



Consultant in Geriatrics

Job Description and Person Specification



**A great
place to**

work

#Team
SFH





The Trust

What we do

We are an award-winning NHS Foundation Trust providing acute and community healthcare services for 420,000 people across Mansfield, Ashfield, Newark, Sherwood and parts of Derbyshire and Lincolnshire. We are working closely with partners in health and social care through the Mid Nottinghamshire Integrated Care Partnership to take collective responsibility for managing resources, delivering NHS standards, and improving the health of the population we serve.

We put the patient at the centre of everything that we do, and it is our aim to make sure that every patient is treated as we would want a member of our own family to be treated. At the same time we expect our staff to be caring, kind and courteous to each other and to look out for each other. We believe that we are truly a clinically led organisation.

In the past four years our staff engagement scores have been the best for Acute Trusts in the Midlands.

Our People

We employ over 5,000 people across our three hospital sites - King's Mill, Newark and Mansfield Community.

Our dedicated team of over 650 volunteers give up their time to make a difference and enhance the experience of our patients and visitors.

As an NHS Foundation Trust we are accountable to the Council of Governors which represents the views of members.

We are proud to boast a membership totalling more than 15,000 – allowing our local communities opportunities to influence decisions and to demonstrate loyalty and support for our hospitals.

Together We CARE

C

Communicating and Working Together

We will work as one **compassionate** and **inclusive** team, **involving, informing** and **listening** to colleagues and local communities.

A

Aspiring and Improving

We will choose to **work** or be **cared** for by **Sherwood** as we focus on **improving** patient **care** and colleague **wellbeing**.

R

Respectful and Caring

We will show **kindness** to all, **embrace** diversity and **challenge** inappropriate behaviours.

E

Efficient and Safe

We will be **consistent** and do the **right thing**, at the **right time, first time**.

A great place
To Work



We are proud of our improvements over the last five years at Sherwood Forest Hospitals, and we recognise we can improve further. We know good quality healthcare can only be delivered by focussing on the experience of people, be it patients and the public or the colleagues you work with. Our improvements have been achieved by two central commitments to people:

We expect all patients to receive the same standard of care we would want our friends and family to have and:

We expect all colleagues to be treated with the same values we believe are important; support, kindness and respect.

We want to work with partners, we want to move beyond the boundaries of our hospitals and we want to help our local population become healthier.

Since 2019 we have been working to deliver **healthier communities and outstanding care for all**, and working with Primary Care Networks and partners in our Mid-Nottinghamshire Integrated Care Provider and our Integrated Care System.

This strategy has come from the many conversations and listening events that have taken place with more than 750 conversations with the public, Sherwood colleagues and partners. We hope you find this strategy as exciting as we do.

A partnership with everyone in our community...

We will...

- Provide outstanding care
- Promote and support health and wellbeing
- Maximise the potential of our workforce
- Continuously learn and improve
- Achieve better value

Signed:
#TeamSFH

The part you can play...

- Tell us when we get it right and when we get it wrong
- Be healthy and active
- Treat our staff and volunteers with respect
- Help us to learn from the care you experience
- Use our services wisely

Signed:

Our Purpose

Healthier Communities, Outstanding Care

Healthier communities and outstanding care for all.





Divisional Management Structure

There are five clinical management divisions, supported by Corporate Services (The People Directorate, IT and Finance) as follows:

Urgent & Emergency Care	Emergency Department Emergency Assessment Unit Urgent Treatment Centre Short Stay Unit Discharge Lounge Same Day Emergency Care Hospital Out of Hours
Medicine	Cardiology and Respiratory Gastroenterology Diabetes & Endocrinology Clinical Haematology Geriatrics Stroke/Rehab and Intermediate Care Dermatology Rheumatology
Surgery, Anaesthetics and Critical Care	Anaesthetics / Critical Care / Pain Management Theatres and Day Case General Surgery & Vascular Surgery Urology Breast Surgery Maxillofacial / Plastics ENT Audiology Ophthalmology Trauma and Orthopaedics FACILITIES Sterile Services
Women's and Children's	Maternity and Gynaecology Paediatrics
Clinical Support, Therapies and Outpatients	Therapy Services Pathology Radiology Back Pain Integrated Sexual Health FACILITIES Patient Services MEMD KTC Clinical Illustration Chaplaincy Fire and Security Pharmacy

Each Division is led by a Triumvirate of a Divisional General Manager, a Divisional Head of Nursing and is led by a Clinical Chair, Divisional specialities are headed by a Service Director or Head of Service. Service Directors/Heads of Service report to the Clinical Chair who in turn reports to the Chief Operating Officer.

Divisions receive operational support from Finance, Human Resources, Strategic Planning and Information representatives.



The Department

Geriatric Medicine at King's Mill Hospital

Ortho-geriatrics

A consultant in Ortho-geriatrics, supported by a middle grade doctor (in Geriatrics) and an Orthopaedic junior doctor provides a dedicated service across the orthopaedic wards. There are well established pathways with Orthopaedics (e.g. fractured neck of femur, minimal trauma fractures) and a good working relationship with surgical colleagues. We have recently established a pre-operative multi-disciplinary clinic for frail older patients being considered for elective large joint replacement surgery that has been co-designed with Orthopaedics and Anaesthetics.

Community Geriatrics / Intermediate Care

Dr Steve Rutter provides clinical input and leadership to the Community Urgent Response and Rehabilitation Team (CURRT) which delivers support to patients in their own homes for both step-up and step-down care. Services for frail older people in the community are constantly evolving in an effort to improve care for them both at home and in other community settings.

Front Door Geriatrics (Frailty Intervention Team) and the Frailty Unit

There is a well-staffed Frailty Intervention Team (FIT) providing early input to appropriate frail, elderly patients with the aim of preventing unnecessary hospital admissions, delivering CGA and ensuring that these patients receive early specialist input and signposting to appropriate settings. The Frailty Intervention Team has expanded over the past few years and has become an integral part of the Emergency Assessment Unit (EAU) at the hospital. We work closely with the teams both in ED and on EAU and have established excellent relationships with the various community teams in order to support this group of patients on discharge from the hospital. We have been members of the Acute Frailty Network (Cohort 7, 2019-20) and took part in the Frailsafe collaborative project.

Continence Clinic

Dr S Haider, with the help of 2 Continence Nurse Advisors, runs a weekly continence clinic for the assessment and management of incontinence. Uro-dynamics assessment is also available. There is close working with both Urology and Gynaecology departments.

Parkinson's Disease Service

There is a well-established multi-disciplinary Parkinson's Disease and Movement Disorder service consisting of three clinicians, two Parkinson's disease specialist nurses and an experienced neuro-rehabilitation team. The service provides expert care for patients with the condition across both Mansfield and Ashfield and Newark localities (including an advanced Parkinson's disease clinic) and participates in international research projects and national audits.

Surgical Liaison

We are one of the best performing Trusts in the country in relation to providing specialist geriatric input to elderly patients undergoing emergency laparotomy and we are currently expanding the dedicated geriatric service to frail, older patients on surgical wards. We are also looking to develop pre-operative frailty clinics for patients due to undergo elective surgery in the way that we have already done in Orthopaedics.



Dementia and Delirium

We have a dedicated Medical Mental Health Unit on ward 52. The ward has been radically redesigned as a dementia friendly area and the nursing staff are supported by nurses who have trained in Mental Health. The ward works closely with Liaison Psychiatry and the Dementia Specialist Nurse for the Trust in order to improve the care given to patients with delirium and dementia on all of the wards.

Rapid Response Liaison Psychiatry (RRLP)

Our patients are able to receive timely input from a well-staffed Liaison Psychiatry team who work across the Trust and who work closely with the Geriatric Department. The team support ward staff in the management of patients with a diagnosis of dementia and delirium who may be experiencing challenging behaviour and also in the management of other mental health issues.

RRLP offers a wide range of education and training to help support the knowledge and understanding of staff around mental health issues.

Medical Education

Dr McGowan has developed a specialist interest in medical education and co-ordinates the undergraduate teaching for medical students from the University of Nottingham who attend the hospital for their geriatric training.

Mansfield Community Hospital

A variety of in-patient and out-patient services for older people are provided at Mansfield Community Hospital. Consultant Physicians at King's Mill Hospital can transfer suitable convalescent patients (e.g. convalescing following an acute illness) to this hospital. These patients are then cared for by a Consultant in Geriatrics and their team of medical staff.

The Community Hospital allows for sessional working in such fields as: stroke out-patient follow up, Parkinson's Disease clinics, Falls Prevention clinic and Osteoporosis clinic. It also allows rapid multidisciplinary assessment of patients, thereby reducing unnecessary/inappropriate admissions.

Geriatrics at Newark Hospital

Newark Hospital is a small non-acute general hospital serving its local population. As a consequence of recent changes to the delivery of medical services at Newark Hospital the medical in-patient population is now largely comprised of stable medical patients with long-term conditions and elderly patients requiring rehabilitation.

The Urgent Care and Minor Injuries Unit see approximately 24,000 new patients per annum and are treating a wide range of conditions. Medical admissions take place during the day-time and patients requiring admission after this time are transferred to King's Mill Hospital. Non-medical patients requiring admission are always transferred to King's Mill Hospital.

The in-patient medical services at Newark are currently provided by Dr Silva (Consultant Geriatrician) and Dr Iqbal (General Medicine). The patients on Sconce ward are generally elderly patients requiring rehabilitation following a period of illness. Some of the patients will have been admitted via the Urgent Care and Minor Injuries Unit at Newark and others will have been transferred from King's Mill Hospital following recovery from an acute episode requiring an emergency admission. There is a full multidisciplinary team on the ward providing high quality care to the patients.

Non-consultant clinical input to the patients on the ward is provided by Specialty Doctors who are responsible for the day-to-day clinical work.



Workload Figures 2020/2021

Inpatient admissions

584

Outpatients

New 66

Follow-up 51

Staffing

Consultant Medical Staff	Main Special Interest / Roles
Dr S M Rutter	Consultant in Geriatrics (Frailty, Community Geriatrics, Dementia) and Head of Service
Dr N Silva	Consultant in Geriatrics (Parkinson's Disease)
Dr T McGowan	Consultant in Geriatrics (Medical Education)
Dr B Lobo	Consultant in Geriatrics (End of Life Care)
Dr S Haider	Locum Consultant in Geriatrics (Continence)
Dr N Altemtam	Locum Consultant in Geriatrics (Surgical Liaison)
Dr M Idoye	Locum Consultant in Geriatrics (Ortho-geriatrics)
SAS Medical Staff	Role
Dr S Ulikova	Specialty Doctor
Dr K Ramsay	Specialty Doctor
Other Medical Staff	Amount
FY1 Doctors	Three
FY2 Doctors	Three
IMT Doctors	Five
Clinical Development Fellows	Ten
ST4+ Doctors	Four
Senior Clinical Fellows	One
Non-medical Staff	Amount
ANP	One



The Role

Title:	Consultant in Geriatrics
Division:	Medicine
Grade:	Consultant
Reports to:	Head of Service for Geriatrics
Accountable to:	Medical Director
Hours:	Full time 10 PAs per week

Overview of the Consultant in Geriatrics role

The successful candidate will be joining a well organised department providing a wide range of services at specialty and sub-specialty level. We work together collaboratively and supportively, and we are always looking to improve the care for frail, elderly patients across the organisation.

The continued expansion and development of quality services within the department and the Trust is essential and has the support of senior management and the executive team and we are working with colleagues in other specialties and in other settings in order to achieve this. If you are interested in taking being a part of these developments, then please apply for this post.

We have close working relationships with community teams and primary care, and we have been successful in creating effective pathways for our patients in order to improve their care and experience across the healthcare system.

Existing services have been assessed by GIRFT and formal feedback was excellent. The Front Door frailty service, the collaborative work with the community and impressive results in relation to improved flow and length of stay were highlighted as being examples of good practice.

The successful applicant will work alongside the current consultants in the department and will be provided with a mentor in order to support them during their first year in the role. There will be time allocated in the timetable for the mentoring process.

We have close links with the University of Nottingham Medical School and have medical students at all stages of their training at the Trust (including placements in Geriatric Medicine).

We also have four Specialist Registrars on the East Midlands rotation working within the department throughout each year.

We are looking for applicants with interests in any of the following subspecialties:

- Dementia
- Falls
- Ortho-Geriatrics
- Acute/Front door Geriatrics
- Community Geriatrics

Applicants with other areas of interest will also be considered. We will always try to look at options to facilitate a strong candidate's appointment within the department. The crucial factor is having an enthusiasm and passion for geriatrics and an ability to work well within a team.

Duties and Responsibilities



The overriding purpose is to support the provision of highest quality patient care through personal actions and continuous improvement

Clinical Duties

- To assist in the provision and development of a safe, effective and efficient geriatrics service and support Trust and Network, in the aim to provide the best possible care to patients
- Out-of-hours responsibilities, including participation in the consultant on-call rota for General Internal Medicine and Geriatrics
- To carry out all duties at the highest possible standard and in accordance with current quality initiatives within that area of work
- Cover for colleagues' annual leave and other authorised absence
- Any other duties that may be required from time to time
- A willingness to undertake additional professional responsibilities at local, regional or national levels
- To carry out his/her duties with due regard to the Trust's Equal Opportunities Policy at all times
- To comply with Trust Health and Safety policies and maintain a safe and healthy environment for patients, visitors and staff
- To have knowledge of and employ the basic principles of infection control practice and to ensure adherence to the requirements in the Infection Control Manual

Teaching

- To provide clinical and educational supervision for trainees within the department
- To assist in the professional supervision and management of junior medical staff, including the observance of local employment and human resource policies and procedures
- To organise and participate in teaching, examination and accreditation duties for undergraduate, postgraduate and continuing medical education activity, locally and nationally
- To participate in the education and teaching of geriatrics staff

Quality Improvement and Assurance

- To be actively involved in participating in clinical audit, the Trust's Clinical Governance process and in continuing professional development
- To initiate and be involved in agreed projects
- To implement audit and research findings as appropriate to contemporary Geriatric practice

Policy and Planning

You will be required to:

- Contribute to the development of clinical and organisational protocols
- Review and develop policies for clinical practice and effectiveness
- Participate in the strategic planning for the service
- Comply with current Trust policies and procedures



Management and Audit

You will be expected to participate in the management of the Geriatrics Department by being an active member of the Division

You will attend the audit and Geriatrics departmental meetings and help to implement the Trust's policy on clinical governance

Record Keeping

All staff that have access to or transfer data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies.

You will be responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.

You will be required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy.

Supporting Professional Activities (SPA)

The list of activities included in SPA is not limited to activities to support continuing professional development (CPD), but includes mandatory training, appraisal, revalidation, audit, job planning, departmental and personal administration, governance, education and training etc. All of the SPA activities will be required to support revalidation and professional development.

The nature, timing and site of all duties (Direct Clinical Care and SPA) may change and will be reviewed annually as part of the job planning exercise.

The expected geriatrics related activities of the job plan, should occur at regular times in the week. Mutual agreement will be reached between the appointee and their Service Director, with regard to scheduling, including SPA.

Job Plan

The base contract will be for 10 programmed activities. This would be adjusted if a part-time contract or additional sessions were mutually agreed.

The usual split between DCC and SPA allocation is 8.5 DCC PAs and 1.5 PAs for SPA activity although many consultants will have more than 1.5 PAs of SPA time allocated to them in their job plan as they take on additional roles and responsibilities.

In the first year of employment there will be an initial PA allocation of 2.5 PAs for SPA activity and 7.5 PAs for DCC activity. This is to enable consultants in their first year to have some additional time to familiarise themselves with the Trust and the role and to develop their specialist area of interest. They will be supported by a mentor who will have protected time for this role.

The post holder will be expected to provide clinical and educational supervision to trainee doctors within their job plan and will also be expected to contribute to undergraduate teaching.

A formal job plan will be agreed between the appointee and their Head of Service, on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

On Call Information

The post holder will participate in the GIM on call rota in addition to the rota for weekend input to in-patients on the geriatric wards (8am to 4pm on Saturday and Sunday). The frequency amounts to approximately 2 weekends and 10 weekday GIM on calls per year, and 4 geriatric specialty weekends per year. This amounts to approximately an additional 1 PA per week (in addition to the 10 PA). The successful candidate may choose to work 9 PAs during the week (Mon-Fri) so that the total number of PAs remains at 10.

Time off in lieu will be considered where applicable.



Provisional Timetable

The timetable below is used for illustration only. The content will vary depending on the specialist interests of the successful applicant and we are always willing to be as flexible as possible.

The acute geriatric wards each have 24 beds and two consultants allocated to them alongside the team of junior and middle grade doctors. Each consultant would generally look after 12 patients. The consultants on the ward provide cross-cover for one another and there is a PA allocation in job plans to reflect this.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Board Round and Ward Round	Front Door Geriatrics (Frailty Team)	Board Round and Ward Round	Clinic	Board Round and Ward Round
PM	Sub-specialty interest	Front Door Geriatrics (Frailty Team)	Grand Round CPD	SPA activity	Pre-weekend ward preparation SPA activity



General Statements

Study & Training

You are expected to participate in professional continuing medical education; study leave is provided for this purpose.

Appraisal, Revalidation & Mandatory training

You are expected to comply with the Trust's annual requirement for appraisal and mandatory training, and the 5-yearly revalidation as mandated by the GMC.

You are expected to participate in professional continuing medical education. Study leave is provided for this purpose, and the post-holder will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity. The Trust supports the requirements for Continuing Medical Education as laid down by the relevant Royal College and is committed to providing time and financial support for these activities.

Support

The Head of Service/Service Director will be the line manager for this position with additional support from the divisional and hospital leadership teams.

Access to a suitable mentor is encouraged and can be arranged if desired. We also have access to a wide range of wellbeing and counselling services which can be accessed without referral.

Working Environment

Office space will be provided, usually at the King's Mill Hospital site, along with appropriate secretarial and technological support. IT equipment is available to enable the necessary range of activities to be undertaken.

Communication

Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner, focusing on improvement and ways to move forward. Ensure all communication is presented appropriately to the different recipients, according to levels of understanding, type of communication being imparted and possible barriers such as language, culture, understanding or physical or mental health conditions.

Confidentiality

Information relating to patients, employees and business of the employing body must be treated in the 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 Whistleblowing Policy (Freedom of Speech policy).

Codes of Professional Conduct

Staff are required to abide by the professional code of conduct relevant to their governing body.

Indemnity

The employing body will cover all medical staff for NHS work under NHS Indemnity. Sherwood Forest Hospitals NHS employing body is required to encourage medical and dental staff to ensure that they have adequate defence cover for any work which does not fall within the scope of the Indemnity Scheme. Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organisation.



Privacy & Dignity & Respect and Equality of Opportunity

The Trust is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.

Induction and Development Reviews

All medical staff are required to undertake the employing body's Induction as soon as possible after commencing work. They are also expected to have a local induction to their place of work which will be undertaken by their line manager or nominated person and sent to Learning & Development for record keeping.

Major Incident

In the event of a major incident all trust employees will be expected to report for duty on notification. All Trust employees are also expected to play an active part in training for and preparation of a major incident.

Working Time Regulations

The employing body is committed to the principle that no member of staff should work, on average, more than 48 hours per week. Staff who do exceed this limit need to complete an opt-out form. Any member of staff who undertakes work outside the employing body, regardless of whether they exceed 48 hours or not, must declare this.

Place of work

Whilst the duties of the appointment will be primarily at the hospital(s) stated, the appointment will be made to the employing body and there will be a commitment to attend occasionally at any other hospital or clinic in the employing body, as may be necessary from time to time e.g. for community, or other clinics, or in emergencies.

Health and Safety

Sherwood Forest Hospitals NHS Foundation Trust recognises its duties under the Health and Safety at Work legislation to ensure, as far as is reasonably practicable, the health, safety, and welfare at work of all its employees. In addition, the business of the Trust shall be conducted as far as is possible to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risks to their health and/or safety.

All Medical and Dental staff under contract to the Trust will be expected to comply with the appropriate Trust health and safety policies.

Safeguarding

Safeguarding is everyone's responsibility, and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults. Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults.



Statement of Requirements (Person Specification)

	Essential	Desirable
Qualifications	<p>Full Registration with the GMC</p> <p>MRCP or equivalent</p> <p>Entry on GMC Specialist Register via either CCT or within six months of receipt of Certificate of Completion of Training (CCT) at time of interview / CESR / European Community Rights</p>	<p>Higher degree: MD or PhD</p>
Experience	<p>Experience requisite to meeting all aspects of the job plan</p> <p>Ability to maintain clinical credibility and authority with a multi-professional team including senior trainees</p> <p>Understanding of all aspects of Geriatric Medicine</p>	<p>Five years supervised training in an appropriate SpR equivalent training programme</p>
Teaching	<p>Evidence of effectively organising and delivering teaching at undergraduate and postgraduate level</p>	<p>Demonstrable ability as a teacher with evidence of training for the role</p> <p>Post graduate qualification in Medical Education</p>
Management	<p>Ability to effectively organise and manage clinical workload</p> <p>Understanding of the current structure of the NHS</p> <p>Attendance at Management Course</p>	<p>The potential to be Head of Service in the future</p>
Research	<p>Ability to convert research evidence into clinical practice</p> <p>Understanding of the principles of quality improvement and assurance</p> <p>Evidence of participation in audit/quality improvement in Geriatrics</p>	<p>Publications in peer-reviewed journals</p> <p>Implementation of Quality Improvement</p>
Personal	<p>Communication skills – to have language competency and communication skills necessary to do the job safely & competently</p> <p>Ability to communicate effectively with team members, patients, relatives, GPs, nurses and other agencies</p> <p>Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit.</p> <p>Leadership skills appropriate to participating in and leading a multidisciplinary team</p>	<p>Willingness to undertake additional professional responsibilities at local, regional, or national levels</p>



Application Information

Applications to be submitted via <http://jobs.sfh-tr.nhs.uk/>

References

When providing details of your referees, please ensure that you observe the following:

- We require referee details from your supervising Consultant(s) or Head of Service(s) which cover three years previous employment / training.

Visits

Candidates are invited to discuss the post informally prior to visiting with:

Dr Steve Rutter

Head of Service for Geriatrics

steve.rutter@nhs.net

01623 622515 ext. 6050

Further information about the Trust

Information about Sherwood Forest Hospitals NHS Foundation Trust can be found on our website at www.sfh-tr.nhs.uk