North Cumbria Integrated Care NHS Foundation Trust

Consultant Physician in Geriatric Medicine

Emergency Care & Medicine Care Group

North Cumbria Integrated Care NHS Foundation Trust

Based at West Cumberland Hospital, Whitehaven

Example Job Plan for a full time 10PA contract can be found in Appendix 1.
Applications are welcomed from candidates wishing to work either full or part-time.

On-call commitment: On call commitment is currently 1 in 10.

Visiting arrangements: We strongly encourage interested applicants to visit the Trust and meet prospective colleagues, and to view the area and all of its attractions. Arrangements for visiting may be made by contacting:

Dr Louise Buchanan, Clinical Director for Elderly Care:
louise.buchanan@ncuh.nhs.uk 01228 814033

Dr Paul Mead, Clinical Lead for West Cumberland Hospital:
paul.mead@ncuh.nhs.uk 07900 215 918

Mrs Elizabeth Malpass, Service Manager for Elderly Care:
Elizabeth.Malpass@ncic.nhs.uk 07880 500 242

Additional information can be found on the Trust's website at www.ncic.nhs.uk

Interview/Assessment Dates

We are planning on holding the interviews process as soon as possible.

Job Summary

We are looking for a dynamic, forward-thinking consultant physician in geriatric medicine to join a team including medical and nurse consultants covering North Cumbria. The Directorate would equally welcome applications from existing and newly trained Consultants.

This post is based in the Elderly Care Department at the West Cumberland Hospital, Whitehaven (WCH) with opportunities to work across site at the Cumberland Infirmary, Carlisle (CIC).

The successful candidate will be encouraged to work as part of an established multi-disciplinary team inputting and helping to develop new models of care within an acute frailty pathway. This is an opportunity to join an organisation in which clinicians are at the forefront of management and service development.

It is expected that the appointee will contribute equally to the out-of-hours-work and on-call rota.

Geriatric Medicine in West and North East Cumbria has been designed to dovetail with the overall Trust vision and consists of three main strategic aims:

1) Provide early Comprehensive Geriatric Assessment for frail elderly people (7 days a week) as per the `Silver Book' and RCP standards by developing `interface geriatrics' and a short stay frail elderly assessment unit.

2) Provide a high quality specialist service to primary care through the delivery of rapid access clinics and the provision of information and advice by a geriatrician.

The post holder will work as part of a team of Consultants responsible for the delivery of care in a 30 bedded elderly care ward, which forms part of the Trust's frailty pathway, as well as seeing patients in rapid access frailty clinics offering Comprehensive Geriatric Assessment.

The post holder will contribute to a rota to provide information and advice to community GPs, together with access to early access Comprehensive Geriatric Assessment in 'Hot' clinics to reduce unplanned admissions from A & E.

About the Post

The post holder will contribute to the development of the Frailty Service at the West Cumberland Hospital site, establishing an effective multi-disciplinary team, to provide early assessment and management of the needs of frail older patients.

The post holder will build on the existing good relationships with primary and community care services so that frail, older people have risk factors identified and can be signposted to services that will support them to maintain their independence as close to home as possible and reduce the incidence of further crisis. This may include co-ordination of specialist multi-disciplinary meetings which include primary and community care services to ensure that

patients have robust care plans which help them to stay healthy at home for as long as possible.

The successful candidate will be encouraged to develop any particular interest she or he has that complements the needs of the service and a timetable will be agreed in advance, to reflect the particular interests of the applicant, and the specialist interests of the existing Consultants, together with the needs of the Trust.

As with all North Cumbrian appointments, and in line with the Terms and Conditions of Consultant Medical Staff 2003, Consultants may be required to work Trust wide.

All activities with the exception of study leave and some professional leave are routinely undertaken on site.

Departmental Research and Publications

As a Directorate, we have a keen interest in developing and undertaking research / audit. We have a proven track record in undertaking and contributing to high quality studies, writing case reports, reviews suitable for publication, and presenting at national meetings. We were one of the main contributors to the PATCH study. We have won a Clinician National Research Prize for one of our publications and we won a BUPA Foundation National Elderly Care Award for our Delirium Unit (Elm B) and its evaluation. Our Orthogeriatric Liaison Service is building up a database from which we have already undertaken 3 successful audits which were presented at British Geriatrics Society Meetings in 2005, 2007 and 2011. Consultants working in the department have also produced two textbooks in Geriatric Medicine.

The Elderly Care and Rehabilitation Directorate

The elderly care and rehabilitation department at the West Cumberland Hospital is currently developing a frailty pathway that will provide:

Acute medical care to frail older people in a 30 bedded elderly care ward (Ward 4).

Post acute stroke and rehabilitation stroke care on a 15 bedded unit (Ward 3) working along patient pathways following the implementation of the HASU at Cumberland Infirmary.

Specialist clinics in movement disorders and stroke and rapid access frailty clinics offering Comprehensive Geriatric Assessment within a multi-disciplinary team approach in the Frailty Ambulatory Assessment area.

Supervision and training for medical students and junior medical staff.

Medical Staff

West Cumberland Hospital:

Dr P. Mead (Renal & G(I)M Consultant – Clinical Lead for WCH)
Consultant Elderly Care (Vacant post)
Dr J. Myszkowska (Locum Elderly Care Consultant)

Maria Parsonage (Cross Site Nurse Consultant in Elderly Care)
Jacqueline Thompson (Cross Site Nurse Consultant in Elderly Care)
Leanne Armstrong (Advanced Clinical Practitioner – Elderly Care)
Composite Workforce Model; West Cumberland Hospital medical provision operates a fluid composite workforce model which utilises:
Senior level medics (Trust Doctors at ST3 and Senior ACP's, Advanced Clinical Practitioners)
Junior level medics (Trust Doctors at CT 1/2 level, including GP Trainees, ACP's and Physician Associates)
Speciality Doctor
Advance Nurse Practitioner

Cumberland Infirmary:
Dr L. Buchanan (Consultant Cardiologist – Clinical Director for Elderly Care)
Dr Y. Jagatsinh (Consultant in Rehabilitation Medicine)
Dr P. Davies (Elderly Care Consultant with special interest in stroke)
Dr A. O'Callaghan (Elderly Care Consultant with special interest in Parkinson's Disease)
Dr A. Munch-Anderson (Elderly Care Consultant)
Elderly Care Consultant (Vacant post)
Dr B. Ali (Speciality Doctor)
Dr E. Blythe (Speciality Doctor)
3 x SPR (Northern Region training Scheme in Geriatrics and GIM)
2 x CMT (Northern Region)
9 x FP Trainees, 2 FY2 + 7 FY1)
2 x Trust Doctor

Senior clinical colleagues will provide mentorship/support.

On Call Commitments
On call commitment is currently 1 in 10 week days and 1 in 10 weekends. The average number of acute patients admitted on call is approximately 30 in 24 hours. Weekday on call is 16.30 – 22.00 resident on site and then available until 09.00 the following morning.

Weekend on call is 09.00 – 22.00 resident on site and on call 22:00 until 09.00, Saturday and Sunday.

Specialist on call back up, available on site, is provided for critical care. Support for cardiology, renal medicine and acute GI bleeding is available by telephone from CIC. Out of hours advice is available from Newcastle Hospitals for infectious disease, haematology, oncology, acute neurology, cardiothoracic surgery and neurosurgery. Tele stroke is also available for stroke advice.

Secretarial Support/Office Accommodation
Secretarial support will be available to the successful candidate. Office accommodation and a personal computer with internet access will also be provided.

Main Terms and Conditions of Service

This post is a Trust appointment and will be subject to the Terms and Conditions – Consultants (England) 2003 as amended from time to time. The Trust has an established Joint Negotiating Consulting Committee for negotiating changes to terms and conditions of service, which will then be incorporated into the handbooks and become part of your employment contract.

Candidates appointed to an NHS Consultant for the first time will be offered a salary on the minimum scales except where a higher salary is justified by taking into account any previous consultant level experience recognised by the Trust for this purpose.

Any offer of employment with the Trust will be subject to satisfactory pre-employment checks as defined in Health Service Circular 2002/008

- references
- qualification/registration verification
- occupational health clearance
- DBS clearance
- identity verification
- eligibility to work in the U.K

and in accordance with Department of Health guidelines relating to 'Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV: New Healthcare Workers'.

Your private residence shall be maintained in contact with the public telephone service and shall be not more than 30 minutes or 10 miles by road from the base unit (West Cumberland Hospital, Whitehaven) unless specific approval is otherwise given by the Trust.

Your principal hospital, for the purposes of reimbursement of travelling expenses, will be West Cumberland Hospital, Whitehaven.

Professional Registration

It is the responsibility of individual doctors to hold current GMC Registration with a current licence to practise.

Professional Code of Practice

As a Registered professional, you are required to abide by the GMC's 'Good Medical Practice' (Regulating doctors, ensuring good medical practice). Disreputable behaviour, even if it is not directly connected to your professional practice, or failure to abide by the principles outlined by your code of practice mentioned above could put your registration as well as your continuing employment at risk. You should be aware that any breaches of your code of practice will be investigated in line with Trust policy, and action taken where appropriate, including reporting the misconduct to the GMC/PPA.

Health & Safety Management Responsibilities

The Trust recognises it's duties under the Health and Safety at Work Act 1974 to ensure as far as reasonably practicable, the health, safety and welfare at work of all employees. In addition, the business of the Trust shall be conducted so far as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risk to their health and safety.

Managers have a duty to ensure that safe systems of work are used within their areas of responsibility and must investigate accidents and incidents, arrange annual risk assessments and ensure all staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to co-operate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Travel and Subsistence

Travel and subsistence expenses will be reimbursed for preliminary visits in addition to interview expenses only to those candidates selected for interview. Reimbursement is restricted to two such visits, whether they are made before or after the constitution of the short list is known. In the case of candidates traveling from abroad, traveling expenses are normally payable only from point of entry to the United Kingdom

Other Duties: Flexible Commitments

The remainder of the appointee's professional time will be deployed flexibly on other clinical duties, administration, liaison with relatives, teaching, research, clinical audit, grand rounds, special interests, continuing medical education and professional development. (Details of this part of the Job Plan arrangements will be agreed with the successful applicant).

Participate in Consultant Appraisal and Job Plan Review on an annual basis and the revalidating process when necessary. The Trust will support revalidation

Our organisation sees the mentoring and 'settling in' programme as delivering benefits for all involved and we are keen to develop it further

Time off in lieu of extra duties will be considered.

Job Description

Job Title:	Consultant Physician in Geriatric Medicine
Business Unit:	Emergency Care & Medicine Care Group
Specialty:	Geriatric Medicine
Location:	West Cumberland Hospital, Whitehaven / Cumberland Infirmary, Carlisle
Hours:	Full-time; 10 PA's (part-time considered)
Accountable to:	The post holder is accountable to the Chief Executive through the Medical Director.
Principal Job Purpose	To provide, in conjunction with consultant colleagues, the Trust's Frailty and Care of the Elderly Service.
Job Plan:	See below and appendix 1.

Key Responsibilities

The appointee will, together with existing consultant colleagues be responsible for the provision of a comprehensive, efficient, and cost-effective clinical frailty service to the Trust and other users of the service.

See Appendix 1 for an Indicative example Job Plan and Appendix 2 for the Person Specification.

The successful candidate will be expected to:

- Work with colleagues to develop an acute frailty pathway and further develop frailty services in partnership with the Integrated Care Communities.
- Provide teaching for Junior Doctors, Medical Students and other members of the multi-disciplinary team
- Take shared responsibility for work on the Care of the Elderly wards at WCH
- Share with Consultant colleagues the role of educational or clinical supervisor to junior doctors in training including induction, provision of supportive formal appraisals, supervision of learning portfolios, and career advice as appropriate.
- Undertake personal development and mandatory training
- Participate in clinical meetings and post graduate activities in the Trust.
- Participate in Clinical trials
- Work closely with other specialist teams

- Work with managers and professional colleagues to ensure the efficient running of services
- Undertake administrative duties associated with the care of their patients and the running of clinical areas and also as required by the Clinical Lead, Clinical Director, Executive Medical Director and Chief Executive.
- Assist in the preparation of business plans.
- Support and participate in the Booked Appointment Systems
- Take an interest in research/teaching with participation in projects and courses
- Participate in Consultant Appraisal and Job Plan Review on an annual basis and the revalidating process when necessary. The Trust will support revalidation. Participation in the Clinical Excellence Award Scheme, when eligible, is encouraged.

The successful applicant will be required to demonstrate a firm commitment to the principles of Clinical Governance including:

- Developing and maintaining appropriate systems and practice to ensure effective clinical audit.
- Attending and contributing to the Trust Clinical Governance Programmes.
- Ensuring that staff within their area of responsibility are aware of the Trust's Risk Management Strategy, and that it is implemented
- Participating in the Trust Clinical Incident Reporting System.
- Developing a programme of personal continuing medical education and professional development in accordance with the recommendations of the relevant Royal Colleges. authorisation and interpretation of results
- Involvement in policy and SOP preparation
- Responsibility for quality assurance performance within the department, including taking part in all relevant national external quality assurance (NEQAS) programmes
- Responsibility for achieving and maintaining full accreditation with Clinical Accreditation (UK) Ltd, or an equivalent agency
- Business planning, including the assessment and introduction of new methods, and forward planning for staff and equipment requirements.

It is anticipated that the post holder will develop an area of interest which will complement the existing team within North Cumbria.

Clinical Liaison

The appointee will ensure liaison in a timely manner with all clinicians, hospital staff, medical microbiologists, General Practitioners and Public Health Consultants concerning the diagnosis, and management of patients. The appointee will take a leadership role within the Trust/hospital in matters relating to frailty.

The appointee will be expected to provide advice on the geriatric and frail patient as well as to participate in the relevant hospital committees to achieve the outcomes identified above.

Service Provision and Development

Manage personal workload in such a way to ensure where possible service contract levels are achieved. Participate in the provision of cover on a shared basis with colleagues for

periods of annual, sickness and study leave, except for prolonged absence where locum cover may be necessary.

Provide continuing clinical responsibility for patients under his/her care and assume responsibility for and facilitate contact from members of staff with delegated duties for personally accountable patient care.

Maintain an awareness and commitment to organisational priorities and ensure these are communicated effectively to colleagues and staff. Engage in constructive debates about organisational issues through a willingness to interact positively with managers – showing mutual respect to ensure a similar level of respect in turn.

Effectively balance loyalty to the service and to the organisation through corporate behaviours and have an ability to anticipate change in current political climates showing an awareness of where the team sits in the bigger picture.

Understand the wider health economy and the implications for the Trust whilst working within organisational constraints with willingness to compromise and share resources.

Management Responsibilities

Actively assist in the preparation and development of business plans and effectively manage the resources employed to achieve agreed objectives through consulting with colleagues and co-ordinating individual activities to ensure the particular clinical service operates effectively.

Undertake administrative duties associated with the care of their patients and the running of clinical areas as required by the Clinical Lead, Associate Medical Director, Executive Medical Director and Chief Executive.

Lead and manage the team through adaptable, visible and modest leadership to ensure a committed approach is achieved. Standards will need to be driven by improvements with clear and explicit direction, encouraging constructive feedback and challenge from those involved.

Produce and support solution-focused decisions based on fact and not anecdote through recognising the value of involving different professional contributions, applying your knowledge appropriately.

Demonstrate financial awareness and understand the impact of your and, your team's, decisions.

Delegate tasks effectively and appropriately with realistic expectations of others.

Effectively deal with staffing issues consistently and fairly, seeking advice and assistance where necessary from the Human Resource department to ensure local and national employment policies and procedures are followed.

Comply with Health and Safety policies and procedures.

Communication and Working Relationships

The post holder must have an empathetic and sensitive approach to patients' needs with an ability to show concern for others recognising individual work-life needs.

Demonstrate highly effective communication skills with an ability to influence and negotiate and use power appropriately within the organisation. Be an approachable team member who is inclusive, co-operative, caring and a good listener who acts appropriately where necessary on what is being said.

Manage the boundaries appropriately within the team showing loyalty through development of a positive and responsible approach to lessons learnt in team errors.

Maintain a confident approach without being arrogant and be able to add appropriate pressure to individuals who are underperforming.

Teaching and Research

The successful candidate will be expected to provide teaching for the Junior Doctors, Medical Students and other members of the multi – disciplinary team. He / she will be expected to share with his/her Consultant colleagues the role of educational supervisor to junior doctors in training. This will involve induction at the beginning of their contracts, the provision of supportive formal appraisals for doctors in training at regular intervals, supervision of their learning portfolio and career advice as appropriate. The post holder will be expected to keep up to date with their personal development in order to fulfil their educational objectives He / she will be encouraged to liaise with medical staff and participate in clinical meetings and post graduate activities in the Trust. The individual will also need to work closely with other specialist teams.

The successful appointee would be expected to undertake teaching at an undergraduate level throughout the Trust, including the assessment of clinical medical students and examining from time to time and providing undergraduates with honest and constructive feedback in a supportive learning environment. The Trust has an expectation for consultants to give feedback to trainees opportunistically, teach by example and encourage trainees to be curious.

Research is encouraged and enabled by the Trust's active Research and Development Department.

Clinical Audit and Governance

The Trust is committed to providing patient care of the highest quality. Accordingly, the job plan (see Appendix 1) is constructed to allow practical sessional commitment for medical audit, clinical governance and continuing medical education (SPA time). The post holder will be required to participate in clinical audit activities (personal, departmental and inter-departmental) including clinical audit meetings.

The post holder will have an objective team approach to and participation in the Business Unit's efforts to monitor and improve standards and critical incident reporting whilst actively supporting evidence-based guideline implementation.

The Trust's Clinical Excellence Department is able to assist post holders with audit and clinical governance issues.

Continued Professional Development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

The post holder will have a reflective approach to their own practice with an ability to acknowledge poor behaviour and act upon feedback sought from others during the Trusts appraisal process. The post holder will be required, with the approval of the Business Unit Management, to agree a programme of continuing professional development which meets his/her and service provision requirements. The post holder will be expected to be registered with the Royal College of Physicians for the purposes of CPD.

The Trust has a commitment to the development of leadership skills.

Revalidation

The Trist has the required arrangements in place as laid down by the Royal College of Physicians to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors through the revalidation process.

Mentoring

Each newly appointed consultant is offered a mentoring opportunity with an appropriately experienced member of the senior team.

Personal Attributes

Effectively plan and prioritise own workload with an ability to complete mundane tasks, e.g. read numerous e-mails and remember and store them effectively for future use when needed.

Cope with conflict or crisis in a calm manner and demonstrate emotional stability through a controlled temperament with a willingness to face difficult issues and acknowledge poor behaviour in self and others.

Be willing to try new activities or approaches to ensure a proactive and open minded method of change in the working environment.

Appendix 1

Proposed Job Plan: Consultant Physician (Geriatric Medicine)

The post will be flexibly time-tabled to meet the demands of the service and the timing of sessions may change as the service develops.

New patients are seen through frailty ambulatory assessments. This is a new system of patient care therefore annual numbers of patients seen at this stage are difficult to estimate.

A typical week would consist of 10 Programmed Activities (PA's). A proposed job plan has been outlined and will be agreed on commencement of appointment.

The Full-time working week will consist of 10 Programmed Activities (PA's), separated into:

- Direct Clinical Care – 10 PA (including out of hours on call)
- Supporting Professional Activities – 1.5 PA minimum

Supporting Professional Activities are to meet the needs of continuing professional development for revalidation purposes. An allocation of 1.5 SPA's for Supported Professional Activities is included. Additional SPA time will be available on taking on extra roles like educational, clinical supervision etc. and will be allocated as required under the Trust Job Planning Guidance and Procedure and at the time of the Job Plan review (additional or adjustment of sessional time may be negotiated as part of job planning to encompass duties such as additional teaching and training commitments)

Weekly timetable of fixed commitments: (draft only and open to discussion)

Indicative job plan

Indicative Job Plan (Time)	**Monday**	**Tuesday**	**Wednesday**	**Thursday**	**Friday**
09.00-12.30	Board round Ward round/Frailty assessment / Clinical referrals	Board round Ward round/Frailty assessment / Clinical referrals	Board round Ward round/Frailty assessment / Clinical referrals	Board round Ward round/Frailty assessment / Clinical referrals	Board round Ward round/Frailty assessment / Clinical referrals
13.00 – 17.00	Admin	Clinic	SPA	Clinic	SPA (0.5) Weekend planning on ward (4 – 5 pm) (0.5PA)

DCC	PA
Ward rounds	5
Clinical Admin	1
SPA	1.5
Clinic	2
Weekend ward planning	0.5
On call	1.5
Total	10 plus 1.5 on call

Ward rounds may not be fixed sessions but may entail flexible working with colleagues to provide daily senior review following the imminent implementation of an acute physician model of care. Ward cover is envisaged to be undertaken on a rotational basis within the expanded team once established.

Time away from ward cover will allow alternative clinical activity, planned compensatory time for out of hours work or additional administration and will be negotiated via the Trust job planning process.

This job description may change in the future to take account of further changes in light of Service Development and the consultant contract.

Note: This is an **example** of a weekly timetable, which will be discussed further with the successful appointee. The job plan is subject to review once a year with the Consultant, Clinical Manager, Clinical Director or Clinical Lead. Further clinical commitments can be negotiated upon appointment dependent on clinical need.

This job description may change in the future to take account of further changes in light of Service Development and the consultant contract.

Other Duties: Flexible Commitments

The remainder of the appointee's professional time will be deployed flexibly on other clinical duties, administration, teaching, research, clinical audit, continuing medical education and professional development. (Details of this part of the Job Plan arrangements will be agreed with the successful applicant).

Out of Hours Responsibilities including on-call commitments

The Consultant will participate in a category B on-call rota, which attracts an availability supplement of 1% (1:12 at CIC and 1:10 at WCH).Where consultants contribute to Physician of the day commitments, for planned work which occurs out of hours they will be remunerated in addition to 10 PA. It should be noted under the Terms and Conditions Consultants (England) 2003, schedule 2, paragraph 1, it states that a Hospital Consultant has continuing clinical and professional responsibility for any patient admitted under his or her care.

- 16.30 to 22:00 Emergency Assessment Unity (EAU)
- 22:00 – 08:00 – on-call away from hospital

No post take ward round as this is completed by the Acute Medical Consultant.

Appendix 2

Person Specification: Consultant in Geriatric Medicine

Requirement	Essential	Desirable
Education and Qualifications	Full Registration with the General Medical Council. Specialist Registration for geriatrics and GIM. MRCP Entry on the GMC specialist register via relevant CCT (proposed CCT date must be within 6 months of interview), relevant CESR or European Community Rights	Postgraduate higher qualification
Experience and Knowledge	High level of clinical experience and competence in Geriatrics and GIM Completed Higher Specialist Training (CCT) in Geriatrics or evidence of equivalent competency. Excellent communication skills with patients, colleagues, managers and other staff Ability to take full and independent responsibility for clinical care of patients	A commitment to, and experience of teaching An interest in developing links with Acute Medicine or Primary Care
Management & Administrative	Ability to advise on efficient and smooth running of the service. Ability to organise and manage own workload efficiently	Experience of audit management
Teaching	Experience of and commitment to teaching undergraduate and postgraduate medical staff.	Experience of teaching basic clinical skills to undergraduates Teaching of non-medical health professionals. Educational Qualification
Research, Audit and Clinical Governance	Experience of, and commitment to, medical audit. Experience of research and Clinical Governance	Ability to supervise postgraduate research Publications in peer-reviewed journals
Communication skills and abilities	Empathetic and sensitive approach to patient needs Approachable and effective Multi-disciplinary team member with excellent interpersonal skills Team loyalty Positive approach to lessons learnt	IT Skills Presentation skills

	Confident approach without being arrogant	
Continued Professional / Personal Development	Demonstrable evidence of lifelong learning. Reflective approach to personal development with an ability to acknowledge and effectively manage poor performance. Participation in appropriate peer review processes.	
Personal Attributes	See Consultant Competency Framework (Appendix 3) Ability to work as part of a multi-disciplinary team Participation in on call and emergency cover. Ability to travel to fulfil the requirements of the post	