MEDICINE DIVISION

JOB DESCRIPTION: CONSULTANT CARDIOLOGIST with special interest in Echocardiography
(10 PROGRAMMED ACTIVITIES)

1. Introduction

This post is for a full time Consultant Cardiologist for West Hertfordshire Hospitals NHS Trust (WHHT). This is a replacement post.

The Trust seeks to provide a comprehensive in-patient and out-patient cardiology service. Current cardiac services include diagnostic angiography, percutaneous coronary intervention, pacemaker and complex device implantation and clinics, diagnostic and therapeutic electrophysiology, as well as a dedicated cardiac CT scanner and shared use of an MRI scanner for cardiac MRI, stress echocardiography, transoesophageal and transthoracic echocardiography, and the usual non-invasive cardiac investigations.

The post holder will work as part of the West Hertfordshire cardiology department team. It is expected this appointee will support the non-invasive imaging (Echocardiography and cardiac CT) at Watford General Hospital. The appointee will also be expected to help maintain the capacity for cardiac clinics including general outpatients, weekend and week day ward cover. There is no commitment to General Medicine.

Applicants who, for domestic or personal reasons, would wish to work part-time are encouraged to apply.

2. Trust Overview

West Hertfordshire Hospitals NHS Trust provides acute healthcare services to a core catchment population of approximately half a million people living in west Hertfordshire and the surrounding area. We offer a range of more specialist services to a wider population, serving residents of North London, Bedfordshire, Buckinghamshire and East Hertfordshire. As an employer of over 4000 people we are one of the biggest employers in the area and treat nearly a million patients each year.

Our hospitals sit within the Midlands and Eastern cluster of the NHS Commissioning Board. Herts Valleys Clinical Commissioning Group with over 300 GPs is the main purchaser of our services, accounting for 83% of our expected income for the year 2013/14.

In 2013/14:
- 5,787 babies were born at Watford Hospital, cared for by our team of 200 midwives
- A total of 127,200 patients attended our Accident and Emergency department at Watford Hospital (83,433), the urgent care centre at Hemel Hempstead Hospital (29,356), and the minor injuries Unit at St Albans Hospital (14,411).
- 425,813 patients attended outpatient appointments at our hospitals
- There were 41,415 elective admissions
- 49,934 people were treated as an emergency admission
- 279,729 people used our website

The current Executive Team is:

Chief Executive: Katie Fisher
Deputy Chief Executive: Helen Brown
Chief Operating officer: Sally Tucker
Medical Director: Dr Mike Van der Watt
Chief Nurse (Director of Infection, Prevention and Control): Professor Tracey Carter
Chief Information Officer: Lisa Emery
Director of Human Resources: Paul da Gama
Chief Financial Officer: Don Richards
Director of Performance: Jane Shentall
Director of Environment: Kevin Howell
Director of Integrated Care: Fran Gertler

Trust Sites

The Trust has undertaken a significant programme of service and estate reconfiguration in the last few years. This included the development of St Albans City Hospital into a dedicated centre for elective surgery, the move of A&E and in-patient services from Hemel Hempstead to Watford and the development of a new Acute Admissions Unit and Ambulatory Care Unit at Watford to provide an innovative model of care and to accommodate an almost doubling of emergency activity.

The three main hospitals that the Trust operates from are:

Watford General Hospital:

Watford is at the heart of the Trust’s acute emergency services – the core location for inpatient emergency care, and for all patients who need the specialist emergency facilities (such as intensive care) of a major district general hospital. It also provides elective care for higher risk patients together with a full range of outpatient and diagnostic services. There are c.600 beds and 9 theatres (including 1 local theatre). Watford is also the focus of the Trust’s Women’s and Children’s services including neo-natal care.
Hemel Hempstead Hospital

Hemel Hempstead has a 24/7 Urgent Care Centre and offers other local healthcare facilities such as diagnostic services, including MRI and cold pathology, and an outpatient service that sees in excess of 100,000 outpatients per year. In addition it provides 12 Stroke Rehabilitation beds. Hertfordshire Community Trust also operates intermediate care beds on site.

St Albans City Hospital

St Albans is the Trust’s elective care centre. It provides a wide range of elective care (both inpatient low risk surgery and day-case) and a wide range of outpatient and diagnostic services with in excess of 70,000 outpatient appointments. It has 40 beds and 6 theatres (including 1 procedure room for ophthalmology) and a Minor Injuries Unit (MIU), open every day of the week from 9am – 8pm (except Christmas day).

Location of the Hospitals
Divisional Management Structure

Clinical services are organised into one of four divisions as follows:

- Medicine
- Unscheduled Care
- Surgery, Anaesthetics & Cancer
- Women’s and Children’s Services
- Clinical Support Services

Each of these Divisions has a Divisional Clinical Director, Divisional Manager, and where appropriate, a Head of Nursing. A tier of Clinical Directors, Assistant Divisional Managers, and Modern Matrons supports this core divisional management team. The Clinical Divisions are supported by various corporate functions, including Finance, HR and IM&T.

Opportunities for development

As a Trust, we offer excellent educational and development opportunities for all staff. With strong links to the local universities, we offer an extensive portfolio of courses and programmes ranging from personal development through to leadership and management skills.

Our Leadership Academy develops leaders for the future and our induction introduces new recruits to the values of the organisation and provides important information about the benefits offered to our staff.

Staff health and wellbeing

We believe in supporting staff and promoting a positive work and life balance. Our Balance4Life programme offers staff a wide range of regular health and wellbeing events and activities, including fitness classes, health checks, talks and seminars.

Local Information

Our hospitals are situated in great places to live and work. There are good road and rail links to Watford via motorways, rail and underground. London is 20 minutes away by train and bus services run between the railheads and Watford Hospital. A new Metropolitan line station is due to be located next to the hospital by 2020. Watford is a 10 minute drive from J5 of the M1 motorway. The M25 is approximately 15 minutes due north. Heathrow lies to the west, approximately 25 minutes away via the M25. There is a wide variety of leisure, cultural and recreation facilities within the locality and there are excellent schools with a variety of primary, secondary, grammar schools and sixth form colleges available.

Hemel Hempstead is close to London and served by the M1, M10 and M25 motorways. There is a rail link from London (Euston) to Hemel Hempstead that takes approximately 25 minutes.

St Albans is 25 minutes from London, close to the M25 and M1 and only 17 minutes by rail from London via the Thames Link.

All three towns are within easy reach of London, Heathrow and Luton airports, with a good Jet Link service from Hemel Hempstead.

For more information, please visit the Trust’s website www.westhertshospitals.nhs.uk
You can also join the 2,600 followers we have on Twitter (www.twitter.com/WestHertsNHS or @WestHertsNHS) or ‘like us’ on Facebook.
3. **Consultants in the Medical Division**

<table>
<thead>
<tr>
<th>Department</th>
<th>Consultants</th>
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<tbody>
<tr>
<td><strong>Accident &amp; Emergency</strong></td>
<td>H Borkett-Jones R Davis S Patel N Suri D Gaunt R Hoey M Jacobs M Cheetham</td>
</tr>
<tr>
<td><strong>Acute Physicians</strong></td>
<td>A Hamda D Devendra M Arif P Pusalkar E Osman M Thapa</td>
</tr>
<tr>
<td><strong>Cardiology Consultants</strong></td>
<td>N Hadjiloizou N Keenan M Khan M Koa-Wing D Lefroy P Moore M van der Watt A Varnava W Walla J Sehmi A Suri</td>
</tr>
<tr>
<td><strong>Care of Elderly</strong></td>
<td>T Angel L Thangaraj T Attygalle J Bernstein C Martinez D Collas A Mir S Rizvi M Alam D Ranjith</td>
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<tr>
<td><strong>Clinical Haematology</strong></td>
<td>S Bradley J Harrison A Wood G Abrahamson B Czako</td>
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<tr>
<td><strong>Dermatology</strong></td>
<td>V Bataille V Blackwell S Dawe J Dyche K Batta M Murdoch F Tatnall A Brown</td>
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<tr>
<td><strong>Diabetes &amp; Endocrinology</strong></td>
<td>C Johnston C Kong T Galliford A Pokrajac A Ogilvie J Ostberg P Pulsakar A Hamda D Devendra</td>
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<tr>
<td><strong>Gastroenterology</strong></td>
<td>S Catnach A King K Wallis M Shariff A Leahy B Macfarlane M Fullard R Chaudhary</td>
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<tr>
<td><strong>Genitourinary Medicine</strong></td>
<td>F Maher S Hill R Dabis S Rajmahoran</td>
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<tr>
<td><strong>Nephrology</strong></td>
<td>P Warwicker T Cairns P Hill</td>
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<tr>
<td><strong>Neurology</strong></td>
<td>L Parsons R Brenner R Liu P Korlipara K Fernando</td>
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<tr>
<td><strong>Respiratory Medicine</strong></td>
<td>J Cairn D Evans K Roy P Yunger S Konda A Barlow M Knight A Jayaratnam R Mogal</td>
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<tr>
<td><strong>Rheumatology</strong></td>
<td>S Bhalara L Patel A Seneviratne K Baburaj C Wing</td>
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4. Postgraduate Education

The Trust has active Post Graduate Medical facilities on all sites. A new £1 million postgraduate medical centre has recently opened at Watford with greatly enhanced facilities. This includes two lecture theatres, several meeting rooms equipped for computerised presentations and teleconferencing, clinical skills centre, a computer room with internet access and catering facilities. The library is located close to the new AAU. There is also a refurbished Postgraduate Centre at Hemel Hempstead Hospital with excellent facilities, including a well-stocked library and seminar rooms and PC's.

The Trust regularly hosts the MRCP, PACES exam and Regional College Teach-ins. The Consultant Physicians are involved in teaching of the Junior Doctors and the post holder would be expected to contribute to the F1 and F2 teaching programme as well as offer PACES teaching and occasional education to the local GP community.

5. Undergraduate Education

West Herts Hospitals NHS Trust is a University College London Associated NHS Provider. The Consultants are involved in the training of undergraduate students from UCL and Imperial College Medical Schools and St George's University School of Medicine, Grenada.

6. Research

The Trust has a proactive attitude towards Research & Development and the department is involved in a number of external research studies.

7. Clinical Governance (including Clinical Audit)

The Trust has a regular programme for clinical governance which includes both multidisciplinary and speciality meetings. The Department produces an annual clinical governance report, and it is expected that the postholder will make an important contribution to developing the Clinical Governance Programme. Dr Mike Van Der Watt is Medical Director for Clinical Governance (as part of the Clinical Standards Executive) and leads for Clinical Governance for Medicine. The Trust places strong emphasis on audit - departments, including junior medical staff, are encouraged to undertake regular audit projects. There is a quarterly medical audit meeting, and it is expected that the postholder will take an active interest and participate in departmental and divisional audits.
8. **Cardiology Department**

The Cardiology department at WHHT is Consultant led and the service very largely Consultant delivered.

**Cardiology Department Staff**

**Consultants**
- Dr Nearchos Hadjiloizou – Coronary Intervention and Clinical Lead
- Dr Niall Keenan – Cardiac Imaging
- Dr Masood Khan – Coronary Intervention and Pacing
- Dr Michael Koa-Wing – Electrophysiology and Complex Devices
- Dr David Lefroy - Electrophysiology and Complex Devices
- Dr Philip Moore – Complex Devices
- Dr Michael van der Watt – Medical Director, Pacing
- Dr Amanda Varnava – Inherited Cardiac Diseases
- Dr Will Wallis - Coronary Intervention and Pacing
- Dr Joban Sehmi- Cardiac Imaging
- Dr Ajay Suri- Coronary Intervention

Elaine Odlum – Divisional Manager

Five specialist nurses
Four cardiology specialist registrars (N W Thames training scheme), and three Trust Grade SpR doctors
Three CMT doctors and three FY doctors

**Outpatient activity**

In 2015/16, 15,000 combined new and follow up patients were seen across WGH, HHH and SACH with a total of 25000 cardiac tests undertaken. Cardiology and Cardiac Physiology clinics and offices will be moving into a dedicated building at Watford General Hospital by the end of 2016.

**Inpatient cardiology**

There are two 12 bedded Cardiology wards at Watford General Hospital. There are twice daily Consultant ward rounds on week days, and once daily at weekends, to review Cardiology patients and provide an effective consultation service to the Acute Admissions Unit and other specialities.

**Cardiac Imaging**

The department has a very busy echocardiology service. Transthoracic, transoesophageal and stress echo are all available most week days. There is a dedicated CT scanner for Cardiology work at Watford General Hospital, and also a cardiology enable MRI scanner.

**Cardiac Catheter suite**

Two Siemens cardiac catheter laboratories were installed at Watford General Hospital in 2009. There is an adjoining 12 bedded cardiac day ward. In 2015/16 approximately 2500 procedures were undertaken including diagnostic angiography, device procedures (brady, and complex rhythm management devices), percutaneous coronary interventions, and electrophysiology (diagnostic and therapeutic) cases.
Coronary Intervention
Coronary angiography started in the Trust in 2005, in a single cardiac catheter laboratory at Hemel Hempstead Hospital. Coronary Intervention started in 2006, and Primary PCI (daytime, weekdays) in 2007. The invasive cardiac service was moved to Watford General Hospital in 2009, when two catheterisation laboratories were commissioned. Elective and acute coronary intervention is performed every week day. Most elective cases are done using radial access, almost all as day case procedures. Pressure wire and IVUS are used regularly. There is a weekly PCI meeting, where all planned interventional procedures are discussed between interventional and non-interventional cardiologists. Details about all interventional procedures are uploaded to the national PCI audit.

There are five cardiology nurse specialists, two dedicated to heart failure, and three who manage the Rapid Access Chest Pain clinic, Phase 1 Cardiac Rehabilitation and will start PCI follow up. A business case has been approved to appoint additional nurse specialists, to expand the arrhythmia service and provide rapid access clinics for more conditions.

Management
Dr Arla Ogilvie is the Divisional Director for Medicine and Elaine Odlum is the Divisional General Manager. Dr Nearchos Hadjiloizou is the Lead Consultant for Cardiology. Elaine Odlum is the Divisional Manager for Cardiology.

Links with other Departments
There are close working relationships with consultant colleagues at Imperial College NHS Trust and Royal Brompton and Harefield NHS Trust, with six Cardiology consultants undertaking contracted sessions at surgical centres. There are weekly multidisciplinary joint cardiac / cardiothoracic meetings with cardiac surgeons from Hammersmith and Harefield Hospitals. These cardiac surgeons see outpatients at WGH.

9. This Post
The successful applicant will be based at WGH and in cooperation with other cardiology consultants, provide a highly effective cardiology service for patients, local general medical practitioners, and hospital colleagues. The appointee will be expected the echocardiography service including transoesophageal echocardiography and stress echocardiography. The appointee will also be expected to support the cardiac CT service.

In-patient cardiology services are based on the acute site at Watford General Hospital. Patients with a primary cardiological condition are admitted under the direct care of the Cardiology team. You will therefore contribute to a rota as Cardiology Consultant of the Week, who is responsible for cardiology inpatient management, inpatient consultations and advice to the Acute Admissions Unit and specialty referrals within the hospital. The new consultant will share the on call commitments of the cardiology service and be included on the weekend morning ward round for cardiology (currently 1:10). There is also a 1:10 weeks commitment to cover the wards. The work pattern for ward cover may change in the future to provide more intensive Cardiology support to the Acute Admissions Unit and Emergency Departments, and Cardiology consultants may provide an on call service for advice in the future, and you agree to participate in these new working patterns.

There are regular cardiology departmental and clinical governance meetings and weekly multidisciplinary joint cardiac cardiothoracic meetings with cardiac surgeons (Imperial and Harefield) as well as weekly meetings regarding coronary intervention, cardiac imaging and device therapy. The appointee would be encouraged to take an active role in these aspects of his/her work.
The post holder will be expected to teach, support and train junior medical and non-medical staff in the Cardiology department, as well as contributing to postgraduate and undergraduate teaching activities in the Trust. The post holder will also be expected, with other Consultant colleagues, to advise and supervise Cardiology nurse specialists.

The job plan consists of 10 PA, two of which are SPA in the first year.

The timetable shown is indicative only and an explanation of the timetable is described below. A detailed job plan will be agreed on appointment following discussions between the appointee, local management, and Cardiology and Divisional Medical Leads.

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<th>Saturday</th>
<th>Sunday</th>
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<tr>
<td>Stress echo</td>
<td>Stress echo/</td>
<td>SPA</td>
<td>Clinic</td>
<td>CTCA</td>
<td>Ward Round*</td>
<td>Ward Round*</td>
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<td>Morning</td>
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<td>Lunch Time</td>
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Explanation of the timetable:
- The exact order/schedule of the sessions listed above may change depending on the candidate's and WHHT's requirements.
- At present, there is no on call commitment but this may change in the future with delivery of 7 day care.
- The consultant would be expected to participate in the consultant of the week rotation. Currently, there is a rota of 1:10 consultant of the week where the consultant is responsible for all cardiology inpatients and referrals and is expected to do twice a day ward round on weekdays and a ward round 8:00am to 12pm (4 hours) ward round on the weekend. During this week, all other clinical activities (stress echo, clinics etc) are cancelled.
- Stress echo lists are run by a physiologist and a junior member of the team. During the stress echo session, you would be expected to supervise junior members of the team and report the tests and appropriate management instituted.
- There is a CTCA session in which the candidate is expected to report coronary CT angiograms together with a radiologist, and appropriate management of the patients instituted.
- There is a trans-oesophageal session in which the candidate is expected to perform or supervise junior specialist registrars performing the procedure, report the test and institute appropriate management plan.
- There are three MDTs during the week. In the JCC and PCI meetings the candidate is expected to actively participate. In the Echo MDT, the candidate is expected to take an active lead role.
10. **Appraisal and Mentoring**

Colleagues embarking on a first consultant appointment will be offered and encouraged to work with an experienced colleague who will provide support and formal mentoring. The mentor will usually be from within the Cardiology department at West Hertfordshire Hospitals NHS Trust. You will be encouraged to meet your mentor within a few weeks of taking up your post, and arranging subsequent meetings as mutually agreed.

West Herts Trust has a well-developed electronic programme of annual consultant appraisal to facilitate the postholder’s professional development. In addition all consultants are expected to take an active interest in the clinical and educational progress of their trainees including the conduct of regular assessments and appraisals.

11. **Secretarial support**

Secretarial support will be provided at the consultant’s main office base.
## Person Specification

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<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>MRCP or equivalent</td>
<td>Full registration with the GMC with a licence to practice.</td>
<td>MD or PhD from UK University or equivalent</td>
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<tr>
<td>Fully competent in echocardiography with BSE or EACVI certification in transthoracic echocardiography.</td>
<td>BSCI or SCCT level II accreditation in cardiac CT</td>
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<tr>
<td>CCT in Cardiology (or within 6 months at time of interview) or inclusion on the Specialist Register</td>
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<tr>
<th>Management / Administrative experience</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>Ability to manage and lead junior medical staff</td>
<td>Completed basic training in management skills</td>
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<td>Evidence of working effectively as a part of a multidisciplinary team</td>
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<td>Ability to initiate and lead service developments.</td>
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<tr>
<td>Willingness to be involved in departmental management</td>
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<tr>
<td>Evidence of initiating, progressing and completing audit</td>
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<tr>
<td>Direct and extensive working knowledge of the UK National Health Service</td>
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<tr>
<th>Teaching experience</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>Experience in education and training of medical staff, nurses and medical students.</td>
<td>Completed a Teaching course</td>
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<tr>
<td>Good presentation skills</td>
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<thead>
<tr>
<th>Personal attributes</th>
<th>Essential</th>
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<tr>
<td>Ability to work in a team</td>
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<tr>
<td>Evidence of IT skills and computer literacy. Able to use spreadsheets, database and PACS systems</td>
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<tr>
<td>Excellent written and verbal communication skills in English</td>
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<td>Ability to undertake on-call duties</td>
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<tr>
<td>Valid UK driving licence, and able to travel between hospital sites</td>
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13. Terms and conditions of service

The consultant will have office accommodation at their main hospital base, a secretary, PC and IT support.

The Consultant appointed will have continuing responsibility for the care of patients in his/her charge and for the proper functioning of his/her department. He/she will also undertake the administrative duties associated with the care of his/her clinical department. The post is offered under the terms and conditions of the new consultant contract. West Hertfordshire Hospitals NHS Trust will be responsible for issuing a contract for the number of programmed activities that the appointee and the Trust agree.

The present salary scale is £ 76,001 to 102,465.

The successful applicant will be expected to live within 30 minutes travelling time of the three hospitals. Removal expenses will be considered for appointees who have to move to the area.

The successful applicant will be required to hold an appropriate higher qualification.

The post holder will require occupational health clearance. A satisfactory medical examination is a condition of employment for Medical and Dental staff in the NHS. Therefore, the successful candidate may be required to undergo such an examination unless a satisfactory one has been carried out within the last twelve months.

The post-holder is expected to assume responsibility for the management of junior medical staff, including approving and monitoring junior staffs leave rotas and locum arrangements, where appropriate. He/she is expected to supervise the professional development, both clinical and personal, of the junior doctors on the firm.

The Consultant will be expected to undertake continuing professional development. He/she will be required to meet the College requirement for CME/CPD and participate in assessment. Time will be made available for this.

Candidates unable for personal reasons to work whole time are invited to apply and will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues and the divisional director.

The appointee will be expected to provide cover for annual and study leave of his/her consultant colleagues by negotiation. It is also expected that the post holder will make timely arrangements for cancelling of clinical duties during leave periods and that the Trust requires a minimum of 6 weeks notice for the cancellation of outpatient clinics.

Private practice. The consultant may engage in private practice in accordance with schedule 9 of the terms and conditions of service, NHS Code of Conduct for Private Practice and Trust policies on private practice. Regular private practice commitments should be stated in the job plan.

Indemnity. The Trust Board will indemnify the post-holder for all National Health Service work undertaken as part of the contract of employment. Adequate defence cover should be taken out by the post-holder to provide cover for any work undertaken outside the scope of the indemnity scheme.
Equal Opportunities.
The post-holder will be expected to promote and implement the Trust’s Race Equality Scheme.

Health and Safety.
The post-holder will be expected to work at all times in accordance with the Trust’s Health and Safety Policy and all laid down codes of practice.

Smoking.
The trust operates a No-Smoking Policy.

Confidentiality.
The post-holder will be expected to ensure that confidentiality of information about patients and staffs is maintained at all times.

Conflict of Interests.
The post-holder must declare any private interests, which could potentially result in personal gain as a consequence of their position. Interests, which might appear to be in conflict, should also be declared.

Job Plan.
This will be reviewed annually with the Clinical Lead for the specialty and Divisional Director for medicine. Allocation of duties may alter to meet circumstances such as changes in consultant staffing and the introduction, expansion or reduction of services or changes in the annual work programme.

14. Visits to the hospital

Further information may be obtained from Dr Nearchos Hadjiloizou (Secretary reshma.haria@whht.nhs.uk or nearchos.hadjiloizou@whht.nhs.uk). Dr Hadjiloizou will also be pleased to arrange informal visits to the hospital.