SPECIALTY TRAINING PROGRAMME IN RHEUMATOLOGY

IN HEALTH EDUCATION WESSEX

This is a 4 year training programme in Rheumatology alone (or a 5 year training programme in Rheumatology and General Internal Medicine (GIM)) entering at ST3 level and aimed at doctors who can demonstrate the essential competencies to enter this level of training. The programme is designed to support training for a CCT in Rheumatology or Rheumatology and General Internal Medicine (GIM).

The programme is based in hospitals in Health Education Wessex including:

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>Royal Bournemouth and Christchurch Hospitals NHS Trust</td>
<td>Christchurch</td>
</tr>
<tr>
<td>Poole Hospitals NHS Trust</td>
<td>Poole</td>
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<tr>
<td>Portsmouth Hospitals NHS Trust - Queen Alexandra Hospital</td>
<td>Portsmouth</td>
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<tr>
<td>Southampton University Hospitals NHS Trust – Southampton General Hospital</td>
<td>Southampton</td>
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<tr>
<td>Hampshire Hospitals NHS Foundation Trust - Royal Hampshire County Hospital</td>
<td>Winchester</td>
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<tr>
<td>Hampshire Hospitals NHS Foundation Trust - Basingstoke &amp; North Hampshire Hospital</td>
<td>Basingstoke</td>
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<tr>
<td>Isle of Wight Healthcare NHS Trust - St Mary’s Hospital</td>
<td>Isle of Wight</td>
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<tr>
<td>Salisbury Health Care NHS Trust</td>
<td>Salisbury</td>
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</table>
Health Education Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.

The work of Health Education Wessex is guided by the principles embedded within the NHS constitution.

**Rotation Information**

- Training programmes in Rheumatology alone are provided by posts in Christchurch, Poole, Portsmouth, Southampton and Winchester.
- Training programmes for Rheumatology and GIM include 3 years in 3 of the following posts (recognized for dual accreditation in Rheumatology and GIM): Basingstoke, Isle of Wight, Salisbury and Southampton.
- Rotations are established according to individual training needs
- Posts rotate through the regional centres on an annual basis.

**Study and Training**

The primary aim of all posts is the training programme developed and there is a region wide syllabus and minimum standards of education agreed by all Trusts within the rotation.
Health Education Wessex is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training.

Study leave is granted in accordance with Deanery/Trust policy and are subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:

1. Supervise, monitor and assist the House Officer (F1) in the day-to-day management of in-patients in posts with an attached F1.
2. Liaise between nurses, F1 and F2 Doctors, patients, relatives and senior medical staff.
3. Attend and participate in ward rounds as timetabled
4. Attend outpatient clinics.
5. Take part in rostered emergency work.
6. Dictate discharge summaries.
7. Study for higher examination and maintain continued professional development.
8. Attend weekly educational and multidisciplinary sessions.
9. Undertake audit at various times throughout the rotations.
10. Teach medical students as directed.
11. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
12. Attend induction in each hospital or new department
13. Comply with all local policies including dress code, annual and study leave
TRUST/SPECIALTY INFORMATION

1. Royal Bournemouth and Christchurch Hospitals NHS Trust

Rheumatology Department Clinical Staff

5 Consultants

1 Associate Specialist

1 Specialist Registrar (this post)

1 ST1/2 (rotating every six months, General Practice training)

1 Staff Grade (part-time)

1 Senior Rheumatology Practitioner (Allied Health Professional)

6 Rheumatology Practitioners (Allied Health Professionals)

1 Lupus Nurse

1 Research Nurse

5 Secretaries

Clinical Activity

This post is based entirely at Christchurch Hospital. It offers a full range of rheumatological experience and the individual consultants have areas of interest that are complementary. In addition to general Rheumatology clinics, inflammatory arthritis is managed by a multi-disciplinary team with a strong emphasis on the use of highly trained allied health professionals. There are clinics specialising in connective tissue disease, back pain, together with combined clinics with Spinal Surgery, Dermatology in addition to General Rheumatology clinics.

Example Job Plan

<table>
<thead>
<tr>
<th>AM</th>
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<tbody>
<tr>
<td>Monday</td>
<td></td>
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<tr>
<td>Ward round/referrals (at RBH)</td>
<td>Outpatients</td>
</tr>
<tr>
<td>Tuesday</td>
<td></td>
</tr>
<tr>
<td>Ward work/administration</td>
<td>Outpatients</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Education / Research</td>
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</tr>
<tr>
<td>Thursday</td>
<td>Administration/Research/Audit</td>
</tr>
<tr>
<td>Friday</td>
<td>Outpatients</td>
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</table>

**Research**

The Specialist Registrar will be actively encouraged to undertake clinical research and to publish findings in peer review journals. The East Dorset Hospital Consultants have a strong record of research and the strong link with the Academic Department at Southampton General Hospital will allow the Specialist Registrar the backing of the University Medical School. It is not anticipated, however, that the Specialist Registrar will gain an MD thesis during his or her tenure unless a sabbatical is taken. This may be supported in the individual case.

**Educational Supervisors**

A nominated Consultant Rheumatologist will act as the Educational Supervisor for the year of the attachment to that Hospital. Other research will be supervised by the Academic Department of Rheumatology at Southampton General Hospital (MRC Epidemiology Unit).

**Other Responsibilities**

The Department of Rheumatology provides a monthly clinical meeting which the Specialist Registrar is expected to attend and contribute to and is preceded by a combined rheumatology/radiology meeting. There is also a monthly meeting of the Dorset Alliance for Rheumatology Excellence (DARE) which rotates between Christchurch, Poole and Dorchester – our Specialist Registrar is expected to attend and contribute to this also. At Christchurch Hospital a weekly medical meeting takes place (Thursday lunchtime) and the Specialist Registrar will be included in this programme and expected to attend and present at the meeting. The Specialist Registrar will be expected to participate in regular teaching of final year medical
We are the Local Education and Training Board for Wessex

students at Christchurch. A medical Grand Round Meeting, based at the Royal Bournemouth Hospital, is held weekly (Friday lunchtime).

**Audit**

Projects are on-going within the Department and monthly meetings are held to discuss results, implement change and plan further work. The Specialist Registrar will be expected to undertake suitable audit projects and present them at the monthly meeting.

**On-call**

There is no weekend on call commitment to this post. The Specialist Registrar will be expected to be first on call for ward referrals received from other Departments within the Trust during the week. He/she will lead both Monday (am) and Friday (pm) ward rounds at the Royal Bournemouth Hospital. The latter takes place after the weekly Grand Round (Education Center-lunch provided).

**Visiting**

Interested candidates may visit the hospitals concerned by making arrangement with the following Consultants:

Dr B M Quilty (01202 705117), Dr C A Dunne (01202 705417), Dr N D Hopkinson (01202 705203)
2. Poole Hospitals NHS Trust

General Information

Poole Hospital is a modern district general hospital built in 1970 with 621 beds and all the principal specialties are represented except thoracic surgery, neuro-surgery and nephrology. It is an acute general hospital, predominantly serving the 272,000 people living in Poole, East Dorset and Purbeck. Poole Hospital (with some services at Bournemouth) has recently been designated as the Cancer Centre for Dorset and provides all radiotherapy services plus the central base for medical oncology. The Dorset Breast Screening Centre is also based here. The Poole Maternity Unit now also delivers those high risk patients who reside in the Bournemouth end of the district and contains all Consultant obstetric beds for East Dorset where approximately 4,000 deliveries occur per annum. There is a day surgery unit and an open access endoscopy service. There are excellent services in pathology, radiology (including CT and MRI scanning) and physiotherapy. The hospital is multi-storey and situated close to the centre of Poole, the bay and the old fishing quarter with good road access to the Purbecks.

Other on-site facilities include:

20 place Crèche
Active Doctors’ Mess

Rheumatology Department Staff

4 Consultants
1 Specialist Registrar (this post)
4 Clinical Rheumatology Practitioners (allied healthcare professionals)
2-4 Extended scope physiotherapists providing spinal outpatient services
2 research staff supporting active clinical trials programme
Clinical duties

1. Out-patients

The Specialist Registrar will perform up to four dedicated general Rheumatology clinics weekly seeing a mixture of new referrals and follow-up patients, including one dedicated early arthritis clinic. There will be an opportunity for the postholder to attend specialist Rheumatology clinics (paediatric rheumatology, fibromyalgia, spinal, inflammatory arthritis, connective tissue disease chronic fatigue syndrome and spondyloarthropathy). Full training in rheumatological procedures including rheumatology ultrasound, intra-articular injection, epidurals and nerve blocks is available. The post holder is expected to become competent from training and supervision early in the job to perform regular caudal epidurals, facet joint injections and musculoskeletal ultrasound for synovitis.

2. In-patients

The Specialist Registrar will be expected to be responsible for the day to day management of rheumatological in-patients and seeing ward referrals. The Specialist Registrar will be expected to supervise the work of the foundation and core medical trainees.

The example timetable is as follows:-

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<thead>
<tr>
<th></th>
<th>AM</th>
<th>LUNCH</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>OP clinic - general</td>
<td>Monthly rheumatology business meeting/ audit/ CPD</td>
<td>Rheumatology ward round or facet joint injections</td>
</tr>
<tr>
<td>Tuesday</td>
<td>11am</td>
<td>OP Clinic rheumatology early inflammatory arthritis</td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>Monthly spinal MDT/ radiology</td>
<td>Can attend xray guided</td>
<td>Dorset Rheumatology</td>
</tr>
<tr>
<td></td>
<td>meeting procedures</td>
<td>meeting monthly/ Regional training days or research/ audit</td>
<td></td>
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<td>----------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>Admin / Ward work</td>
<td>Weekly Grand Round weekly</td>
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<tr>
<td></td>
<td>O/P – general rheumatology</td>
<td>Rheumatology ward round</td>
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Attendances at other Rheumatology Clinics as noted above are on as-needed basis.
Training in Rheumatological practical procedures is available to meet particular interests of the postholder.

**Teaching and training**

The Specialist Registrar is expected to take an active part in both postgraduate and undergraduate teaching. The Specialist Registrar would be encouraged to take an active part in MRCP teaching for the F2, and to formally teach medical students.

Students from Southampton University are attached to the medical directorate for their year 5 attachment. Students from St George’s and University College, London are attached for shadow house officer duties. A clinico-Radiological Meeting takes place for rheumatology fortnightly Wednesday 12.30 to 13.30.

There is an active Postgraduate Centre with good library facilities. In addition, there is an in-house rheumatology library. The Specialist Registrar will be expected to take part in the Regional Training Programme which requires intensive study in Rheumatology and General Medicine. The Specialist Registrar would be encouraged to attend both Regional and National Specialist Society Meetings. Time for education will be protected. A learning agreement will be agreed upon and the Specialist Registrar will participate fully in the assessment, appraisal and review procedures as part of the Regional Training programme.
The Hospital links with both the University of Bournemouth and the Medical School at Southampton.

**Research**

The postholder is encouraged to undertake a research project and time is allocated for this purpose. A formal link with Southampton is available to co-ordinate research projects. Facilities exist for undertaking clinical research and there is Internet access. The Rheumatology team actively participates in multi-centre national and international trials.

**Audit**

The Specialist Registrar is expected to actively participate in audit and would be expected to present this to the directorate. The subject would be of the postholder’s choosing.

**Administration**

The Specialist Registrar is expected to facilitate good communication between colleagues and others working within the directorate. In addition, good communication is essential with the patients, their carers or relatives and with general practitioners.

**On-call**

Currently there is no on call.

**Visiting**

Interested candidates may visit the hospitals concerned by making arrangement with the following Consultants:

Dr Asim Khurshid, Poole Hospital, telephone (01202) 442123

Dr S CM Richards, Poole Hospital, telephone (01202) 448613.

Dr F H Rahmeh, Poole Hospital, telephone 01202 442123
3. Portsmouth Hospitals NHS Trust

The Department of Rheumatology

The new Department of Rheumatology is now based within the acute trust at Queen Alexandra Hospital (QAH), Cosham, which is the geographical centre of the District. QAH has undergone major renovation recently under a private finance initiative and has a new rehabilitation centre which includes dedicated Rheumatology Occupational and Physiotherapy services including a hydrotherapy pool. Peripheral clinics are also undertaken at Gosport War Memorial Hospital and Petersfield Hospital.

In addition to general Rheumatology clinics, the Department holds clinics in Paediatric Rheumatology. Combined clinics are established with Orthopaedic, Dermatology and Pulmonary Hypertension. There are regular combined meeting with the respiratory and renal departments’ . The post holder will be able to attend all of these clinics during their attachment at Portsmouth. Dedicated Rheumatology Nurses supervise the Department's Disease modifying anti-rheumatic drug (DMARD)/Biologics Monitoring Clinics and run patient educational sessions. Secretarial services, audio-typing, clinic booking and clinic preparation are provided by dedicated clerical staff.

The Department of Orthopaedic has an active joint replacement and hand surgery programme. There are close links with the Departments of Radiology (3 musculoskeletal radiologists) and Immunology in addition to other allied medical specialties. There is a Pain Relief Clinic run by the Department of Anaesthetics which provides a service for epidural and facet joint injections and there are community run pain management programs for patients with chronic pain syndromes. The Wessex Neurological Centre at Southampton General Hospital provides neurosurgery facilities.

The Rheumatology Department has 12 beds (male/female) within an Orthopaedic ward (D5). They are organised on a flexible arrangement by the six Consultants.

During 2013/14 25635 new patients and 15790 follow up patients were seen in the Rheumatology out-patient clinics and there were 45-70 patients per month attending our rapid access treatment service. 18-24 patients attended our day case unit per week in the same period. The Department has an extensive biologic therapy service serving approximately 650 patients.
Rheumatology department staffing

6 Consultants

3 Specialist Registrars

1 F2 post: rotating post with General Medicine each four months

1 Matron and Business Manager

6 Clinical Nurse Specialists/ 4 Day case and DMARD nurses

4 Associate Rheumatology Nurse Practitioners

6 Health Care Support Workers

Dedicated Team of Administrative Staff for Secretarial and Outpatient Administration

Fracture Liaison Service- 5 Clinical Nurse Specialists

2 Research Nurses

4 Physiotherapists

2 Occupational therapists

2 Podiatrists

The Post

The postholder will gain extensive experience in the management of the acute rheumatological emergencies through an active on call service and a rapid access treatment service. In addition experience will be gained in the management of a wide spectrum of rheumatological conditions in the out-patient setting. Training will be supervised by the Educational Supervisor. The applicant will be expected to participate in local and regional postgraduate meetings including the regional StR training days in Rheumatology and, if appropriate, in GIM.

Teaching/Audit/Management/ Governance/Research Activities

The Postgraduate Medical Centre in Portsmouth has an active programme of lectures and symposia; weekly Grand Rounds covering all medical specialties are held in QAH. The Department undertakes regular teaching sessions for undergraduate medical students and occasional teaching for postgraduate students, allied health professionals, GPs and patients. Rheumatology Departmental clinical meetings are held weekly and there is a weekly x-ray conference.
The Department has an active audit programme with a high peer reviewed publication and presentation rate resulting from this and holds regular Clinical Governance and Departmental management meetings with opportunity for registrars to become involved in the preparation of business cases etc. The department is also developing diagnostic and therapeutic MSUS service with training opportunities. There is a business plan for developing a robust data base system (DAWN).

The Department is a control centre for the BSR biologics register and is involved in associated research projects for the BSR, in addition to other clinically based research projects and pharmaceutical company sponsored research.

Example Timetable - Post 1

<table>
<thead>
<tr>
<th></th>
<th>AM</th>
<th>PM</th>
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</thead>
<tbody>
<tr>
<td>Monday</td>
<td>OP Clinic QAH</td>
<td>Consultant Ward round</td>
</tr>
<tr>
<td>Tuesday</td>
<td>OP Clinic QAH</td>
<td>Ward cover/referrals</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Registrar Ward Round/Rapid access treatment service clinic</td>
<td>X-ray meeting Postgraduate Meeting</td>
</tr>
<tr>
<td>Thursday</td>
<td>Research</td>
<td>Ward cover/referrals</td>
</tr>
<tr>
<td>Friday</td>
<td>OP Clinic QAH</td>
<td>Injection Clinic / Ward cover / referrals/Combined Pulmonary hypertension clinic (once every two month)</td>
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### Post 2

<table>
<thead>
<tr>
<th>Day</th>
<th>AM</th>
<th>PM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>Ward cover/referrals</td>
<td>OP Clinic QAH</td>
</tr>
<tr>
<td>Tuesday</td>
<td>OP Clinic QAH</td>
<td>Research</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Consultant/Registrar Ward Round/Rapid access treatment service clinic</td>
<td>X-ray meeting Postgraduate Meeting</td>
</tr>
<tr>
<td>Thursday</td>
<td>Consultant Ward round/Student teaching</td>
<td>OP Clinic QAH</td>
</tr>
<tr>
<td>Friday</td>
<td>Paediatric OP Clinic QAH/Ward cover</td>
<td>Ward cover / referrals/ injection clinic/Dermatology CC(monthly)</td>
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</tbody>
</table>

### Post 3

<table>
<thead>
<tr>
<th>Day</th>
<th>AM</th>
<th>PM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>OP Clinic QAH</td>
<td>Consultant ward round</td>
</tr>
<tr>
<td>Tuesday</td>
<td>OP Clinic QAH</td>
<td>Ward cover/referrals/ Combined hand clinic (once every 2 months)</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Registrar Ward Round/Rapid access treatment service clinic</td>
<td>X-ray meeting Postgraduate Meeting</td>
</tr>
<tr>
<td>Thursday</td>
<td>Consultant Ward round/Student teaching</td>
<td>OP Clinic QAH</td>
</tr>
<tr>
<td>Friday</td>
<td>Research</td>
<td>Injection Clinic /combined Dermatology clinic</td>
</tr>
</tbody>
</table>
Visiting

Prospective candidates are encouraged to visit the hospitals by arrangement with:

♦ Dr Shaban’s Secretary
Queen Alexandra Hospital, Tel: 023 92 286332

4. Southampton University Hospitals NHS Trust

Introduction

The post is based at Southampton General Hospital, the main Teaching Hospital for Southampton University Medical School. Rheumatology patients are admitted to beds on medical wards at Southampton General Hospital. Outpatient clinics are held in a purpose built department situated in Victoria House, on the SGH site, which also houses a new infusion unit. The department also participates in clinics at peripheral hospitals including Lymington, Hythe, Romsey and Moorgreen Hospitals. The Rheumatology & Clinical Immunology Unit offers experience in a wide field including inflammatory joint diseases, connective tissue diseases, orthopaedic medicine and bone disease. A number of specialist clinics are held regularly including an early arthritis clinic, a lupus clinic, metabolic bone disease clinic, and paediatric rheumatology clinic. There is a close relationship with other medical specialties and there are good liaisons with Orthopaedics, Rehabilitation Medicine, Paediatrics, and all branches of Pathology and Radiology. There are at present four full-time and one part time NHS rheumatology consultants and four honorary consultants. Academic rheumatology is based in the MRC Lifecourse Epidemiology Unit; for more information about the research conducted there please see the website www.mrc.soton.ac.uk. Trainees are encouraged to participate in research projects. The main research discipline is epidemiology, but there is also opportunity to experience laboratory research.

Rheumatology Department Staff

Consultants: Rheumatology

4.5 NHS Consultants in Clinical Rheumatology

Academic/ Honorary Consultants

Non-Consultant Medical Staff
3 Specialist Registrars on Wessex Training rotations (1 General (Internal) Medicine)
2 ST1 grade trainees on Southampton Medical Specialty rotations
2 or more Clinical Research Fellows

**Nursing**

5 nurse specialists (including TNF nurses, Lupus nurse and Community Rheumatology nurse specialist)
3 research nurses

About 10,000 out-patients per annum are seen in Rheumatology Outpatient Clinics. There is a close relationship with allied health professional; a multi-disciplinary approach to in-patient and out-patient care has been established. The main Occupational Therapy and Physiotherapy facilities including hydro-therapy are currently at the General Hospital. There is an active teaching programme in Rheumatology for postgraduates and undergraduates.

**The Post**

The Specialist Registrar will be expected to participate in 3 out-patient clinics per week regularly and to help run other clinics from time to time. In addition a weekly injection clinic is run by the Specialist Registrars. He/she will also be expected to do his/her share of clinical administrative work in the Department and to participate in the regular teaching of junior doctors/medical students/nurses and other paramedical staff. He/she should attend the regular postgraduate and business meetings of the Unit. Attendance at the Wednesday Postgraduate Session is mandatory. For academically interested candidates there are opportunities to get involved in clinical and basic research studies, e.g. epidemiology of bone disease and mechanisms of autoimmune diseases.
## Timetables

### Post A

<table>
<thead>
<tr>
<th></th>
<th>AM</th>
<th>PM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>OP clinic</td>
<td>StR Ward Round. Admin.</td>
</tr>
<tr>
<td>Tuesday</td>
<td>Research half-day</td>
<td>Injection clinic. Xray meeting</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Consultant Ward Round / Procedures</td>
<td>Rheumatology Postgraduate Meeting</td>
</tr>
<tr>
<td>Thursday</td>
<td>OP clinic</td>
<td>OP clinic</td>
</tr>
<tr>
<td>Friday</td>
<td>Research half-day</td>
<td>Ward work</td>
</tr>
</tbody>
</table>

### Post B

<table>
<thead>
<tr>
<th></th>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Research half-day</td>
<td>Ward work. Admin.</td>
</tr>
<tr>
<td>Tuesday</td>
<td>OP clinic</td>
<td>Injection clinic. Xray meeting.</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Consultant Ward Round / Procedures</td>
<td>Rheumatology Postgraduate Meeting</td>
</tr>
<tr>
<td>Thursday</td>
<td>OP clinic</td>
<td>Ward work. Admin.</td>
</tr>
<tr>
<td>Friday</td>
<td>OP clinic (emergency clinic)</td>
<td>Ward work</td>
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</table>
time for attendance at the Wednesday Rheumatology Postgraduate Meeting. An attachment to GICU for intensive care experience can be arranged if required.

**Post C**

<table>
<thead>
<tr>
<th></th>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Consultant Ward Round</td>
<td>Rheum OP</td>
</tr>
<tr>
<td>Tuesday</td>
<td>StR Ward Round</td>
<td>ward work</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Ward work/ admin</td>
<td>Rheumatology Postgraduate Meeting</td>
</tr>
<tr>
<td>Thursday</td>
<td>Med OP (cardiovascular medicine)</td>
<td>Research</td>
</tr>
<tr>
<td>Friday</td>
<td>StR Ward Round</td>
<td>Ward work</td>
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**Study, Research and Training**

There is a weekly postgraduate meeting on Wednesdays and a weekly X-ray meeting on Tuesday afternoons (4.30-5.30pm). The StRs are expected to contribute to these events. There are also many other academic meetings in Southampton in all disciplines. There will be opportunities for the Specialist Registrar to participate in clinical or laboratory research projects for which excellent facilities are available at the General Hospital and elsewhere in the Southampton medical complex, especially the MRC Lifecourse Epidemiology Unit. The equivalent of one day per week is reserved for research and academic work. Visits to local or national academic meetings are encouraged, especially to present abstract submissions of research undertaken during training.
5. Hampshire Hospitals NHS Foundation Trust - Winchester

Introduction

Rheumatology is based at the Royal Hampshire County Hospital (RHCH), Winchester, with some off site facilities at Andover War Memorial Hospital (AWMH). The hospital amalgamated with North Hampshire Hospital, Basingstoke in 2012. RHCH has a catchment area of 250 square miles covering a population of approximately 240,000. The original hospital was designed in part by Florence Nightingale but has subsequently been added to as provision of care has changed over time. Most general medical & surgical services are based at RHCH with visiting consultants providing ophthalmology & renal services. The Department’s facilities include a purpose designed outpatient & Day–case area and there is access to on-site hydrotherapy. There are approximately 6000 out-patient visits per annum. There are no dedicated rheumatology in-patient beds & patients are admitted as necessary under the acute medical team on call. We see in-patients admitted by other teams who have rheumatological problems

Rheumatology Team

2 Consultant Rheumatologists
1 StR
1 GP Clinical Assistant
1 ST1/2 from the GPVT rotation scheme
3 Rheumatology Nurse Practitioners (1 full & 2 part time)
1 Rheumatology Staff Nurse (Part time)
1 Dedicated OT with special interest in hand function (Part time)
1 Dedicated physiotherapist with access to hydrotherapy (Part time)
1 Coordinator (Part time)
2 secretaries
Care assistants
Receptionists
Outpatients

Outpatient clinics are held daily at RHCH & there are 4 general rheumatology clinics each week at AWMH. There are 3 nurse led clinics each week. The Rheumatology StR will be based at the RHCH but may do a weekly clinic at AWMH and will work with both Consultants. The StR will be expected to attend 4 clinics each week seeing a mixture of new referrals & review patients. There are weekly EMG and Nerve Conduction Study clinics & the StR will be encouraged to learn these techniques. In addition there are opportunities to learn how to report & interpret DXA scans via the Bone Densitometry Service based at Andover. There is an ultrasound machine available for use by the StR within the OPD.

Other Clinical Duties

There are 2 ward rounds each week when any inpatients & rheumatology referrals are seen. On the rare occasions when there are rheumatology inpatients the StR is responsible for their day-to-day management together with the ST1/2. The StR is expected to review daily blood test results. There is no on-call commitment.

Educational & Training

The StR is expected to attend the Southampton weekly teaching programme & the weekly RHCH general medical round. There are monthly radiology meetings. Medical Students from Southampton and St George’s University, Grenada attend outpatient clinics & the StR will be expected to have an active interest in teaching these groups. The post holder will also be expected to attend the monthly Wessex Deanery meetings. There is a weekly half day allocation for research.

Example Outline of Weekly StR Timetable

<table>
<thead>
<tr>
<th></th>
<th>AM</th>
<th>PM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>OP Clinic</td>
<td>Monthly x-ray meeting</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Admin/Ward round</td>
</tr>
<tr>
<td>Tuesday</td>
<td>OP Clinic</td>
<td>Admin</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Neurophysiology / DXA</td>
<td>Education meeting -</td>
</tr>
<tr>
<td>Day</td>
<td>Training/Research</td>
<td>Location</td>
</tr>
<tr>
<td>--------</td>
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<td>----------</td>
</tr>
<tr>
<td>Thursday</td>
<td>OP Clinic</td>
<td>Southampton</td>
</tr>
<tr>
<td></td>
<td>Medical Unit meeting 13-1400</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Monthly departmental meeting</td>
<td></td>
</tr>
<tr>
<td></td>
<td>/Teaching 1430 - 1530</td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td>OP Clinic</td>
<td>Admin/Audit</td>
</tr>
</tbody>
</table>

**Visiting**

Applicants are welcome to visit the hospital. Such visits can be arranged through:

Dr Neil Buchanan  
Department of Rheumatology  
Tel: 01962 828906
6. Hampshire Hospitals NHS Foundation Trust - Basingstoke

Medical Staff

2 Cardiology Consultants
2 Diabetes/Endocrinology Consultants
3 Elderly Care Consultants
3 Gastroenterology Consultants
2 Respiratory Medicine Consultants
1 f/t Rheumatology Consultant
2 x 0.7 WTE Rheumatology Consultants
1 Rheumatology/G(IM)M Consultants
1 Specialist Registrar GIM & Rheumatology – this post
2 Specialist Registrar Cardiology
1 Associate Specialist Cardiology
1 Specialist Registrar Diabetes/Endocrinology
2 Specialist Registrar Gastroenterology
2 Specialist Registrar Respiratory Medicine
15 FY1 doctors
3 FY2 doctors

Clinical Duties

This is an established post approved by the Wessex Rheumatology ASEC and the Postgraduate Dean. It forms part of the Wessex Rheumatology rotation. The post is recognised for Specialist Registrar training in Rheumatology and General (Internal) Medicine. The postholder will do five sessions of General Medicine and five sessions of Rheumatology in addition to on-call general medical duties.
Out Patients

The Specialist Registrar will attend two Rheumatology clinics weekly seeing a mixture of new referrals and follow-up patients. In addition to this, there will be a General Medicine clinic, which will alternate with an Emergency Rheumatology clinic; the latter will be co-ordinated by the Specialist Registrar. There will be an opportunity for the postholder to attend specialist Rheumatology clinics (shoulder clinic, Paediatric Rheumatology, Rheumatological foot clinic). Combined clinics are held monthly between the Rheumatology and Orthopaedic Departments, and there are plans to set up a combined clinic with the Chest Physicians. Full training in Rheumatological procedures including intra-articular injection, medical synovectomy, epidurals and nerve blocks is available.

In Patients

The Specialist Registrar is responsible for the day to day care of general medical and Rheumatology in-patients under the supervision of the Consultant Physician and Rheumatologists. As part of their General Medical training, the Specialist Registrar will be expected to lead at least one ward round per week, reviewing all Rheumatology and General Medicine inpatients, together with the FY2 and FY1 doctors. In addition to this there will be regular weekly Consultant-led ward rounds in both Rheumatology and General Medicine. The Specialist Registrar is expected to support and supervise the FY2 and FY1 doctors at all other times. The Specialist Registrar is encouraged to see all inpatient Rheumatology referrals prior to the Consultant-led ward round and initiate a preliminary investigation and management plan. While on-call for General Medicine, the postholder will be in charge of the on-call General Medical team, lead the resuscitation team and provide an acute General medical opinion for other directorates.

The firm compositions are:

**Rheumatology and General Medicine**

1 w/t Consultant in Rheumatology

1 w/t Consultant in Rheumatology and General Medicine

2 p/t Consultants (0.7 WTE x 2) in Rheumatology

1 FY2 doctor/GPVT shared with Dermatology
2 FY1 doctors
3 Rheumatology Nurse Specialists (p/t)
1 Study Site Co-ordinator

**Timetable**

<table>
<thead>
<tr>
<th>AM</th>
<th>PM</th>
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</thead>
<tbody>
<tr>
<td>Monday SpR Led General Medicine</td>
<td>Lunchtime: Journal Club Research half day</td>
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<tr>
<td>Ward Round</td>
<td></td>
</tr>
<tr>
<td>Tuesday Rheumatology Ward Round</td>
<td>Lunchtime: Case Presentation Ward Work</td>
</tr>
<tr>
<td>Wednesday Rheumatology Clinic</td>
<td>Wessex Teaching Southampton or Portsmouth</td>
</tr>
<tr>
<td>Thursday Rheumatology Clinic</td>
<td>Emergency Rheumatology Clinic/General Medicine Clinic Alt weeks</td>
</tr>
<tr>
<td>Friday General Medicine Ward Round</td>
<td>Injection Clinic/ Alt weeks</td>
</tr>
</tbody>
</table>

Attendance at the Wessex Rheumatology Teaching (Southampton or Portsmouth) on Wednesday afternoons is mandatory. Training in Rheumatological practical procedures is available to meet particular interests of the postholder.

**Teaching and Training**

The Specialist Registrar is expected to take an active part in both postgraduate and undergraduate teaching. The Specialist Registrar is encouraged to take an active part in MRCP teaching for the FY2 and FY1 doctors, and to formally teach medical students. Students from Southampton University are attached to the medical directorate for their year 5 attachment. Students from St George’s and University College, London are attached for shadow house officer duties. The Specialist Registrar will share responsibility with the other Specialist Registrars for the organisation of the weekly Journal Club and the Tuesday Medical Directorate Clinical
Meeting. A Clinico-Radiological Meeting takes place every 4th Tuesday 08.30 – 09.00 in the X-ray Department. There is an in-house rheumatology library. The Specialist Registrar will be expected to take part in the Regional Training Programme which requires intensive study in Rheumatology and General Medicine. The Specialist Registrar would be encouraged to attend both Regional and National Specialist Society Meetings. Time for education will be protected. A learning agreement will be developed and the Specialist Registrar will participate fully in the assessment, appraisal and review procedures as part of the Regional Training programme. The Hospital links with both London Teaching Hospitals and the Regional Medical School at Southampton.

Research

The postholder is expected to undertake a research project and time is allocated for this purpose. A formal link with Southampton is available to co-ordinate research projects. Facilities exist for undertaking clinical research and there is Internet access. The Rheumatology firm actively participates in multi-centre national and international trials.

Audit

The Specialist Registrar is expected to actively participate in audit and would be expected to present this to the directorate. The subject is open to negotiation.

Administration

The Specialist Registrar is expected to facilitate good communication between colleagues and others working within the directorate. In addition, good communication is essential with the patients, their carers or relatives and with general practitioners. The postholder will be encouraged to participate in departmental administration, deputising for Consultants (where feasible) in their absence.

Visits

Visits to the Department are welcomed and can be arranged by contacting

Postgraduate & Medical Personnel Manager
The North Hampshire Hospital
Tel: 01256 314792
Candidates are also welcome to contact
Dr P Prouse on 01256 313644, Dr RK Moitra on 01256 312768 or Dr RJC Guy on 01256 313648

7. Isle of Wight Healthcare NHS Trust

Rheumatology

There is a long established Rheumatology service based at St Mary’s Hospital. Much of the service is provided through the Laidlaw Day Hospital at St Mary’s. The unit has dedicated clinic offices and day-case facilities. The Laidlaw Day Hospital also contains Physiotherapy and Occupational therapy treatment areas that are linked to Rheumatology. Also on this site is the Nerve Conduction .EMG service done by Southampton University Hospital NHS Trust. The offices of the Rheumatology Nurse Specialists, Consultant, SpR and secretarial offices are based in Laidlaw Day Hospital.

Departmental Staffing

1 Consultant Rheumatologist

1 Part-time Consultant Rheumatologist.

1 StR in Rheumatology and General Medicine (This post)

1 GP VTS Specialty Trainee

1 Rheumatology Nurse Specialist.

1 Osteoporosis Nurse Specialist

1 Biologic Therapy Specialist Nurse in Rheumatology

2 Departmental Secretaries

1 Departmental Link Physiotherapist

1 Departmental link Occupational Therapist

The Department currently offers

✦ 8 General Rheumatology Clinics per week
✦ 1 weekly Intensive Therapy Clinic
1 weekly Electrophysiology Clinic
Weekly osteoporosis clinics, including full access to DEXA
Monthly combined bone clinic
Weekly nurse led joint injection clinics
Twice weekly nurse led day case clinics for administration of biologic and other rheumatological treatments

In-patient beds
Weekly osteoporosis clinics, including full access to DEXA
Monthly combined bone clinic
Weekly nurse led joint injection clinics
Twice weekly nurse led day case clinics for administration of biologic and other rheumatological treatments

The Department of Medicine

This post is linked with a Consultant Physician with an interest in Rehabilitation who has built a department of high standing specialising in the rehabilitation of patients with neurological and neuromuscular conditions. Rehabilitation patients are treated on the specialised Stroke Unit and Rehab Wards and general medical patients are treated on the main medical wards. The post holder will take part in the medical on-call, attend post take rounds and take part in one general medical follow up clinic per week. The rest of the time in post will be dedicated to rheumatology. On-call will be supported by an SHO and HO equivalent.

General Medical Firm Structure

The department of medicine is divided into five firms. Most admissions are made via the Medical Assessment & Admissions Unit. Where ischaemic cardiac pain is part of the differential diagnosis, admissions are direct to CCU.

Example Proposed Job Plan

<table>
<thead>
<tr>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Ward Round</td>
</tr>
<tr>
<td>Tuesday</td>
<td>General Medical Clinic</td>
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</tbody>
</table>


<table>
<thead>
<tr>
<th>Wednesday</th>
<th>St Mary’s Education programme</th>
<th>Portsmouth or Southampton PG education programme</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday</td>
<td>Ward round</td>
<td>Administration/Ward Consults</td>
</tr>
<tr>
<td>Friday</td>
<td>Rheumatology Clinic</td>
<td>Admin/Research</td>
</tr>
</tbody>
</table>

**Duties and Responsibilities of the Post**

- To attend rheumatology general out-patient clinics and offer support and supervise the Rheumatology Nurse Specialist, Osteoporosis Nurse Specialist and TNF Therapy nurse specialist. To undertake ward consults.
- To undertake one Intensive Therapy Clinic per month
- To provide general medical care, under the direction of the consultant staff of the firm he/she is working on.
- To attend post-take ward rounds, own ward rounds and carry out ward work attending to practical procedures and administration including discharge summaries.
- To attend follow up outpatient clinics
- To supervise and be responsible for the junior staff of his/her firm. To support and to give advice to Senior House Officers and House Officers within the Department as required.
- To be responsible for co-ordinating leave within the firm, ensuring that all the work is covered.
- To investigate and supervise treatment.
- To participate in clinical audit.
- To participate in the teaching of medical and nursing staff and to arrange clinical meetings and clinical ward rounds for medical staff and students.

Opportunities are available for research, which is encouraged by the senior medical staff.

**Education**

Undergraduate teaching is provided for fifth [final] year students from the Southampton Medical School. Regular weekly tutorials are presented by the SHOs with StR and consultant support. The medical unit is a Membership Examination Centre and three of the consultants locally are examiners. There is a very high pass rate for PACES by trainees.
It is also expected for trainees to attend the Departmental meetings in either Southampton or Portsmouth on a monthly basis, on a Wednesday afternoon.

**Visiting**

Candidates are encouraged to visit and should contact Medical Staffing, at St Mary’s Hospital. Telephone No: 01983 534465. Candidates are also welcome to contact Dr M Pugh Consultant Rheumatologist or Dr I Telegdy Consultant Rheumatologist for further information on 01983 535909 or mark.pugh@iow.nhs.uk or ildiko.telegdy@iow.nhs.uk
8. Salisbury Health Care NHS Trust

Introduction

The post has been approved 50:50 for Rheumatology and General (Internal) Medicine training, the latter at higher intensity level as defined in the JCHMT General (Internal) Medicine curriculum. Overall progress will be monitored by a Programme Director, appointed by the Postgraduate Dean and by annual appraisal.

General Medicine

14 Consultant Physicians who take part in the General Medical on-call rota
11 Specialist Registrars in Medicine
1 Specialist Registrar in Rheumatology/Medicine (this post)
7 CMT posts in Adult Medicine
5 F2 posts in Adult Medicine
12 F1 posts in Medicine
4 Consultant Dermatologists
4 Clinical Haematologists
5 Clinical Oncologists

Visiting Consultants in Neurology and Renal Medicine

General Medical facilities include 88 acute medical beds, with additional 10 coronary care unit beds, 4 high dependency unit beds and 4 intensive care beds and a 30 bedded Stroke Unit. A full range of District General Hospital facilities are provided including 24 hour cover for urgent CT scanning and GI endoscopy. A DXA scanning service is available

Rheumatology Department staff

3 Consultants in Rheumatology (GRS, SAB & ZC)
1 Consultant in Rheumatology and Rehabilitation (AAC)
1 Specialist Registrar in Rheumatology/General Medicine (this post)
2 Nurse Specialists

1 Clinical Assistant

1 dedicated musculoskeletal occupational therapist (OT)

**In-Patients**

The Specialist Registrar has ongoing responsibility for in-patients admitted, supervising the CMT, F2 and F1. He/she will see patients referred by other units within the hospital and run one junior staff ward round in general medicine per week. In addition the Specialist Registrar will attend one Consultant led general medical ward round and one rheumatology ward round per week, and the post-take ward rounds with the admitting Consultants, having been on-call. The Specialist Registrar will supervise the admission of unselected emergency patients, supervising a CMT/F2 and F1 and take the lead role on cardiac arrest teams.

**Out-patients**

The Specialist Registrar will attend one General Medical and three General Rheumatology clinics per week. At least one of these clinics will include some dedicated injection slots with consultant supervision. In addition, there is a monthly combined Rheumatology / Hand Clinic and a monthly x-ray meeting with the musculoskeletal radiologists. There are dedicated Early Arthritis Clinics, musculoskeletal clinics, a lower limb clinic and a specialist CTD clinic. There are two US machines and the Specialist Registrar will be encouraged to use them. The Specialist Registrar will also be expected to provide medical cover for the biologics infusion clinic which takes place in the department. The rheumatology department runs an acute hot joint and acute temporal arteritis service. The Specialist Registrar will be expected to see patients referred through this.

There is flexibility to attend the pain clinic (run by the anaesthetists), and/or the epidural clinic if desired.

**Education and Training**

One half day is set aside for personal study/research. In addition, attendance at the Regional Postgraduate and Rheumatology Meetings at Southampton and Portsmouth is strongly encouraged. General Medical/Radiology meetings, grand rounds and journal clubs are held weekly and there is a rolling monthly audit session.
at which attendance is compulsory. The Specialist Registrar will be expected to contribute regularly to the teaching of F2s and F1s and to Medical Students attached to the Rheumatology and General Medical Departments from Southampton University/Bristol.

**Example Job Plan**

<table>
<thead>
<tr>
<th></th>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Gen. Med SpR WR</td>
<td>Rheumatology clinic (GRS)</td>
</tr>
<tr>
<td>Tuesday</td>
<td>General Medical Clinic</td>
<td>Lunch - Elderly Medicine meeting</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Rheumatology clinic(SAB)</td>
<td>Postgrad Rheumatology</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Southampton/ Portsmouth</td>
</tr>
<tr>
<td>Thursday</td>
<td>Consultant Gen. Med WR</td>
<td>Lunch - Journal Club</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Medical Ward Round cont.</td>
</tr>
<tr>
<td>Friday</td>
<td>X-ray Meeting (monthly)</td>
<td>Lunch time - Grand Round</td>
</tr>
<tr>
<td></td>
<td>Rheumatology clinic(AAC)</td>
<td>Ward Work</td>
</tr>
</tbody>
</table>

**Visiting**

Please contact Dr Sarah Bartram or Richard Smith (ext 4218) if you would like to discuss the post or to arrange a visit to the department.
GENERAL INFORMATION

Curriculum

- The curriculum is covered through a structured teaching programme run at regional level.
- Facility is available within the region to cover all aspects of the Rheumatology curriculum

Teaching

Each unit providing training has its own educational programme

A regional structured teaching programme also exists with a training day organized on a bi-monthly basis. The host venue rotates amongst the training units within the region. A similar training programme is available for GIM for those trainees undertaking dual accreditation.

Main Conditions of Service

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.
**Hours**

The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours **must not exceed 56 hours in a week** (New Deal Contract requirements) across all their employments and any locum work they do: [http://www.nhsemployers.org/your-workforce/need-to-know/european-working-time-directive](http://www.nhsemployers.org/your-workforce/need-to-know/european-working-time-directive).

**Pay**

You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time. The payscales are reviewed annually. Current rates of pay may be viewed at: [http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/agenda-for-change-pay](http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/agenda-for-change-pay). Part-time posts will be paid pro-rata.

**Pay supplement**

Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current payscales may be viewed at: [http://www.nhsemployers.org/](http://www.nhsemployers.org/). The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

**Pension**

You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.
Annual leave

Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.


Sick pay

Entitlements are outlined in paragraphs 225-240 of the TCS.

Notice

You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.

Study leave

The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

Travel expenses

The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

Subsistence expenses

The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.
Relocation expenses

The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at: http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars. You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on www.wessexdeanery.nhs.uk

Pre-employment checks

All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at: http://www.nhsemployers.org/your-workforce/recruit/employment-checks

Professional registration

It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

Health and safety

All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

Disciplinary and grievance procedures

The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.
**Educational supervisor**

The employer will confirm your supervisor on commencement.

**General information**

Health Education Wessex’s management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at [www.wessexdeanery.nhs.uk](http://www.wessexdeanery.nhs.uk) and in the national ‘Gold guide’ to Specialty Training at [http://specialtytraining.hee.nhs.uk/news/the-gold-guide/](http://specialtytraining.hee.nhs.uk/news/the-gold-guide/)