</td>
</tr>
<tr>
<td>Dr A Jamil</td>
<td>Head and Neck, Thyroid, Upper GI and HPB</td>
</tr>
<tr>
<td>Dr A Jegannathen</td>
<td>Breast, Lung</td>
</tr>
<tr>
<td>Dr S Joseph (Locum)</td>
<td>Brain, Gynae, Sarcoma</td>
</tr>
<tr>
<td>Dr F Latif (Locum)</td>
<td>Upper GI, Urology</td>
</tr>
<tr>
<td>Dr R Neupane (Locum)</td>
<td>Colorectal, Anal</td>
</tr>
<tr>
<td>Dr S Vengalil</td>
<td>Urology, Lung, Skin</td>
</tr>
<tr>
<td>Vacant</td>
<td>Colorectal, Anal and Urology</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>WTE</th>
<th>Position</th>
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<tbody>
<tr>
<td>2.00</td>
<td>Associate Specialists</td>
</tr>
<tr>
<td>2.00</td>
<td>Specialist Registrars</td>
</tr>
<tr>
<td>2.00</td>
<td>Speciality Doctors</td>
</tr>
<tr>
<td>2</td>
<td>FY2</td>
</tr>
<tr>
<td>1</td>
<td>FY1</td>
</tr>
<tr>
<td>3</td>
<td>Clinical Fellows</td>
</tr>
</tbody>
</table>

The Cancer Centre provides comprehensive radiotherapy facilities including four matched multi-mode (6MV, 10MV photons, 6, 9,12,16,20 MeV electrons) Linear Accelerators (LinAc) capable of delivering IMRT, VMAT and IGRT. The centre has conventional and CT simulators and uses 4D-CT planning routinely for radical lung cancer patients. Breath holding techniques for left sided breast cancer patients have been in practice since January 2016. The centre has an excellent HDR brachytherapy suite and MRI guided brachytherapy for gynae-oncology patients are a routine practice. UHN is one of the top performing Trusts in the UK for delivering IMRT. We are ready to commence SABR treatment for lung cancer patients. In addition a 5th LinAc bunker is planned to be added to the department. We also have a complete new £2m Chemotherapy Unit at our County Hospital site, which was opened in spring 2016. The unit has been designed to the same standards as the unit at Royal Stoke, which is recognised nationally as an excellent example of a modern chemotherapy unit. The unit occupies a larger area than the previous facility on the site. Single side rooms will be available along with additional space for more patient counseling and support.
On the first floor above the radiotherapy department at Royal Stoke, there is a combined inpatient facility for oncology and haematology patients providing 33 beds including specialist facilities for iodine treatments and positive pressure suites for immuno-compromised patients. There is a 5 bedded Emergency Assessment Unit that offers triage and review of acute patients preventing the need for ED attendance. Opposite the ward there is an outpatient day case chemotherapy unit comprising of 25-30 chairs, consulting rooms, treatment suites and infusion stations.

Nursing staff in the outpatient chemotherapy unit perform peripheral vein cannulation as well as administering chemotherapy via Hickman lines, PICC lines and ambulatory pumps. The team is led by a clinical nurse specialist and supported with other dedicated chemotherapy trained nurses. All outpatient chemotherapy prescribed by the oncologists and clinical haematologists is given on this unit.

A dedicated oncology electronic patient record to complement the Trust’s EPR system to enable e-prescribing for remote chemotherapy manufacturing as well as providing comprehensive radiotherapy, chemotherapy and clinical information is already in use and is being developed to include all of the oncology and haematology regimens.

The Cancer Centre serves a population of approximately 845,000 from the catchments area of Staffordshire and its Moorlands, South Staffordshire, North Shropshire Central and South Cheshire.

We boast the first purpose built Fresh Hair salon in the UK which provides a wig fitting service along with holistic treatments for both dermatology patients and chemotherapy patients. We now have a second Fresh Hair Salon offering this service at the County Site.

The Department also manages the provision of Palliative Care services within the Trust consisting of a dedicated team of Macmillan Nurse Specialists and a specialist Palliative Care Medical Consultant and the Clinical Immunology and Allergy Service.

There is also a multi-disciplinary oncology clinical trials team that supports an active programme of research into both radiotherapy and chemotherapy, predominantly via active multi-centre trial participation. There is a Clinical Nurse Specialist-led lymphoedema service provided within the Therapies Department. We have a Professor of Oncology affiliated to Keele University who leads the MSc for national and international students.

We have Oncology Nurse Specialists and 2 Advanced Nurse Practitioners who run Chemotherapy & Radiotherapy Clinics.

The Oncology Directorate was accredited with the ISO9002 quality management standard in November 1998 and has since achieved the updated standard of ISO9000/2000.

The Radiotherapy Physics section of the Medical Physics Directorate, accommodated within the Radiotherapy Department, provides scientific and technical support. A full range of equipment and workshops are available for the support of radiotherapy both at UHNM and for the Cancer Centre partner at the Royal Shrewsbury Hospital Oncology Department.

A large range of literature is given to all patients; it is all locally written and gives the patients written back-up to their personalised treatment plan. Tumour site specialisation already occurs with joint multidisciplinary clinics and this process will be enhanced by the expansion of the oncologists at the centre. Joint protocols for all tumour sites are being developed with the Shrewsbury based oncologists to produce consistency of management across the centre.

**Imaging**

A comprehensive imaging service is provided which includes Plain film, Ultrasound, Digital Vascular Imaging, Spiral CT Scanning, Magnetic Resonance Imaging, PET CT and Interventional procedures. The service performs over 400,000 examinations per year with state of the art technology and has increased and restructured its consultant staffing to provide specialist radiological support to each of the major clinical sub-specialties.
**Pathology**

Provides a comprehensive diagnostic and treatment monitoring service for North Staffordshire and beyond. It comprises departments of Haematology and Blood Transfusion, Clinical Biochemistry, Histopathology, Cytology, Microbiology and Immunology. The Clinical Director is supported by 15 Consultant Pathologists and more than 200 well-trained, experienced and dedicated staff. It analyses approximately one million samples each year.

**Pharmacy**

One of the largest in the country, spending more than £6 million a year on medicines. Around 1.4 million items are handled by staff and as many as 2,500 items are prepared. The service is also provided, under contract, to the Combined Health Care Trust. Services include:

- Inpatient and Outpatient Dispensing
- Patient Counselling
- Clinical Pharmacy
- Ward Stock Control
- Pharmaceutical Production
- The Quality Assurance Department
- Medicines Information
- Community Pharmacy Service
- Medicines Management
- Pharmaceutical Procurement

**General Provision**

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the conditions of the Terms and Conditions of Service, you are expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. In particular, where you manage employees of the Trust, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

All medical and dental staff employed by the Trust is expected to comply with the UHNMT Trust's Health and Safety Policies.

You have agreed that you have responsibility for the work and supervision of junior medical staff who work with you and you will devote time to this activity on a regular basis. If appropriate, you will be named in the contracts of doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers.

**Duties and Responsibilities**

**Clinical Duties**

As detailed below

Participation in professional audit and continuing professional development.
It is a requirement of the post that post-holders comply with Trust policies and procedures, have (and maintain) GMC registration / licensing and participate in a formal CPD programme (The Trust supports the requirements for Continuing Medical Education and is committed to providing time and financial support for these activities).

**Appraisal and Revalidation**

The post-holders must also participate in job planning, regular medical audit and in annual appraisal with one of the trained appraisers within the Trust. Job planning will take place on an annual basis and it is the responsibility of the clinical director and directorate manager to ensure that job planning takes place.

**IQA and EQA**

To participate in internal and external quality assurance programmes as appropriate.

**Clinical governance**

To have responsibility for a commitment to maintaining a high quality service to patients by continual development of practice in the light of research evidence and by audit based against clinical relevant standards. In addition individual staff have a major role in suggesting and implementing improvement to services and in exercising professional responsibility for both themselves and their peers within an open ‘no blame’ culture.

**Managerial Duties**

Work with colleagues to manage the daily business of the Directorate and to develop the service in accordance with the Trust’s strategic direction. Taking part in meetings and other activities as agreed with the Clinical Directorate. Managerial duties may include managing resources, preparation of business plans, and negotiating contracts in liaison with the Directorate Manager and Clinical Lead.

**Financial Management**

You will operate value for money measures within the constraints of the departmental budget ensuring quality and patient care is not compromised.

**Teaching Duties**

To be actively involved along with consultant colleagues in the training of junior medical staff. To participate in the undergraduate medical students teaching programme.

**Work Programme**

As required under Paragraphs 30a of the Terms and Conditions of Service, the list of duties must be supported by a work programme, including a weekly timetable of fixed commitments.

**Review of the Job Plan**

This Job Plan is subject to review once a year by you and the Clinical Director/Clinical Lead, and ultimately, the Medical Director. For this purpose, both you and the Clinical Director should have a copy of the current job plan including an up to-date work programme, and relevant departmental statistical information (preferably over a 12 month period), together with note(s) - provided by either side - of any new or proposed service or other developments.

Local procedures must be followed if it is not possible to agree a job plan, either immediately or at an annual review. These procedures may culminate in an appeal to the Trust Board.
ABOUT THE ROLE ON OFFER

Education
UHNM is proud to be an institution that delivers high quality education and supervision of medical undergraduate students and postgraduate trainees. It is expected that consultants and other permanent members of staff will contribute to education in the normal course of their duties. If this contribution exceeds the norm then it is anticipated this will be acknowledged by appropriate changes in job planning and honorary contract status with Keele.

Research
It is anticipated that consultants will engage in and support research and enrolment of patients into clinical trials with professional development in these areas being reflected in job plans as appropriate.

Personal/Professional Development
To take every reasonable opportunity to maintain and improve your professional knowledge and competence. To participate in personal objective setting and review, including the creation of a personal development plan and the Trust’s appraisal process. Participation in a CPD accrual scheme is expected E.g. the RCpath online CPD scheme.

Health and Safety
To take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions at work. To co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to.

Confidentiality
To ensure that confidentiality is maintained at all times and that data belonging to the Trust is protected.

Equality and Diversity
To promote equality and diversity in your working life ensuring that all the staff you work with feel valued and treated in a fair and equitable manner.

Statutory and Mandatory training
To ensure that you keep fully up to date with the UHNM statutory and mandatory training schedule.

Infection Control
Infection Control is everyone’s responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts’ Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of healthcare associated infections including MRSA. All staff employed by the UHNM Trust has the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and between each patient contact.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.
- Staff members who develop recurrent skin and soft tissue infections and other infections that may be transmittable to patients have a duty to contact Occupational Health.
Safeguarding Children and Young People

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines. All health professionals who come into contact with children, parents and carers in the course of their work have a responsibility to safeguard and promote the welfare of children and young people up to the age of 18 years of age as directed by the Children’s Act 1989/2004. Health professionals also have a responsibility even when the health professional does not work directly with a child but may be seeing their parent, carer or other significant adult. All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role.
Job Description

Full-time, Permanent Consultant Oncologist at the University Hospital of North Midlands NHS Trust.

We aim to provide first class patient care, and to that end a significant degree of subspecialisation has occurred within the oncology department. We have also tried to achieve an equitable division of workload between all the consultant oncologists.

The appointees will be members of a team of 11.0 wte Consultant Clinical Oncologists, 2.0 wte Consultant Medical Oncologists and 11.0 wte equivalent Consultant Haematologists delivering a comprehensive Oncology and Haematology Service to the population North and South Staffordshire and South Cheshire.

All inpatient and some outpatient oncology services are delivered from a purpose built cancer centre opened in July 2009. The Specialist cancer centre has an Emergency Admissions Bay which allows all oncology and haematology emergency admissions to come directly to the ward rather than going via the main Emergency Department.

The Cancer Centre directorate at UHNM also incorporates the Medical Physics department including the Radiotherapy Physics section. This section provides technical and scientific support to the external beam (four multi-mode ‘Varian’ LinAcs, superficial/orthovoltage, conventional and CT simulator) and brachytherapy (HDR ‘Gammamed’ afterloader) services as well maintaining the IT infra-structure within radiotherapy.

Dynamic IMRT was introduced into radiotherapy at UHNS in 2005 in preparation for the move into the Cancer Centre in 2009, using the ‘Eclipse’ planning system and use of ‘RapidArc’, Varian’s tomotherapy equivalent, has recently been launched. Similarly, IGRT, using the On-Board kV imaging systems is being progressively introduced to complement the IMRT program. We are one of the top performing Trusts in the UK for IMRT.

There will be service commitments in the cancer unit at both Royal Stoke University Hospital and the County Hospital. The Oncology Department has some commitment to Undergraduate teaching and you will be expected to participate in this, as well as in Postgraduate teaching and training

General Provisions

The appointee will be expected to work with local managers and professional colleagues in the efficient running of the Oncology service and will share with consultant colleagues in the medical contribution of management. Subject to the provisions of the Terms and Conditions of Service, the appointee will be expected to observe the Unit’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust.

In particular, where the appointee is involved in the management of employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures. The appointee will be expected to make sure there are adequate arrangements for hospital staff involved in the care of his/her patients to be able to contact him or her when necessary.

All medical and dental staff employed by the Trust are expected to comply with regional and appropriate Trust Health and Safety policies. The appointee will have responsibility for the training and supervision of junior medical staff who work with him/her and will be expected to devote time to this activity on a regular basis.
### PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>CRITERIA FOR SELECTION</th>
<th>ESSENTIAL REQUIREMENTS</th>
<th>DESIRABLE ADDITIONAL REQUIREMENTS</th>
</tr>
</thead>
</table>
| **Qualifications:**     | • Full registration with the GMC  
                          • Possession of MRCP and FRCR Clinical Oncology or equivalent qualification  
                          • Eligibility to be on specialist register within 6 months of interview date  | MD or PhD                        |
| **Clinical Experience:**| • Wide general experience in Clinical Oncology and an ability to offer expert clinical opinion in a range of problems within the speciality.  
                          • Appropriate experience in the subspecialty areas to be pursued.  
                          • Ability to take full and independent responsibility for the care of patients.  |                                  |
| **Professional and Multi-disciplinary Team Working:** | • Ability to work effectively with colleagues and within a team.  |                                  |
| **Management and Administrative Experience:** | • Ability to organise and prioritise workload effectively.  
                          • Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures.  
                          • Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.  |                                  |
| **Clinical Effectiveness:** | • Experience of conducting clinical audit.  
                          • Ability to use the evidence base and clinical audit to support decision-making.  |                                  |
| **Teaching and Training Experience:** | • Ability to teach clinical skills to medical staff and students, and other disciplines  | • The ability to appraise junior doctors and other staff  
                          • Training in medical education  |
| **Research, Innovation and Service Improvement Experience:** | • Ability to apply research outcomes to clinical problems.  
                          • An awareness of current speciality specific developments, initiatives and issues.  
                          • Evidence of training in research methodology  | • Publications in relevant peer-reviewed journals in the last five years.  
                          • Evidence of having undertaken original research  |
| **Personal Attributes:** | • Energy and enthusiasm and the ability to work under pressure.  
                          • An enquiring and critical approach to work.  
                          • Caring attitude to patients.  
                          • Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies.  
                          • Commitment to Continuing Medical Education and Professional Development.  |                                  |
| **Other Requirements:** | • Full GMC Registration.  
                          • Appropriate Immigration Status (where appropriate).  
                          • An understanding of the current NHS environment, particularly in relation to reforms, initiatives and issues.  |                                  |
| **Personal Circumstances:** | • Ability and means to travel Residence within 10 miles or 30 minutes of base (upon appointment to post).  
                          • To be accessible by as required for on call duties.  |                                  |
### ABOUT THE ROLE ON OFFER

**Job Plan - Colorectal, Anal and Urology (Royal Stoke)**

The job plan will be agreed upon appointment. A job plan review will be held 3 months after appointment.

<table>
<thead>
<tr>
<th>Day and Session</th>
<th>Activity</th>
<th>Category/Location</th>
<th>Number of Programmed Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monday</strong></td>
<td></td>
<td></td>
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<tr>
<td>AM</td>
<td>09:00-13:00 Admin/WR</td>
<td>Royal Stoke</td>
<td>1.0</td>
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<tr>
<td>PM</td>
<td>13:00-17:00 SPA</td>
<td></td>
<td>1.0</td>
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<tr>
<td><strong>Tuesday</strong></td>
<td></td>
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<tr>
<td>AM</td>
<td>08:00-09:30 Consultant Meeting</td>
<td>Royal Stoke</td>
<td>0.375</td>
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<tr>
<td></td>
<td>09:30-11:00 Colorectal MDT</td>
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<td>0.50</td>
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<tr>
<td></td>
<td>11:00-13:00 NP CRC</td>
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<tr>
<td>PM</td>
<td>13:00-17:00 NP/FU CRC</td>
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<td>1.0</td>
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<tr>
<td><strong>Wednesday</strong></td>
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<tr>
<td>AM</td>
<td>09:00-13:00 Chemo clinic CRC</td>
<td>Royal Stoke</td>
<td>1.0</td>
</tr>
<tr>
<td>PM</td>
<td>13:00-17:00 Urology NP/FU</td>
<td></td>
<td>1.0</td>
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<tr>
<td><strong>Thursday</strong></td>
<td></td>
<td></td>
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<tr>
<td>AM</td>
<td>09:00-13:00 RT Planning/ Review</td>
<td>Royal Stoke</td>
<td>1.0</td>
</tr>
<tr>
<td>PM</td>
<td>13:00-16:30 Chemo Clinic</td>
<td></td>
<td>0.875</td>
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<tr>
<td><strong>Friday</strong></td>
<td></td>
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<tr>
<td>AM</td>
<td>09:00-13:00 RT Planning</td>
<td>Royal Stoke</td>
<td>1.0</td>
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<tr>
<td>PM</td>
<td>13:00-16:00 Urology MDT</td>
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<td></td>
<td>16:00-16.30 - SPA</td>
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<tr>
<td><strong>Total</strong></td>
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<td></td>
<td>10 PAs</td>
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<td>8.5</td>
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<td></td>
<td></td>
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<td>1.5</td>
</tr>
</tbody>
</table>

**Predictable Emergency Work**

Weekend Saturday 9am 13.00pm 1:13
Sunday 9am 13.00pm 1:13
Weekday 5pm – 7pm

0.20 PA

**Unpredictable Emergency Work**

2 hours per overnight calls 1:13.

0.36 PA

**Travel**

Nil
The successful appointee will be employed by the University Hospital of North Midlands NHS Trust, subject to national terms and conditions as per the Consultant Contract 2003 as amended from time to time. Any changes to national terms and conditions determined at a local level are subject to the Trust’s collective bargaining arrangements which include the Trust’s Local Negotiating Committee for medical staffing issues.

**Tenure**

The appointment is a locum, whole time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the Terms & Conditions.

**Salary**

The salary scale is as per the Terms & Conditions of Service as set out in the Consultant Contract 2003. The current scale is £76,761 rising to £103,490 per annum, for 10 programmed activities per week. Any agreed extra programmed activities, and on-call requirement will be paid in addition to the basic salary. Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which they feel should be taken into account in determining the starting salary, this will be considered following the offer of appointment by the AAC.

**Annual Leave**

Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks’ notice is required before taking annual leave. Numbers of Years of Completed Service as a Consultant:

**Superannuation**

This post is superannuable under the Health Service Superannuation Scheme.

**Registration**

You will be required to have full and specialist registration with a licence to practise with the GMC and to provide a valid certificate annually.

**Conditions of Employment**

The following conditions must be met before the Trust will confirm an offer of employment:

**Verification of ID and Right to Work**

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:
ABOUT THE ROLE ON OFFER

- UK Passport
- UK Birth Certificate (if passport is unavailable)
- National Insurance evidence (P60 / recent payslip / P45)
- EEA (European Economic Area) Passport
- Residence permit issued by the Home Office or UKBA
- Driving Licence (ID card + counterpart)
- 2 addressed bills or statements (Bank / utility bill / phone bill)

Note: if you are a British citizen but do not hold a UK passport then we require a UK Birth Certificate combined with National Insurance evidence

Disclosure and Barring Check: Protection of Children & Vulnerable Adults

In accordance with Safeguarding Vulnerable Groups Act 2006, the Trust is required to seek disclosure of criminal records when considering employing an individual who will be working with children or have regular contact with vulnerable adults. Disclosure will include checks on the information held in the Police National Computer, local Police records and, where appropriate, lists held by the Department of Health and the Department of Education and Employment. Disclosure need not necessarily be a bar to obtaining the position you have applied for.

The information you provide and the Disclosure documents returned by the Disclosure and Barring service (DBS) will be available only to those who need them as part of the recruitment process. Disclosure documents will not be retained for longer than six months after the recruitment decision has been made.

References

It is a condition of employment that references are provided which are acceptable to the Trust.

Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

Professional Registration

The successful candidate is required to be registered with the GMC with a licence to practise. Membership of the approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advisable.

Applications process

Formal applications should be made through our website www.jobs.nhs.uk

If there are any problems / queries please contact the Medical Staffing Department: 01782 671697 or email consultantrecruitment@uhns.nhs.uk

Further information and visiting the Trust

The division welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

Clinical Director: Dr Apurna Jegannathen 01782 672652
Clinical Lead: Dr Salil Vengalil 01782 672569