



**Incorporating  
Central Middlesex Hospital  
Community Services in Brent, Ealing and Harrow  
Ealing Hospital  
Northwick Park Hospital  
St. Mark's Hospital**

DIVISION OF INTEGRATED MEDICINE

JOB DESCRIPTION

BANK CONSULTANT GERIATRICIAN

In Medicine for Older People

## 1. INTRODUCTION

### THE TRUST

#### London North West University Healthcare NHS Trust

London North West University Healthcare NHS Trust is one of the largest integrated care Trusts in the country bringing together hospital and community services across the boroughs of Brent, Harrow and Ealing. Our 9,000 staff, including 1,300 doctors and 4,000 nurses and serves a diverse population of approximately 850,000. The Trust was established in October 2014 following the merger of The North West London Hospitals NHS Trust and Ealing Hospital NHS Trust and has an annual budget of over £640 million.

This is a pivotal time for the Trust as we pursue a transformational programme of activity to improve the way healthcare is delivered across the acute and community settings in North West London. To evolve as an organisation, we must create an identity and culture that will support the ambitions we have for our services 'to provide excellent clinical care in the right setting by being compassionate, responsive and innovative.'

During this exciting period of opportunity and change, we have a clear plan to address our challenges and with the commitment of our teams we are making significant progress.

We continue to lead the way in a number of clinical services. Examples of excellence can be seen in our stroke service which is rated the best in the country and at St. Mark's Hospital, an internationally renowned specialist centre for colorectal diseases. We are also a leading provider in undergraduate and postgraduate medical training and education.

We are proud to be leaders in a number of clinical areas. Examples of excellence can be seen in our stroke service which is rated the best in the country and at St. Mark's Hospital, an internationally renowned specialist centre for colorectal diseases.

#### Key locations

Our hospital services are provided across four acute sites. These are **St Marks' Hospital; Northwick Park Hospital, Central Middlesex Hospital** and **Ealing Hospital**. Community services include Clayponds Rehabilitation Hospital, Meadow House Hospice, and Willesden Centre for Health and Care.



**Northwick Park Hospital** was officially opened by Queen Elizabeth II in 1970. It is home to the hyper-acute stroke unit, one of only eight such units in London. In December 2014, Northwick Park Hospital's £21m state-of-the-art A&E department opened its doors and in January 2016 the new Acute Medical Unit opened providing a total of 63 new beds across Crick, Darwin and Elgar wards. Medical research, both pre-clinical and clinical, has been a key feature of the hospital site since opening, and in 1994 the Northwick Park Institute for Medical Research (NPIMR) was formed. By maintaining top-rate research facilities and providing excellence in surgical training, NPIMR ensures the highest standard of science for translation into clinical care.

Northwick Park Hospital also retains complementary and enhanced research activity in several regional specialist units such as the Kennedy-Galton Centre (Clinical Genetics), the Lister Unit (Infectious Diseases) and a Regional Hyper Rehabilitation Unit.

**St Mark's Hospital** was founded in 1835 and has developed an international reputation as a specialist postgraduate teaching hospital for patients with intestinal and colorectal disorders. St Mark's is developing a closer academic relationship with Imperial College, in line with the Trust's academic strategy. The hospital moved from the City Road in central London in 1995 to become an integral part of the Northwick Park site.

### **Central Middlesex Hospital**

Central Middlesex Hospital in Park Royal opened in 2006 and is the main provider of health services for the residents of Brent. The hospital provides specialist services in a modern environment for illnesses common in the local community, including asthma, diabetes and sickle cell. Brent has one of the highest populations of patients with sickle cell disease in the country. The Brent Sickle Cell and Thalassaemia Centre is based at the hospital to provide specialist care for patients with the condition.

### **Ealing Hospital**

Officially opened in 1979 Ealing Hospital is a busy district general hospital providing a range of clinical services including A&E, 24/7 urgent care centre, ENT and cardiology. The hospital predominantly provides secondary care to its local community across Greenford, Hanwell, Northolt, Southall and West Ealing.



## **Organisational Values**

All staff employed by the Trust are expected to embody our 'HEART' values throughout their employment. The values describe how we interact with each other and our patients and underpin everything we do and say to achieve our vision:

**H**onesty - open and honest in everything we do

**E**quality – we value all people equally and treat them fairly whilst recognising their individuality

**A**ccountability – we will provide excellent care and ensure the safety and wellbeing of all patients

**R**espect – we treat everybody the way we would like to be treated

**T**eamwork – we work together to make improvements, delivering consistent, high quality, safe care.

## 1. TRUST MANAGEMENT

### The Trust Board

#### Executive Directors

Chris Bown	Chief Executive Officer
Ellis Pullinger	Chief Operating Officer
Lisa Knight	Chief Nurse
Dr Martin Kuper	Medical Director, Responsible Officer, Deputy
Simon Crawford	Director of Strategy
Mark Trumper	Director of Estates and Facilities
Claire Gore	Director of Human Resources and Organisational Development
Jonathan Reid	Chief Finance Officer
David Searle	Director of Corporate Affairs (Trust Secretary)

#### Non-Executive Directors

Sir Amyas Morse	Chairman
Prof. Desmond Johnston	Non-Executive Director
Prof. David Taube	Non-Executive Director
David Moss	Non-Executive Director
Dr Vineta Bhalla	Non-Executive Director
Janet Rubin	Non-Executive Director
Andrew Van Doorn	Non-Executive Director
Neville Manuel	Associate Non-Executive Director

#### Divisional Clinical Directors

Dr Nigel Stephens	Integrated Medicine
Dr Jon Baker	Urgent & Emergency Care
Miss Carolynne Vaizey	Surgery
Dr Ayesha Akbar	Integrated Clinical Services
Dr Saswati Maitra	Division of Women's and Children's Services (Women's Clinical Director)
Dr Nitu Sengupta & Dr Priya Kumar	Division of Women's and Children's Services (Children's Clinical Director)

## 2. TRAINING AND EDUCATION

### **Training and education at Northwick Park Hospital and Central Middlesex Hospital**

The Trust houses a large Postgraduate Education Department with offices on all three sites and has Deanery-funded Postgraduate Educational Fellows. The Department oversees the training of approximately 514 doctors in postgraduate training and 200 educational and clinical supervisors. Pre-registration nurse training is provided by the Trust in conjunction with University of West London. 100 students benefit from the wide range of clinical experience which is available; both for qualification and registration.

The Trust has established an extensive programme of post registration speciality based nurse training to enhance patient care and service delivery.

The main facilities available for running courses within the campus are based in the Medical Education Centre which is situated immediately above the John Squire Medical Library. The John Squire Medical Library is the North West reference library for the National Library Association, The Medical Education Centre houses the Postgraduate Education Office, 6 seminar rooms, and the Himsworth Hall which can be used when registrants total 100-300. In addition The Jonathan Levi Lecture Theatre is situated at the centre of the hospital. This lecture theatre is used for the weekly hospital Grand Rounds and can accommodate approximately 100 attendees.

### **Training and education at Ealing Hospital**

Ealing Hospital has close academic and service links with Imperial College Healthcare NHS Trust. These include Specialist Registrar rotations in medicine and surgery, which are co-ordinated through the London Deanery. Many consultants have joint appointments or academic sessions at Imperial.

Ealing Hospital is an Associated University Hospital of the University of London and has students from Imperial College School of Medicine on attachments in medicine, surgery, gynaecology, anaesthetics, A&E and other departments. The value of medical training is well recognised and consultants devote appreciable time and effort to teaching junior staff and medical students.

There is an active Postgraduate Education department with many weekly meetings in the various specialties and a general weekly lunchtime Grand Round for medical staff from all departments. The postgraduate centre has undergone extensive improvements in recent years with a large lecture theatre, several seminar rooms and a well-equipped library and literature search facility. The postgraduate library is a multi-disciplinary facility providing state of the art information access on all medical issues, computer facilities with Internet access, and a clinical video library. Ealing Hospital also takes postgraduate students from the University of Buckingham and has several academic appointments at Professorial level in Medicine.

### 3. RESEARCH AND DEVELOPMENT

The creation of the new Trust has enhanced our R&D programme which is resulting in improvements in patient care. In 2015/16 over 70 consultants were active in research projects. The Trust acts as host to the London (North West) CLRN as part of its research “HUB”, sustaining research on a local and national basis. The Trust has an extensive research portfolio which is assessed against national guidelines: <http://www.guardian.co.uk/healthcare-network-nihr-clinical-research-zone/trust-research-activity-league-tables> making it a top performer in North West London.

The R&D Department is extremely active working at a local and national level supporting clinical research through extensive collaborations. The experienced team works on a wide range of studies including Cancer, Cardiology, Dementia, Gastroenterology, Infectious Disease, Medicines for Children, Rheumatology and Stroke. There are also strong links with the Pharmacy Department where we are a leader on pharmacy research training. The Trust plays great emphasis on supporting research, especially where it can demonstrate an impact on patient care. To support research we also have an agreement with Imperial Innovations Ltd. who are on-site to help promote and grow new ideas through developing intellectual property.

The Trust also hosts the NPIMR, and have an independent unit of Parexel on site who are a major Clinical Research Organisation who carry out Phase I studies and attend joint meetings to promote clinical research.

The R&D Department is also in the process of expanding its clinical research facilities to take on more clinical trials and extend our links with industry - thus making the Trust a vibrant place to undertake clinical research.

## 4. HEALTH CARE FACILITIES

### **Northwick Park Hospital**

- There are 529 acute beds on the Northwick Park site.
- It is one of only eight hospitals in the capital to provide a 'hyper-acute' stroke unit offering faster treatment to patients who suffer a stroke, including 'clot-busting' drugs 24/7 and the stroke unit is rated as being the best in the country
- The hospital offers a full range of acute general hospital specialities including departments of thoracic medicine, cardiology, rheumatology, dermatology, diabetology, endocrinology and gastroenterology. Surgical specialities include general surgery, urology, vascular surgery, minimally invasive therapy, trauma and orthopaedics. Children's Services cover a wide field including acute general paediatrics, a neonatal intensive care unit, community child health and child psychiatry. St Mark's Hospital provides a comprehensive intestinal and coloproctology service. The Maxillo facial department provides care for the majority of North West London, Watford and parts of Buckinghamshire and Berkshire.
- It has a £2.6m newly refurbished radiology department which is home to some of the most high-tech imaging equipment available.
- Clinical facilities include the Regional Hyper Rehabilitation Unit, clinical genetics at the Kennedy-Galton Centre and a major Infectious Diseases Unit. Specialist units on the site include ENT and the British Olympic Medical Centre. Moorfields Eye Hospital and Imperial Health respectively provide Ophthalmic and renal dialysis services.
- The modern A&E department is one of the busiest units in London sees around 120,000 patients each year. Harrow CCG manage urgent care centre on the site.

The hospital is also home to TRUSTPLUS the dedicated private patient unit for St Mark's, Northwick Park and Central Middlesex Hospitals

### **Central Middlesex Hospital**

The hospital provides outreach services in physiotherapy, ophthalmology, urology, general surgery and gynaecology to a large number of GP practices. These services provide local access for patients who may have difficulties attending outpatient appointments at CMH, and ensures a speedy and efficient service for patients and GPs. A full range of outpatient clinics is also provided at the hospital.



Central Middlesex Hospital has particular experience in the care of patients with conditions aggravated by deprivation, specifically TB, diabetes and coronary heart disease and is a leader in the research and treatment of Sickle Cell disease.

The hospital provides 159 beds, three theatres, and seven main specialist teams and combines the following:

- A Major Assessment Unit
- A Major Elective Surgery Service including ring-fenced theatres and beds
- Inpatient and Intermediate Care Services
- An Expert Consulting Centre providing specialist assessment and advice for outpatients and acting as local bases for specialist teams

### **Ealing Hospital**

Ealing Hospital is a busy district general hospital providing acute services for patients in the west London area. The hospital provides a range of medical, surgical, maternity and child health services. It also provides 24/7 A&E and urgent care services.

The hospital provides

- We have 275 beds,
- The A&E department treats around 100,000 patients a year.
- We treat an ethnically diverse population. Over 40% of patients are from minority ethnic groups.
- An innovative haematology day unit, providing care in a home-like environment
- General surgery – specialist in upper vascular, GI, colorectal and breast surgery
- One of the largest HIV/AIDS units in London
- A genito urinary medicine (GUM) clinic
- Hammersmith Hospitals Trust satellite renal dialysis unit
- Cardiac Catheterisation Laboratory
- MRI – Magnetic Resonance Imaging

Full details regarding the locations of different London North West University Healthcare NHS Trust sites can be found on the Trust's website [www.lnwh.nhs.uk](http://www.lnwh.nhs.uk)

## 6. THE APPLICATION PROCESS

Applicants are advised that they **must fully complete** the application form.

Applicants may wish to cut and paste elements of the C.V into the application form. Alternatively, applicants may prefer to submit their C.V **in addition** to a fully completed application form.

N.B. 1) Application forms that are not fully completed and/or state “see C.V” will not be accepted or considered.

N.B. 2) Applicants are advised to consider the person specification and submit in their additional information, evidence which demonstrates how they meet the listed requirements. The short listing process will be based on the evidence provided.

## 6. THE DEPARTMENT OF MEDICINE FOR OLDER PEOPLE

The Care of the Elderly Department currently manage around 200 beds across NPH and Ealing with a team of junior doctors, dedicated therapists and nurses. The department is developing acute frailty services across both acute sites (NPH and Ealing) which include a front door ED service including SDEC and OPRAC at NPH and an OPSSU at Ealing. We have admission avoidance services: STARRs and Harrow rapid response (run by CLCH), a well-established orthogeriatric service and a developing surgical liaison service. The department has a friendly and informal atmosphere where the junior doctors feel well supported and achieve their educational targets. 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.

### Junior Doctors

The department has junior doctors: including SpRs, IMT 3 trainees, Core trainees, GPVTs, trust clinical fellows and foundation trainees.



## **Frailty Team**

The department has recently established a frailty team led by band 8A frailty practitioners.

### **1. DUTIES OF THE POST**

Job plan can be discussed once appointed on Bank. Flexible working will also be considered.

The post holder will be responsible for elderly care wards working with other consultant colleagues to provide internal cover for a ward. You may also be asked to cover acute frailty service (working with a team of nurses and therapists in ED and SDEC to provide early focused CGA and multidisciplinary discharge planning).

Regular involvement in clinical governance (3 monthly meeting), morbidity & mortality reviews will be expected.

Appendix B

**PERSON SPECIFICATION**

	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>
<b>Qualifications</b>	<p>Experience in the management of Older People</p> <p>MRCP</p>	MD, PhD or equivalent
<b>Registration</b>	<p>Entry on Specialist Register in Geriatric Medicine and General Medicine, via:</p> <ul style="list-style-type: none"> <li>• CCT (proposed CCT date must be within 6 months of interview)</li> <li>• CESR or</li> <li>• European Community Rights</li> </ul>	
<b>Knowledge and Expertise</b>	<p>Clinical training and experience equivalent to that required for gaining (UK) CCT in General Medicine and Geriatric Medicine</p> <p>Ability to take full and independent responsibility for the care of patients.</p> <p>IT Skills and computer literacy</p>	<p>NHS experience within the last 3 years</p> <p>Knowledge of and training in acute frailty services</p>
<b>Teaching</b>	<p>Experience of teaching and training undergraduates, postgraduates and junior medical staff</p>	<p>MD or PhD</p> <p>Evidence of ongoing interest and achievement in research</p>
<b>Management and Audit</b>	<p>Understanding the principles of clinical governance and its implications</p> <p>Leadership skills</p> <p>Knowledge of finance/budgets</p> <p>Ability to organise and prioritise workload effectively.</p>	<p>Management qualification or current study towards management qualification.</p> <p>Evidence of service audit or change management.</p>

	<p>Ability to organise research and work within research governance procedures</p> <p>Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures.</p> <p>Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.</p> <p>Experience in conducting clinical audit</p>	
<b>Research/ publications</b>	<p>Knowledge of research methodology</p> <p>Evidence of achievement appropriate to appointment at consultant level</p>	<p>Training in research methodology.</p> <p>Publications in peer review journals</p> <p>Presentations to learned societies.</p>
<b>Language</b>	<p>Able to speak and write English to the appropriate standard necessary to fulfil the job requirements</p>	

<b>Personal skills</b>	<p>Energy and enthusiasm and the ability to work under pressure.</p> <p>An enquiring and critical approach to work.</p> <p>Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies.</p> <p>Commitment to Continuing Medical Education and Professional Development.</p> <p>Patient Care: Commitment to deliver a high quality service with patient welfare at forefront of practice.</p>	
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## Appendix C

### **7. MAIN CONDITIONS OF SERVICE**

#### **STATEMENT OF PRINCIPLE**

The Trusts' principal purpose is to provide for all the needs of patients in their care. The Trusts expect all its employees whatever their jobs to support and enhance patient care and overall service quality.

The Trusts expect that each of the employees shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of the hospitals, in accordance with the Staff Charter. Individuals must at all times carry out their duties with due regard to the Trusts' Equal Opportunities Policy.

#### **TERMS AND CONDITIONS OF SERVICE**

The post is subject to the provisions of the New Consultant Contract Terms and Conditions of Service for Hospital Medical and Dental Staff, including any locally agreed terms and conditions which are relevant to the post. As these are developed the appointee will be notified and therein after, these will form part of the contract of employment. Details of these are available from the HR Department.

The appointee will be entitled to be a member of the NHS Pension Scheme. If he/she chooses to become or remain a member of the Scheme, remuneration will be subject to deductions of Superannuation contributions in accordance with the Scheme. Membership of the Scheme is automatic unless election is made at any time in favour of provision under a Personal Pension Plan. After opting out of the Scheme the employee would assume full responsibility for pension provision and compliance with the Social Security Act 1986.

#### **SALARY**

As per bank rates



## **MEDICAL REPORT**

This post is subject to satisfactory health assessment. If appointed, you will be required to bring the documentary evidence from either an occupational health department or a virology department, of satisfactory Hepatitis B status, to which this appointment is subject, because it involves undertaking exposure prone invasive procedures. Please note this is not just evidence of immunisation. In addition, written evidence should be brought of any tests of immunisation for Tuberculosis or Rubella. If you are recommended for appointment, satisfactory health clearance must be completed before the appointment can be confirmed. If you do not have such clearance you will NOT BE PERMITTED TO START WORK on the proposed first day of duty.

## **DISCLOSURE AND BARRING SERVICE CHECKS**

You will also be required to complete a Disclosure and Barring Check (DBS), and the clearance from the DBS must have been received, before commencing employment.

<https://www.gov.uk/disclosure-barring-service-check/overview>

<https://www.gov.uk/guidance/dbs-check-requests-guidance-for-employers>.

## **REHABILITATION OF OFFENDERS ACT**

The post is exempt from the provisions of the Rehabilitation of Offenders Act and applicants are not entitled to withhold information about convictions including those which are 'spent'. Any information given will be confidential but failure to disclose such convictions could result in disciplinary action or dismissal.

## **REGISTRATION**

The person appointed will be required to be fully registered with the GMC and/or GDC.

## **PLACE OF WORK**

The appointee may be required to work elsewhere within the Trust and/or at Community Resource Centres (hosted by other health agencies) within The London North West University Healthcare NHS Trust catchment area in accordance with the Trust's principal aim of flexible working by staff to enhance patient care and he/she will be fully consulted.

## **NO SMOKING POLICY**

It is the policy of the Trust to promote positive health. Smoking, therefore, is actively discouraged and is prohibited in the majority of the Hospital including offices.



## **SECURITY**

In the interests of safety and security the appointee will be required to wear Hospital Staff Identification Badge at all times whilst at work.

## **INFORMATION GOVERNANCE**

In accordance with the Trust's privacy notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal data. The Trust will comply with its obligations under the General Data Protection Regulation and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks). The Trust requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping of employee records. The privacy notice sets out the Trust's legal basis for processing your personal data. Your rights of access to this data are prescribed by law.

You will familiarise yourself with the Trust's data protection policy which sets out its obligations under the General Data Protection Regulation and all other data protection legislation. You must comply with the Trust's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Trust's Data Protection Officer.

## **GENERIC RESPONSIBILITIES**

To comply with **all** Trust Policies and Procedures, which may be varied from time to time. Copies of the current policies and procedures are available from the HR Department or on the Intranet. In particular:

To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.

To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.

To positively promote at all times equality of opportunity in service delivery and employment for patients and staff in accordance with the Trust's policies, to ensure



that no person receives less favourable treatment than another on the grounds of sex, marital status, race, religion, creed, colour, nationality, ethnic or national origin, sexual orientation, age or disability. To be trained in and demonstrate fair employment practices, in line with trust policies.

To comply with the Trust's Smoke-Free Policy

To adhere to the Trust's Infection, Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all healthcare associated infections including MRSA. In particular:

- Observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after patient contact in all patients with diarrhoea. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations
- Attend infection control training provided by the Trust as set out in the infection control policy
- Contact Occupational Health in the event that an infection transmissible to patients is contracted

To work in accordance with the Trust's policies on safeguarding children and vulnerable adults. London North West University Healthcare NHS Trust is committed to protecting, safeguarding and promoting the welfare of children and vulnerable adults and expects all employees to carry out their duties in accordance with this commitment.

To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the post holder.