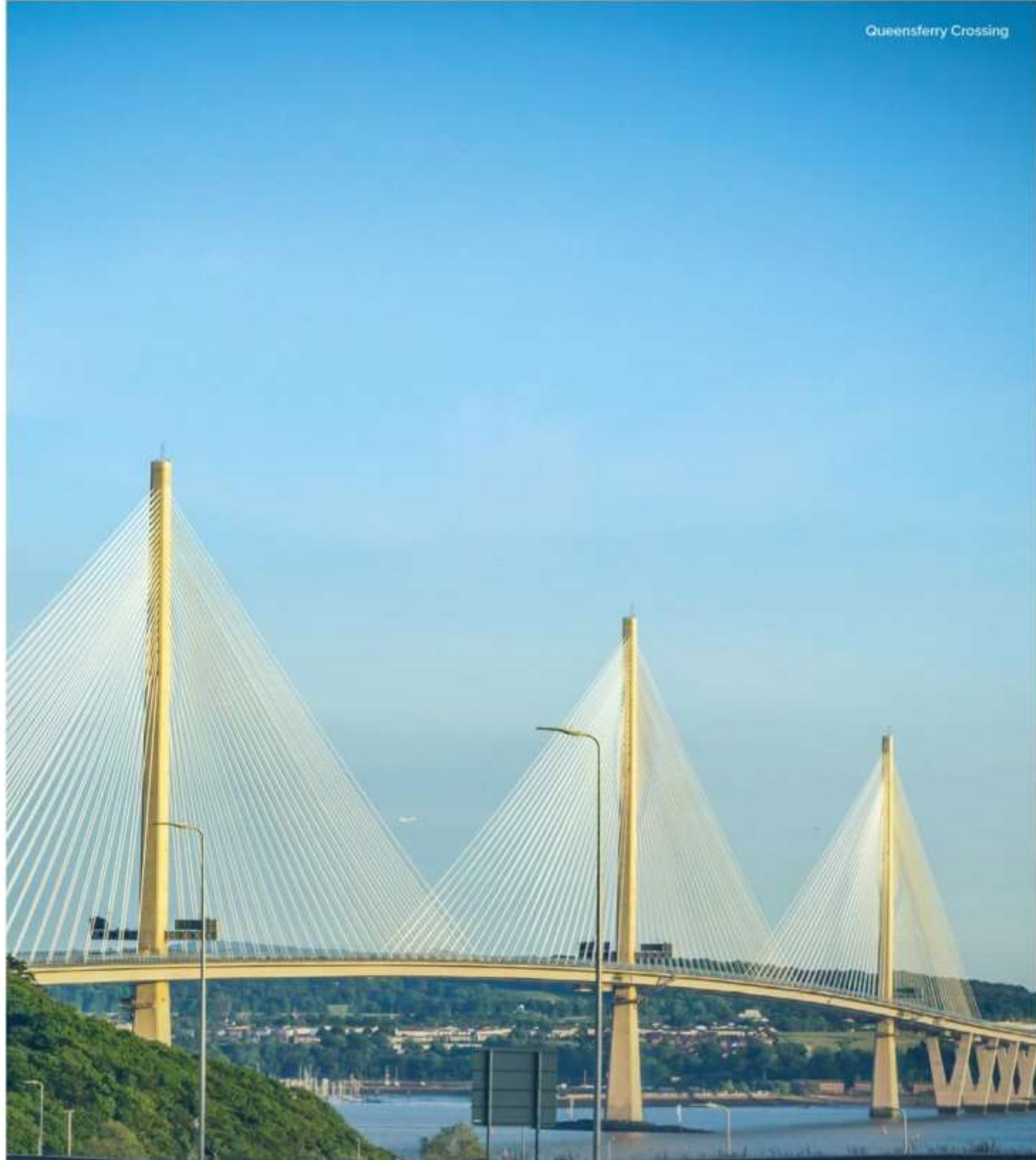


Consultant Rheumatologist



Make a difference
in Fife



© NHS Fife 2021

Published: March 2021

This document is licensed under the Creative Commons Attribution-Non commercial-No Derivatives 4.0 International Licence. This allows for the copy and redistribution of this document as long as NHS Fife is fully acknowledged and given credit. The material must not be remixed, transformed or built upon in any way. To view a copy of this licence, visit <https://creativecommons.org/licenses/by-nc-nd/4.0/>

www.nhsfife.org

Contents

Section 1: Personal Specification

Section 2: Introduction to Appointment

Section 3: Departmental and Directorate Information

Section 4: Main Duties & Responsibilities

Section 5: Indicative Job Plan

Section 6: Contact Information

Section 1: PERSONAL SPECIFICATION

CONSULTANT RHEUMATOLOGIST		
REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<p>Full GMC registration with a licence to practise</p> <p>MRCP or equivalent</p> <p>UK trained candidates must be on the specialist register or within 6 months of an approved CCT at the date of interview</p> <p>Non UK candidates must have confirmation from the GMC that CESR has been awarded at the date of application</p> <p>Revalidated, or in the process of appraisal and preparing for future revalidation</p>	<p>Specialty Certificate Examination (SCE) in Rheumatology</p> <p>Higher Degree (MSc, MD, PhD)</p> <p>Good language and communication skills</p>
Clinical Skills and Experience	<p>Experience of broad General training in Rheumatology</p> <p>Strong focus on Inflammatory arthritis and autoimmune Connective tissue diseases</p>	<p>Experience with Rheumatological ultrasound</p> <p>An area of specialist interest (e.g. Axial Spondyloarthritis, Connective tissue disease etc.)</p>
Teaching	<p>Commitment to training</p> <p>Evidence and willingness of teaching undergraduate students, postgraduates and members of the Multidisciplinary Team</p>	<p>Educational qualification</p>
Audit	<p>Evidence of understanding and participation</p>	<p>Audit presentation / publication</p>
Research and Publication	<p>Evidence of understanding and participation</p>	<p>Audit presentation / publication</p>
Management	<p>Understanding of service improvement / redesign and working with the whole Multidisciplinary Team</p> <p>Understanding of Clinical Governance and GMC Good Medical Practice</p>	<p>Awareness of extended role of Multidisciplinary Team members</p>

General Attributes	Good language and communication skills Initiative and enthusiasm Able to organise oneself and prioritise clinical need	Leadership skills
---------------------------	--	-------------------

Section 2: INTRODUCTION TO APPOINTMENT

Job Title: Consultant Rheumatologist

Department: Fife Rheumatology Service

Base: Whyteman's Brae Hospital, Kirkcaldy

Post Summary

The Fife Rheumatology Service is managed by the Primary and Preventative Care Services team of the Health and Social Care Partnership (H&SCP) and provides Fife-wide services to people with Rheumatic Disease. It is a well established department having been developed since 1994. We have a strong, holistic, multidisciplinary approach to the management of people with rheumatic disease and, in consequence, have a large multidisciplinary team as detailed below.

The post holder will report professionally to the Lead Consultant Rheumatologist, H&SCP and managerially to the Clinical Services Manager, and will agree joint annual objectives, which will be reviewed regularly.

The advertised post of Consultant Rheumatologist will be based at Whyteman's Brae Hospital which is adjacent to the Victoria Hospital, Kirkcaldy.

The appointee will take up General Rheumatology outpatient clinical commitments for NHS Fife and will also contribute to the in-patient clinical commitment at Victoria Hospital, Kirkcaldy. The post holder will also contribute to the development of the service provided in Central, West & North East Fife and will have the opportunity to develop their own Specialist interest.

You will join a dynamic and extensive Rheumatology Service comprising 4 Consultants and a large Multidisciplinary Team.

Section 3: DEPARTMENTAL & DIRECTORATE INFORMATION

The Fife Rheumatology Service

We are proud of our forward-thinking Team; regularly evaluating and implementing evidence-based practise.

We were runners up in the Scottish Government self-management awards for our NRAS endorsed Inflammatory Arthritis programme. We have further evolved the pathway for patients with Inflammatory Arthritis: patients are managed within the Multidisciplinary Team, with an even stronger emphasis on patient empowerment and self-management.

The Fife Rheumatology Service is also one of 6 winners of the National Axial Spondyloarthritis Society's first ever 'Aspiring to Excellence awards'. This is a multi-year programme, which is designed to encourage and recognise service improvement in Axial Spondyloarthritis.

The Coronavirus Pandemic has resulted in significant changes across the whole of Medical care. We have used this as an opportunity to implement changes, some that were already planned (Inflammatory Arthritis New patient pathway) and to re-design other areas.

Medical Staff

There are currently 4 Consultants in the Team and a Clinical Fellow. The commitments and interests of the Substantive Consultant are shown in the table below.

Multidisciplinary Team

We have an excellent team of Specialist Rheumatology Nurses who facilitate our patient-focused care. Specialist Nurses run their own lists alongside Consultant clinics as well as undertaking community clinics at various venues in order to see patients for review, injections and education. Some of our Specialist Nurses are prescribers.

We have a large number of dedicated Rheumatology therapists (Physiotherapists, Occupational Therapists, Psychologists, Podiatrists, Rehabilitation Assistants) many of whom have Postgraduate certification in e.g. diagnostic ultrasound, acupuncture and joint injection. The Occupational Therapists offer a Fatigue Management Programme and also undertake Vocational Rehabilitation. We have well established links with NRAS and refer to the New to RA & SMILE Programme. The Physiotherapists have a treatment room on-site at Whyteman's Brae Hospital and have access to Physiotherapy facilities in Community Hospitals as well as a Hydrotherapy pool at Queen Margaret Hospital, Dunfermline. There is a keen emphasis on re-enablement and so the Physiotherapists have a high intensity exercise programme and are also able to refer out to the Fife Sport and Leisure Trust Active Options Rehabilitation classes. Our Nurses and Allied Health Professionals are able to see patients in all of the Hospitals and in Community facilities such as GP practices, Social work centres and in a Domiciliary setting.

Psychology is of great importance in Chronic disease management and we were the first (and only) Rheumatology Service in Scotland to have a Psychologist embedded within the Team.

Our Psychologist has led the evolution of the Self-Management Programme as well as providing individual treatment sessions.

We have Rheumatology Pharmacists who help manage the high cost drug service as well as providing support in other areas of prescribing practice.

Medical Staff	
Dr. John McLaren Consultant Rheumatologist	1.0 WTE Acting Lead Consultant General Rheumatology, Connective Tissue Disease, Vasculitis, Clinical Management
Vacant post Consultant Rheumatologist	1.0 WTE General Rheumatology, Connective Tissue Disease (currently filled by a Locum Consultant)
Vacant post Consultant Rheumatologist	1.0 WTE General Rheumatology (currently filled by a Locum Consultant)
Vacant post Consultant Rheumatologist	1.0 WTE General Rheumatology, Inflammatory Spinal Disease (currently filled by a Locum Consultant)
Clinical Fellow in Rheumatology	1.0 WTE Works alongside Consultants in out-patients, helps with management of in-patients and ward referrals at Victoria Hospital, Kirkcaldy
Management Staff	0.4 WTE Band 8B Interim Clinical Service Manager
Pharmacists	0.2 WTE Band 8B Lead Clinical Pharmacist 1.0 WTE Band 8A Rheumatology Senior Pharmacist 1.0 WTE Band 7 Rheumatology Pharmacist (Rotational post, commencing Oct 2023)
Nurse Specialists	Supported by 0.4 WTE Band 8A Nurse Manager 1.0 WTE Band 7 Advanced Nurse Practitioner 1.0 WTE Band 7 Team Lead & Osteoporosis Specialist Nurse 4.0 WTE Band 6 Rheumatology Nurse Specialists 1.0 WTE Band 6 Osteoporosis Fracture Liaison Nurse 0.5 WTE Band 6 Osteoporosis Specialist Nurse
Occupational Therapists	0.9 WTE Band 8A Rheumatology Principal Occupational Therapist / Self Management Lead 1.4 WTE Band 6 Rheumatology Occupational Therapists

Physiotherapists	0.9 WTE Band 7 Interim Lead / Advanced Rheumatology Physiotherapist 1.0 WTE Band 7 Advanced Rheumatology Physiotherapist 0.7 WTE Band 6 Rheumatology Physiotherapist 1.0 WTE Band 5 Rheumatology Physiotherapist
Rehabilitation Assistant	0.8 WTE Band 3 Rehabilitation Assistant
Rehabilitation Practitioner	0.8 WTE Band 4 Rehabilitation Practitioner
Psychologist	0.4 WTE Band 8A Clinical Psychologist
Psychology Assistant	1.0 WTE Band 4 Clinical Psychology Assistant
Podiatrists	1.4 WTE Band 7 Lead Rheumatology Podiatrists / Highly Specialised Rheumatology Podiatrists
Administration & Clerical Staff	0.6 WTE acting Band 6 Rheumatology Systems Administrator / Waiting Times Co-ordinator 5.6 WTE Band 4 Medical Secretaries 1.6 WTE Band 3 Medical Secretaries 0.8 WTE Band 3 Appointments Co-ordinator 2.7 WTE Band 2 Appointments / Clerical Officers
Secretarial Support	There is Secretarial support for the post within the existing complement of Medical Secretaries

Locations of Service Delivery

Outpatients

The Fife Rheumatology Service runs a mix of face to face and virtual (telephone or video) clinics.

The Substantive Consultant has 2 General and 1 Specialist clinics per week, plus 1 Virtual clinic.

The Nurse adviceline has evolved into a daily urgent telephone clinic, plus the Nurses have additional face to face clinics.

We offer specialist clinics for Connective tissue disease, Vasculitis and Inflammatory Spinal disease, the latter being led by and one of our Advanced Rheumatology Physiotherapists supported by one of our Rheumatology Pharmacists. All our General New patient clinics are considered 'Early Arthritis' clinics.

Consultant Outpatient Clinics are held currently as follows:

Victoria Hospital, Kirkcaldy (VHK): General Rheumatology, Connective Tissue disease, Vasculitis, Inflammatory spinal disease

Queen Margaret Hospital, Dunfermline (QMH): General Rheumatology

Adamson Hospital, Cupar: General Rheumatology

St Andrews Community Hospital, St Andrews: General Rheumatology

In-patients

Rheumatology Consultants have admitting rights to the Victoria Hospital. Patients are admitted through the Acute Admissions Unit (AAU) from where they are distributed to the most appropriate ward. There is currently no specific Rheumatology ward. Patients are managed on a day-to-day basis by the junior medical staff for that ward.

Treatment Room, Whyteman's Brae Hospital

There are clinic rooms that can be booked for seeing patients outside normal clinic times and also the Physiotherapy treatment area can be booked for urgent reviews, joint injections or joint consultations with the therapists.

Emergency Care Ambulatory Service (VHK)

Patients requiring an urgent assessment can be brought to the Emergency Care Ambulatory Service (ECAS) ward via mutual arrangement with the ECAS Duty Consultant, where clerking and investigations can be undertaken with the support of the junior staff, without requiring admission.

Clinical Intervention Unit (QMH)

Day-case facilities for infusions are provided at the Clinical Intervention Unit (CIU) in Queen Margaret Hospital. Consultants at clinic in QMH provide medical cover for the Rheumatology patients attending CIU while they are on site. The CIU is a shared facility with other specialties.

Urgent Cyclophosphamide and Rituximab infusions for patients with Vasculitis or Connective Tissue disease, are administered by the Renal Day Unit, Ward 21 in QMH, following discussion with the Renal Team.

On-call service

The Rheumatology Consultants provide an on-call service 9am-5pm to the AAU, ECAS and A&E on a daily basis to advise on patients attending as an Emergency. Where possible,

patients are treated and discharged without admission. There is a daily rota for on-call which also includes the NHS Fife Giant cell Arteritis (GCA) Fast Track referral Pathway. We were the first Rheumatology Service in Scotland to establish a FTRP for GCA.

Ward Referrals

Patients may be referred to the Rheumatology service from any in-patient area in Fife. The on-call Consultant provides advice for New patients. In General, for patients already known to the Service, their own Rheumatologist will advise on management.

Out of Hours Responsibilities

There are no out of hours commitments in this post.

Section 4: MAIN DUTIES & RESPONSIBILITIES

The main duties and responsibilities for the post include the following:

Provision of Service

You will be expected to contribute to the Fife Rheumatology Service which will include:

1. To assist in the provision and development of a comprehensive Rheumatological service for the Kingdom of Fife
2. To diagnose and treat patients referred to the service and for continuing clinical responsibility for the patients in your charge
3. To provide an outpatient clinical service for General Rheumatology, which may include peripheral clinics in West, and/or North East Fife
4. To assist in the management of in-patients as follows:
 - 4.1 In-patients with Rheumatic diseases under the care of other Consultants in Victoria Hospital, Kirkcaldy
 - 4.2 In-patients with Rheumatic diseases in Victoria Hospital, Kirkcaldy under the care of the Fife Rheumatology Service
 - 4.3 In-patients with Rheumatic diseases in Queen Margaret Hospital, Dunfermline, St Andrew's Community Hospital, St Andrews and Adamson Hospital, Cupar (when on site)
5. To assist with the acute In-reach and weekday on-call service at the Victoria Hospital, Kirkcaldy
6. To take part in and develop a Quality assurance/Audit programme
7. To assist in the Rheumatology Teaching & Training programme, which predominantly is targeted to our Multidisciplinary Team but may also include Undergraduate Medical students, Postgraduates and General Practitioners
8. To manage resources efficiently within NHS Fife policies and to work towards targets and waiting times guarantees
9. To continue close contacts with all associated Clinical and Laboratory staff
10. To deal with complaints according to the NHS Fife Complaints Policy
11. Other administrative duties as may be specified

It is expected that you will develop your own Specialist interest during your tenure. Clinics and other commitments will be adjusted to incorporate your developing interests in line with the requirements of the Department and NHS Fife.

You will take an active role in Departmental Team meetings, Education meetings along with other members of the Rheumatology Team, Multi-disciplinary meetings and in the Quarterly

Business meeting. Although the post is employed through the H&SCP Primary and Preventative Care Service, it will be essential for the post holder to have close contact with the Emergency Care Directorate for Professional support, Education and Development.

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 provisions of The Terms and Conditions of Service you are expected to observe the H&SCP's agreed policies and procedures drawn up in consultation with the profession on clinical matters and follow the standing orders and financial institutions of the H&SCP. 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.

You are required to comply with NHS Fife Health & Safety Policies.

Cover for Consultant Colleagues

Annual/Study Leave - You will be expected to work as a Team to ensure continuity of care during planned leave, and to provide emergency cover for Consultant colleagues during unexpected absence. If for any reason such deputising is not possible, the H&SCP will assess the need for Locum cover.

Teaching

You may be asked to contribute to formal teaching programmes within the H&SCP and Acute Services Division of NHS Fife, where an active teaching programme exists for junior Medical staff. Undergraduates from Dundee, St Andrews and Edinburgh Universities are regularly attached to Services.

(a) Undergraduate

You may be asked to contribute to the teaching of the Rheumatology component of the Edinburgh University MBChB curriculum as well as various components of the St Andrews University MBChB curriculum.

AHP and Nursing students are accommodated on an 'ad hoc' basis.

(b) Postgraduate

You are required to contribute to the Postgraduate in-service training programme within the Department which is attended by all staff in the Fife Rheumatology Service. You may also be asked to contribute to the Core Curriculum Education programme for CMT as well as the GPST programme.

Continuing Medical Education

The Associate Director of Medical Education is responsible for the provision of Medical Education services across Fife and reports jointly to the Medical Director (Dr Chris McKenna, Medical Director, NHS Fife Acute Services Division) and to the South East Regional Postgraduate Dean. Both Education Centres (Kirkcaldy at Victoria Hospital and Dunfermline at Queen Margaret Hospital) offer study, IT and library facilities, Postgraduate courses, lectures and Clinical meetings, as well as ready access to library and Postgraduate activities in Edinburgh.

The Board supports and will require you to participate in Continuing Medical Education (CME). You are entitled to 30 days paid study leave within any 3-year period, with expenses where approved for the purposes of CME.

Research

An interest in Clinical Research is welcomed. Such activities are agreed via formal Job Planning taking into account your own development needs and also those of the Service. Research is also discussed as part of your Annual Appraisal.

Clinical Governance

NHS Fife's H&SCP is committed to maintaining a high quality of services to patients, with particular regard to patient safety, by continual development of practice in the light of research evidence and by audit based against relevant standards. There is a regular Departmental Clinical Governance Meeting which is chaired by the Rheumatology Nurse Manager.

Managerial/Administrative Responsibilities

You will provide leadership and line management responsibility to junior medical colleagues and the wider clinical Team as appropriate. You are encouraged to attend relevant meetings within the H&SCP and the Acute Services Division.

Section 5: INDICATIVE JOB PLAN

Contract: Full-time

Programmed Activities: 10 PAs (8 DCC: 2 SPA)

Out-of-hours: None

Managerially Responsible to:

The Clinical Services Manager for the Fife Rheumatology Service and Line manager for this post.

The Clinical Services Manager provides support to the Department and represents the service at the H&SCP Senior Management Team.

The Primary and Preventative Care Manager holds overall Management responsibility.

INDICATIVE JOB PLAN

8 DCC + 1 Core SPA + 1 SPA for Educational & Clinical Supervision

Extra programmed activities may be negotiated between you and NHS Fife.

The job plan will be negotiated annually between you and the Clinical Services Manager for Rheumatology.

Moving into the future, this work pattern may change and Consultants may be required to undertake scheduled work during out of hours periods. This will be part of the regular job plan and will be remunerated in line with nationally agreed terms and conditions of service, or your PAs will be reduced from 4 to 3 hours, in line with the 2004 Consultant contract.

Day	Hospital/Other Location	Type of Work	PAs
Monday am	TBC	F2F clinic (once a month replaced by Tel. clinic)	1.0 DCC
Monday pm	TBC		0.75 DCC 0.25 SPA
Tuesday am	VHK	F2F clinic	1.0 DCC
Tuesday pm	WBH/VHK	On-call duties Clinical supervision	0.75 DCC 0.25 SPA

Wednesday am	WBH/WFH		1.0 DCC
	VHK/WBH/WFH	Grand Round (F2F or Virtual) 13.00-14.00	0.25 SPA
Wednesday pm	WBH/WFH		0.5 DCC 0.5 SPA
Thursday am	TBC	F2F clinic	1.0 DCC
Thursday pm	TBC		0.5 DCC 0.5 SPA
Friday am	WBH	MDT meeting, Virtual MRM (Medication Review Meeting), Virtual	1.0 DCC
Friday pm	WBH		0.5 DCC 0.5 SPA

The times not committed to clinics are allocated to a mix of Administrative tasks, On-call duties & Ward referrals, Teaching & Training and other SPA activities.

It is expected that one of your clinics will be developed in line with the requirements of the Department and your Specialist interest.

Job plans are electronic and will be subject to review once a year by you, your colleagues in Rheumatology and the Clinical Lead for Rheumatology. If it is not possible to agree a Job Plan with the Clinical Lead, either initially or at annual review, the matter will be subject to further review by the Primary and Preventative Care Clinical Director. If it still cannot be resolved, it will be reviewed by the Health and Social Care Partnership Associate Medical Director and subsequently the Medical Director, NHS Fife, whose decision will be final.

Section 6: CONTACT INFORMATION

Informal enquiries and visits are welcome and should initially be made to:

Dr John McLaren, Acting Lead Consultant Rheumatologist

Direct: 01592 648 193 ext. 21295

Secretary: Karen Rodger
01592 648 193 ext. 20769

E-mail: karen.rodger@nhs.scot
john.mclaren2@nhs.scot

NHS Fife


Hayfield House
Hayfield Road
Kirkcaldy, KY2 5AH

www.nhsfife.org

 [facebook.com/nhsfife](https://www.facebook.com/nhsfife)

 [@nhsfife](https://twitter.com/nhsfife)

 [youtube.com/nhsfife](https://www.youtube.com/nhsfife)

 [@nhsfife](https://www.instagram.com/nhsfife)