

North Bristol NHS Trust

Exceptional healthcare, personally delivered

Job Description

Job Details

Job Title: **Clinical Fellow in Geriatric Trauma (ST3-7level) – Specialty of Geriatric Medicine**

Grade: Clinical Fellow

Department: Geriatric Medicine

Directorate: Medicine

Location/Base: Southmead Hospital

Job Summary

Development of trauma services is a strategic objective and the post-holder will contribute actively to a revolutionary model of shared medical and surgical care for all older patients admitted with trauma. This will involve day-to-day medical care for older patients admitted with head, spinal, thoracic, pelvic, femoral and long bone injuries. Clinic opportunities will exist to support the management of fragility fractures, and also in enhanced medical pre-assessment of older patients requiring elective orthopaedic, urological, colorectal and vascular surgery. Opportunities for rotational specialty experience in critical care medicine will be available (subject to agreement) for trainees with specific training requirements.

The post would suit trainees in Geriatric or Acute Medicine seeking to broaden their trauma and perioperative experience. Alternatively, applications would be welcomed from candidates able to perform at registrar-grade who are in possession of full MRCP(UK), and who may be contemplating a career in medicine or anaesthesia.

The post holder will be supervised in every aspect of their role (listed below) by substantive consultants working in Geriatric Trauma. The post holder will not routinely participate in unselected take during their fellowship, unless specific training needs are required (subject to agreement).

Organisation Chart/Accountability

North Bristol NHS Trust is one of the largest NHS organisations in the Southwest of England. It is a progressive and ambitious teaching and research organisation, and a specialist regional centre for major trauma, neurosciences, plastics and burns, orthopaedics, urology and renal services. With a turnover of £550m and 8,000 staff, our clinical teams have built a strong reputation for exceptional healthcare, personally delivered.

Our trust Board is committed to creating a strong, vibrant organisation that is at the forefront of healthcare delivery in the West of England. Our acute services moved into the brand new, £430 million state of the art Brunel Building in May 2014 enabling us to work together to create the environment for exceptional healthcare. This 800 bed hospital at the Southmead site offers some patients single rooms with ensuite facilities, greatly improving privacy and dignity and helping to control the spread of infections but most importantly of all, enabling each patient to be treated as a person. At the heart of what we do is a caring and compassionate workforce.

We treat some of the most difficult medical conditions, in an increasingly complex patient population. Our vision is to be the provider of choice for patients needing our specialist care. We want to deliver innovative services with excellent clinical outcomes in the most appropriate setting for our patients. We are committed to maintaining a culture of openness, transparency and candour in all we do and especially in the way we communicate with our patients and their families

Details of Members of the Department

Consultants
Dr David Shipway
Dr Jarrod Richards
Dr Seema Srivastava
Dr Sue Wensley
Dr Anna O'Brien
Dr Sarah McCracken
Dr Katie Rainey
Dr Philip Braude
Dr Edward Richfield
Dr Mark Devine
Dr Thomas Mayes
Dr Ronald Barber
Dr Heather Woodcraft
Dr Andrea Joughin
Dr Dan Thornton
Dr Amy Crees
Dr Emma Mitchell
Dr Rachel Fewkes

Knowledge, Training, Experience And Skills Required

Title

Clinical Fellow (ST3-7) in Geriatric Trauma

Employer

North Bristol NHS Trust

Duration

Fixed term 12 month contract (or equivalent for LTFT trainees)

Base Hospital

Southmead Hospital

Please note that the base could change as a consequence of clinical requirements.

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Dr Amy Crees
Dr Emma Mitchell
Dr Rachel Fewkes

Educational Approval

This post has not received specific Royal College or Postgraduate approval for training and is expected to attract trainees seeking *Out of Programme Experience* (OOPE). However an application could be made to the successful candidate's training authority to consider counting the post for training (OOPT).

The post is educationally sound and well supported, with excellent opportunities for gaining experience in acute medicine, surgical liaison, service development & quality improvement.

We have a newly- energised research programme, and recent track record of high-impact publications and research output. Appointees will be actively encouraged to participate in high-grade QI and research for publication.

Medicine Division

This post will involve work across multiple divisions (Medicine, NMSK & ASCR), with an overall governance responsibility to the Medicine Division.

The post holder is managerially accountable to the Clinical Director of the Medical Division, Dr Jarrod Richards.

The Specialty Lead is Dr Anna O'Brien.

The Divisional Operations Director is Benjamin Hewlitt.

The post holder's Supervising Consultant will be Dr David Shipway, or other substantive consultant working in geriatric trauma.

Learning Objectives

- Demographics and political landscape relevant to the older trauma and surgical patient
- National reports and policy drivers relevant to the older trauma and surgical patient
- Models and pathways of care for older trauma and surgical patients
- Risk assessment of perioperative morbidity and mortality (including use of tools and investigations e.g. Cardiopulmonary exercise testing))
- Modification of risk including the use of organ specific national and international guidelines (e.g. European Society Cardiology)
- Use of inter-disciplinary and cross-speciality interventions to improve postoperative outcome (e.g. therapy delivered prehabilitation)
- Clinical assessment with appropriate use of investigations and tools to preoperatively risk assess for perioperative morbidity and mortality
- Communication of risk with health professionals and patients/relatives
- Timely medical optimisation of comorbidity and geriatric syndromes
- Appropriate allocation of postoperative resources (e.g. use of level 2 and 3 care)
- Decision making regards rehabilitation, and timely and effective discharge pertinent to the surgical patient
- Liaison with patients, anaesthetists and surgeons to ensure shared decision making
- Application of ethical and biomedical approaches to ensure appropriate ceilings for escalation of care.

Clinical experience

The post would suit trainees in Geriatric or Acute Medicine seeking to broaden their trauma and perioperative experience. Alternatively, applications would be welcomed from candidates able to perform at registrar-grade who are in possession of full MRCP(UK), and who may be contemplating a career in medicine or anaesthesia.

He/she will:

- Support a shared model of trauma care for older patients admitted with femoral, pelvic, long bone, spinal, thoracic, abdominal or head trauma.
- Provide proactive comprehensive geriatric assessment of older people sustaining trauma, and/or undergoing surgery.

- Provide urgent clinical assessment and management in sick, high-risk patients.
- Communicate closely with trauma, surgical and anaesthetic colleagues
- Support multidisciplinary working in trauma and surgical MDMs, clinics and wards
- Train health care professionals in trauma and surgery services with emphasis on comorbidity management
- Develop patient pathways and develop trauma and surgical liaison services
- Evaluate service development work (may include patient consent, data handling)
- Take part in research and quality improvement programmes
- Participate in clinical and other service activities with the object of ensuring a high standard of patient care
- Participate in undergraduate and postgraduate teaching and training across disciplines and specialties

Teaching

The post holder will take responsibility for the training and direction of junior staff allocated to him/her under aegis of the training plan that that post holder has agreed with their supervising consultant.

The post holder may be expected to contribute as appropriate in the teaching of undergraduate and postgraduate students.

Where specific training needs are identified (and subject to agreement with clinical lead), opportunities will exist for rotational experience in critical care or participation in unselected medical take.

Courses/Training/Journal/Clubs/Lunchtime meetings

Study Leave will be granted at the discretion of the Clinical Lead.

The post holder will be expected to attend and contribute to educational activities e.g. departmental meetings, x-ray meetings, pathology meetings, multidisciplinary meetings, journal clubs etc. as agreed at induction and detailed in the job plan.

Main Duties & Responsibilities Of The Post

The post-holder's timetable will be subject to agreement at induction and job planning. Appointees will be rotationally based on 25a (Major Trauma), 25b (Femoral Fracture) or 6b (Neurosurgery). Each area will be supervised by substantive geriatric trauma consultants.

The following example timetable gives an indication of possible clinical, QI and research activity on a weekly basis:

	Monday	Tuesday	Wednesday	Thursday	Friday
0800-0830	Trauma Meeting	Trauma Meeting	Trauma Meeting	Trauma Meeting	Trauma Meeting
0830-0900	Board Round	Board Round	Board Round	Board Round	Board Round
0900-1030	Ward round – new/complex	Ward round – new/complex	Ward round – new/complex	Ward round – new/complex	Ward round – new/complex
1030-1200	Ward round - rehab	Family Meetings	QI/Research	Ward round - rehab	Family Meetings
1200-1600	QI/Research	Perioperative Liaison	Clinic	Perioperative Liaison	Clinic

Working Conditions / Effort

Geriatric Medicine is a dynamic department within the Medicine Division, and has a strong focus on delivering high quality acute medical care of the frail older patient from admission through to discharge. The department oversees a bed base of around 200, approximating to a quarter of all trust inpatient capacity. These beds are located in an acute frailty admissions unit, short stay frailty ward, inpatient Complex Care wards and step-down transitional care facilities based on the Southmead site.

The department runs clinics in general geriatric medicine and falls, Parkinson's disease and enhanced pre-operative medical assessment on the Southmead site. At our satellite Cossham centre, we run a rapid access assessment clinic to support admission avoidance.

We have a newly- energised research programme, and recent track record of high-impact publications and research output.

In addition to core medical work, the department has recently greatly expanded its liaison services to improve the care of frail, multi-morbid surgical patients undergoing surgery, or those admitted with trauma. In addition to delivering specialist ortho-geriatric and major trauma services, liaison is conducted within urology, colorectal, burns, upper gastrointestinal and vascular surgery.

The medical team consists of 17 substantive consultants and approximately 45 junior doctors at any one time, supported by multiple advanced nurse practitioners, physician associates and therapists. This wider team has increased its emergency zone presence during the COVID-19 pandemic by establishing an acute frailty admissions unit, but we continue to deliver downstream inpatient care to frail and complex patients through the pathway through to discharge.

Development of trauma services is a strategic objective and the post-holder will contribute actively to a revolutionary model of shared medical and surgical care for all older patients admitted with trauma. This will involve day-to-day medical care for older patients admitted with head, spinal, thoracic, pelvic, femoral and long bone injuries. Clinic opportunities will exist to support the management of fragility fractures, and also in enhanced medical pre-assessment of older patients requiring elective orthopaedic, urological, colorectal and vascular surgery. Opportunities for rotational specialty experience in critical care medicine will be available (subject to agreement) for trainees with specific training requirements.

Service development, evaluation and dissemination of results will be integral to the role, and appointees will be actively encouraged to participate in high-grade QI and research for publication.

- a) The post is covered by the terms and conditions of service of Hospital Medical and dental staff
- b) Whole time appointment (if applicable)
- c) The practitioner's hours of duty shall be the standard working week of 40 hours.

You will be entitled to receive 1 month's notice of termination of employment and are required to give North Bristol NHS Trust 3 month's notice

- a) Must have FULL registration with the General Medical Council.
- b) Particular qualifications required for appointment include full MRCP(UK) or equivalent (e.g MRCP) and experience acting as medical registrar in an acute medical post. Experience of surgical liaison work is desirable, but not essential: this post intends to provide training in this field.
- c) The passing of a medical examination is a condition of appointment of all practitioners within the scope of the National Health Service Superannuation Scheme.

The successful applicant will be required to provide documentary evidence of natural or acquired immunity to hepatitis B. Where this is not possible, the post-holder will be required to demonstrate by recent (within the last year) evidence of serology showing the absence of hepatitis B surface antigen. These provisions are to meet the requirements of the Department of Health's instructions to trusts (HSC(93)40).

NBTCARES



NBT Cares. It's a very simple statement; one which epitomises how everybody across our organisation goes the extra mile to ensure our patients get the best possible care.

NBT Cares is also an acronym, standing for caring, ambitious, respectful and supportive – our organisational values.

And our NBT Cares values are underpinned by our positive behaviours framework – a framework that provides clear guidance on how colleagues can work with one another in a constructive and supportive way.

Improving the patient experience through your work

Patients are the most important people in the health service and are at the centre of what we do. Patients and carers are the 'experts' in how they feel and what it is like to live with or care for someone with a particular illness or condition. The patients' experience of our services should guide the way we deliver services and influence how we engage with patients every day in our work.

All staff should communicate effectively in their day to day practice with patients and should support and enable patients/carers to make choices, changes and influence the way their treatment or care is provided. All staff, managers and Board members should work to promote effective patient, carer and public involvement in all elements of their work

We have a duty to involve, engage and consult with patients, carers and families about plans for health facilities and the provision of our services. North Bristol NHS Trust wholeheartedly embraces the principles of patient partnership and has made clear its commitment to involve patients in key aspects of its work.

Infection control

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on LINK the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in practice.

Staff must seek support and advice from Infection Control in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance provided in the Policies is not applicable.

All staff must contact the Occupational Health Dept if they are suffering from any form of infection which may put patients and other staff at risk.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying

Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying (cont.)

No-Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, in line with the public health white paper, *Choosing Health*, the current policy will be that smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly, all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

Harassment and Bullying

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

Confidentiality and freedom of information

Information relating to patients' records, diagnosis and/or treatment of patients, staff records, or information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be **confidential** and must not be divulged without prior authority other than in accordance with the provisions of the Trust's Policy on raising concerns about Health Care Services as may be amended from time to time. Breaches of confidentiality will result in disciplinary action, and may result in dismissal. Managers are also required as a condition of this Contract to represent the views of the Trust in any dealing they may have with Trust employees, their representatives, the media, general public or other organisations in which he/she may come into contact.

However, as a public body, the Trust has a requirement to publish particular information. Therefore, in addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Freedom of

Information Act 2000. This Act places a legal duty on all staff to comply with the rights of the public to access information. Any altering, destroying or concealing of information held by the Trust with the intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

Safeguarding

North Bristol Trust are committed to safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The organisation expects all staff to work to national and local children and adult safeguarding policies and procedures. The trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

Job Description Agreement

Completed by.....Anna Bassadone/Christina Fletcher/David Shipway.....

Authorised by..... Date.....28/12/23.....

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not an exhaustive list, and such duties may well be altered from time to time to meet changes in the Trust's requirements. Any such changes will be commensurate with the grade of the post and will be discussed with the postholder prior to the changes being made