



Coleg Brenhinol
y Meddygon (Cymru)



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board

Tops tips for the new consultant

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Overview

- Pre-consultant
- Preparing
- Pacing
- Planning
- Priorities
- Perspective
- Professional development
- Professionalism
- Personalities
- Problems
- Personal goals

Pre-consultant

- Look around, ask around, be approached, keep options open
- What type of job do you want?
- Where would you like to work?
- Job description – criteria
- Approach those involved
- Polish and tailor your CV
- Complete the application form +/- ask for help
- Be patient!

Pre-consultant

- Find out who is on the interview panel
- Aim to speak to and /or meet main members
- Prepare talk *exactly* as requested
- Read about organisation – strategy /policy/ethos/future plans
- Who is each panel member representing
- What might they ask?
- Sit down with mentor before interview
- Practice
- Relax, be yourself
- Listen to each question carefully
- Pause
- Less is better than too much!
- Maintain eye contact with panel

Preparing



Preparing

- Celebrate!
- CCT – complete all mandatory +/- desirable
- JRCPTB /GMC
- Enjoy the end of StR-hood!
- Speak to senior & consultant colleagues
- Start thinking about your future job /service /dreams...
- Home /children /school /transport
- HR – paperwork /contract
- Logistics (office /secretary /job plan /rota)
- Go shopping
- Take a break!

Pacing



Pacing

- Find your office
- Meet your secretary and your team
- Have a coffee
- Find your bearings (anatomy of hospital – medical directorate)
- ID badge /parking permit /Occupational Health
- Induction programme
- Meet colleagues /medical directorate
- Take your time
- Relax – no bleep, no nights
- Listen – views - don't “take sides”

Pacing

“Listen, a lot. Observe, a lot.”

Planning

‘Failure to plan is planning for failure’

Planning

- Yourself:
 - Office: desk, 2+ chairs, NHS computer, telephone, shelving, filing cabinet
 - Diary: paper vs Google vs Outlook
 - Secretary: letters, dictation, results
 - Filing system: cabinet, email, computer
 - Results
 - Walls
 - Risk management
 - Time
 - Job planning

Planning

- Your team:
 - Responsibilities
 - Leadership style – you decide!
 - “You don’t need to prove yourself. Be the same person they appointed.”
 - Risk management
 - Likes and dislikes
 - Communicate well
 - Have a team coffee
 - Be honest:
 - “Don’t succumb to the pressure of having to pretend you know everything because of your title”
 - “Never stop asking questions, especially when you think you’re supposed to be the one with the answer”

Planning

- Your team:

“Please remember what it’s like to be a junior and keep the compassion for them and their experience. It seems it’s easy to forget.”

Planning

- Your department:
 - What is your role?
 - What are your goals? How long do you have? How do you see department in 5 years time?
 - Who is who: roles, strengths /weaknesses, preferences & goals
 - Clinics – when, what, who, waiting lists. Improvement?
 - Referrals – who, how. Methods to improve?
 - Inter-department – who, how.
 - Protocols /guidelines
 - Training /teaching /research
 - Communication and team-working
 - Business case writing
 - Quality improvement

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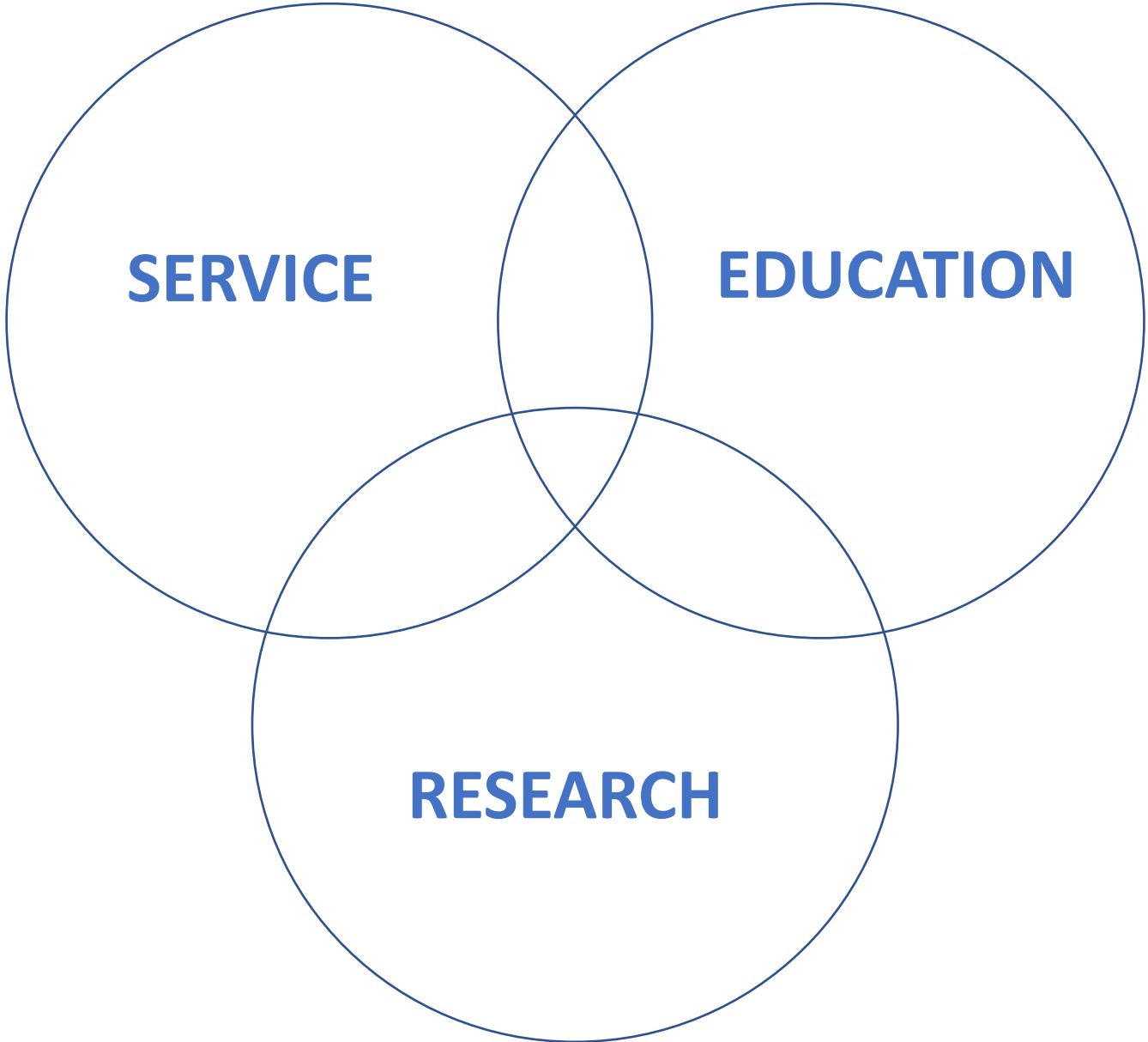
Planning

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- What are your goals? How long do you have **time?**
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**We are in a
marathon, not a
sprint**

the department in 5 years



Priorities

- Listen: people will tell you!
- What can you 'put up with' vs what *needs* to change?
- What *can* you change?
- What can wait?
- What battles are worth fighting vs wasted energy?
- Think long-term goals

Perspective

- Work-life balance
- Changes in context of organisation
- Small changes, big impact
- Colleagues
- Retirement and pensions

Professional development

- MARS – register, familiarise yourself, update!
- Appraisal and revalidation
- Mentorship
- RCP diary
- CPD – internal and external
- How will I keep up-to-date? Journals? Books? Online?
- Attend meetings – Grand /Medical Rounds, departmental meetings, Q&S meetings, medical directorate meetings *from the start*
- Teaching – medical students (placements/SSC), postgraduate courses, trainees (ES/CS)
- Research – academic colleagues, non-commercial/commercial, grants, Pharma
- Higher degree?
- Private
- Management /clinical governance
- Professional bodies /committees

Professionalism

‘Medical professionalism signifies a set of values, behaviours, and relationships that underpins the trust the public has in doctors.’

Professionalism

- Have a copy of GMC booklets on your shelf or phone
- Read them!
- Live them out!
- Respect is *earned*
- You are an example to *many*
- Aim to be a leader
- Aim to be someone people will trust, come to for advice and a listening ear
- Integrity, compassion, altruism, continuous improvement, excellence, working in partnership with members of the wider health care team
- RCP *Advancing medical professionalism* report (2018): doctor as healer, patient partner, team worker, manager and leader, learner and teacher, advocate, innovator
- Be up-to-date!

Professionalism

“Your mood will control the department.”

“Don’t email when tired /angry /hungry. If you have a doubt don’t
press send.”

Professionalism



Personalities

- Stop, look, listen
- You are a people-expert!
- Personality-types and weighting of each
- How to manage – listen, advise, action

Problems



There may be trouble ahead.....

Problems

- Patient-based
 - Complaints or concerns
 - Medico-legal; Coroner's
- Colleague-based
 - Poor working relationships
 - Ill health
 - Professional issues
- Trainee-based
 - Disciplinary
 - In difficulties
- Personal
 - Family /health /financial

Problems

“You need support, find a mentor, and colleagues to talk to.”

“Make sure you have a ‘failure friend’ who you can speak to when things aren’t going well.”

Personal goals



Personal goals

- Family & social life
- Health & wellbeing
- Spiritual & emotional
- Holidays
- Financial
- Retirement & pensions

Top tips - summary

- Enjoy every moment!
- Take time to settle in
- Listen, listen and listen
- Be yourself
- Change
- Work-life-balance
- Perspective

Further help

Reading

Hardern R. Starting a new consultant post. *BMJ* 1998; 317: S2-7165.

www.rcplondon.ac.uk/events/consultants-survival-guide-how-succeed-new-consultant

www.bma.org.uk/consultants

Courses

RCP National new consultants conference – 13 November 2020