



University Hospitals of Morecambe Bay

NHS Foundation Trust

JOB DESCRIPTION	
Job Title:	Consultant Physician in Geriatric Medicine
Care Group:	Medicine
Responsible to:	Lead Clinician
Accountable to:	Clinical Director
JOB SUMMARY:	<p>The Frailty Service at Royal Lancaster Infirmary prides itself on the level of care it provides to its patients.</p> <p>This post offers the successful candidate an opportunity to contribute to the further development of an established service in our Acute Frailty Unit, but also to be part of our developing Frailty Intervention Team service which works closely with colleagues in Emergency Medicine and the community to help patients return to their normal place of residency at the earliest opportunity.</p> <p>The post will suit candidates who are passionate about Frailty and are motivated to help keep patients out of hospital wherever possible.</p> <p>There is an emphasis on the ability of the team to excel as care providers. This applies across all levels of staff on the unit and is demonstrated by an active programme to develop Advanced Nurse Practitioners who remain as part of the permanent staff and embed the culture of the team.</p>

BACKGROUND INFORMATION

Lancaster is a university city, close to the Lake District, the Yorkshire Dales and Morecambe Bay. The university provides cultural and sporting facilities. Local educational facilities are excellent with some of the best secondary school education in the country. The M6 makes travelling by road very easy.

Manchester is one hour's drive away and London under three hours by train. The Westmorland General Hospital is situated on the outskirts of Kendal, a market town close to the English Lake District. Driving time between the two hospitals is approximately 30 minutes.

Furness General Hospital provides health care services to the 140,000 population based in the Furness peninsula and the surrounding part of South Cumbria. The majority of the population served is based in Barrow and the surrounding district in the west.

The area is one of outstanding natural beauty with excellent recreational facilities, particularly related to

“Creating a great place to be cared for and a great place to work”

the sea, lakes, fells and countryside. Housing costs within the area are relatively low. There are some excellent educational facilities in Lancaster. Major industries within the area include shipbuilding, pharmaceuticals, shoe manufacture, paper manufacture, food processing, a large number of medium-sized engineering and chemical companies and within South Lakeland a large tourism industry.

Acute Frailty and Care of the Older person services at Lancaster have been developed extensively over the last few years and has recently secured funding to substantially expand the service to become a full multidisciplinary 7 day acute service.

The senior medical team currently consists of 6 substantive consultants and 2 locum consultants and an opportunity has arisen for Consultant Geriatricians within our Frailty services at Royal Lancaster Infirmary working across our Frailty Intervention Team and wider Frailty Services as part of this expansion.

The Frailty Intervention Team pathway works on an “early intervention, better outcomes” philosophy with a focus to returning patients to their usual place of residence on the same day as presenting in the Emergency Department where appropriate.

As the service develops, it will continue to build strong links with our community services and establish formal links with pre-hospital urgent and emergency care services to offer direct referrals.

This is an exciting time for our services and we hope you will want to play a part in developing a gold standard service which will achieve our aim of delivering excellent care in the Morecambe Bay area for our Frail and older patients

ACUTE & GENERAL MEDICAL SERVICES

ROYAL LANCASTER INFIRMARY

General Hospital Facilities

The hospital serves a population of 135,000 and supports a broad spectrum of care. All the usual specialties are provided for and there are regular consultative clinics in Neurology, Cardiothoracic Surgery, Plastic Surgery, Radiotherapy, Nephrology, Immunology, Clinical Genetics and Paediatric clinics, with visiting Regional Paediatric specialists in Neurology, Nephrology, Endocrinology, Cardiology and Paediatric surgery.

The Division is active, innovative and handles virtually 100% of secondary general medical referrals for its area, offering expertise in Cardiology, Care of the Older Person, Dermatology, Diabetes, Endocrinology, Gastroenterology, Haematology, Oncology, Palliative Care, Respiratory Medicine and Rheumatology. It also provides a wide range of techniques and services, including endocrine investigations; DEXA scanning; GI endoscopy; bronchoscopy; chemotherapy; a cardiac, respiratory and oesophageal function laboratory; and ward-based non-invasive positive pressure ventilation.

The trust has an emergency floor model incorporating the Emergency Department, the Acute Medical Unit (AMU), the Acute Frailty Unit (AFU), Huggett Suite (Acute Stroke), Coronary Care Unit (CCU) and a Medical Same Day Emergency Care unit (SDEC). The Acute Frailty unit is adjacent to the Acute Medical Unit and is close to the CT and MRI suite and to the Intensive Therapy Unit (ITU) and surgical departments.

The general medical wards have ward based junior teams (FY1 and 2, IMT and LED doctors). ST grades are speciality team based. General Medical Wards are single sex and consultants are allocated patients on one ward.

MAIN DUTIES AND RESPONSIBILITIES

The Frailty Intervention Team is a multidisciplinary team that currently consists of:

- 2 x Consultant Geriatrician
- 3 x Advanced Nurse Practitioner
- 2 x Trainee Advanced Nurse Practitioners
- 2 x Foundation year's doctor -ST1
- 2 x REACT Community Assessors
- 1 x Dietitian
- 2 x Pharmacy technicians

The team provide a 7-day service assessing Frail & Older patients attending the emergency department.

The Acute Frailty Unit is comprised of 15 Acute beds that sees and manages around 12/15 patients per day.

The Medicine Care Group is looking for the forward-thinking candidate to be part of the team that will work across both these areas at the Royal Lancaster Infirmary and help develop these services. A subspecialty interest or an interest in doing a session dedicated to performing a procedure the candidate is trained in can be accommodated.

The successful appointee will be expected to:

Undertake patient assessments for Frail & Older patients attending the emergency department to help patients return to their normal place of residency at the earliest opportunity

Provide care for acutely unwell, frail patients on the AFU

Review appropriate patients classed as Outliers

Contribute to service development and quality improvement

Provide leadership and work as part of and develop our team

You will ensure, with Consultant colleagues that the department provides an effective 7 day service, within national and local standards. This would mean each consultant would be doing a 1:5 weekend shift in our Frailty Intervention Team service.

You will join in the running of the Department and share the management of patients under the care of the team, to help achieve national key performance indicators relevant to geriatric medicine.

Proposed job plan (negotiable – below demonstrating Frailty Intervention Team cover. Mix between Frailty Intervention Team DCC and Acute Frailty Unit DCC available and could be combined in the rota with current substantive consultants)

Day	Work	Categorisation	No of PAs
Monday	Frailty Intervention Team (Full day)	DCC	2
Tuesday	Frailty Intervention Team (Full day)	DDC	2
Wednesday	Frailty Intervention Team (am)	DCC	1
	SPA	SPA	1
Thursday	Frailty Intervention Team (am)	DCC	1
	SPA	SPA	1
Friday	Frailty Intervention Team (Full day)	DCC	2
Weekend	1 in 5 full day Frailty Intervention Team weekend (Time in Lieu off following week as a result of	DCC	4

	weekend work)		
--	---------------	--	--

The appointment will be for 10 programmed activity sessions which would include direct clinical care and supporting professional activity. The number of programmed activities may be negotiated down or up.

Education and training of junior medical staff.

In addition, education of GPs, nurses, technical and paramedical staff where required. Medical students from Lancaster University also are taught within the department. The appointee will be encouraged to contribute to 3rd, 4th and 5th year student sessions on Acute Frailty and elderly medicine. Contribution to local and regional postgraduate teaching sessions in Medicine at Core and Speciality level will be expected.

Self-development and ensuring CME requirements are met.

The Trust supports the requirements for CME as recommended by the Royal College of Physicians and is committed to providing time and financial support for these activities. Newly refurbished office accommodation and secretarial support are provided to support the post. This includes provision of computers with Internet access via the Trusts intranet. Office accommodation may be shared. The trust has an electronic patient record (Lorenzo) and prescribing system. A PACS system is in place for radiology. The post-holder would undergo appraisal annually, including 360-degree assessment and patient satisfaction surveys, using the online L2P appraisal portfolio. The Trust are fully committed to the Revalidation process. Any issues arising in the appraisal process would be resolved in conjunction with the Medical Director. Opportunities for mentoring are available in the trust through the Clinical director and new consultants encouraged to use this facility.

Other Medical Staff

Consultant Physicians in the RLI Department of Acute and Non-Acute Medicine:

Dr David Fyfe Medical Oncology,

Dr Paul Smith Diabetes, GIM,

Dr Andrew Higham Clinical Director Gastroenterology, GIM, R&D Lead

Dr Colin Brown Clinical Director Gastroenterology, GIM, Bowel Cancer Screening Lead

Dr David Eaton Medical Oncology

Dr Sri Dampetla Diabetes, GIM

Dr Adrian Brodison Cardiology

Dr Mark Wilkinson Respiratory, Intensive Care

Dr Shahedal Bari Respiratory, GIM

Dr Gilbert Jifon Respiratory GIM

Dr Laszlo Szigeti Stroke

Dr Ian Chadwick HCE, GIM

Dr Don McGowan HCE, GIM

Dr James Barker Stroke, HCE, GIM

Dr Mark Taylor HCE Clinical Lead (RLI), GIM

Dr Paula Nenn HCE, GIM

Dr Marwan Bukhari Rheumatology

Dr Lesley Ottewell Rheumatology

Dr Yunus Seth Acute Medicine Clinical Lead

Dr Colin Read Emergency Physician

Dr Jeremy Harrison Emergency Physician

Consultant Physicians in the FGH Department of Medicine:

Dr Fiona Wood Rheumatology GIM

Dr Gill Cook Elderly Medicine

Dr Alan Barton Elderly Medicine

Dr Rachel Jolley Elderly Medicine

Dr Cathy Hay Diabetes, GIM FGH Site Clinical Lead

Dr Albert Davies Gastroenterology, GIM

Dr Richard Lea Acute Medicine Gastroenterology FGH Site Clinical Lead

Dr John Keating Gastroenterology, GIM

“Creating a great place to be cared for and a great place to work”

Dr Fiona McMillan Emergency Physician

CLINICAL GOVERNANCE

To provide clinical services in line with the Trust's clinical governance arrangements which are designed to ensure that agreed quality standards are achieved. These requirements include:-

AUDIT

To undertake audit of clinical practice within the department to ensure that current standards and evidence-based practice are applied.

CONTINUING MEDICAL EDUCATION

All consultants are required to maintain and develop their clinical skills. Individual training and developmental needs will be identified through an appraisal process taking into account Royal College requirements.

RISK MANAGEMENT

To work within the Trust's clinical risk management policies and in particular to participate as appropriate in clinical incident reporting.

APPRAISAL AND REVALIDATION

All Consultants in the Trust participate in the Trust's appraisal system, and any future revalidation process, and are required to undertake regular appraisal of junior and career-grade medical staff as appropriate. Training for this can be provided if required.

All doctors will be required to comply with the requirements set out by the respective Royal College(s) along with the General Medical Council to ensure they maintain a valid license to practise medicine.

Consultants should refer to guidelines produced from time to time by the GMC and the Royal Colleges of Medicine relating to Appraisal and Revalidation. Advice at present includes completing, collecting and updating evidence within a portfolio, reflecting on practice, and developing and reviewing a Personal Development plan.

EDUCATION FACILITIES

All Trust sites have a modern, well-equipped, postgraduate education centre with excellent lecture theatre and library facilities.

On Tuesday lunchtimes the Division has a clinical meeting which is well attended and supported by Consultants.

Medical Students from Lancaster Medical School receive the whole of their education, academic and clinical, in Cumbria and North Lancashire following the Lancaster undergraduate medical curriculum. The University Hospitals of Morecambe Bay NHS Foundation Trust is the lead NHS organisation and takes responsibility throughout the five years of the degree for the provision of acute practice placements. In addition to time spent at UHMBFT students spend around a third of their clinical time in the community. Primary care placements are based in practices across Cumbria and North Lancashire, and their mental health placements are provided by North Lancashire Primary Care Trust and the Lancashire Care NHS Trust.

The post-holder will be involved in the further education of FY1 and FY2 junior doctors.

“Creating a great place to be cared for and a great place to work”

CLINICAL AUDIT

There is an active audit programme supported by the audit department. Audit meetings for medicine occur on a rolling half day each quarter. The post-holder would be expected to participate in the Audit programme.

MANAGEMENT

The Chief Executive of University Hospitals of Morecambe Bay NHS Foundation Trust is Aaron Cummins, and the Medical Director is Miss Jane McNicholas.

There are 7 cross bay divisions Acute Medicine, Non-Acute Medicine, Surgery and Critical Care, Women and Children, Clinical Support Services, Corporate Business and Knowledge, Education Learning and Development.

The Clinical Director for Medicine is Dr Andrew Higham and the Divisional General Manager is Ms Diane Smith.

The Medical division meets 4 times a year, but there are monthly meetings of the Division on each of the main hospital sites.

The appointee will be a member of the Division of Medicine and also of the Medical Staff Committee. He or she is expected to take an appropriate share of administrative work relating to the organisational needs of the Division.

MAIN CONDITIONS OF SERVICE

The appointee to the post must hold full GMC registration and be included on the specialty register for general internal medicine, stroke, neurology or geriatric medicine or be within 6 months of obtaining CCT at time of interview.

The post is subject to the terms and conditions of service for Hospital, Medical and Dental Staff (England and Wales), as amended from time to time.

The appointee will be required to reside within a 30-minute drive of Royal Lancaster Infirmary, unless specific approval is given by the Trust to reside at a greater distance.

VISITING ARRANGEMENTS

Prospective applicants are encouraged to visit the hospital and to meet prospective colleagues.

Arrangements for visits can be made by contacting Dr Mark Taylor (Tel: 07918 613298)

mark.taylor@mbht.nhs.uk, Dr Ian Chadwick (Tel:01539 715078) ian.chadwick@mbht.nhs.uk or Scott Bremner (Tel: 07929 728712) scott.bremner@mbht.nhs.uk

NOTE

This job description is not intended to be a complete list of duties and responsibilities but is a guide for information to the job. It will be periodically reviewed in the light of developing work requirements. The consultant will be expected to contribute towards this review process.

TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior manager you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments.

ENVIRONMENTAL SUSTAINABILITY – NET ZERO CARBON

University Hospitals of Morecambe Bay NHS Foundation Trust are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principles in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- **Energy:** Switch off non-essential electrical equipment and lighting when not in use. Report heating issues such as when buildings are too hot or too cold to the Estates Team.
- **Water:** Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.
- **Waste:** Follow the Trust waste policy – Reduce – Reuse – Recycle. Do not over order equipment or medicines. Healthcare waste must be disposed of in line with the Trust's Waste Management policy.
- **Biodiversity:** Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the Estates Team for further details.
- **Transport & Travel:** Where possible lift share, cycle, walk or use public transport.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

“Creating a great place to be cared for and a great place to work”

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.