

Locum Consultant Cardiologist with an interest in Cardiac Transplant Medicine

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1. Job identification and Profile (summary and key responsibilities)

Responsible to: Clinical Director, Cardiology and National Service Department, Heart, Lung and Diagnostics Division

Accountable to: Chief Executive

The Responsible Officer: Medical Director

Division: Heart, Lung and Diagnostic Division

Job Profile

This is a locum post for a full-time consultant cardiologist post in the Scottish National Advanced Heart Failure Service (SNAHFS) to maintain and support the continued growth in workload within this service. The post-holder will have interest and recognised training in transplant medicine and advanced heart failure including short-term and long-term mechanical circulatory support (MCS).

The post-holder will work within a team of transplant cardiologists as part of the wider transplant team and will provide outpatient, ward and critical care based medical care to SNAHFS patients.

The post-holder will be expected to have expertise in right heart catheterisation and endomyocardial biopsy and in the management of immunosuppression, cellular and antibody mediated rejection and all short and long term complications of transplantation and its associated therapies.

The new consultant will be mentored in by a Senior Cardiologist with regular meetings.

This post also includes sessions supporting the West of Scotland Regional Heart Failure Service, thus sub-specialty training in complex device (ICD/CRT-D/P) management is essential.

Key Responsibilities

- Care of SNAHFS patients in conjunction with the multidisciplinary team throughout the patient pathway – from assessment to lifelong post-transplant care.
- Day to day management and care of SNAHFS in-patients pre- and post-transplantation as well as patients supported by short term and long term MCS.
- Ensure the SNAHFS standards are maintained and developed through development and updating of clinical protocols, supporting continuous medical education within the service, clinical audit, evidenced based practice and appraisal
- Contribute to the training, assessment and appraisal of junior doctors in accordance with standards required by the Royal College of Physicians, Postgraduate Dean and Trust. Participate in training of other members of the transplant team and undergraduate medical teaching.
- Demonstrate a commitment to ongoing professional development

2. Golden Jubilee National Foundation (GJNF)

The GJNF comprises:

A) The Golden Jubilee National Hospital

The Golden Jubilee National Hospital (GJNH), which is part of NHS Scotland, has 300 beds overall with all wards having single or two bedded rooms with ensuite facilities. The estate is of a high specification including single room patient accommodation. This has provided a very pleasing and attractive working environment for staff and a desirable patient experience. The main clinical services provided are comprehensive cardiovascular and pulmonary medical and surgical services, elective major and minor orthopedics, general and, plastic surgery, ophthalmology, in addition to diagnostic imaging and endoscopy services. The Golden Jubilee is home to the West of Scotland Heart & Lung centre (see section 3) and is responsible for supporting waiting times activity from all over Scotland.

The GJNH is a state of the art tertiary referral centre on the banks of the River Clyde adjacent to the Erskine Bridge, in close proximity to Glasgow International Airport and within 30 minutes of the centre of Glasgow by road and rail links. A direct overnight sleeper rail service to Euston, London is available at the local station 5 minutes from the hospital. It is effectively situated west of Glasgow City and is minutes away from the countryside of the West of Scotland and Loch Lomond.

Glasgow and the immediate surroundings have a population of around 580,000. It is the largest city in and the commercial capital of Scotland. The city has a vibrant cultural life, with municipal art galleries and museums, first class sports and leisure facilities, a wide range of theatres and restaurants, excellent shopping and is only 45 miles from Edinburgh.

GJNH Management Structure

The NHS National Waiting Times Centre Board is one of eight Special Health Boards of Scotland. It reports directly to the Scottish Government. The clinical services are structured into two divisions: Heart, Lung and Diagnostics Division and Elective Services Division. This post sits within the Heart, Lung and Diagnostics Division

The Regional and National Medicine Divisional Management Team

Associate Medical Director	Prof. Hany Eteiba
Director, Heart Lung and Diagnostics	Ms Lynne Ayton
Deputy Director, heart, Lung and Diagnostics	Ms Alex McGuire
Clinical Nurse Manager, National Services	Ms Jane Rodman

B) The Golden Jubilee Hotel and Conference Centre

The onsite GJ Hotel and integrated conference centre provides a unique set up which facilitates a variety of local, national and international meetings for the Heart and Lung & other specialties to share learning in the UK and worldwide. Patients and relatives travelling a distance are accommodated within the hotel pre and post procedure.

C) The Golden Jubilee Research Institute

This new centre contains a dedicated Clinical Research Facility which is designed to provide a 'fit for purpose' space for patients recruited to clinical trials. There are four consulting rooms; one is set up for echocardiography and one as an exercise tolerance suite. The remaining two rooms are general consulting rooms. The rest of the centre is made up of prep rooms, simulator training wet lab work stations and a patient waiting area. The Centre is adjacent to the main auditorium of the conference centre providing excellent opportunities to develop teaching techniques and learning. Improved audiovisual links to theatre and the cardiac cath lab are installed as part of this development. The GJ Hotel and the integral conference centre attached to the Golden Jubilee National Hospital is a unique arrangement in the UK and enables important national and 'focus' international meetings for the Heart and Lung specialties to share learning in the UK and beyond.

Research and Development

Research is a very important component of the activity at the Golden Jubilee National Hospital. This is supported by a R&D steering group and dedicated manager. The majority of the active research projects hosted by the Board relies upon recruitment of patients from within the Heart and Lung Directorate. Contract (commercial) research is encouraged and staff use income generated from this source to maintain research, support clinical research fellows and research nurses. Academic research is also encouraged and the new appointment will be expected to support and take an active role in

this activity. There are established links with all three Glasgow Universities and NHS GG&C under the administrative structure of Glasgow Biomedicine. The appointee will be expected to support local and national collaborative projects that are relevant to his/her activity. The Board is committed to the development of innovative clinical programmes and activity.

D) The Golden Jubilee Innovation centre

The government recently announced an initial £100,000 national health and social care innovation fund, which aims to raise millions of pounds, to develop original and pioneering treatments for Scotland's patients. The Golden Jubilee National Hospital will also work on behalf of NHS Scotland to raise funds for new initiatives from a variety of sources, including donations and European grants. New medical devices could be rolled out to Scottish hospitals more quickly under an innovative scheme being piloted by the Golden Jubilee National Hospital.

3. The West of Scotland Heart & Lung Centre

The Centre was created in March 2008 bringing interventional cardiology and specialist surgical heart and lung services previously provided by three different units in the West of Scotland onto the one site under one management team. The interventional cardiology service which includes primary PCI is among the busiest in the UK. The GJNH also delivers the regional electrophysiology service for the West of Scotland. In addition, it houses the following national services: The Scottish Adult Congenital Cardiac Service (SACCS), the Scottish National Advanced Heart Failure Service (SNAHFS) and the Scottish Pulmonary Vascular Unit (SPVU). With this comprehensive range of specialist cardiopulmonary services for a catchment population of 2.2 million (and over 5 million for the national services), the GJNH is one of the largest heart and lung centres in Europe.

Facilities of the Heart and Lung Centre

- 4 cardiac catheterisation laboratories (one dedicated EP, one biplane, pressure wire, IVUS, rotablation)
- 8 cardiothoracic operating theatres (one for pacing)
- 21 Intensive Care beds in 2 Units (ICU)
- 3 Cardiothoracic High Dependency Units (HDU)
- Coronary Care Unit (8 beds)
- Cardiology day and in-patient wards
- 2 Cardiothoracic wards
- 8 bedded National Services Division unit which includes a dedicated procedures room for haemodynamic assessments and myocardial biopsy
- All standard non-invasive cardiology services

- Non-invasive cardiac imaging including:
 - Siemens Avanto 1.5T CMR scanner with full cardiac capability
 - GE Optima 1.5T MRI with full cardiac capability
 - GE 750HD Discovery CT scanner
- Echocardiography department including
 - 1 GE TTE scanner (3D TTE and TOE probes)
 - 1 GE Vivid 7
 - 1 GE Vivid S6
- Respiratory laboratory
- Cardiopulmonary exercise testing
- Full range of pulmonary function testing
- Outpatient facilities
- Excellent well-appointed dedicated area for specialist outpatient review
- Links with Glasgow, Strathclyde, Glasgow Caledonian and Stirling Universities

4. Heart, Lung & Diagnostic Division

The Division comprises the following services

Cardiology
Cardiac and Thoracic Surgery
Critical Care and Cardiac Anaesthesia
Clinical Perfusion
Radiology
Clinical laboratories
Medical Physics
Scottish National Advanced Heart Failure
Scottish Adult Congenital Cardiac Service
Scottish Pulmonary Vascular Unit

The Cardiology Department

The following are members of the department (+ employed by GG&C Health Board and * employed by Glasgow University)

Consultant Cardiologists

Dr JR Payne	Advanced heart failure & transplantation/Imaging
Prof MC Petrie	Advanced heart failure & transplantation/Academia
Dr JR Dalzell	Advanced heart failure & transplantation
Prof RS Gardner	Advanced heart failure & transplantation/ complex devices
Prof. H Eteiba	Coronary Intervention (Associate Medical Director)
Prof. KG Oldroyd	Coronary Intervention
Dr M Lindsay	Coronary Intervention, Lead Clinician for Operations
Dr M McEntegart	Coronary Intervention
Prof C Berry *	Coronary Intervention. Director of Research
Dr A Davie +	Coronary Intervention
Dr S Hood +	Coronary Intervention
Dr S Watkins	Coronary Intervention
Dr P Rocchiccioli	Coronary Intervention
Dr R Good	Coronary Intervention
Dr A Shaukat	Coronary Intervention
Dr R Brogan	Coronary Intervention
Dr K Robertson +	Coronary Intervention
Dr N Walker	Scottish Adult Congenital Cardiac Service
Dr H Walker	Scottish Adult Congenital Cardiac Service
Dr J Driesbach	Consultant Radiologist
Dr DT Connelly	Electrophysiology/Device Therapy. Lead Clinician for Medical Education
Dr G Marshall +	Electrophysiology/Device Therapy
Dr R Myles*	Electrophysiology- Clinical Senior Lecturer
Dr G Wright	Electrophysiology
Dr G Padfield	Electrophysiology

Dr J Adams +	Cardiac CT
Dr J Byrne +	Cardiac CT
Dr P Sonecki +	Echocardiography

5. Scottish National Advanced Heart Failure Service

Mr. N Al-Attar	Cardiac Transplant (Director SNAHFS)
Mr P Curry	Cardiac Transplant and Retrieval
Mr S Nair	Cardiac Transplant and Retrieval (Locum)
Mr H Doshi	Cardiac Transplant and Retrieval

Dr JR Dalzell	Advanced HF & Transplant
Prof RS Gardner	Advanced HF & Transplant/ Device therapy
Prof. MC Petrie*	Advanced HF & Transplant
Dr JR Payne	Advanced HF & Transplant/Imaging

The SNAHFS has provided cardiac transplantation services for Scotland since 1992. A mechanical circulatory support (MCS) programme began in 2010 and now offers both long term “durable” ventricular assist devices, short term mechanical circulatory support (MCS) including extracorporeal membrane oxygenation (ECMO) and short-term ventricular assist devices.

Approximately 50,000 patients with heart failure reside in Scotland. 25% of these are less than 65 years of age. Patients from all Health Boards have equal access to SNAHFS. Clinicians around Scotland interested and skilled in the care of patients with heart failure now provide a dynamic and communicative network to manage patients with heart failure. The SNAHFS receives daily communications referring patients with heart failure and accepts around 120 new patients each year. Approximately 10 - 15 patients each year undergo cardiac transplantation while 3-5 receive a long term VAD and 20-25 short term MCS.

SNAHFS is commissioned by National Services Division of the Scottish Government and also has an active role in the NHSBT-managed UK cardiothoracic advisory group (CTAG). This requires regular peer review of all aspects of the cardiac transplantation and MCS services and cooperation to ensure high quality retrieval. SNAHFS participates in audit of all standard clinical outcomes captured through NHSBT.

The SNAHFS is involved in the Scottish Heart Failure Hub, which is a sub group of the Scottish Government's National Advisory Committee for Heart Disease. This has championed improving pathways of care between primary secondary and tertiary care, education and training, psychology, palliative care, quality improvement initiatives and coding.

The SNAHFS transplant physician team currently includes Dr Jonathan Dalzell (transplant medicine & MCS) Professor Roy Gardner (advanced heart failure and complex devices), Professor Mark Petrie (Academic in heart failure) and Dr John Payne (advanced heart failure and imaging).

In addition, the team are supported by 3 clinical fellows in cardiology and 4 clinical surgical fellows.

6. The duties of this post

6.1 Clinical Responsibilities

- 6.1.1 The principle role of this post is to provide direct clinical care to the SNAHFS patients
- 6.1.2 Care of in-patient and out-patient transplant, mechanical circulatory support and advanced heart failure patients in conjunction with the other transplant physicians, from the assessment process through immediate post-operative care and life long follow up. The post-transplant and heart failure clinics each have an average of 10 to 15 patients per clinic with the support of a clinical fellow in addition to the specialist nurses.
- 6.1.3 On-call cover for the heart transplant, MCS and heart failure patients 1:5 rota including a weekend ward round. A transplant surgeon is available for consultation.
- 6.1.4 Assessment of potential heart transplant patients and monitoring of patients whilst on the waiting list. Each week, 2-3 out patients are admitted for a 5 day transplant assessment and 2-3 patients are admitted as inpatient transfers.
- 6.1.5 There are 3 Clinical Fellows associated with the SNAHFS. The post holder will supervise, train and manage the junior medical team to ensure high standards of clinical practice and efficient use of resources.
- 6.1.6 During Consultant of the week (CoW):
 - Take responsibility for all SNAHFS inpatients.
 - All right heart catheters and biopsies when required – there are approximately 215 RHC and 110 biopsies / annum.
 - Provision of advice to other clinical colleagues on the appropriate management of transplant patients in other clinical settings
 - Liaise with cardiologists and GPs to ensure optimal follow up post discharge
 - Speak to relatives
 - Take urgent referrals

- Ensure adequate preparation and Chair the 2 fixed MDTs
- Coordinate and Chair ad hoc MDTs
- Liaison and communication with consultants, junior medical staff, palliative care, psychology and GPs involved in pre-transplant and follow-up care for all SNAHFs patients.

6.2 Managerial and Administrative responsibilities

- 6.2.1 Maintenance and development of protocols for in/outpatient care of patients pre and post VAD and transplant
- 6.2.2 Participate in the programme of clinical audit and clinical governance
- 6.2.3 Participate and support the Peer review process
- 6.2.4 Play an active and increasing role in leadership and management within the directorate and wider hospital.
- 6.2.5 To participate in the Clinical Audit programme and Clinical Governance.
- 6.2.6 To assist in the management of junior and research medical staff and of technical staff according to Trust policies and in line with the requirements of the clinical service.
- 6.2.7 To maintain effective communication and working relationships with medical, scientific, management, technical and nursing staff, as required for performing the responsibilities of this post. This includes electronic communication within the department, the Trust, and with national and international colleagues.
- 6.2.8 To assist with the development plans and objectives for the RNM Division and positively contribute to and support the business strategy.

6.3 Training and Education

- 6.3.1 Contribute to the training, assessment and appraisal of junior doctors in accordance with standards required by the Royal Colleges, Postgraduate Dean and hospital.

Specifically:

- Participate in the training of all members of the transplant team
- Instruction and supervision of junior medical staff, including visiting fellows
- Participation in training and assessment of doctors in training
- Teaching of medical undergraduates

6.4 Professional Responsibilities

- 6.4.1 To seek and maintain professional qualifications.
- 6.4.2 To maintain current knowledge of cardiology, transplantation and MCS and related areas appropriate to carrying out these duties, and to participate in a recognised programme of continuing medical education and professional development.

6.4.3 To liaise with departments of transplantation nationally and internationally.

6.4.4 To set and maintain high professional standards.

6.5 Research Responsibilities

6.5.1 Participation in research and audit activities of the Transplant unit

6.5.2 The post holder will be encouraged to develop a research interest and study portfolio

6.5.3 Participation in the active Research and Development programme

7. Proposed Job Plan

This Job Plan is based on a 10 PA contract with EPAs to be discussed according to clinical need, service growth (including medical workforce) and additional Regional Heart Failure involvement.

SNAHFS clinical activity		8.5
	Consultant of week 1:3	
	On call 1:5	
	Clinics - non CoW weeks	
	MDT	
SPA		1.5
		10

8. Informal and Formal visits

Informal discussion and visits with the SNAHFS team can be organised through Laura Morrison, PA to Lynne Ayton, Director of Operations – 0141 951 5873 or Hany Eteiba Associate Director of Medicine 0141 951 5180.

9. Terms and Conditions

- 9.1 National terms and conditions of service (Consultants (Scotland) 2004) cover the post.
- 9.2 The appointee will be expected to work flexibly on the basis of the needs of the SNAHFS service with the potential for 7 day working.
- 9.3 The post is subject to pre-employment checks such as Disclosure Scotland, Occupational Health, Visa clearance (where applicable) and satisfactory references.
- 9.4 You are required to be registered with the General Medical Council/General Dental Council throughout the duration of your employment and to comply with and abide by the relevant code of professional practice, as appropriate.
- 9.5 Salary scale: National Salary Scales per annum
- 9.6 The appointee will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues the medical contribution to management. The appointee will be expected to follow the local and national employment and personnel policies and procedures.
- 9.7 All medical and dental staff employed by the Centre are expected to comply with the agreed health and safety policies.
- 9.8 The appointee will have responsibility for the training and supervision of junior medical staff who work with him/her and will devote time to this on a regular basis. If appropriate he/she will be named in the contracts of junior doctors in training grades as the person responsible for overseeing their training and as a main source of advice to such doctors on their careers.
- 9.9 The successful candidate(s) will normally be required to live within 30 minutes drive of GJNH.
- 9.10 Where, however the successful candidate already resides within 45 minutes drive of GJNH, he/she will not be required to remove his/her home nearer to the Centre.
- 9.11 Where the successful candidate's present residence is more than 45 minutes drive from GJNH, he/she will be required to move his/her home to meet the residential clauses of his/her contract, unless he/she has the written consent of the Board to the contrary.
- 9.12 The Terms and Conditions of Service state that the "removal expenses shall be reimbursed and grants paid only when the employing authority is satisfied that the removal of the practitioners home is required and the arrangements proposed are reasonable". Therefore, successful candidates are advised not to enter into contractual arrangements for the removal of their home until such a time as the formal approval of the Centre is confirmed in writing.
- 9.13 Annual appraisal and job planning is a requirement for all permanent medical staff.

Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<p>MBChB or equivalent</p> <p>MRCP(UK) or equivalent</p> <p>To be within 6 months of CCT in Cardiology ± General Internal medicine for entry on to the register for interview.</p> <p>Alternatively, to be on the GMC specialist register at the commencement of the post (via CCT, CESR or European Community Rights)</p>	Higher research degree (MD/PhD)
Clinical training, experience and Knowledge	<p>Completed Clinical Fellowship in high volume cardiac transplant centre</p> <p>Experience in treating patients on all aspects of advanced heart failure, cardiac transplant and MCS pathway.</p> <p>Experience in dealing with heart transplant recipients, from peri-operative care to lifelong follow up.</p> <p>Competent in haemodynamic assessment.</p> <p>Competent in the performance of endomyocardial biopsies and right heart catheters.</p> <p>Experience in the management of advanced heart failure in the Intensive Care setting</p>	Consultant level experience in high volume cardiac transplant centre
Research	Knowledge of research methodology	Publications in the field of transplantation and heart failure
Management	Knowledge of the fundamentals of health service management	
Audit	Record of initiation of audit projects and presentation of results	
Teaching	Experience in the organisation and delivery of teaching activities	

Personal attributes	Ability to work in a multi-disciplinary team Able to communicate effectively and sensitively with patients, relatives, medical and non-medical colleagues, and to seek advice when appropriate Has skills of leadership and ability to collaborate	
Other requirements	Demonstrates commitment to CPD Satisfactory references and occupational health status	

10. Job Description Agreement

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: