

JOB DESCRIPTION

Job Title:	Specialist Geriatrician with an interest in Surgical Liaison (10PAs)
Department:	Geriatric Medicine
Division:	Unplanned Care
Base:	Kingston Hospital
Appointment type:	Permanent
Reports to:	Cluster 2 Clinical Director/ Elderly Care Clinical Lead

Kingston Hospital and Surrounding Area

Kingston Hospital NHS Foundation Trust provides a full range of diagnostic and treatment services. The hospital supports some 320,000 people in the surrounding area including the boroughs of Kingston, Richmond, Roehampton, Putney, and East Elmbridge. Kingston Hospital is one of the largest employers in the region and employs over 3,700 staff across the widest range of careers. We are proud of our reputation as the largest single site District General Hospital in London and our Maternity Unit is the second biggest in London. In a national survey, we were rated as the 'Best Maternity Service' in London by the National Health Watchdog, the Care Quality Commission. Each year, over one million people visit Kingston Hospital for treatment or as a visitor. Out of the top six London Trusts, Kingston is the only District General Hospital: the others are teaching hospitals. Overall, the hospital lies 15th nationally. The Hospital is based about twelve miles from the centre of London with good transport links into the capital and in a beautiful and historic part of the country. It lies very close to Richmond Park and is close to Hampton Court Palace, Kew Gardens, and the river Thames.

The Royal Borough is a sought-after place to live, with a wealth of leisure facilities. Families with children are well catered for in educational terms with several very high-quality primary and secondary schools and additionally a college of Further Education. There is also an excellent University with which the Trust has very strong links.

Further information may be found on the hospital website at www.kingstonhospital.nhs.uk

Trust Culture and Values

The Trust has defined its culture as one that is patient centred which puts safety first and where all staff take responsibility, are valued and value each other. To support this our five values are that we are all: -

Living our values *every day*



Caring – we design and deliver care around each individual patient's needs and wants

Safe – we make the safety of patients and staff our prime concern (safety comes first)

Responsible – all staff take responsibility for the hospital, its services and reputation.

Value each other – we all value each other's contribution

Inspiring – we always strive to empower each other to develop and deliver improvements to benefit our patients.

Our training, policies, procedures, and practices are all intended to support behaviours in line with our values and all staff are expected to uphold these by 'Living Our Values Everyday'.

Hospital Management Structure

Kingston Hospital NHS Foundation Trust is managed by a Trust Board, consisting of a Chairperson, the Chief Executive, full-time Executive Directors and part-time Non-Executive Directors.

Chairman (Acting Chair in Common)	Phil Hall
Chief Executive	Jo Farrar
Chief Medical Officer	Dr William Oldfield

The Trust has two Clinical Divisions, namely Planned Care and Unplanned Care each led by a Chief of Medicine. Each department forms part of a cluster managed by a Clinical Director

Planned Care Chief of Medicine:	Mr Sarb Sandhu
Unplanned Care Chief of Medicine:	Dr Louise Hogh

Each department has a Specialty Lead who reports to the Cluster Director. For the Elderly Care department, the specialty lead is Dr Rachel Nockels and the Cluster Director is currently vacant.

Professional Structures

All Specialty, Specialist Doctors and Consultants are members of the Medical Staff Committee. There is a Local Negotiating Committee representing the British Medical Association, which reports to the Medical Staff Committee. An SAS Advocate and an SAS Tutor are both in post.

Department Structure

Our well-established Elderly Care service is provided by a dedicated multidisciplinary team of medical consultants, clinical specialists nurses and Allied Health professionals. The department benefits from a full range of diagnostic imaging and pathology support services.

Currently the Elderly Care and Stroke Services look after four 30 bedded wards, Derwent Ward, Kennet Ward, Blyth Ward and Keats Ward. There is also a well-established Front Door Frailty Service and a Frailty Virtual Ward. We are currently in the process of reconfiguring the service to provide early specialist in reach to the Acute assessment Unit, specialty medicine and our community colleagues.

This post is to increase our capacity for surgical in reach although other subspecialties will be considered, as will a rotation through various subspecialties.

The following Consultants support the service:

Dr Louise Hogh	- Consultant Geriatrician and Chief of Medicine
Dr Rachel Nockels	- Consultant Geriatrician and Clinical Lead
Dr Ana Gutierrez-Larrazar	- Consultant Geriatrician and Frailty Lead
Dr Olivera Martinovic	- Consultant Stroke Physician
Dr Christina Negansan	- Consultant Stroke Physician
Dr Louiza Tazerout	- Consultant Geriatrician
Dr Rob Price	- Consultant Geriatrician
TBC	- Frailty AHP Consultant

Supported by: -

3.0 wte Elderly care Matrons

Delirium and Dementia Team including Specialist Nurses and Activity Coordinators/ Patient Pathway Coordinators

Non Consultant Medical Staff

4.0 wte	Specialty Trainees Yr 3 or above / Specialty Registrar's
4.0 wte	Specialty Trainees Yr 1-2
7.0 wte	Foundation Yr 1 Trainees
3.0 wte	IMT
2.0 wte	GPVTS
4.0 wte	Trust Doctors (ST1-2 equivalent)

3.0 wte Physician Associates

KEY RESPONSIBILITIES/ OUTCOMES:

To cover the following duties:

1. To review inpatients at Kingston Hospital with a bed base of fifteen patients and to provide cross covering for a colleague's patients when they are on annual or study leave.
2. To undertake outpatient clinics at Kingston Hospital and other clinics in the community as required seeing three new and three follow up patients.
3. To work with the Clinical Lead and service-line managers to ensure the provision of high quality, effective care which meets operational standards.
4. To actively participate in education and training, medical/clinical audit, clinical risk management, clinical governance, and management activities of the service-line.
5. To actively participate in Continuing Professional Development (CPD)

6. The postholder will be responsible for managing their own workload daily and prioritising those tasks requiring immediate attention.
7. There will be appropriate mentoring of the new Specialist Grade provided within the Trust.

Job plan

1. Job content

A sample job plan is shown below, this will be reviewed on successful appointment to the job and at least annually thereafter.

	Monday	Tuesday	Wednesday	Thursday	Friday	
AM	Ward Round 9:00-12:00	Ward Round 9:00-11:00 Patient Related Admin/Family Meetings 11:00-12:00	Ward Round 9:00-11:00 11:00-12:00	Ward Round 9:00-12:00	Ward Round 9:00-11:00 Geriatrician of the Day Phone Cover 11:00-12:00	
PM	Board Round 12:00-13:00	Board Round 12:00-13:00	Board Round 12:00-13:00	Board Round 12:00-13:00	Board Round 12:00-13:00	
Lunch	13:00-14:00 Grand Round and lunch	13:00-13:30	13:00-13:30	13:00-13:30	13:00-13:30	
PM	Surgical liaison/ Specialty interest 14:00-17:00	Departmental Teaching 13:30-14:30 Surgical Liaison/Specialty interest 14:30-17:30	SPA 13:30-17:30	Outpatients & Associated Admin for dictating letters. 13:30-17:30	Surgical liaison/ Specialty interest 13:30-15:30 SPA 15:30-17:30	
Clinical PA	1.75	1.75	1	2	1.5	8
SPA	0.25	0.25	1		0.5	2

10

Job Planning

Job planning will be based on a partnership approach. The clinical manager will prepare a draft job plan, which will then be discussed and agreed with the Specialist. Job plans will list all the NHS duties of the Specialist, the number of programmed activities for which the Specialist is contracted and paid, the objectives and agreed supporting resources. This will initially be discussed 3 months after the appointment and then annually.

The duties and responsibilities set out in a Job Plan will include, as appropriate:

- Direct Clinical Care duties
- Supporting Professional Activities
- Additional NHS responsibilities
- External duties

Mentorship support will be provided. The postholder will have the support of Patient Pathway Coordinators (PPCs) in the form of secretarial support and appropriate working space with IT facilities.

Health Clearance

Health clearance is required for this appointment. Applicants must complete a medical questionnaire, return it to the Occupational Health and Wellbeing Service and, if required, undergo a medical examination before appointment.

Disclosure and Barring Service (DBS)

A DBS will be required before appointment for all posts with access to children or vulnerable adults.

Confidentiality and Disclosure of Information

In the course of your normal work with the Trust you will come into possession of confidential information concerning patients, the Trust, and its staff. This information should always be treated according to the Trust's rules on confidentiality. Any inappropriate disclosure may be subject to the Trust's disciplinary procedures.

Raising concerns

Staff may on occasion have genuine concerns about healthcare matters and consequently the Trust endorses the principle that these must be raised in a responsible and appropriate manner, and if necessary, using the Trust's 'Raising Concerns (Whistleblowing)' policy.

Data Quality/Security

The post holder is responsible for ensuring that they maintain the integrity and quality of both computerised and manual data.

Acceptance of Gifts and Hospitality

The conduct of staff in public service should be scrupulously impartial and honest and, in this context, any offers of gifts or hospitality should be discussed with your manager, prior to acceptance.

Codes of conduct and professional standards

All staff should adhere to any codes of conduct or professional standards set by the regulatory bodies with whom they are registered or by professional bodies of which they are a member. Managers should observe the Code of Conduct for NHS Managers.

Risk (managerial and supervisory staff only)

Managers are responsible for implementing and monitoring any identified and appropriate risk management control measures within their designated area(s) and scope of responsibility. Full details are set out in the Trust's Risk Management Policy.

Health and Safety

All staff are advised that, under the Health and Safety at Work Act 1974 and associated legislation, it is the duty of every employee to take reasonable care for their own health and safety and that of other people who may be affected by their activities at work, and also to co-operate fully with the Trust and others in connection with any arrangements to satisfy the statutory duties and responsibilities under the Act, including undertaking appropriate mandatory and health and safety training.

Infection Control

All staff must always be aware of their responsibilities for ensuring infection control and maintaining hygiene standards in accordance with infection control policies and instructions.

Personal Property

The Trust is unable to accept responsibility for articles of personal property lost or damaged on its premises whether by burglary, fire, theft or otherwise and staff are advised to insure against all risks.

Equal Opportunities

Equality of opportunity is an integral part of the Trust's recruitment and selection process and recruiting managers must ensure that they comply fully with the Trust's Equality & Diversity Policy. The Trust aims to ensure equality of opportunity for all irrespective of race, disability, sex, gender reassignment, sexual orientation, age, marriage and civil partnership, pregnancy and maternity and religion, or belief.

No Smoking

Smoking by staff, patients and visitors will not be permitted anywhere on Trust premises.

Security

Staff must always wear their identity badge to assist in maintaining the security of the hospital; be observant, and not afraid to enquire about people as to their business in the hospital. Any suspicious behaviour must be reported to the Security Officer, manager, or security team.

Safeguarding children and vulnerable adults

Kingston Hospital NHS Trust is committed to safeguarding children and vulnerable adults at risk of abuse. If the post is one that involves access to children and vulnerable adults during their normal duties, an enhanced DBS check will be required. All employees have a responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Main Conditions of Service

The post is covered by the national terms and conditions - Specialist Grades (2021). The appointment is pensionable unless you choose to opt out of the NHS Pension Scheme.

The successful candidate will have continuing clinical and professional responsibility for patients admitted under their care. It is also the duty of a Specialist Grade to:

- Keep patients (and/or their carers if appropriate) informed about their condition.
- Involve patients (and/or carers if appropriate) in decision making about their treatment.

- Maintain professional standards and obligations as set out from time to time by the General Medical Council (GMC) and comply with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.

The Specialist Grade will be responsible for carrying out any work related to and reasonably incidental to the duties set out in their Job Plan such as:

- The keeping of records and the provision of reports
- The proper delegation of tasks
- Maintaining skills and knowledge

Appraisal and Revalidation

Appraisal and revalidation are mandatory. The Trust has a pool of trained appraisers and one of these will be identified as the successful candidate's appraiser. The appraisal process is in accordance with GMC guidelines using GMC documentation. The Responsible Officer is Dr Amira Girgis.

Salary

The starting salary for new Specialist Grades (2021) appointments will be in accordance with the terms and conditions of the 2021 contract.

Informal Discussions

Applicants are invited and encouraged to contact one of the following to discuss the job in more detail:

Dr Rachel Nockels, Clinical Lead 020 8546 7711 ext 2067/2276 or Rachel.nockels1@nhs.net

Person Specification for Specialist Geriatrician

Criteria for Selection	Essential Requirements	Desirable Requirements	Assessment Method
Qualifications	<ul style="list-style-type: none"> • Full GMC Registration with License to Practice • Full MRCP or equivalent. • Meets the criteria set out in generic capabilities framework for specialist grade. 	<ul style="list-style-type: none"> • Appropriate higher degree (e.g. MD, PhD or equivalent) 	<ul style="list-style-type: none"> • Application Form (in first instance) and Interview
Clinical Experience	<ul style="list-style-type: none"> • At least 12 years practice (either continuous or in aggregate) as a doctor postgraduate and a minimum of 6 years in the relevant specialty in the Specialty Doctor and/or closed SAS grades. Equivalent years' experience in a relevant specialty from other medical grades including from overseas will also be accepted. • General training in Geriatric Medicine to specialist level or equivalent. • Ability to offer and be accountable for full and independent expert diagnostic opinion • Can evaluate and manage a patient, formulating a differential diagnosis and initiating an appropriate management plan. • 		<ul style="list-style-type: none"> • Application Form (in first instance) and Interview
Management Skills	<ul style="list-style-type: none"> • Able to communicate at a strategic and operational level 	<ul style="list-style-type: none"> • Attended management training course. • Knowledge of finance / budgets 	<ul style="list-style-type: none"> • Application Form (in first instance) and Interview
Experience in Training, Audit and Research	<ul style="list-style-type: none"> • Demonstrable commitment and ability to teach and train undergraduates and junior doctors. • Experience of clinical audit. 	<ul style="list-style-type: none"> • Completed 'Train the Trainers' course. • Relevant research articles in peer-reviewed journals. 	<ul style="list-style-type: none"> • Application Form (in first instance) and Interview
Personal Qualities	<ul style="list-style-type: none"> • Demonstrate leadership skills within a multidisciplinary team. • Ability to motivate staff, to facilitate appropriate changes in clinical practice and to work as part of a team. 		<ul style="list-style-type: none"> • Application Form (in first instance) and Interview

	<ul style="list-style-type: none">• Excellent written and verbal communication skills, enthusiasm, and approachability.• Commitment to continuing professional development, revalidation, and clinical governance		
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