

Candidate Brief

Line of work Consultant in Geriatric and General Internal Medicine with an interest in Frailty/Integration

March 2024

Welcome to Epsom and St Helier University Hospitals NHS Trust

Thank you for showing an interest in working with us at Epsom and St Helier – a family of more than 7,000 colleagues.

We are truly an integrated health and care Trust. In simple terms, that means that as well as the services we provide at our acute care hospitals (Epsom in Surrey and St Helier nearby in south west London) we work with local GPs, mental health services, community providers and local authorities, with the joint aim of preventing local people from becoming unwell, and when they do, that they receive the right care, in the right place, with the right support.

So, as well as great hospital care, together we offer an increasing range of services. These include adult community health, sexual health and children's therapies. Many of these community services are run by the partnerships we host, Surrey Downs Health and Care and Sutton Health and Care.

Continuing the partnership theme, we also host and run some exceptional hospital-based services including the South West London Elective Orthopaedic Service – rated 'Outstanding' by the Care Quality Commission (CQC) – and we also have the largest nephrology (care around kidney disease) service in the UK, that isn't co-located with a transplant service.

We also work as part of the St George's, Epsom and St Helier Hospital and Health Group, with a shared leadership and increasing collaboration to develop stronger clinical and corporate services between two major providers serving Surrey and South West London.

These partnerships are at the forefront of joining together health and care for local people, and part of the national NHS ambition to provide the best care locally.

In autumn 2019, as an entire Trust, we moved up to become rated 'Good' by the CQC and we seek to continually improve. As part of that, we have secured £500m as part of the government's Hospital Infrastructure Plan to enable us to build a brand new Specialist Emergency Care Hospital in Sutton and finish the refurbishment of the existing buildings on the Epsom and St Helier hospital sites.

We are committed to making all of our work places great places to work, with the right support and culture to help you excel. We spoke with more than 3,000 colleagues about what makes a good day at work and as a result introduced a new core value – 'Respect'. And as a result 'Respect' is at the heart of everything we do. This means we want everyone who works with us to be able to do the best that they possibly can with opportunities available for everyone to grow

and develop. It also means that there is no place for bullying, racism, discrimination or other poor behaviours.

We continue to develop as a Trust and with our partners. There is lots to do and we welcome you to help us on that journey, starting with the following job description, which we hope inspires you to be part of our success.




Our shared purpose

Developed by our patients and staff in the Your Voice Your Values project, 2018.



All of us who work at Epsom and St Helier

Choosing to work at Epsom and St Helier means I choose to sign up to our values, behaviours and expectations.

-  Respect and value other people's views, experience and skills
-  Develop myself to be a great role model of our behaviours
-  Treat patients with respect and as equal partners in their care
-  Treat everyone fairly regardless of protected characteristics, profession, role or level
-  Speak up whenever I have a concern, give feedback respectfully, receive feedback gracefully, admit mistakes, resolve issues together
-  Respect myself, looking after my own health and wellbeing
-  Create a respectful environment free from disrespectful behaviour
-  Respect my role, doing a good job to meet my objectives as they change, and doing the best I can with available resources.

Our ambition is to provide an outstanding level of care to our patients and communities.

Above all we value respect. This means everyone at the Trust – whether a member of staff, a patient or their loved ones – can expect to be treated with respect, whatever their role or background. This ensures kind, positive, professional teamwork, delivering great care to every patient, every day.

By choosing to work here, you also choose to value and role model respect. This means having respect for the Trust and your roles and responsibilities, as well as colleagues, patients and anyone who interacts with the Trust.



We offer an extensive range of services, including cancer, pathology, surgery, and gynaecology to 500,000 people in south west London and north east Surrey. We operate two busy general hospitals, Epsom Hospital and St Helier Hospital, and run services from other locations, including Sutton Hospital.

St Helier Hospital is home to the South West Thames Renal and Transplantation Unit and Queen Mary's Hospital for Children, while Epsom Hospital is home to the South West London Elective Orthopaedic Centre (SWLEOC). Both Epsom and St Helier hospitals have Accident and Emergency departments (A&E) and Maternity services (Obstetrics).

We also play an active role in the local healthcare economy, and are the lead provider in two innovative health and care partnerships.

In Surrey Downs (that's the Epsom, East Elmbridge and Dorking areas), we have partnered with CSH Surrey, the three GP federations in the Surrey Downs area, and Surrey County Council (who are an associate member), to provide adult community health services. This innovative partnership is called Surrey Downs Health and Care.

In Sutton, we have joined forces with the London Borough of Sutton, Sutton GP Services and South West London and St George's Mental Health Trust to provide adult and children's community health services and sexual health services to local people. Together, we are called Sutton Health and Care – you can visit our website www.suttonhealthandcare.nhs.uk.

Job Description

Job Title: Consultant in Geriatric and General Internal Medicine with an interest in Frailty/Integration

Grade: Consultant

Contract: Bank

Department: Care of the Elderly

Site: Trustwide

Programmed Activities: 10 PAs with on-calls

The Departments

The Medicine Division

The Medicine Division includes AMU, Audiology, Cardiology, COTE, Dermatology, Diabetes & Endocrinology, Frailty, Gastroenterology, Neurology, Respiratory, Rheumatology, Stroke and ED. Daniel Camp is the Divisional Director of Operations and the Divisional Medical Directors are Dr Amir Hassan for St Helier and Dr Guan Lim for Epsom. Each area also has a clinical lead, which leads specialties across both sites.

Sutton Health & Care and Surrey Downs Health & Care

Sutton Health & Care is an alliance between the Epsom & St Helier providing acute and community services, Sutton GP Services - the local GP federation, London Borough of Sutton, and South West London and St George's Mental Health Trust. We are working together as one integrated team, with one ethos and one approach, to provide services without organisational barriers. This provides for exciting opportunities in the local healthcare environment for innovation and clinical excellence.

Surrey Downs Health and Care (SDHC) is an innovative formal partnership consisting of the acute trust, Epsom and St. Helier University Hospitals (ESTH), the community workforce provider, Central Surrey Health (CSH), the local GP federation covering the Surrey Downs area of 30 practices, GP Health Partners (GPHP), Surrey Medical Network and Dorking Healthcare and the co-terminus Local Authority, Surrey County Council (Surrey County Council).

Epsom & St Helier University hospitals NHS Trust is a teaching Trust, and has a good reputation for both undergraduate and postgraduate education.

Teaching Hospital

We teach a 5-year programme and Graduate Entry Programme (GEP) medical students from St George's Hospital Medical School. Approximately 40% of St George's medical students are taught in the Trust. We also teach students from the Imperial Medical School and the American University of the Caribbean. We offer clinical attachments and observerships to international graduates.

There is a thriving and well-equipped Postgraduate Medical Centre (PGMC) including a library at both sites. We have a fully functioning simulation centre and free access to 'Up to Date'. We host external examinations and courses, such as MRCP/Paces and ATLS. There is an academic weekly lecture programme in the PGMC, a weekly Grand Round and a journal club.

There is a separate academic weekly lecture programme for GPs.

The Post

Post Description

This is a Consultant in Frailty appointment anticipated to commence as soon as possible. This 10PA post with GIM on calls will be based flexibly across both St Helier Hospital and the place of Sutton, and will support the further development of integrated services for people with frailty. Expertise in any sub-speciality, which enhances the Trust's reputation, would also be desirable.

We aim to treat acute illness appropriately, to enhance quality of life, to reduce disability, recognise when life is nearing its end, and to provide individualised person-centred care in the right setting at the right time. Expertise or a desire to develop sub specialty interest including Orthogeriatrics, Parkinson's disease (working in conjunction with the Neurology team), dementia, falls, frailty, surgical liaison or elderly syncope (for which the Trust has a tilt table service) is particularly welcomed. We are proud of our integration with the General Medicine team, which benefits our patients who require more specialist advice or diagnostic input. The Orthogeriatric service at St Helier is highly regarded with excellent patient outcomes.

We are looking to recruit Consultants in Geriatric Medicine to join our already established team at St Helier, with a specialist interest in developing cross-system integrated frailty services. The work model is centred on the Sutton 'place' and will comprise a split in clinical time, delivering care both at the 'front door' and specialist short stay areas of the St Helier's Hospital site as well as into the community setting working directly both with the Sutton Health and Care @Home service which provides rapid response MDT services and also with the wider proactive MDT services being developed through the four Primary Care Networks of Sutton.

Post-holders will be expected to contribute to and be involved directly in service development and the shaping of frailty pathways for patients within the London Borough of Sutton maintaining an interface with the acute hospital and leading service development

across settings of care. The Frailty team is a developing team with approval for further MDT roles which, with successful recruitment, will become a 7 day service.

The St Helier-based frailty service forms a discreet, albeit aligned, model of care distinct from the pool of incumbent geriatricians with a main focus on 'front door' frailty presentation and early supported management out of the acute hospital setting. Local audit has consistently shown that 40% of the acute medical take presents primarily with frailty syndrome. To this end, the acute hospital component of the frailty service works hand in glove with the acute physicians and the acute assessment and admissions pathways. In-reach into the ED is also encouraged and is supported by the Sutton Health & Care team of nurses, allied health practitioners and GPs.

Where immediate supported discharge is not possible, an Older Persons Short Stay Unit is in operation to provide an operational base for continuity of acute frailty management, with an operational in-patient length of stay window of 5 days. This location pools the resources of the Sutton Health & Care team and will allow for continuity of acute frailty care for patients requiring that timeframe prior to a safe supported and integrated discharge plan to the community and provide continuity of care in the community settings.

Finally, the Ambulatory Care Centre has been extensively expanded and resourced to enhance out-patient ambulatory services including hot clinics also for patients with frailty syndrome.

This service is strongly supported and well-resourced by the Trust which is unique in the local health economy in that it holds host responsibility for the provision of its local community services which are provided through the Sutton Health and Care Partnership. The model of care is grounded on strong peer support and opportunities for cross-site learning from the established frailty consultants and services working within the sister services of Epsom General Hospital and Surrey Downs Health and Care.

This post will primarily be based at the Sutton 'place' of care, although post holders may be required to work flexibly across any Trust sites including the community. Secretarial support and desk space in a shared office will be provided with IT facilities.

Our department has a friendly and informal atmosphere where the junior doctors feel well supported and achieve their educational targets. The appointee will provide clinical supervision to junior doctors rotating to the department and will be the educational supervisor for a number of trainees. There is an active educational programme with regular meetings, to which the post holder is expected to attend and contribute.

We aspire to high standards of medical and nursing care, and routinely assess aspects of this with regular clinical governance activities and meetings including monthly mortality reviews, to which the new appointee will be expected to contribute regularly. Mentoring will be arranged for all new consultants.

The Care of the Elderly Team:

St Helier

Junior Staffing

3x SpR

1x Senior Clinical Fellow

2x IMT1/2

5x GPSTS

2x FY2

5x FY1 (1x Trust)

9x Trust SHO/Junior Clinical Fellow

1x Physician Associate

The Care of the Elderly team provide Consultant cover for 4 wards, Virtual Ward, Frailty Hub/ Front door, the Reablement unit and Surgical in-reach. The geriatric wards are C5 and A3. C5 is a 22 bedded ward and A3 is the Orthogeriatric ward, comprising 22 beds. Support to other wards where a specialist opinion is requested is by way of in-reach. Our Frailty wards are A5 ward, a 23 bedded ward and B5 ward, a 21 bedded ward; Sutton Health & Care have a Therapy presence on B5 ward working as part of the MDT. The Frailty front door team run the Frailty Hub in the ED footprint, responsible for 8 beds and 6 chairs with additional in-reach into the ED department. We have Clinical responsibility for the maximum of 50 patients on Virtual ward, attended daily. The new Reablement unit (Therapy run) has 18 beds which we oversee clinically, with the Consultant attending the bi-weekly MDT's. Daily in-reach advice provided to our surgical wards; up to 55 patients. Each area/ ward has an allocated number of juniors to support responsibilities from the cohort of 28 juniors, as listed above. Outpatient clinics take place on a Monday and Friday afternoon and Tuesday morning at St Helier in the Springall Unit. The Monday and Tuesday clinics has a SpR clinic running alongside; the consultant clinics average 10 patients per clinic and the SpR clinic has 5 patients.

Epsom

Junior Staffing

1x SpR

1x IMT1/2

2x FY1 (1x Trust)

2x Trust SHO

Buckley is the elderly care ward at Epsom and is a 17 bedded unit. Support to other wards where a specialist opinion is requested is by way of inreach.

Mary Seacole unit frailty ward is a 24 bedded ward managed by Surrey Downs Health & Care and has its own junior staffing:-

1x Senior Clinical fellow

1x GPVTS

2x GP ITP

1x FY1

2x Trust SHO

Outpatient clinics take place on a Tuesday morning, Thursday afternoon and Friday afternoon in the Oaks Suite at Epsom Hospital. There is an average of ten patients per clinic, with a SpR clinic running alongside the clinic on Thursday afternoon (six patients). The service is currently developing monthly joint clinics specifically focused on Parkinson's and syncope, run with the Neurology and Cardiology services respectively.

Duties of the Post

Main Responsibilities and Duties

1. To show dynamism, enthusiasm and flexibility in participating in the reshaping of acute frailty services at Epsom and St Helier University Hospitals NHS Trust and within the community of the London Borough of Sutton.
2. To help provide a first class clinical service to all people with frailty.
3. To provide high quality leadership and support to staff, allied health care professionals, and Trust management and support staff in the Emergency Department, Acute Medical Unit/Hub, Frailty Short Stay Unit (OPSSU), and community.
4. To lead and support the multi-disciplinary team with complex discharge planning.
5. To support and sustain teaching and research where possible in relevant clinical areas.
6. To work within the framework of applicable Trust policies, procedures, and clinical governance framework.
7. To work within contractual requirements, and in support of applicable Trust clinical development frameworks, business plans, and development strategies.

Principal Duties of the Post

The principal duty of this post is to provide a comprehensive clinical service to patients.

1. To at all times, comply with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.
2. To ensure that patient confidentiality is maintained at all times.
3. To undertake duties as defined within the attached job plan in so far as practicable and in agreement with your Divisional Medical Director.
4. To be responsible and managerially accountable for the reasonable and effective use of Trust resources that you use and influence, and professionally accountable to the Medical Director.
5. On commencement to ensure personal attendance at the Trust's corporate Induction (or arranged Consultant Induction).
6. To participate in the Trust's Statutory & Mandatory training programme.
7. To be responsible for the Clinical Management of in and out patients under your care.

Clinical

1. To share in the organisation and provision of high quality clinical care for people with frailty within the Trust
2. To assess and review people with frailty within the setting of the Medical Assessment Hub, Acute Medical Unit, CDU, ED, OPSSU and in the community when required

3. To facilitate the early discharge of patients if clinically appropriate, by using where necessary, community teams
4. To actively participate and be engaged in daily multidisciplinary team meetings
5. To provide senior support and input into clinical decisions taken by junior medical staff
6. To ensure the provision of accurate and timely communication between the Acute Medical Unit, other units within the Trust (including critical care), and in primary or intermediate care settings
7. To work to provide smooth, timely and appropriate transfer of patients to appropriate settings within the Trust and local community
8. To participate in the development and implementation of care pathways for older patients presenting with frailty to the acute hospital
9. To participate in the out of hours medical on-call rota at evenings and weekends (the intensity is site dependent), such on-call including assuming clinical responsibility for the care of all medical patients within the Trust (including those outside of the Acute Medical Unit)

Teaching & Training

1. To share responsibility with other Consultants for the recruitment, appointment and supervision of junior medical staff in accordance with Trust policies.
2. To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.
3. To devote time, through agreement on a regular basis for teaching and training of medical students as part of agreed teaching arrangements with the Foundation School.

Management & Governance

1. To be responsible for the management, appraisal and discipline of junior doctors who are attached to you, after taking appropriate advice, where appropriate.
2. To maintain personal and professional development. The post holder will be expected to register with their respective Royal College for the purpose of CME/CPD and to fulfil the requirements of that registration.
3. To provide advice, as required to the Executive and Trust board, General Practitioners and other interested parties, on the provision of planning of clinical services locally, regionally and nationally in keeping with confidentiality agreements relating to Trust business.
4. To co-operate in the present framework agreement of management arrangements.
5. To fully participate in Clinical Governance arrangements across the Trust including participation in clinical audit, research (where appropriate), pursuing an agreed agenda with colleagues and the Trust Board and fully co-operating in implementing the results in order to achieve best practice.
6. To participate, on at least an annual basis in consultant appraisal and job planning reviews.
7. To comply with Trust policies and procedures where appropriate.
8. To ensure that all intellectual property rights of the Trust are observed.

Job plan

Provisional Timetable:- The timetables below are used for illustration only. The content will vary depending on the successful applicant and we are always willing to be as flexible as possible.

	Monday	Tuesday	Wednesday	Thursday	Friday
ACUTE HOSPITAL FRAILITY					
09.00-13.00	Acute Frailty in AMU and acute medical hub – DCC 1PA	Acute Frailty in AMU and acute medical hub – DCC 1PA	Acute Frailty in AMU and acute medical hub – DCC 1PA	Acute Frailty in AMU and acute medical hub – DCC 1PA	Acute Frailty in AMU and acute medical hub – DCC 1PA
13.00– 13.30	Lunch	Lunch	Lunch	Lunch	Lunch
13.30-17.30	DCC 1PA	Sub-specialty interest – DCC 1 PA	SPA -1PA	SPA – 1PA	SPA 0.5PA DCC 0.5PA
OLDER PERSONS' SHORT STAY UNIT (OPSSU)					
09.00-13.00	OPSSU - DCC 1PA	OPSSU - DCC 1PA	OPSSU - DCC 1PA	OPSSU - DCC 1PA	OPSSU - DCC 1PA
13.00– 13.30	Lunch	Lunch	Lunch	Lunch	Lunch
13.30-17.30	DCC 1PA	SPA - 1PA	SPA – 1 PA	SPA - 0.5PA DCC 0.5PA	Sub-specialty interest – DCC 1 PA
LIAISON/COMMUNITY/PRIMARY CARE					
09.00-13.00	Liaison/ Primary Care/ Community - DCC 0.5PA DCC 0.5PA	Liaison/ Primary Care/ Community - DCC 0.5PA SPA – 0.5PA	Liaison/ Primary Care/ Community - DCC 1PA	Liaison/ Primary Care/ Community - DCC 0.5PA SPA – 0.5PA	Liaison/ Primary Care/ Community - DCC 0.5PA SPA – 0.5PA
13.00– 13.30	Lunch	Lunch	Lunch	Lunch	Lunch
13.30-17.30	Liaison/ Primary Care/ Community – DCC 1PA	SPA – 0.5PA Liaison/ Primary Care/ Community - DCC 0.5PA	Sub-specialty interest – 1 PA	SPA – 0.5PA Liaison/ Primary Care/ Community - DCC 0.5PA	Liaison/ Primary Care/ Community – DCC 0.5PA DCC 0.5

- DCC – 7.5PA's – includes 1.5PA's towards Admin tasks such as letters/MDT meetings/seeing relatives/reviewing results/attending XRAY meetings and case presentations
- SPA – 2.5PA's for revalidation/teaching/research/assessment of trainees/clinical governance and service development

Description of frailty roles

Acute Hospital Frailty – this role is focused on reviewing people with frailty in the acute frailty medicine hub and AMU to provide expert frailty input, supporting the development of management plans and proactively seeking alternate pathways to full admission to ensure care is delivered in the optimal setting. You will be supported by the AMU medical team and the SHC @Home services to manage these acute admissions. Project plans are in place to convert the acute medical hub to a Frailty Hub over the next 6 -12 months with expansions to provide compliance with the NHS Long Term Plan of a minimum 70 hours frailty cover.

Frailty Short Stay – this role is focused on managing the short stay wards, where patients who can be managed back home quickly are fast-tracked from ED and the acute medicine hub by the frailty clinicians. You will work with the ward MDT and SHC @Home team to manage people with frailty differently to a full admission.

Primary and community: this role will be responsible for developing a proactive approach to frailty. This will include; virtual ward; supporting systems to identify people living with frailty; establishing comprehensive frailty education programmes across all tiers of need; leading the use of Comprehensive Geriatric Assessments without walls; providing specialist support to primary and community colleagues and leading proactive MDT clinics in community settings.

On Call Arrangements

The post holder will be required to participate in the GIM on-call rota on approximately a 1:16 basis, attracting a 3% supplement, plus one additional PA. Post take ward rounds will be part of this commitment when on-call.

The on call rota is currently defined as Category A

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 by returning to work later, except in an unforeseen emergency.

Private Practice

The post holder should ensure that any private practice commitments are discussed with your Clinical Director and entered into the prospective job plan. Any change to these will need to be discussed between the post holder and the Clinical Director and recorded in an amended job plan. Consultants will be required to ensure that they meet the code of conduct for private practice at all times.

Administrative Support

The successful applicant will have admin support and office accommodation with IT facilities.

Clinical Governance

Medical Practice

All members of the Trust's medical staff are expected to practice within the GMC Guidelines; in particular those contained within the publications Good Medical Practice and Maintaining Good Medical Practice.

All of the above provide an outline of the duties of doctors who are registered with the GMC and in particular emphasise the responsibility of every doctor to ensure standards of good clinical care, share good practice, keep up-to-date with clinical skills, work in teams and maintain good relationships with colleagues in all disciplines. The Trust is committed to the support of these principles and provides funds for education and development of all grades of staff.

Health & Safety

All medical and dental staff employed by the Trust is expected to comply with Trust Policy and management instruction with regard to Health and Safety and to Fire Prevention and, in particular to anything that endangers themselves or others.

Healthcare Associated Infection

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene including the 'naked below the elbow' approach, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about the application of practical measures known to be effective in reducing HCAI.

The Trust has the responsibility of ensuring that adequate resources are available for you to discharge your responsibilities.

Safeguarding

The Trust has in place both a Safeguarding Children Policy and a Safeguarding Adults Policy in line with national legislation.

The Safeguarding Policies place a duty upon every employee who has contact with children, families and adults in their everyday work to safeguard and promote their welfare. In the event that you have concerns about possible harm to any child or adult you should contact your line manager immediately. Out of hours contact should be made with the on-call manager through switchboard.

The Trust has nominated Safeguarding Leads who act as contact points for support and advice if concerns are raised about a child or adult's welfare. These individuals can be reached through switchboard during office hours by asking for the Named Professionals for Safeguarding Children or Adults respectively.

Equality & Diversity

All staff employed within the Trust must co-operate with all policies and procedures designed to ensure equality of employment. Colleagues, patients and visitors must be treated equally irrespective of gender, ethnic origin, age, disability, sexual orientation, religion etc.

Person Specification

Job Title: Consultant in Geriatric and General Internal Medicine with an interest in Frailty/Integration

	Essential	Desirable	Method of Assessment
Values and Behaviours	<ul style="list-style-type: none"> • Put the patient first by being happy, helpful, caring, respectful and patient • Always taking opportunities to improve, encouraging excellence • Work as one team – communicate, collaborate and share • Respect each other by being polite, pleasant and listening 		Application / Interview
Qualifications and Training	<ul style="list-style-type: none"> • Hold a medical qualification or qualification registered with the GMC • Entry on to the Specialist Register or be within 6 months of obtaining CCT in geriatric medicine and general internal medicine • Appropriate higher medical qualification i.e. MRCP • Must have 6 months NHS experience as a consultant 	<ul style="list-style-type: none"> • MD or equivalent higher degree or evidence or relevant research 	Application
Clinical, Management & Administrative Experience	<ul style="list-style-type: none"> • High standard of clinical skill and expertise in General Medicine • Able to contribute to the full range of skills required for the on call rota for General Medicine • Audit/Research experience • Has attended a recognised management training event or will have such training on completion of CCT/CESR • Supervision of post-graduate trainees • Personal time management skills • Clinical Governance • Ability to organise inpatient and outpatient waiting lists 	<ul style="list-style-type: none"> • Familiarity within issues of service organisation and development 	Application / Interview

Teaching & Research Experience	<ul style="list-style-type: none"> • Experience of teaching undergraduate and post graduate trainees • Ability to teach clinical skills • Ability to contribute to change management • Ability to apply research findings to clinical problems • Ability to critically review research 	<ul style="list-style-type: none"> • Experience of teaching basic clinical skills to undergraduates/postgraduates • Experience of supervising junior doctors • Experience of teaching lay groups and other staff groups • Ability to supervise postgraduate research 	Application / Interview
Language	<ul style="list-style-type: none"> • Demonstrable skills in written and spoken English to the appropriate standard necessary to fulfil the job requirements 		Application / Interview
Personal Attributes	<ul style="list-style-type: none"> • Ability to work in a multi-disciplinary team • Ability to work in partnership to deliver a patient-centred service • Demonstrate an understanding and willingness to embrace user involvement • Good interpersonal skills • Enquiring, critical approach to work • Ability to communicate with patients and relatives • Commitment to continuing professional development • Willingness to undertake additional professional responsibilities to local, regional or national levels • Willingness to work with consultant colleagues and management to maintain and develop a comprehensive service • Able to make own arrangements for travel between working sites 		Application / Interview