

Blackpool Teaching Hospitals NHS Foundation Trust

Consultant Physician Care of the Older Person Job Description & Person Specification



Job Description

Job title: Consultant Physician (Care of the Older Person)

Grade: YC72

Hours: 10 PA (further PA's may be negotiated through job plan) + General Medical On-call participation essential

Reports to: Head of Department

DBS (Criminal Record) Check Level required for role (please tick):

No DBS Required	Standard	Enhanced without Barred list checks	Enhanced with Child only Barred List Check	Enhanced with Adult only Barred List Check	Enhanced with Child and Adult Barred List Check
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Job Overview:

We are looking for enthusiastic and motivated individuals to join our friendly and dynamic team at Blackpool Teaching Hospitals NHS Foundation Trust to develop and embed high quality care for the frail and older patients in varying clinical settings across acute and community locations.

We are looking to recruit consultants with passion for excellent care to join our diverse and supportive team which also includes advanced clinical practitioners, nurse consultants and GPs with an interest in frailty. New consultants would be supported with a mentor.

We are particularly keen to improve several of our services particularly our Frailty pathway (acute, community and virtual), our Orthogeriatric service and Parkinson's Disease service. There will be flexibility to allow successful candidates the chance to develop their own sub-

specialist interest. The post holder will be employed by Blackpool Teaching Hospitals NHS Foundation Trust. We welcome applications from individuals who wish to work part-time.

It is an exciting time to become part of the Blackpool Teaching Hospitals Family as we embark on a transformational change journey in the way which we provide services to our patients and their families across our local Integrated Care System.

Whether you aspire to set down some roots in a seaside resort or in one of our more rural towns across the Fylde Coast, there are plenty of good local schools and some very competitive house prices. Preston City Centre is only 20 miles away and we have excellent train links for travel across the United Kingdom. Manchester and Liverpool are both within easy reach for airport access to travel internationally.

About the Trust

Blackpool Teaching Hospitals NHS Foundation Trust serves a resident population of approximately 330,000 and the 12 million holidaymakers who visit the area every year. The Trust comprises Blackpool Victoria Hospital which is a large busy acute hospital, a smaller community/ rehabilitation hospital - Clifton Hospital. Outpatient services are also provided in Blackpool, Fleetwood and Lytham Hospital. The Trust is also responsible for the provision of a wide range of community healthcare services, including District Nursing, Community Matrons and therapy services.

We employ approximately 7,500 staff and our budget is in excess of £200m per year. We have around 830 beds across all sites and see more than 56,000 day-case and inpatients, 250,000 outpatients and over 91,000 A & E patients every year.

The hospital has a consultant staff numbering encompassing all major medical and surgical specialties including tertiary cardiology and haematology. In addition there are visiting consultants in the specialties of nephrology, neurology, neurosurgery, plastic surgery, and oncology.



Integrated Medicine & Patient Flow Division

Our Division was formed in 2021 following a Trust restructure. We provide high quality emergency medical care through our Emergency Department, Acute Medical Unit and new Same Day Emergency Care (SDEC) provision as part of our exciting Emergency Village development. In addition, the division is responsible for inpatient and outpatient care of patients falling under the following medical specialties: general medicine, diabetes and endocrinology, Care of the Older Person, stroke medicine, respiratory medicine, rheumatology and dermatology. A number of community based services sit within the Division including (i) Clifton Hospital (rehabilitation hospital) in Lytham St Annes (ii) our award winning Community Frailty Service and (iii) Integrated Community Stroke & Neurorehabilitation Service.



Duties and Responsibilities

Main Duties

The clinical commitments of this post, dependent on subspecialist interest, include responsibility for inpatient acute hospital care, outpatient clinics, community work, virtual ward support and on-call for general medicine. Our aim is to develop a seamless frailty pathway for patients across both acute and community settings. There will be opportunities to be a part of our multidisciplinary Frailty team which reviews patients in our Frailty Assessment Area, supports Frailty Virtual Ward and work alongside our Community Frailty Service team. There will be opportunities to develop an alternative subspecialist interest, such as Orthogeriatrics or Movement Disorders. The post holder will be actively involved in training junior doctors and students who rotate through our department, including medical students from the Universities of Liverpool and Lancaster. The post holder will additionally support the development and training of advanced clinical practitioners and allied health professionals. The Trust has a state-of-the-art Simulation and Skills Facility which is accessible to students and staff. Should the successful applicant wish to develop a research interest then this would be encouraged.

Duties of the Post

2.1 Clinical

The new posts will allow further development and expansion of the Frailty Service. The clinical commitments of this post will be dependent upon which subspecialty role is adopted and whether based on the acute site (Blackpool Victoria Hospital) or in the community. The plan will be adjusted to the needs and wishes of any potential candidate.

The department is responsible for three wards at Blackpool Victoria Hospital (wards 23, 25 and 26) and the Frailty Assessment Area. The department provides support to our nurse and therapy led community hospital (Clifton). Our Community Frailty Service is based at 2 locations on the Fylde Coast – Moor Park Health & Leisure Centre and South Shore Primary Care Centre.

Acute medical care is provided at Blackpool Victoria Hospital supported by several clinical areas such as our Acute Medical and Same Day Emergency Care Units.

2.2 Indicative Job Plan



Initially, this is a 10PA contract with the expectation that this could be extended (maximum 12 PA). Therefore, initially the job plan will be:

- 7.5 PA - Direct Clinical Care
- 1.5 PA - SPA
- 1 PA - Admin

The post holder will participate with colleagues from Acute and General Medicine on an on-call rota, currently on a 1 in 24 weekday basis and 1 in 8 weekends. During weekdays, the on-call consultant will carry out an evening ward round on AMU, 5pm–9pm. AMU is managed during normal working hours in the week by Acute Physicians.

Job planning occurs annually with the Head of Department/Divisional Director and Directorate Manager. Adjustments to the current job plan are negotiable at the job planning meeting.

2.3 Teaching

The appointee will take an active role in the training of junior staff. He/she will be responsible for the supervision and training of a middle grade doctor (higher ST or specialty grade), CMT/IMT, ACCS or GPST trainee, and a FY trainee and will conduct regular appraisals.

The appointee is also expected to teach and supervise medical undergraduates from the Universities of Liverpool and Lancaster during their clinical attachments to the Care of the Older Person areas.

2.4 Clinical Audit

There is an active clinical audit programme in the IMPF Division, with each speciality having its own clinical audit lead. All Physicians are expected to participate in the design of audit within their specialty.

2.5 Mortality and Business Meetings

The post holder is expected to take an active part in the monthly departmental mortality meetings, as well as business meetings with the Directorate Manager.

2.6 Continuing Professional Development

The appointee will maintain their CME/CPD in line with College and GMC guidelines. There will be annual consultant appraisal.

2.7 Contractual Commitment



The post holder will have continuing responsibility for patients in their care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

3. Appraisal & Mentorship

There is a requirement to participate in annual appraisal in line with GMC regulations. Mentorship with an established consultant colleague will be offered.

4. Associated Duties and Responsibilities

4.1 Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with the clinical manager, the post holder will be responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in the job plan, as reviewed from time to time in line with the provisions in Section 6 below.

4.2 Associated Duties

The post holder is responsible for the associated duties set out in Schedule 2 of the Terms and Conditions. These include, amongst other things a requirement to:

- Establish links with general practitioners to advise them about the management of patients with long term conditions and management in the community.
- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients with long term conditions.
- Keep up to date with developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition the use of new techniques where they can be justified clinically will be encouraged. Conforming with “state of the art” advances will ultimately depend on other priorities within the total unit.
- To contribute to post-graduate and continuing medical education. The trust supports the requirement of CME/CPD as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

4.3 Objectives

The purpose of including agreed personal objectives in the job plan is to set out in clear and transparent terms what has been agreed with the clinical manager and how that should be achieved in the year in question. These objectives are not contractually binding in themselves, but the post holder has a duty to make all reasonable efforts to achieve them.



4.4 On Call Duties and Emergency Responses

When not on an on-call rota the Trust may, in exceptional circumstances, ask the post holder to return to site for emergencies if it is able to contact him/her. The appointee is not, however, required to be available for such eventualities. Where emergency recalls of this kind become frequent, the Trust will review the on-call rota.

5. Responsibility for Junior Staff

The post holder will provide supervision and support for junior staff as detailed above.

6. Policy and Strategy

6.1 The Strategic Agenda

Policies which drive our Agenda include: -

The NHS Plan

The National Service Frameworks (for Coronary Heart Disease, Older People, Diabetes)

National Cancer Plan

National Clinical Guidelines (NICE)

Health Improvement Programmes and Joint Investment Plans

Healthier Nation Targets and Health Outcome Indicators

ICS / ICB

Health Action Zones

Modernising Health and Social Services

User and Carer Involvement

Improving Working Lives

Trust training and development Strategy

6.2 Organisational Excellence

The Trust is actively pursuing a total quality approach through self-assessment. Management structures are designed to ensure that maximum devolution and decision-making rests with the Clinical Directorate Teams.

6.3 Health & Safety



The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

6.4 Risk Management

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

6.5 Clinical Governance

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust is adopting an approach to Clinical Governance which will draw together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

6.6 Processes

This post will facilitate the provision of general medical and ongoing long term conditions care to adult's resident in Blackpool, Wyre and Fylde, and to visitors who may attend the hospital.

The current local operational agenda for improving services is informed by the recently completed reconfiguration of local healthcare organisations as part of the ICS.

7. Job Planning

7.1 Indicative Job Plan

The job plan comprises of 10 programmed activities. An additional supplement will be payable for on call availability. Additional Programmed Activities may be available subject to negotiation with the successful candidate.

7.2 The Trust has established a medical workforce planning group to ensure that appropriate infrastructure enhancement supports new developments or extensions of clinical services.

There is a recently refurbished Education Centre with close links to the Universities of Liverpool and Lancaster. There is a regular lecture programme and weekly postgraduate meetings.

7.3 Honorary Appointments



Consultants may be eligible for appointment as Honorary Teacher or Lecturer with the University of Liverpool, University of Central Lancashire or University of Lancaster. Those who make a substantial contribution in research or undergraduate education are eligible for promotion to Honorary Senior Lecturer, Reader or Professor.

8. General Requirements And Conditions Of Service

- a) Applications from candidates who are unable to work whole time, or who wish to join in a job sharing arrangement will be considered.
- b) A satisfactory medical examination is a condition of employment for 'medical and dental staff' in the National Health Service. Therefore, the successful candidate's appointment will be subjected to medical clearance from the Trust's Occupational health Physician. In relation to Hepatitis B screening and vaccination, it is a requirement of all staff that they should undergo periodic testing and where a post is designated as potentially prone to exposure, be vaccinated.
- c) You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management.
- d) Subject to the provisions of the Terms and Conditions of Service, you are expected to observe agreed policies and procedures, drawn up in consultation with the profession on clinical matters. In particular, where you supervise employees, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary on-call.
- e) All medical and dental staff employed by Trusts are expected to comply with all Health and Safety policies.
- f) When on call, planned daytime duties are not cancelled routinely. However, it is accepted that the emergency ward round following a 24 hrs (or weekend) on duty may reduce your fixed commitments.
- g) By the same token, if urgent cases have taken up a large part of the previous night, it is acknowledged that fixed commitments may not necessarily be fulfilled.
- h) It is appreciated that the programmed activities detailed below can only apply if the medical, nursing and administrative infrastructure is in place, both in terms of quality and quantity. Any variations on the provision of the infrastructure should be brought to the attention of the general manager of the provider unit.
- i) Where involvement in clinical management is accepted by an individual consultant and this involves specified duties, an abatement of clinical sessions will be permitted. It is expected that when management duties are relinquished, the original session(s) will be taken up.
- j) Where the appointee is required to relocate and in agreeing the assistance to be provided, the Trust will have regard to all the individual employee's circumstances, including the need to re-house dependents and the comparability of new and previous accommodation.

The Trust will however require employees to repay all or part of the reimbursements and grants paid if they leave the Trust within two years of the appointment which gave rise to the expenses.

- k) The post holder must comply with all relevant policies, procedures and training on infection prevention and control.

9. Management

There are regular meetings with management, and all consultants are expected to attend and participate in these.


10. Review of the Job Plan

You and your clinical manager will agree a prospective Job Plan that sets out your main duties and responsibilities, a schedule for carrying out your Programmed Activities, your managerial responsibilities, your accountability arrangements, your objectives and supporting resources.

You and your clinical manager will review the Job Plan annually in line with the provisions in Schedule 3 of the Terms and Conditions of Service. Either may propose amendment to the job plan. You will help ensure through participating in Job Plan reviews that your Job Plan meets the criteria set out in the Terms and Conditions of Service and that it contributes to the efficient and effective use of NHS resources.

The appointee and Head of Department/Divisional Director have agreed a prospective job plan that sets out the main duties and responsibilities, a schedule for carrying out the programmed activities, managerial responsibilities, accountability arrangements, objectives and supporting resources.

The job plan will be reviewed annually in line with the provisions in Schedule 3 of the Terms and Conditions. Either may propose amendment of the job plan. The post holder will help ensure through participating in job plan reviews that their job plan meets the criteria set out in the Terms and Conditions and that it contributes to the efficient and effective use of NHS resources.



Additional Information

KEY WORKING RELATIONSHIPS:

Care of the Older Person Consultants

Head of Department – To be confirmed
Dr Andrew Weatherburn – Head of Department Community & Frailty
Dr David McGhee – Parkinson's disease & Divisional Director
Dr Sabry Talab – Old Age Psychiatry, Frailty
Dr Suzanne Wong – Orthogeriatrics
Dr Abedolapo Gbadebo – Frailty
Dr Faridah Harun – Dementia
Dr Nayla Ishaq – Parkinson's Disease, Medical Education

Integrated Medicine & Patient Flow Division

Divisional Director – Dr David McGhee
Deputy Director of Operations – Joanne Bark
Divisional Director of Nursing – Claire Lester
Associate Directors of Nursing – Amanda Singleton, Courtney Spinks, Laura Lowther and Susan Roberts (Interim)
Deputy Divisional Director of Operations – Christopher Broadbent
Divisional General Manager (Medical Workforce & Planning) – Gail Watson
Directorate Manager – Rebecca Yates

Confidentiality

In the course of your duties you may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. The Trust has in place a 'Whistle blowers Policy' for staff wishing to express concerns. Infection Prevention and Control Infection prevention and control is the responsibility of all Trust staff. All duties relating to the post must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures.

Quality Assurance

Every employee is personally responsible for the quality of the work, which they individually perform. It is their duty to seek to attain the highest standards achievable both individually and collectively within their knowledge, skills and resources available to them in furtherance of the Trust's philosophy of pursuing quality in all its services. Harassment and Bullying The Trust condemns all forms of harassment and bullying and is actively seeking to promote a work place where employees are treated with dignity, respect and without bias.

Equal Opportunities

The Trust actively promotes equality of opportunity for all its employees. (In all the foregoing text any reference to one gender whether direct or implied equally includes the opposite gender unless specifically stated to be otherwise)

FURTHER INFORMATION


Interested candidates are invited to contact Dr Andrew Weatherburn (Head of Department and Frailty Lead) on 01253 954100 or Dr David McGhee (Divisional Director) on 01253 955094 for discussions or to arrange an informal visit to our services.

Victoria Hospital

Whinney Heys Road

Blackpool

FY3 8NR



Person Specification

Requirements	Essential / Desirable	Assessment Method
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Education and Qualification		
CCT or CESR in Geriatric and General (internal) Medicine. Entry on the Specialist Register or eligible for inclusion within 6 months of the interview date for the post.	Essential	Application Form / CV / References
Broad exposure to general and geriatric medicine in the UK. It is desirable to have	Essential	Application form / CV/ references & interview
Formal qualification in medical education	Desirable	Application Form
Higher Degree (e.g. PhD) Research publications	Desirable	Application form, CV, references & interview

Experience and Knowledge		
Experience in service development and improvement	Desirable	Application Form, CV, references & interview
Experience teaching undergraduates and postgraduates	Essential	CV / Interview
Experience in undertaking audits. Understanding of the principles of audit and research	Essential	Application Form
Previous experience of working in the NHS / experience of NHS working practices and systems	Desirable	Application Form

Skills and Ability		
Enthusiasm and commitment to the specialty	Essential	Application form, CV, references & interview
Active participation in British Geriatric Society activities	Desirable	Application form, CV, references & interview
Skills in team leadership and in being a productive team member. Excellent organisational and time	Essential	Application form, CV,

management skills.		references & interview
Ability to communicate effectively in English, both orally and in writing	Essential	Application form, CV, references & interview
Good IT skills and ability to use a computer is required	Essential	Application form, CV, references & interview
Agreement to live within 15 miles of the Trust or within 30 minutes travel by car. Car owner with full driving licence	Essential	Pre-employment screening