



**King's College Hospital**  
NHS Foundation Trust

**Consultant General Internal Medicine and Community  
Services (Hospital at Home)**

**Princess Royal University Hospital  
(PRUH)**

**AND**

**BROMLEY HEALTHCARE, CENTRAL COURT, ORPINGTON**

**10 PAs – Full Time**

**February 2024**

**PRUH-LPC-24-0813**

**Replacement**

## **KING'S COLLEGE HOSPITAL NHS FOUNDATION TRUST**

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and more than 15,000 staff based across South East London. The Trust provides a full range of local and specialist services across its five sites. The Trust-wide strategy of Strong Roots, Global Reach is our Vision to be BOLD; Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we aim to take Team King's to another level.

We are at a pivotal point in our history and we require individuals who are ready to join a highly professional team and make a real, lasting difference to our patients and our people.

At King's College Hospital NHS Foundation Trust we are proud of our diverse workforce and the strength that gives us to provide compassionate care to all of our patients. We are fortunate to employ a workforce that represents the population we care for, and we celebrate the value of differences in age, disability, gender reassignment, marital status, pregnancy and maternity, race, sex, sexual orientation and religion or belief. We have demonstrated our commitment to diversity, equality and inclusion by making it one of our four headline ambitions in our BOLD vision (brilliant people, outstanding care, leaders in research, innovation and education and diversity, equality and inclusion at the heart of everything we do) and there is significant work undertaken at the Trust to ensure that this is a reality for all of our staff.

King's is committed to delivering Sustainable Healthcare for all via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets by 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus. Everyone's contribution is required in order to meet the goals set out in our Green Plan and we encourage all staff to work responsibly, minimising their contributions to the Trust's carbon emissions, waste and pollution wherever possible.

The Trust is recognised internationally for its work in liver disease and transplantation, neurosciences, cardiac, haemato-oncology, fetal medicine, stroke, major trauma, and emergency medicine.

Through its sites including King's College Hospital and the South Sites (Princess Royal University Hospital, Orpington Hospital, Queen Mary's Hospital Sidcup and Beckenham Beacon) the Trust cares for patients in the boroughs of Bromley and Bexley in addition to Lambeth, Southwark and Lewisham. Many services, such as trauma and neurosurgery, are delivered on a regional basis, whilst people from throughout the UK and beyond come to us for our world-renowned specialist services such as liver and foetal medicine. Already one of only 4 major trauma centres in London, King's became the largest provider of stroke services with hyper acute stroke units based on both acute hospital sites in Kent and London. Our elective orthopaedic centre at Orpington Hospital has grown to become the second largest orthopaedic centre in London.

King's specialist services include some world-renowned departments. The Liver Department has the largest transplant centre in Europe, and is celebrated for its innovative practice, the development of split liver transplants, as an example. In foetal medicine, the Harris Birthright Centre has led the world in the development of foetal scanning and surgery. King's has two highly rated hyper acute stroke centres. The hospital also provides innovative cardiac, neurosurgery and haemato-oncology services, and the largest bone marrow transplant centre in Europe.

King's College Hospital NHS Foundation Trust is part of an NIHR ARC (Applied Research Collaboration), a collaborative partnership between universities and surrounding NHS organisations, focused on improving patient outcomes through the conduct and application of applied health research.

The Trust has an annual income of around £1 billion. Education and research are important sources of income, currently contributing around 8% of the total. The Trust is embarking on a strategy to achieve greater diversification of its income, with growth anticipated in tertiary referrals, research

and commercial services activities. There is also a developing fund-raising partnership within King's Health Partners for the Clinical Academic Partnership programs in Cardiovascular, Haematology and Neurosciences.

King's organisational values are focused on being a kind, respectful team:

- **Kind.** We show compassion and understanding and bring a positive attitude to our work.
- **Respectful.** We promote equality, are inclusive and honest, speaking up when needed.
- **Team.** We support each other, communicate openly, and are reassuringly professional.

We offer a family-friendly working approach for all staff to ensure a good work-life balance. The Trust provides a supportive mentoring and career planning programme. Applications for job sharing are welcome.

### **King's Health Partners Academic Health Science Centre (AHSC)**

King's is known as an innovative organisation and it is working hard to develop significant partnerships with health and social care partners across London and with industry, designed to improve the provision of integrated care to patients. It is a pivotal founding member of one of the country's Academic Health Science Centres (AHSC) known as King's Health Partners (KHP).

King's Health Partners bring together three leading NHS Foundation Trusts – Guy's and St Thomas' now incorporating Royal Brompton and Harefield, King's College Hospital and South London and Maudsley – with a globally renowned university, King's College London.

The driving purpose behind King's Health Partners is to continually seek and bring about swifter and more effective improvements in health and well-being for patients and people everywhere, by combining the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare.

King's Health Partners (KHP) is one of only eight Academic Health Science Centres in the UK accredited by the Department of Health. This followed a selection process carried out by a panel of internationally renowned clinicians and researchers.

KHP brings together an unrivalled range and depth of clinical and research expertise, spanning both physical and mental health. The AHSC's combined strengths will drive improvements in care for patients, allowing them to benefit from breakthroughs in medical science and receive leading edge treatment at the earliest opportunity.

KHP has:

- Nearly 4.8 million patient contacts each year
- More than 46,000 staff
- Nearly 31,000 students
- A combined annual turnover of more than £4.2 billion

Further information on KHP can be found on its website [www.kingshealthpartners.org](http://www.kingshealthpartners.org)

### **Integrated Care Board**

The NHS South East London Integrated Care Board is an NHS statutory organisation. They bring together partners involved in planning and providing NHS services, working together to meet the health needs of the population within south east London and deliver the Integrated Care Partnership's strategy.

They are responsible for allocating NHS resource to deliver this plan. For further information please visit NHS South East London - Integrated Care Board ([selondonics.org](http://selondonics.org))

## DUTIES AND RESPONSIBILITIES

### 1. MENTORING AND COACHING

Coaching and mentoring can be effective approaches to developing employees. Both have grown in popularity; we want to use them to enhance the skills, knowledge and performance of our people around specific skills and goals. We want to develop and strengthen our Grass Roots and Brilliant People aspects of our strategic objectives. Our vision is to create an internal pool of coaches and mentors, from all professions, enabling King's staff to realise their full personal and professional potential. We have launched an in-house coaching skills development programme to upskill current King's coaches and mentors.

The Trust Mentoring Scheme is an opportunity for a relationship that can provide support and direction for newly qualified consultants.

### 2. MEDICAL STUDENT TEACHING

The appointed practitioner will normally participate in teaching medical students, post-graduate doctors/dentists and other groups at King's College Hospital NHSFT and King's College London (KCL) School of Medicine.

King's College Hospital NHS Foundation Trust, as a major teaching Trust, works in partnership with King's College London to provide the highest possible quality of medical education. The mutual interest of the Trust and School in quality medical education is supported by the SIFT contract.

All consultants are expected to be committed to teaching and to play their part in the delivery of the undergraduate curriculum. These activities would include the planning and review of teaching, and the assessment of students, which could, where properly structured, be undertaken simultaneously with service delivery commitments, including ward rounds and outpatient clinics.

**Of necessity, the requirements of the undergraduate medical curriculum change over time and it is not always possible to identify specific teaching commitments in job plans. Some specific roles will be job planned.**

The need for flexibility is acknowledged by the Trust and within a Care Group. It is possible that the overall teaching commitment can be unevenly allocated amongst staff to achieve optimal teaching and service quality.

### 3. POST-GRADUATE TEACHING

The Trust has over 700 training posts and over 400 Trust doctors/dentists across all specialties. The postholder will be expected to participate in teaching and training postgraduate doctors/dentists, which in addition to direct clinical supervision is likely to include acting as an 'educational supervisor' to one or more individuals, providing them with regular appraisal and support. Consultants that undertake educational supervision will be provided with appropriate training in accordance with national requirements and accredited by the Director of Medical Education. Allocation of time for post-graduate education is normally job planned as a team.

### 4. RESEARCH AND INNOVATION

Involvement in high quality research is strongly encouraged at King's NHSFT, as this supports both the delivery of high quality clinical care, and our role as a partner in a major Academic Health Science Centres.

## **Support for Research**

An important component of the Trust's Research and Development (R&D) strategy is to strengthen the support available to researchers, to make it as easy as possible to participate in, and to lead in clinical research – both commercial and academic.

Each Care Group is aligned with a Research Delivery Unit (RDU) that has a designated R&D Lead, Matron or Manager and a team of R&D research delivery staff. The R&D Office provides support for governance, contracts, costings and research Quality Assurance. The Care Groups and RDUs are encouraged to maintain a mixed model balanced portfolio of research activity, including Clinical Research Network (CRN) studies, research grants, commercial studies, charity funded studies and health services research.

Commercial trials are costed and set up supported by the KHP Clinical Trials Office (KHP CTO) and this office also provides support for applications to the regulatory bodies for all non-commercial CTiMP studies, and Good Clinical Practice (GCP) training. Multi-disciplinary involvement in the research process is strongly encouraged.

## **Research and Job Planning**

The undertaking of research within a job plan should be discussed as part of job planning activities. All staff should be aware of the research being undertaken within their Care Group and in the Trust, and actively support recruitment into all studies, whether or not they have a primary research component to their job plan. All individuals undertaking research are expected to have a good working knowledge of research governance standards, and are required to undertake GCP training as appropriate for the research they are involved in.

## **Governance of Research**

All R&D projects are required to go through the Trust's R&D office, which manages and co-ordinates the National R&D and ethics approvals process. This ensures that all projects meet the required national standards of research governance and quality, and are in receipt of appropriate ethical approval and both national and local agreements, prior to R&D governance approval being issued.

Each RDU is required to convene a local research governance meeting chaired by the RDU research lead, where feasibility of new studies is discussed and agreed.

## **5. CLINICAL GOVERNANCE**

The postholder will be expected to contribute to and participate in the Care Group's ongoing clinical audit programme and quality improvement programmes, and will carry out all necessary administrative duties associated with the care of their patients. The postholder also has a general duty of care for the health, safety and well-being of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.

## **6. STUDY AND ANNUAL LEAVE**

The postholder will be expected to comply with the Continuing Professional Development (CPD) requirements of the relevant Royal College or Faculty and provide appropriate documentation and reflection in their appraisal. Study leave may be requested in accordance with the Trust's Policy for CPD.

Annual leave may be taken in accordance with the Trust's Guidelines on Leave Arrangements for Medical and Dental Staff. Consultants are entitled to 32 days of annual leave (34 days after 7 years of service), plus bank holidays. Consultants who work less than full time or compressed hours, should ensure their holiday allowance is adjusted in line with their working patterns.

To ensure the smooth running of the service the postholder will ensure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences and the expected approvals would go through e-leave planning on the Trust's approved system. Leave must be

booked with appropriate time lines to allow effective service continuity and should not solely be taken during consultant's clinical time, but also during SPA and APA activity.

## **7. TERMS AND CONDITIONS**

The post is covered by the current Terms and Conditions - Consultants (England) 2003, the Terms and Conditions of Service of NHS Medical and Dental Staff (England) and Trust Policies and Procedures where relevant.

There is a commitment to undertake routine job planned work on Saturdays or Sundays with appropriate job planning and commensurate time without commitment to the Trust.

Appointment is conditional upon a satisfactory medical assessment, which may include an examination.

## **8. SAFEGUARDING RESPONSIBILITIES**

The Trust takes the issues of safeguarding children, adults and addressing domestic abuse very seriously. All employees have a responsibility to support the organisation in our duties by:

- Attending mandatory training on safeguarding children and adults
- Familiarising themselves with the Trust's processes for reporting concerns
- Reporting any safeguarding child or adult concerns appropriately

## **9. INFECTION CONTROL**

The postholder has an important responsibility for, and contribution to, infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

## **10. APPRAISAL & JOB PLANNING**

Annual appraisal is a contractual requirement in the NHS and is part of GMC revalidation. You have the responsibility to have an appraisal within twelve months of your last appraisal or within six months of starting at King's if you have not had an appraisal previously in the UK. ARCPs count as previous appraisals for former HEE trainees.

To support appraisal and revalidation, the Trust ensures that every full-time consultant has one SPA in their job plan dedicated to undertaking activities to support this.

Less than full time consultants receive a pro rata amount of funded time for revalidation activity in their job plan.

Job planning review is conducted annually in line with the Care Group's operational plan.

The above represents an outline of the duties of the post and will, together with the job plan, be reviewed on an annual basis in accordance with the Trust's performance review scheme for consultants. Consultants will be expected to be compliant with statutory and mandatory training.

## THE ADVERTISED ROLE

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### **A rare opportunity to work across General internal Medicine and our innovative Bromley Hospital at Home service**

Are you a general medicine or acute care physician wanting to work across traditional hospital and community boundaries, while influencing a new service shaping the future of medicine? This is a rare opportunity to help deliver our vision for an integrated system-wide approach to frailty with one of the country's largest teaching and research Trusts and the hospital at home service in Bromley with big ambitions.

Bromley Hospital at Home is a new integrated service across One Bromley partners for avoiding acute hospital attendances and admissions, while also supporting patients' early discharge from acute hospital beds. The service provides diagnosis, treatment, and monitoring of patients in their usual place of residence using face to face and virtual care.

The Princess Royal University Hospital (PRUH) provides acute care in Bromley and is part of King's College Hospital NHS Foundation Trust. As part of the General medicine care group, this post is part of the post acute medicine ward base which includes 3 wards on the PRUH site. The General medicine care group works as part of an integrated model with Bromley Hospital at Home.

The advertised role is for a consultant physician in medicine to work on the PRUH site and Bromley Hospital at Home. The parent organisation for the post will be King's College Hospital Foundation Trust with proposed weekly provision of:

- 2.5 PAs of direct clinical care to the Bromley Hospital at Home (the post is for the frailty lead and is based at Bromley Healthcare)
- 6 PAs of direct clinical care to PRUH
- 1 PA for Supporting Professional Activities for revalidation, and a further 0.5 for specialist interests

# CONSULTANT IN GENERAL INTERNAL MEDICINE AND HOSPITAL AT HOME

*Full Time*

## JOB DESCRIPTION AND OUTLINE JOB PLAN

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### GENERAL

This is a new opportunity to provide Consultant leadership for General Medicine Ward and Support the innovative Bromley Hospital at Home service.. The remit of the postholder will be to work within the multi-disciplinary team providing and further developing care for patient within the General Medicine Service. In addition, the individual will be required to play an active role in the general workload of the Care Group while having a significant commitment to teaching and training of junior staff.

### PURPOSE OF JOB

The post will be based at the Princess Royal University Hospital and the proposed Job Plan (up to 10 PAs) is attached. This is subject to review within 3 months of the postholder commencing in post.

The On-Call commitment is for a 1:9 rota, which is classed as Category A. There is a commitment to undertake routine job planned work on Saturdays or Sundays as part of the total job planned PAs.

All employees are expected to undertake work on any of the Trust's sites as required by the service. As a senior employee of the Trust, you will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Trust's patients. Integral to these responsibilities are the following:

- The provision of a first-class clinical service
- Effective leadership to all staff engaged in the specialty
- Sustaining and developing teaching and research in conjunction with King's College London / KHP
- Undertaking all work in accordance with the Trust's procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Trust's service plans
- Maintaining the confidence of business plans and development strategies formulated for the specialty, the Care Group or the Trust

### CARE GROUP DESCRIPTION

Post and specialty:	Consultant in General Internal Medicine & Hospital at Home
Base/Location:	PRUH
Contract:	2.5 Programmed Activities per week for Hospital at Home (community services) 7.5 Programmed Activities per week for General Internal Medicine which includes 1 PA for SPA  Substantive Salary – NHS Consultant Salary Scale
Accountable to:	Clinical Director Clinical Lead
Key working relationships and lines of responsibility:	Line Manager: Dr Tamer Mikhail Clinical Director: Dr Sri Akunuri Clinical Director for Hospital at Home: Dr Lynette Linkson Responsible Officer: Dr Chris Palin Clinical Lead: Dr Tamer Mikhail Medical Director: Ms Rantimi Ayodele Chief Executive: Angela Helleur

## INTRODUCTION

A new opportunity to provide Consultant leadership for a General Medicine ward and support the innovative Bromley Hospital at Home service

Bromley Hospital at Home is a new integrated service across One Bromley partners for avoiding acute hospital attendances and admissions, while also supporting patients' early discharge from acute hospital beds. The service provides diagnosis, treatment, and monitoring of patients in their usual place of residence using face to face and virtual care.

The Princess Royal University Hospital (PRUH) provides acute care in Bromley and is part of King's College Hospital NHS Foundation Trust.

**Applicants must be within 6 months of CCT or must have fully completed CESR application and be fully registered on the GMC. Any applications not meeting these criteria will not be considered.**

The post holder will join a team of three General Medicine Consultants supporting the General Medicine Inpatient wards.

## SPECIFIC AREAS

The Princess Royal University Hospital became part of King's college Hospital Foundation Trust from 1 October 2013. The hospital was opened in 2003 and is well equipped with diagnostic facilities including spiral CT, MRI and a Clinical Measurements department for coronary angiography and pacing.

The PRUH and South Sites (Orpington, Beckenham Beacon, Queen Mary's, Sidcup) are managed as a division of the Trust, with its own Chief Executive, Medical Director and Director of Nursing. The PRUH division is subdivided into three care groups: General Medicine, Specialist Medicine, Surgery and Women's Health.

There are approximately 500 beds at the PRUH, which is highly valued by the local community. There is also an active educational training program for junior medical staff.

To date, we have invested significantly to improve the quality and safety of patient care at the PRUH, such as:

- the recruitment of over 200 extra ward nurses to increase the nurse: patient ratio and the introduction of additional consultants, doctors, midwives and senior nurses;
- building a new Clinical Decision Unit (CDU) adjacent to the PRUH Emergency Department;
- building an Ambulatory Care Unit, also adjacent to the Emergency Department;
- new equipment including an MRI scanner to improve patient access to diagnostics.
- Opening of an Acute Frailty Unit in 2021

Bromley offers the 'best of both worlds' due to the close proximity and good transport links into central London and its leafy suburban feel. It is a great location for families and anyone that would enjoy a calmer pace and 'town life' while benefiting from all the amenities of the capital. The Trust promotes family life and encourages a good work-life balance. Therefore, we provide childcare advice and nursery facilities in conjunction with a supportive mentoring and career planning programme. Applications for job sharing are welcome.

## Orpington Hospital

Another great success which has freed up much needed capacity at the PRUH and also our Denmark Hill site is the complete refurbishment of Orpington Hospital, transforming it into a nationally rated specialist centre for planned orthopaedic surgery and rehabilitation.. This has freed up capacity at PRUH and Denmark Hill, increasing patient flow. Clinical outcomes and patient experience at Orpington are universally excellent. A new Frailty Unit opened at Orpington Hospital in January 2017.

Further information about King's can be found on its website [www.kch.nhs.uk](http://www.kch.nhs.uk).

## **Bromley Hospital at Home**

Bromley Hospital at Home is a consultant led multidisciplinary team with clinical responsibility for its patients. It operates 8am to 8pm, 7 days a week, 365 days a year. It is a collaboration of providers across the London borough of Bromley and is based out of Bromley Healthcare's urgent community response directorate. It reports to the cross-borough Bromley Hospital at Home Board, individual providers and into the One Bromley Partnership through the Clinical and Professional Advisory Group and One Bromley Executive. The service has its own Clinical Director Dr Lynette Linkson and clinical service lead Lorna Redpath.

This is a high-profile service with equally high expectations for delivery for our patients: improved patient experience, assessment and recovery while mitigating demand for emergency department and hospital beds. The initial service was 30 virtual beds live for winter 2022/23 with specialisms in frailty, intravenous antibiotics, respiratory and end of life care – setting the foundations for future development. The ambition is to continue to integrate and expand services across One Bromley partners.

Bromley Hospital at Home recognises that delivering acute level care in a patient's home is both a privilege and relatively new. Through collaboration with patients, carers, and system partners, it will continuously evolve its ability to diagnose, treat and monitor patients in their usual place of residence – providing face to face and virtual care. We have actively involved patients and staff in the development of the service to date and envisage patient co-design and staff feedback as essential to its effective implementation and continuous improvement.

While the service will make best use of technology to support patients at home, attracting, training, and retaining innovative, motivated, high-quality staff is key to our delivery for our patients. We are establishing a strong package for staff. This includes a qualification for staff in delivering hospital at home services alongside a course through which voluntary informal carers can gain confidence in supporting loved ones at home. We see this as an opportunity for staff to both gain qualifications and build further skills and confidence through teaching as part of faculty. As we develop the service and learn through delivery, we will contribute to the international evidence base on virtual and hospital at home services.

The service structure for Bromley Hospital at Home is:

- Clinical Director (consultant)
- Clinical service lead
- Consultant leads (initially: generalist (this post), frailty, palliative)
- Service GP(s)
- Advanced nurse practitioner(s)
- Pharmacist
- Senior nurses with specialty interest/assessment skills – including therapy
- Junior nurses
- Associate nurses
- Broader access to therapy team within care group

Our structure also includes project management, service administration and research co-ordination. While the new service has its home at Bromley Healthcare it is a collaboration of the health and care partners across the London borough of Bromley: the care team outlined above may be employed by any of the partners.

There are daily virtual MDTs, clear escalation protocols and supporting hierarchy of responsibility to maintain clear clinical governance and accountability for individual patients and the service. The use of criteria to reside will also support this blend of acute and community care and safe patient management.

## Urgent Community Response at Bromley Healthcare

The new Bromley Hospital at Home service for adults is based in the Urgent Community Response directorate at Bromley Healthcare.

The Urgent Community Response directorate is responsible for delivering 2-hour, same day and 48-hour response to patients in Bromley requiring clinical assessment and treatment by advanced nurse practitioners, as well as rapid access to therapy. The directorate incorporates the 'Single Point of Access' (SPA) to Bromley Healthcare services supporting, among others, patients leaving acute hospitals and requiring healthcare in the community. As such the directorate is well embedded with the key health and social care teams and services, spanning primary, community and secondary care, as well as voluntary and public sector providers, to ensure the successful delivery of care pathways in Bromley.

The Directorate is led by a Clinical Director, a Head of Nursing and Service Director and is based at Central Court in Orpington, with satellite bases around the borough shared with other Bromley Healthcare teams.

## CLINICAL ORGANISATION

The General Internal Medicine Department is part of the General Medicine Care Group within the PRUH Division. Other services managed within the Care Group include: Acute Medicine, Emergency Department, Medical Ambulatory Department. The Hospital at Home service is part of the Specialist Medicine Care Group within the PRUH Division. Other Services managed within the care group include: Dermatology, Rheumatology, Endocrinology, Diabetes, MSK, Neurology, Respiratory Gastroenterology; Cardiology; and Oncology. The Specialist Medicine Care Group and General Medicine Care Group has a leadership structure headed by a Clinical Director, General Manager and Head of Nursing. Services within the care group are managed by a Clinical Lead, Senior Service Manager and Matron.

The Clinical Lead works closely with the Senior Service Manager, Matron, and is responsible for the service development and for ensuring liaison between the divisional management team and the clinical team.

## CARE GROUP STAFFING

The post-holder will be supported by the administrative & nursing staff. The department has a dedicated on-site Senior Service Manager, who works closely with the General Manager. The Service Manager attends the monthly operational meeting and the clinical governance meetings and meets weekly with the Clinical Lead.

### Medical staff

Name	Role
Dr Tamer Mikhail	Clinical Lead and Lead for Clinical Governance for General Medicine Wards
Dr Lynette Linkson	Clinical Director for Hospital at Home
Dr Alfred Fawole	Locum Consultant
Dr Naveed Farooq	Locum Consultant
Dr Oyindamola Awofisoye	Consultant in General Medicine

### Management staff

Name	Role
Fawez Molotoo	General Manager General Medicine (PRUH)
Promise Phillips	Senior Service Manager General Medicine Wards (PRUH)

## **KEY DUTIES AND RESPONSIBILITIES**

1. Together with other colleagues, to provide a high quality care service to patients. This includes all aspects of treatment and relevant management duties for the proper functioning of the Care Group.
2. Shared responsibility with other colleagues for providing 24 hours, 7 days a week cover for the Unit on a rota basis. Responsible also for covering colleagues' periods of annual leave and short-term sickness as detailed in your contract.
3. Provide clinical supervision of junior medical/dental practitioners as a shared responsibility with other consultant colleagues.
4. Responsible for carrying out teaching, examination and accreditation duties as required and contributing to CPD and clinical governance initiatives.
5. Responsible for outpatient clinic commitments in peripheral hospitals as agreed with the Care Group's management team where part of the service structure.
6. Contribute to the Care Group's research interests in accordance with the Trust's R&D framework.
7. Contribute to the audit programmes, Morbidity and Mortality, Clinical Governance programmes and Learning from Deaths.
8. Take an active role in the formulation, implementation and monitoring of the Care Group's Business Plan. This may include assisting with discussions regarding service plans and developments with internal and external agencies.
9. Conduct all activities within the contracted level of service and operating plan for service(s).
10. Exercise professional leadership for all staff working in the specialty. This will include fostering and developing projects focused towards these ends and ensuring that the momentum of post-qualification professional education and other appropriate training is maintained.
11. Work in conjunction with clinical and other professional colleagues to ensure that the productivity of staff within the specialty is maintained and their job satisfaction is enhanced. This may include involvement in the appraisal process for peers and/or junior colleagues.
12. Undertake Care Group management duties as agreed with the Care Group/Departmental Manager/Clinical Director.
13. Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene.
14. Prepare for and undertake the protective interventions that you are responsible for in a manner that is consistent with evidence-based practice and maintaining patient safety.
15. King's is committed to providing Consultant led 7-day services and in the event of future developments the post holder would be expected to contribute equally with other Consultant colleagues.

## **GENERAL INFORMATION**

1. You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance responsibilities associated with this post.
2. You are required to observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations, including complying with statutory and Trust core training.

3. You are required to observe and maintain strict confidentiality of personal information relating to patients and staff.
4. You are required to be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues.
5. The postholder has an important responsibility for, and contribution to make to, infection control and must be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures, which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.
6. All employees must hold an 'nhs.net' email account, which will be the Trust's formal route for email communication. You are therefore required to check this regularly and to deal with such communication promptly.
7. The Trust is committed to the Health and Wellbeing of all its staff and offer a range of guidance and services to support them, including
  - Local occupational health support
  - Employee Assistance Programme which provides a wide range of support for work and personal issues, including relationship problems (personal and at work); anxiety/depression; finance/debt; work overload; legal matters; bullying; consumer issues; bereavement; pressure/stress; child care; and care of the elderly/disabled.
  - Wellbeing hubs
  - Proactive local organisational systems to support staff following a serious incident
  - Availability of local initiatives and resources to promote workforce wellbeing
  - Coaching and mentoring, peer review groups and participation
8. This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the postholder.

## PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
1. Qualifications Higher Qualifications	Registerable medical qualification Full MRCP	Other higher degree or diploma (e.g., MD)
2. Registration	Full Registration with GMC	
3. Training and Experience	Applicants must be within 6 months of CCT or must have fully completed CESR application and be fully registered on the GMC general medicine/acute medicine Specialist Register. Any applications not meeting these criteria will not be considered.	Acute Medical experience
4. Administration	Experience in day-to-day organisation of General Medicine on wards services in a busy Teaching Hospital  Familiar with current structure of UK National Health Service and conversant with recent initiatives and changes	
5. Management and Leadership	Able to demonstrate leadership capability within multi-disciplinary teams	Management course and/or qualification
6. Audit	Thorough understanding of principles of medical audit. Must have undertaken and completed audit projects.	
7. Research and Publications	Experience of clinical research.  Publication of relevant review articles or case reports.	Relevant research experience
8. Teaching	Experience of undergraduate and post-graduate teaching and exam preparation.	Teaching skills course/qualification
9. Personal Skills and Personal attributes	Effective communicator, able to work in a close-knit team and co-operate with all medical and paramedical staff  Familiarity with information technology and general computer skills  Flexible, able to cover colleagues' absence  Professional attitude towards work, reliability, good record of attendance and tidy personal appearance	
10. Kings Values	Able to demonstrate an understanding of Kings Values  Commitment to uphold Kings Values	

## JOB PLAN

### 1. WEEKLY TIMETABLE OF COMMITMENTS

Job planned activity is expected to be fulfilled over a 42 week year.

Day	Time (From – To)	Type of work	DCC / SPA	Hrs	PAs
MONDAY	09:00 – 12:00	Board Round & Ward Round	DCC	3	0.750
MONDAY	13:00 – 14:00	Revalidation and CPD	SPA	1	0.250
MONDAY	15:00 – 15:30	2 <sup>nd</sup> Board Round	DCC	0.5	0.125
MONDAY	Flexible	Supporting Hospital at home (remote consultation and result reviews or at Bromley Healthcare)	DCC	2	0.500
TUESDAY	09:00 – 12:00	Board Round & Ward Round	DCC	3	0.750
TUESDAY	13:00 – 15:00	Family Meetings		1	0.250
TUESDAY	15:00 – 15:30	2 <sup>nd</sup> Board Round	DCC	0.5	0.125
TUESDAY	Flexible	Supporting Hospital at home (remote consultation and result reviews or at Bromley Healthcare)	DCC	2	0.500
WEDNESDAY	09:00 – 12:00	Board Round & Ward Round	DCC	3	0.750
WEDNESDAY	13:00 – 14:00	Revalidation and CPD	SPA	1	0.250
WEDNESDAY	15:00 – 15:30	2 <sup>nd</sup> Board Round	DCC	0.5	0.125
WEDNESDAY	Flexible	Supporting Hospital at home (remote consultation and result reviews or at Bromley Healthcare)	DCC	2	0.500
THURSDAY	09:00 – 12:00	Board Round & Ward Round	DCC	3	0.750
THURSDAY	12:00 – 16:00	Clinic	DCC	4	1.000
THURSDAY	16:00 – 16:30	2 <sup>nd</sup> Board Round	DCC	0.5	0.125
THURSDAY	Flexible	Supporting Hospital at home (remote consultation and result reviews or at Bromley Healthcare)	DCC	2	0.500
FRIDAY	09:00 – 13:00	Board Round & Ward Round	DCC	3	0.750
FRIDAY	13:00 – 14:00	Grand Round	SPA	1	0.250
FRIDAY	15:00 – 15:30	2 <sup>nd</sup> Board Round	DCC	1	0.250
FRIDAY	Flexible	Supporting Hospital at home (remote consultation and result reviews or at Bromley Healthcare)	DCC	2	0.500
NA	NA	On call PA	DCC	4	1.000
<b>TOTAL</b>					<b>10</b>

## 2. ACTIVITY SUMMARY

ACTIVITY CLASSIFICATION		No. of PAs
<b>DIRECT CLINICAL CARE</b> <i>(including unpredictable On- Call)</i>		<b>8.5</b>
<b>SUPPORTING PROFESSIONAL ACTIVITIES</b>	Undergraduate Teaching:	
	Postgraduate Teaching:	
	Revalidation:	1
	Research:	
	Other (specify):	0.5 (Special Interest)
<b>OTHER NHS RESPONSIBILITIES</b>		
<b>EXTERNAL DUTIES</b>		
<b>TOTAL</b>		<b>10</b>

## 3. ON-CALL AVAILABILITY SUPPLEMENT

Agreed On-Call Rota (e.g. 1 in 5):

1 in 10

Agreed Category (indicate A or B):

CAT A

On-Call Supplement % (e.g. 5% - see chart below)

3%

Frequency of rota commitment	Value of supplement as a percentage of full-time basic salary	
	Category A	Category B
High Frequency: 1 in 1 to 1 in 4	8%	3%
Medium Frequency: 1 in 5 to 1 in 8	5%	2%
Low Frequency: 1 in 9 or less frequent	3%	1%

- **Category A:** this applies where the consultant is typically required to return immediately to site when called or has to undertake interventions with a similar level of complexity to those that would normally be carried out on site, such as telemedicine or complex telephone consultations.
- **Category B:** this applies where the consultant can typically respond by giving telephone advice and/or by returning to work later.