SPECIALTY TRAINING PROGRAMME IN RHEUMATOLOGY
IN WESSEX DEANERY

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 the Wessex Deanery including:

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>Basingstoke &amp; North Hampshire</td>
<td>Basingstoke</td>
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<tr>
<td>Hospital</td>
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<tr>
<td>Christchurch Hospital</td>
<td>Christchurch</td>
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<tr>
<td>St Mary's Hospital</td>
<td>Isle of Wight</td>
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<tr>
<td>Poole Hospital</td>
<td>Poole</td>
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<tr>
<td>Queen Alexandra Hospital</td>
<td>Portsmouth</td>
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<td>Salisbury District Hospital</td>
<td>Salisbury</td>
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<tr>
<td>Southampton General Hospital</td>
<td>Southampton</td>
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<tr>
<td>Royal Hampshire County Hospital</td>
<td>Winchester</td>
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The Wessex Deanery is a relatively small deanery with a defined geographical area. Please note that applications are to the Wessex Deanery as a whole. This may mean that you may be allocated to any geographic location within the Wessex Deanery depending on training needs. In the majority of cases successful candidates appointed to specialist training in Rheumatology will be asked to preference their choice of location but placements will be based on individual training and educational needs.

The Wessex Deanery covers a geographical area from Basingstoke in North Hampshire to Dorchester in West Dorset and the Isle of Wight to the South; in addition some programmes rotate to Jersey and Chichester in West Sussex. This is a spread of approximately 65 miles North to South and 76 miles East to West. The Wessex Deanery serves a population of around 2.8 million people.

The Wessex Deanery is part of NHS Education South Central within South Central Strategic Health Authority which covers Berkshire, Buckinghamshire, Oxfordshire in the north (under Oxford Deanery) and Hampshire and Isle of Wight. In addition, Wessex Deanery provides training programmes within Dorset and South Wiltshire under a formal agreement with the South West Strategic Health Authority. The Wessex Deanery is responsible for the training of some 2,500 trainees.

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.

The Deanery 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

3 Consultants
2 Associate Specialists
1 Specialist Registrar (this post)
1 ST1/2 (rotating every six months, General Practice training)
1 Staff Grade (part-time)
2 Clinical Assistants (part-time)
6 Clinical Rheumatology Assistants (Allied Health Professionals)

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 multidisciplinary team with a strong emphasis on the use of highly trained allied health professionals. There are clinics specialising in connective tissue disease, vasculitis, and back pain management together with combined orthopaedic (Spinal surgery) and Dermatology clinics and general rheumatology clinics.

Example Job Plan

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<tr>
<th>AM</th>
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<tbody>
<tr>
<td>Monday</td>
<td></td>
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<tr>
<td>Ward 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></td>
</tr>
<tr>
<td>Education / Research, Southampton ALL DAY</td>
<td></td>
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<tr>
<td>Thursday</td>
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<tr>
<td>Ward round (Forest Dene)</td>
<td>Outpatients</td>
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<tr>
<td>Friday</td>
<td></td>
</tr>
<tr>
<td>Outpatients</td>
<td>Variable*/ admin/research/audit</td>
</tr>
</tbody>
</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 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

The Specialist Registrar will be rostered to provide weekend on-call cover for rheumatological advice required by other departments. There will be a nominated Consultant available for back-up advice if required. The Specialist Registrar will also be expected to contribute to the ward referral rota provided by the Department to colleagues on both sites (Royal Bournemouth and Christchurch Hospital) and will also provide a weekly (Monday am) consultation and advice service to colleagues at the Royal Bournemouth site.

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 757 beds and all the principal specialties are represented except thoracic surgery, neuro-surgery and nephrology. It is the major accident centre for Dorset, and services provided include general surgery, trauma, ENT, oral and maxillo-facial surgery, obstetrics, gynaecology, paediatrics, general medicine, neurology, rheumatology and dermatology. 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 new 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
1 ST1/2 (rotating)
5 Clinical Rheumatology Practitioners (allied healthcare professionals)
2 Extended scope physiotherapists

**Clinical duties**

1. **Out-patients**

   The Specialist Registrar will attend up to four dedicated general Rheumatology clinics weekly seeing a mixture of new referrals and follow-up patients, one with a nurse practitioner (tight control of early arthritis). There will be an opportunity for the postholder to attend specialist Rheumatology clinics (paediatric rheumatology, fibromyalgia, spinal, inflammatory arthritis, connective tissue disease and chronic fatigue syndrome). Full training in rheumatological procedures including intra-articular injection, epidurals and nerve blocks is available. The postholder 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:

<table>
<thead>
<tr>
<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>
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</tbody>
</table>
Attendance 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 Senior House Officers, 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.
Wessex Deanery

Wessex Deanery is part of the South Central Strategic Health Authority and provides postgraduate medical and dental education for Hampshire, Isle of Wight, and the States of Jersey, and for Dorset and South Wiltshire on behalf of the South West Strategic Health Authority.

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 but this is subject to review.

Visiting
Interested candidates may visit the hospitals concerned by making arrangement with the following Consultants:
Dr P W Thompson, Poole Hospital, telephone (01202) 442123
Dr S CM Richards, Poole Hospital, telephone (01202) 448613.
Dr F H Rahmeh, Poole Hospital, telephone 01202 442123
Dr S L Westlake, Poole Hospital, telephone 01202 448613

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 Orthopaedics and Dermatology. The postholder 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 Orthopaedics 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 (D3). They are organised on a flexible arrangement by the seven Consultants.

During 2008/09 15,506 patients were seen in the Rheumatology out-patient clinics. There were 581 ward admissions in the same period, approximately 500 ward referrals and 2080 Day case admissions. The Department has an extensive biologic therapy service serving approximately 250 patients.

**Rheumatology department staffing**

7 Consultants (1 post split with MAU)  
3 Specialist Registrars: rotating posts within the Wessex Region  
1 Specialist Registrar in Rehabilitation Medicine  
1 F2 post: rotating post with General Medicine each four months  
6 Clinical Nurse Specialists/ 4 DMARD nurses  
4 Physiotherapists  
2 Occupational therapists  
3 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 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**

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

**Post 2**

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<thead>
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<th>AM</th>
<th>PM</th>
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<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>
</tbody>
</table>
| Wednesday| Consultant/Registrar Ward Round/Rapid access treatment service clinic | X-ray meeting  
Postgraduate Meeting |
| Thursday | Consultant Ward round/Student teaching | OP Clinic QAH |
| Friday   | Paediatric OP Clinic QAH/ Ward cover | Ward cover / referrals/ injection clinic |

**Post 3**

<table>
<thead>
<tr>
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<th>AM</th>
<th>PM</th>
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<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>
</tbody>
</table>
| Wednesday| Registrar Ward Round/Rapid access treatment service | X-ray meeting  
Postgraduate Meeting |
Wessex Deanery is part of the South Central Strategic Health Authority and provides postgraduate medical and dental education for Hampshire, Isle of Wight, and the States of Jersey, and for Dorset and South Wiltshire on behalf of the South West Strategic Health Authority.

<table>
<thead>
<tr>
<th>Thursday</th>
<th>Consultant Ward round/Student teaching</th>
<th>OP Clinic QAH</th>
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</thead>
<tbody>
<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 Ledingham’s Secretary
  Queen Alexandra Hospital, Tel: 023 92 286786

5. Southampton University Hospitals NHS Trust

Introduction
The post is based at Southampton General Hospital, which is 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 the outpatient department at Royal South Hants Hospital with other clinics at peripheral hospitals including Lymington, Hythe, Romsey and Moorgreen Hospital. The Rheumatology & Clinical Immunology Unit covers a wide field including inflammatory joint diseases, connective tissue diseases, orthopaedic medicine and bone disease. A number of specialist clinics are held regularly including the lupus clinic, bone clinic, paediatric rheumatology clinic and combined rheumatology and orthopaedic clinics. There is a close relationship with other medical specialties and there are good liaisons with Orthopaedics, Rehabilitation Medicine, Paediatrics, Epidemiology, all branches of Pathology and Radiology. There are at present three full-time and one part time NHS rheumatology consultants and four honorary consultants. Academic rheumatology is based in the MRC Epidemiology Resource Centre.

Rheumatology Department Staff

Consultants: Rheumatology
3.5 NHS Consultants in Clinical Rheumatology
4 Academic/ Honorary Consultants (Rheumatology, Immunology, Epidemiology and Bone Disease)

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
There is a close relationship with allied health professionals. The main Occupational Therapy and Physiotherapy facilities including hydro-therapy are currently at the General Hospital. About 10,000 out-patients per annum are seen in Rheumatology Outpatient Clinics. A multidisciplinary approach to in-patient and out-patient care has been established. There is an active teaching programme in Rheumatology & Clinical Immunology for postgraduates and undergraduates. The research interests of the Rheumatology & Clinical Immunology Unit include Immunology of inflammatory diseases, Epidemiology, Osteoporosis, Osteoarthritis and Treatment of Connective Tissue Disease.

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.

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<tr>
<th>Post A</th>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>OP clinic</td>
<td>StR Ward Round</td>
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<tr>
<td>Tuesday</td>
<td>Research half-day</td>
<td>OP clinic</td>
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<tr>
<td>Wednesday</td>
<td>Consultant Ward Round / Procedures</td>
<td>Rheumatology Postgraduate Meeting</td>
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<tr>
<td>Thursday</td>
<td>OP clinic</td>
<td>Admin / Practical procedures</td>
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<tr>
<td>Friday</td>
<td>Research half-day</td>
<td>Injection clinic</td>
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<tr>
<th>Post B</th>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Admin</td>
<td>Research half-day</td>
</tr>
<tr>
<td>Tuesday</td>
<td>OP clinic</td>
<td>StR Ward Round + Teaching</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Consultant Ward Round / Procedures</td>
<td>Rheumatology Postgraduate Meeting</td>
</tr>
</tbody>
</table>

Timetables
Thursday | Lupus clinic | Admin / Research
Friday  | Emergency clinic | Injection clinic

A third post exists which involves predominantly General (Internal) Medicine on the Cardiology/Cardiovascular medicine firm and includes participation in the Acute Medical on-call rota. There is one clinic per week in Rheumatology and time for attendance at the Wednesday Rheumatology Postgraduate Meeting.

### Post C

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<thead>
<tr>
<th></th>
<th>AM</th>
<th>PM</th>
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</thead>
<tbody>
<tr>
<td>Monday</td>
<td>Consultant Ward Round</td>
<td>Rheum OP</td>
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<tr>
<td>Tuesday</td>
<td>StrR Ward Round</td>
<td>Med OP</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Ward work/ admin</td>
<td>Rheumatology Postgraduate Meeting</td>
</tr>
<tr>
<td>Thursday</td>
<td>Med OP</td>
<td>Research</td>
</tr>
<tr>
<td>Friday</td>
<td>Ward work</td>
<td>Ward work</td>
</tr>
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</table>

### 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. The Specialist Registrar will be expected 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. Applications for release for full-time research will be encouraged but external funding will be needed. The equivalent of one day per week is reserved for research and academic work during the clinical training period. Visits to other special centres and to local or national academic meetings are encouraged. Established formal research collaboration exists with a number of other departments especially the MRC Epidemiology Resource Centre and the Regional Immunology Unit.

### 5. Winchester and Eastleigh Healthcare NHS Trust

#### Introduction

Rheumatology is based at the Royal Hampshire County Hospital (RHCH), Winchester, with some off site facilities at Andover War Memorial Hospital (AWMH). 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 neurology, 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 including a monitoring clinic. There are no dedicated rheumatology in-patient beds & patients are admitted as necessary under the acute medical team on call.

Rheumatology Team

2 Consultant Rheumatologists
1 StR
2 GP Clinical Assistants
1 ST1/2 from the GPVT rotation scheme
2 Rheumatology Nurse Practitioners (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 2 general rheumatology clinics each week at AWMH. There is a nurse led weekly monitoring clinic. 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

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

There are weekly education sessions and monthly radiology meetings in addition to the weekly general medical round. 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 and the weekly Southampton rheumatology meetings as far as possible. There is a weekly half day allocation for research.
Wessex Deanery is part of the South Central Strategic Health Authority and provides postgraduate medical and dental education for Hampshire, Isle of Wight, and the States of Jersey, and for Dorset and South Wiltshire on behalf of the South West Strategic Health Authority.

Example Outline of Weekly StR Timetable

<table>
<thead>
<tr>
<th>Day</th>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Research half day</td>
<td>OP Clinic</td>
</tr>
<tr>
<td>Tuesday</td>
<td>OP Clinic</td>
<td>Admin</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Neurophysiology / DXA training</td>
<td>Education meeting - Southampton</td>
</tr>
<tr>
<td>Thursday</td>
<td>OP Clinic</td>
<td>Ward Round/Consults/Admin</td>
</tr>
<tr>
<td></td>
<td>Medical Unit meeting 13-1400</td>
<td>Monthly departmental meeting / Teaching 1430 - 1530</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 & Dr Annie Cooper
  Department of Rheumatology
  Tel: 01962 824919

6. Basingstoke & North Hampshire Hospital

Medical Directorate

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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<tbody>
<tr>
<td>Monday</td>
<td>Lunchtime: Journal Club</td>
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<tr>
<td>SpR Led General Medicine</td>
<td>Research half day</td>
</tr>
<tr>
<td>Ward Round</td>
<td></td>
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</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 and EMG service and the offices of the Rheumatology Nurse Specialists. Consultant, SpR and secretarial offices are based in the main St Mary’s Hospital block.

Departmental Staffing
1 Consultant Rheumatologist
1 Part-time Consultant Rheumatologist who runs the NCS/EMG service
1 StR in Rheumatology and General Medicine (This post)
1 GP VTS Specialty Trainee
1 Rheumatology Nurse Specialist
1 Osteoporosis Nurse Specialist
1 TNF Therapy Specialist Nurse in Rheumatology
1 Departmental Secretary
1 Departmental Link Physiotherapist
1 Departmental link Occupational Therapist

The Department currently offers
- 4 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
- Monthly combined clinics with podiatry
Weekly nurse led joint injection clinics
Monthly Consultant led injection clinics
Twice weekly nurse led day case clinics for administration of biologic and other rheumatological treatments
In-patient beds
Day case facilities for treatment with iv medication including cytotoxics and epoprostenol
Monthly departmental business meetings
Regular audit projects
The department currently undertakes ongoing academic and commercial projects

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 Farringford 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>
</tr>
<tr>
<td>Wednesday</td>
<td>St Mary’s Education programme</td>
</tr>
<tr>
<td>Thursday</td>
<td>Ward round</td>
</tr>
<tr>
<td>Friday</td>
<td>Rheumatology Clinic</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 and 1 injection 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 for further information on 01983 535909 or mark.pugh@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**

10 Consultant Physicians  
4 Specialist Registrars in Medicine  
1 Specialist Registrar in Rheumatology/Medicine (this post)  
5 F2 posts in Adult Medicine  
1 F2 post in Haematology/Oncology  
5 F1 posts in Medicine  
2 Staff Grades in Adult/Elderly Care Medicine  
3 Consultant Dermatologists  
3 Clinical Haematologists  
2 Clinical Oncologist  
Visiting Consultants in Neurology and Renal Medicine

General Medical facilities include 71 acute medical beds with additional 4 coronary care unit beds, 4 high dependency unit beds and 4 intensive care beds. 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 has recently been implemented.

**Rheumatology Department staff**

2 Consultants in Rheumatology (GRS &SAB)  
1 Consultant in Rheumatology and Rehabilitation (AAC)  
1 Specialist Registrar in Rheumatology/General Medicine (this post)  
1 Nurse Practitioner  
1 Nurse Specialist  
2 Clinical Assistants  
1 dedicated musculoskeletal physiotherapist (PT)  
1 dedicated musculoskeletal occupational therapist (OT)

**In-Patients**

The Specialist Registrar has ongoing responsibility for in-patients admitted, supervising the 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 round with the admitting Consultant. The Specialist Registrar will supervise the admission of unselected emergency patients, supervising a 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 musculoskeletal clinics, a lower limb clinic and a specialist CTD clinic.

There are two US machines and a microscope in the department 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 service and 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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</thead>
<tbody>
<tr>
<td>Monday</td>
<td>Clinic General Medicine</td>
<td>Rheumatology clinic (GRS)</td>
</tr>
<tr>
<td>Tuesday</td>
<td>Research half day</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>Junior Staff Medical Ward Round</td>
<td>Lunch - Journal Club Medical Ward Round</td>
</tr>
<tr>
<td>Friday</td>
<td>X-ray Meeting (monthly)</td>
<td>Lunch time - Grand Round Ward Work</td>
</tr>
<tr>
<td></td>
<td>Rheumatology clinic(AAC)</td>
<td></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.
9. Academic Rheumatology Posts

Academic Clinical Fellow (ACF) positions are available in Wessex. Appointees spend 9 months of their rotation in a dedicated research position (usually based at Southampton). A range of research projects are available, including epidemiological research and laboratory work. During time in research, ACFs continue to perform one outpatient clinic each week, and continue to attend departmental meetings, where they are encouraged to present cases, topics, journal reviews. Funding sources to pursue further training relevant to an academic career pathway are available for ACF post holders.

Clinical Lecturer posts are also available at Southampton. The lecturer performs two weekly rheumatology outpatient sessions; there is also a weekly consultant ward round at Southampton General Hospital, ward duties, a weekly postgraduate session and a regular contribution to teaching. This leaves five sessions each week for research; the Bone and Joint Research Programme at the University of Southampton is directed by Professor C Cooper. The MRC Lifecourse Epidemiology Unit comprises an international focus for excellence in epidemiological research which: (a) maintains and develops the long-term cohort studies assembled in Southampton as national resources to explore the developmental origins of adult disease; (b) supports directly funded research programmes into the epidemiology of bone and joint disease; and (c) permits flexible research support for MRC resources and facilities, as need and opportunities emerge.

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 GIIM 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 (or 52-hours if working on a derogated rota) 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/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx

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/PayAndContracts/Pay%20Circulars/Pages/PayCircularsMedicalandDental.aspx

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 xx. 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.

The TCS may be viewed at http://www.nhsemployers.org/PayAndContracts/JuniorDoctorsDentistsGPRReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx
**Sick pay**

Entitlements are outlined in paragraphs 255-240 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/PayAndContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx](http://www.nhsemployers.org/PayAndContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx)

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](http://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/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx](http://www.nhsemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx)

**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

The Deanery’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 and in the national ‘Gold guide’ to Specialty Training at http://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx