

SPECIALIST DOCTOR JOB DESCRIPTION

Job Title:	Consultant Geriatrician
Grade:	Consultant
Terms & Conditions:	Consultants (England) 2003
Contract:	Permanent
Directorate/Service:	Geriatrics
Accountable To:	Divisional Medical Director
Responsible To:	Dr Georges Ng Man Kwong, Clinical Director
Base Location:	Royal Oldham Hospital
On-Call Requirement:	Yes On call requirements may change in response to the changing needs of the service

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Job Summary

A Consultant Geriatrician is required to join the existing team of Doctors at the Royal Oldham Hospital.

This appointment will be for a 10 PA contract and will be made on the consultant contract with a suitable job plan arranged in conjunction with the Clinical Director however we do have the ability to flex job plans to suit individual specialist interest and requirements.

The Job Description indicates the main duties of the post, which may be reviewed in the light of experience and developments within the service. Any review will be undertaken in conjunction with the post holder.

Facilities and Service Provision

The Department of Geriatrics sits with the Directorate of General and Specialist Medicine at The Royal Oldham Hospital, and provides specialist services across our hospital site and community settings for the population of Oldham.

The Trust is committed to an on-going process of improving the way services for older people are provided. Since older people have specific healthcare needs, methods of delivering care should be tailored to meet these. It is recognised that the development of these services is best lead by specialist clinicians and this responsibility comprises a key aspect of this job.

The post holder will provide inpatient care for older people as well as work towards the development of new and innovative geriatric services. They will be encouraged to contribute their own vision for service improvement and how best they can work with the Trust to help deliver this.

This post will focus on developing frailty in-reach services into the community as well as aiding A&E with admission avoidance and working as an MDT to provide comprehensive geriatric assessment so provide a holistic care plan for frail patients

The Trust recognises that new and effective ways of delivering care for older frailer people are necessary for both ensuring quality standards and for sustainability of the organisation. The vision is that all older people will have access to appropriate healthcare at the correct time in the correct environment. Increased consultant geriatrician numbers are vital to lead and deliver services in line with this vision.

The successful candidate will join a team who are committed to offering excellent quality care for older people and highly motivated in the provision of on-going service improvement. They will join at an exciting time of departmental expansion with the opportunity to really influence the direction of how we provide services for older people.

The post holder, along with the Clinical Director, Directorate Manager and the Divisional Nurse Manager, will provide clinical care and, with the wider clinical team, support the leadership of the service including taking shared responsibility for delivering the Directorate agreed targets in relation to Older Peoples Services. The post-holder will work closely with the Divisional management team to ensure optimum performance, service integration and contribute to the development of Trust services within the organisation and the local health economy.

The appointee will have use of an office and will have the required IT hardware/software and secretarial support.

Senior Medical Colleagues

Name	Position
Dr N Penrose	Divisional Medical Director
Dr G N M Kwong	Clinical Director
Dr R Parikh	Consultant Geriatrician – Orthogeriatric
Dr H Cross	Consultant Geriatrician – General Surgery
Dr S Pradhan	Consultant Geriatrician – Frailty
Dr S Pradhan -Srivastava	Consultant Geriatrician – Frailty
Dr A Hamilton	Consultant Stroke/Geriatrician
Prof E Vardy	Consultant Geriatrician
Dr V Sridharan	Consultant Geriatrician
Dr M Awan	Speciality Doctor - Orthogeriatric

Additional Members of the Multidisciplinary Team

There are many members of the wider MDT Team within the department, some of whom are listed below:

Specialist Registrar and Medical Trainee's

Operational Directorate Team

Lead Nurse

Frailty Specialist Nurses

Registered Nurses

Ward Manager

Administrative teams

Management Team

The department sits within of the Division of Medicine. The management team comprises of:

Clinical Director	Dr Georges Ng Man Kwong
Directorate Manager	Rebecca Hall
Assistant Director of Nursing	Andrew Thompson

Key Role and Responsibilities

- You will hold Full Registration with the General Medical Council.
- You will work as part of a collaborative approach in providing the best quality of care for our patients within the diabetes and endocrine service, and the wider Royal Oldham Hospital.
- You will hold clinical responsibility for the patients in your care, ensuring that dignity, compassion and safeguarding are at the forefront of the patients care.

- You will lead senior decision-making around patients care, supporting the learning of more junior medic's.
- You will evidence and maintain a good knowledge and understanding of Governance.

Please refer to Person Specification Below

Research and Development

The Northern Care Alliance has a well-established Quality Improvement programme, and it is expected that the post holder will contribute to this. Opportunity for research and clinical audit exists both locally and nationally in all areas, and it is expected that the post holder will support junior staff with these activities.

Job Plan and Working Arrangements - Consultants and SAS Doctors only

The job plan review will take place annually in accordance with Terms and Conditions of the Service. Job plan reviews may result in a revised prospective job plan where duties, responsibilities, accountability arrangements or objectives have changed or need to change significantly within the area.

PERSON SPECIFICATION

Job Title:	Consultant Geriatrician
Grade:	Consultant

	Essential	Desirable
Qualifications	<p>Hold MRCP or equivalent qualification</p> <p>Evidence of continuing professional development.</p> <p>Degree Level education or equivalent.</p>	<p>Higher degree in relevant Clinical or management subject. (MD, PhD or equivalent)</p>
Professional Registration	<p>Full registration with the General Medical Council</p>	
Knowledge, Training & Experience	<p>Experience in geriatric medicine</p> <p>Broad experience in the management of all aspects of geriatric medicine.</p> <p>Demonstrates the underpinning subject specific competencies relevant to the role setting and scope.</p> <p>Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this dependent on the outcomes of treatment.</p> <p>Good practical clinical skills.</p> <p>Good understanding of Clinical Governance.</p> <p>Good understanding of safeguarding.</p> <p>Practices with the professional values and behaviours expected of all doctors as set out in GMC Good Medical</p>	<p>Preparation and implementation of strategy.</p> <p>Demonstrate evidence of sound financial management.</p> <p>Evidence of effectively managing service/transformational change.</p> <p>Experience of managing Clinical services.</p>

	<p>Practice and Generic Professional Capabilities Framework</p> <p>Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult barriers exist, including communication with parents/carers.</p> <p>Demonstrates key generic skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.</p> <p>Adheres to professional requirements, participating in annual appraisal, job planning and reviews of performance and progression.</p> <p>Aware of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; Gillick competence: equality and diversity</p> <p>Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary</p> <p>Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organization and settings, with respect for and recognition of the roles of other health professionals.</p> <p>Evaluates and audits own and others' clinical practice and acts on the findings.</p> <p>Reflects on personal behaviour and practice, responding to learning opportunities.</p>	
Skills & Abilities	<p>Political astuteness understanding what can and cannot be delivered at senior level.</p> <p>The ability to shape the future and bring staff with you.</p> <p>Excellent collaborative working skills and able to build strong relationships with Clinical and managerial leaders and</p>	<p>A proven ability to obtain and consistently achieve results and targets.</p> <p>Proven ability to deal with wide range of data and information and take appropriate decisions from it.</p>

	<p>professional staff groups and a proven ability to influence and change those groups both within the Trust and externally.</p> <p>A management style that empowers others and evidence of successfully driving a learning coaching culture for all staff in your area of control.</p> <p>Holding to account others to ensure they deliver to their targets and dealing effectively with performance.</p> <p>A deep motivation to drive and improve performance in the service and in others.</p> <p>The confidence to succeed and overcome individual and organisational obstacles.</p> <p>Being able to manage own emotions and be resilient in a range of complex and demanding situations.</p> <p>A strong commitment to openness, honesty, inclusiveness and high standards in leadership.</p> <p>Demonstrate commitment to public sector values.</p>	<p>A proven ability to identify flexible and creative solutions to difficult problems</p> <p>Effective and strategic influencing skills at all levels in the organisation including influencing Trust Board.</p> <p>Proven ability of leading change through people.</p>
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Living our Values

All colleagues are expected to demonstrate the NCA Values and underpinning behaviours as daily habits in your work and daily role.

For more information, please visit our website.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.

APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Communications and Relationships
<p>You will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.</p> <p>You will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.</p>
Resource Management
<p>You will be required to ensure that services are delivered within agreed parameters. Any external duties that impinge on Programmed Activities you may wish to be included in your job plan must be agreed with the Clinical Manager at least one month in advance, where practicable. We have a standard six week notice period for the cancellation of clinical activities. Standard annual leave notification is in line with Trust policies and the leave year is from 1st April.</p>
Teaching and Education
<p>Northern Care Alliance plays an important role in the education of medical students. The successful candidate will participate in undergraduate teaching. This can include assisting in problem-based tutorials; providing regular clinical skills teaching; acting as an educational supervisor to students during special study modules and research options projects; teaching in the clinical skills laboratories and offering other teaching according to the demands of the curriculum and the interests of the appointee.</p> <p>There will also be a requirement to participate in postgraduate and multi-disciplinary teaching and provide wider supervision and guidance to trainees in the directorate.</p>
Delivering Service

You will be expected to take a lead role in ensuring delivery of a quality service. This will include the following:

- implementing and ensuring compliance Trust and national policies and procedures.
- reviewing and allocating resources appropriately
- reviewing and managing progress and improvement within the area.

The post holder will be required to ensure that services are delivered within agreed parameters.

The post holder will be expected to contribute to the ongoing improvement of the clinical service (and to the academic performance of the Trust).

Annual Leave and Cover Arrangement

Annual leave is taken within the exigencies of the service and in accordance with the terms and conditions of service applicable to the post.

Clinical Audit

You will be expected to participate in clinical audit on a regular basis.

Personal Development

You are responsible for maintaining your own continuous professional development. You will be expected to work towards continuous professional improvement, in line with service needs and changes in medical practices. The Trust retains an obligation to assist professional development as far as possible, subject to service need.

Contractual Commitment

You will have continuing responsibility for the care of patients and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. If you do not undertake your contractual obligations then this will be seen as a breach of contract, and as such action may be taken under Trust policies and procedures.

Infection Prevention

Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the

level applicable to this role.

Health and Safety

Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.

Confidentiality and Data Protection

Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

Equality and Diversity

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don't
- fostering good relations between people who share a relevant protected characteristic and those who don't
- understanding the impact of policies, services and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our

team, we expect you to live the NCA values Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.