

**Division of Emergency Integrated Medicine
Acute Medicine Department**

Job Description for the post of

**Consultant in Acute and General Medicine with Sub
Speciality Interest**

(Pending RCP Approval)

March 2024

1. SUMMARY

Applications are invited for a Consultant in Acute Internal and General Internal Medicine with Sub Speciality Interest at Whittington Health (<http://www.whittington.nhs.uk>). This is a 10 PA (programmed activities) appointment. The successful applicant could combine work in the acute medicine department with PAs in a complementary internal medicine speciality by arrangement.

Whittington Health has a thriving and innovative acute medicine department located within the Whittington Hospital. Successful applicants will join a dedicated and passionate team committed to providing a first-class service in terms of quality, safety, innovation and education. The department operates over 2 acute wards and an ambulatory care centre and serves as the hub of acute medical care in the hospital.

As an Integrated Care Organisation, Whittington Health is commissioned to provide acute and community services to meet the needs of our diverse population. This means the Trust is well placed to deliver 21st century healthcare that crosses the traditional boundaries between primary and secondary care. Our mission is "Helping local people live longer, healthier lives".

The successful candidate will join a team of 8 consultants. Applications from applicants with additional specialist interests will be welcomed. The Acute Medicine Department is also supported by sessions from other specialist consultants.

The person(s) appointed will have experience of a broad acute medical training and will be capable of handling the range of medical problems that occur within the setting of an acute hospital. The appointee must be an effective team player and will be flexible in approaching new ways of working.

Applicants must have the MRCP (or equivalent specialist qualification) and hold a Certificate of Completion of Training (CCT) in General (Internal) / Acute Medicine, or be within six months of award of CCT, or equivalent, by date of interview. Applicants must also be on the Specialist Register of the General Medical Council (UK) with a Licence to Practise, (or be eligible for full and specialist registration within six months of interview).

2. THE DEPARTMENT

The Acute Assessment Unit (AAU) comprises a 34-bedded purpose-built unit located in the main hospital adjacent to the Emergency Department (ED), ITU and all other pivotal diagnostic departments. It is divided into two separately managed wards; Mary Seacole North and Mary Seacole South.

The primary role of the AAU is to provide early assessment, diagnosis, stabilisation, and treatment of acute medical patients who are admitted to the hospital. The AAU operates in close association with the ED, ITU/HDU, the ambulatory care service and the medical wards. The majority of acute medical patients admitted to the Whittington will spend their initial period of admission on the AAU under the care of the AAU consultant.

Patients will normally stay on the AAU for up to 48 hours, during which time care will be delivered by the acute medical team. Patients will be discharged from the AAU either: a) back into the community or b) to the care of an appropriate specialty or medical team on one of the main hospital wards.

The ED will continue to provide emergency triage, assessment and initial therapy including resuscitation for patients presenting to the hospital but an increasing number of medical patients will

be directed to the Ambulatory Care Unit or AAU directly, in order to avoid unnecessary delays within the ED. The new appointee would be expected to participate and support ongoing developments of robust pathways that support a maximally clinically effective model of care for acute medical patients.

Our Ambulatory care centre opened in 2014 and provides innovative and transformational care that best serves our local community. It is one of the largest ambulatory care centres in the country and aims to provide rapid senior decision making and advanced diagnostics within Whittington Health. Under the leadership of acute and emergency medicine consultants, we assess and treat patients who are referred from Acute Medicine, the Emergency Department, GPs and community services.

As part of delivering a robust medical admissions unit and extended working hours, all patients are seen post take within 14 hours of admission by the AAU consultant (at weekends, other consultants on the rota will also carry out this role). All patients on the AAU have consultant-led care to aid rapidity of diagnosis and ensure that the most up-to-date and evidence-based management is instituted early during their admission and before transfer to a specialty bed.

3. CURRENT ESTABLISHMENT

We are a team of 8 consultants from a variety of internal medicine backgrounds with 4 consultants with Acute internal medicine CCT but also 4 consultants with CCT in other medical specialities including Diabetes and Endocrinology, intensive care medicine, Geriatric Medicine and Clinical Pharmacology.

Junior Doctors rotating through AAU:

ST3+	2
CT1/2 (GIM, ACCS, GP)	10
Medical FY2	2
Medical FY1	5

Management structure

In 2015 the Acute Medicine Department became part of the Emergency & Urgent Care Integrated Clinical Service Unit (ICSU), which is led by Dr Deepak Suri, Clinical Director. The Emergency & Urgent Care ICSU includes areas in the organisation delivering acute, unscheduled and urgent care, such as the Emergency department, Ambulatory Care, the acute medical wards and community nursing. This allows for close working and innovation across the acute pathway. This is one of seven ICSUs that make up the clinical management structure of the Trust.

4. DUTIES & RESPONSIBILITIES OF THE POST

AAU shifts for this post will comprise working part or whole weeks on a frequency of 1:3 weeks (5 out of every 15 days). Shifts 08.00 – 14.00. The morning of an AAU day is spent conducting a ward round (16-18 patients) on one of the AAU wards. The consultant will supervise the team, teach and perform work-based assessments for the junior doctors.

There are 2 acute medicine wards, each has an acute medical consultant working Mondays to Fridays.

The 2 wards have a minimum staffing of at least 5 healthcare professionals, which consists of a team of IMT/ACCS/SHO equivalent, 1 registrar, FY2 equivalent/clinical fellow and advanced clinical practitioners. They work between 0800-1800.

The Medical Take Period

One acute medicine consultant reviews the medical patient admitted through the medical take, from 14.00 until 20.00 on weekdays. After 20.00, there will be a different general medical consultant on call from home, until 0800 the following day. The general medical consultant reviews patients admitted after 2000.

The Acute Take Team admits 20-30 medical patients over a 24 hour period. It is supported by:

Day – 1 medical registrar, 1 SHO, 1 late SHO (from 1400), 1 FY1

Night – 1 medical registrar, 1 SHO for the medical take, 1 SHO for ward cover.

At weekends and bank holidays, there is a larger pool of medical consultants who cover the medical take from 08.00 – 20.00, and then on call from home, from 20.00 to 08.00 the following morning. This is currently a 1:17 rota. The appointee will be expected join the general medical consultants rota.

Time in Lieu

Following a weekend, there is an entitlement to a week off. Working a bank holiday will attract a day in lieu. These arrangements are by local negotiation and will be revised if the national consultant contract is changed.

Ambulatory Emergency care (AEC)

The appointee will work in the ambulatory care centre (on rota basis) reviewing recent AAU discharges and seeing new patients referred to the service from GPs and ED. Ambulatory care sessions will take place during the 2 weeks when not working an AAU week and the commitment will be between 4-5 DCC for each of these 2 weeks. Ambulatory Emergency Care team will see approximately 30-40 patients' per day, with consultant oversight via twice daily board round.

AEC is supported daily by a minimum staffing of at least 5 healthcare professionals, which consists of a team of IMT/ACCS/SHO equivalent, 1 registrar, FY2 equivalent/clinical fellow and advanced clinical practitioners. Their work patterns mirror Emergency Department's activity; 0800-1400, 1000-1800, 1200-2000.

In future, consultants may be required to adjust their job plans, including working out of hours in AEC or work short days at weekends, as part of our Pan London acute medicine commitment to deliver 7 day working. Any changes to our jobs will be discussed at future job planning to we meet contractual requirements.

Example of Timetable

Off AAU weeks (weeks 2, 3, 5 and 6 out of 6 weeks) - Ambulatory Care / SPA

	AM	PM
Monday	9-13: Ambulatory Care Clinic (or specialist clinic/ consult service) (1DCC)	13-17: Ambulatory Care cover (1DCC)
Tuesday	9-11: Teaching (0.5 SPA) 11-13: Audit (0.5 SPA)	13-16: CPD (0.75 SPA)
Wednesday	9-13: Educational Supervision 12-13: Grand Round (1 SPA)	13-15:50 :Clinical Admin (0.625 DCC)
Thursday	9-13: Management (1 SPA)	13-14: AAU MDT meeting 14-17: Clinical Administration (1DCC)
Friday	Ambulatory Care Clinic (or specialist clinic/ consult service) (1DCC)	13-17: Ambulatory Care cover (1DCC)

Average: 5.625 DCC + 3.75 SPA

Acute Medicine Week 1

	AM (8-12pm)	PM (12-5pm)	Evening (5-8pm)
Monday	Acute medicine	Acute medicine	Acute medicine
Tuesday	Acute medicine	Clinical Admin (12-2pm)*	
Wednesday	Acute medicine	Acute medicine	Acute medicine
Thursday	Acute medicine	Clinical Admin (12-2pm)*	
Friday	Acute medicine	Acute medicine	Acute medicine

12 DCC only

Acute Medicine Week 4

	AM (8-12pm)	PM (12-5pm)	Evening (5-8pm)
Monday	Acute medicine	Clinical Admin (12-2pm)*	
Tuesday	Acute medicine	Acute medicine	Acute medicine
Wednesday	Acute medicine	Clinical Admin (12-2pm)*	
Thursday	Acute medicine	Acute medicine	Acute medicine
Friday	Acute medicine	Clinical Admin (12-2pm)*	

10.5 DCC only

*Denotes times where successful applicant could agree within job-planning to redistribute SPA from off AAU weeks if wanted.

General

The Consultant is responsible to the Chief Executive via the Chief Operating Officer and Medical Director through the Director of Operations and Clinical Director for the satisfactory conduct of his/her professional duties. All doctors are expected to be familiar with the GMC's "Good Medical Practice" and to work at all times within its guidance.

The appointee will be expected to take part in the administration of the department and work with clinical and managerial colleagues on matters relating to the clinical service. The appointee will also be encouraged to take part in management concerning Whittington Health as a whole.

Office space will be made available as well as administration support, with specific support for revalidation/appraisal.

Medical administration

The appointee will be expected to take part in the administration of the department and work with clinical and managerial colleagues on matters relating to the clinical service. The appointee will also be encouraged to take part in management concerning Whittington Health as a whole.

Audit

The appointee will be required as part of their duties to participate in the audit and clinical effectiveness activities overseen by the audit and effectiveness department; to attend the

Training and Audit half days and to ensure that trainees within the department also take part in these activities.

Honorary Clinical Lecturer/Honorary Associate Professor

The successful candidate for this consultant post will be eligible to apply for one of these titles from UCL on the understanding that he/she has clearly demonstrated that they are involved in undergraduate teaching over and above what the GMC mentions as your duty as a doctor. This include teaching, mentoring students and doctors in training providing teaching, acting as an examiner, and/or support and facilitate research activities. Criteria and application forms can be obtained at

<https://www.ucl.ac.uk/school-life-medical-sciences/about-slms/vacancies-and-funding-opportunities>

Appraisal

The annual consultant appraisal procedure will include review of teaching performance, and consideration will be given to joint academic appraisal of the consultant staff and those with significant teaching roles in UCL medical school in the same way as for the clinical academics/honorary consultants.

Education and Training

The Acute medicine Department at the Whittington has a strong commitment to excellence in teaching. All our consultants are accredited trainers and provide regular shop floor teaching for undergraduate and postgraduate medical staff. The appointee will be expected to engage in team-based education and training activities, and share learning with colleagues from other professional backgrounds to enhance multidisciplinary team working.

Undergraduate Teaching

The appointee will participate in delivering the undergraduate curriculum, both to UCL medical students attached to the department and where appropriate to the student body as a whole. Consultants are encouraged to support the Medical School as examiners.

Other duties

The successful applicant will be encouraged to establish informal links with the other consultants in the hospital and it is hoped that he/she will establish collaborative audit and research activities with other departments within the Trust.

5. JOB PLAN

This is a full-time substantive appointment with 10 programmed activities to include 7.5 programmed activities for patient care (DCC) and 2.5 for supporting programmed activities. Supporting programmed activities are activities that include participating in training, undergraduate medical education, CPD (including time to read appropriate journals), audit, appraisal, research, clinical governance and clinical management.

6. MEDICAL MANAGEMENT

The appointee will be expected to take an interest in the daily management of the department and work with colleagues, including the Emergency Department and other clinical departments, on matters relating to the service delivery activities and those with regards to service improvement and innovation.

The appointee will also be encouraged to take part in management activities concerning the hospital. The Trust strongly supports the development of leadership and medical management skills, including appropriate training such as the UCL Partners Leadership Course.

7. MEDICAL AUDIT

The appointee will be required as part of their duties to participate in the audit and clinical effectiveness activities overseen by the audit and effectiveness department; to attend the Training and Audit half days and to ensure that trainees within the department also take part in these activities.

8. RESEARCH AND DEVELOPMENT

Whittington Health is a research active organisation, where participation in research is encouraged and supported. The appointee will be expected to play an active role in delivering the Whittington Health research strategy that aims to increase the number of National Institute of Health Research (NIHR) portfolio studies that open and recruiting. This will allow more patients to benefit from participation in research studies. In addition the research strategy aims to increase the number of studies that investigate integrated care and the benefits that our patients experience from Whittington Health's formation as an integrated care organisation. Protected time for conducting funded research may be negotiated as part of the annual job planning process.

9. SHORTLISTING

Candidates will be advised whether they have been shortlisted within three weeks of the closing date.

10. EXECUTIVE TEAM

Dr Clare Dollery	Acting Chief Executive	020 7288 3939
Dr Clarissa Murdoch	Acting Medical Director	020 7288 3509
Chinyama Okunuga	Chief Operating Officer	020 7288 5644
Sarah Wilding	Chief Nurse and Director of AHPs	020 7288 3589

Applicants for the post are welcome to visit the department. For further information about the post or to make arrangements for a departmental visit, please contact:

Duncan Carmichael- Clinical Director

duncan.carmichael@nhs.net

Dr Dorothy Ip, Dr Ashling Lillis – Co-Clinical lead, Acute Medicine Department

dorothyip@nhs.net
ashling.lillis@nhs.net

The history of Whittington Health

Medical services have been delivered on the Whittington Hospital site for over 500 years. In 1473 a leper hospital was founded, which later cared for the poor chronic sick transferred from hospitals in the centre of London. In 1848 a smallpox and vaccination hospital was built on the St Mary's site and independently managed hospitals were opened on the Highgate site in 1866 and the Archway site in 1877. In 1900, the Highgate Hill Infirmary opened adjacent to the smallpox hospital and the two soon merged, with the smallpox hospital becoming a nurses' home. In 1946, the hospitals on all three sites were brought together with a total of almost 2000 beds. Following the introduction of the NHS in 1948, they jointly became the Whittington Hospital.

The organisation today

Whittington Health was launched on 1 April 2011 as a new organisation comprising The Whittington Hospital NHS Trust and NHS Islington and NHS Haringey.

The Whittington Hospital and the community health services in Islington and Haringey are award winning organisations, delivering acute and community based health services to a population of 443,000 people. The organisation is the biggest employer in the area, with over 4,000 staff. The organisation delivers healthcare not only on the acute hospital site which has 420 beds, but also from a variety of other venues and through visits to people's homes. We want to ensure that all our patients and service users receive treatment and care in the most appropriate environment for their health needs.

Whittington Health as an Integrated Care Organisation (ICO) offers greater opportunities to work across the boroughs to address the health needs of the local population. By integrating our hospital and community teams, we aim to improve the quality of care to our patients and service users whilst reducing costs by working closely together.

Whittington Health also works with other health, social care and voluntary sector partners to support patients and service users from their initial appointment whether it be with a community health team or at the hospital, all the way through to treatment and tailored after care. In May 2011, Haringey's

children's services also joined Whittington Health.

Whittington Health is one of the three main teaching campuses for the University College Medical School.

The UCL Whittington Campus

University College London (UCL)

University College London (<http://www.ucl.ac.uk>) is one of the UK's premier universities. The School of Life and Medical Sciences (SLMS) brings together 4 UCL Faculties in a major biomedical research center which is a leader in medical and health research with one of the largest and most renowned groupings of academics in biomedical, life and population health sciences.

UCL Medical School (UCLMS), in the Faculty of Medical Sciences, is one of the most highly rated medical schools in the country whose goal is to produce the UCL Doctor: a highly competent and scientifically literate clinician, equipped to practise patient-centered medicine in

a constantly changing modern world, with a foundation in the basic medical and social sciences. The School has an internationally acknowledged faculty of education and research leaders, a committed team of NHS based teachers and a distinguished cadre of academic staff who are at the forefront of international research in biomedical sciences, medical education and clinical medicine. The School is committed to excellence in undergraduate and postgraduate education and has a strong reputation for teaching informed by cutting-edge research and for promoting scholarship and excellence in medical education delivery and research.

UCL at The Whittington Hospital Campus

For several decades the Whittington has taught undergraduate medical students and has always been highly regarded for the educational experience it offers. We are now teaching over 200 students on this Campus with the support of an undergraduate office situated within the student hub. The undergraduate medical curriculum is a six year course with an intercalated BSc for all non-graduates.

Consultant Mentoring Scheme

We offer an introduction to the consultant mentoring service. This is run by Dr Sarah Howling. Please contact Dr Howling by e-mail (sarah.howling@nhs.net) to get more information. Participation in the mentoring scheme is optional but recommended.

Terms and conditions of service

This post is subject to the Terms and Conditions of Whittington Health and in particular to the Pay and Conditions of Service relating to Consultants. Copies of these may be seen in the Human Resources Department. The appointment is superannuable, unless you choose to opt out of the National Health Service Superannuation Scheme.

The salary scale of Consultants is £93,666 to £126,281 per annum plus £2,162 London Weighting Allowance. This is exclusive of any Additional Programmed Activities, On-Call Availability Supplement, Distinction Awards or Clinical Excellence Awards that may be payable. Part time staff will be paid pro rata.

Offers of employment are subject to the Occupational Health Service clearing you as fit for the post. If successful you will be given a health questionnaire which should be completed fully and mailed to the Occupational Health Service by return of post; you will not be able to take up employment with the Trust until clearance has been given.

Because of the nature of the work of this post, it is exempt from the Section 4(2) of the Rehabilitation of Offenders Act (1974) by virtue of the Rehabilitation of Offenders Act (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions including those which for other purposes are "spent" under the provisions of the Act and in the event of employment any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to application for positions to which the order applies.

The successful candidate cannot carry out fee paying services during their programmed activities except where this has been agreed by the clinical manager. In such a case, fees

must be remitted to us, unless it has been agreed with the clinical manager that providing such services involves minimal disruption to NHS duties. Private professional services must not be carried out during programmed activities. The successful candidate will be responsible for ensuring that any provision of Private Professional Services or Fee Paying Services for other organisations does not result in detriment of NHS patients or service or diminish public resources available for the NHS. Please refer to the Code of Conduct for Private Practice https://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/DH_085195.pdf for full guidelines surrounding this area.

The successful candidate will be required to live within 30 minutes by road from the hospital, unless the Trust determines that residence at a greater distance is acceptable.

Assistance may also be given to a newly appointed whole time consultant with part of the cost of their removal expenses provided, if this is their first appointment to consultant grade post within the National Health Service, and the removal is necessary to comply with the Trust's requirements concerning the place of residence.

Annual Leave

Annual leave is given in accordance with the Terms and Conditions of Service relating to Medical and Dental staff. Full time consultants with less than 7 years' service are entitled to six weeks and full time consultants with more than 7 years' service are entitled to 6 weeks and two days leave a year. Note – this is exclusive of statutory days leave. Annual leave for part time staff is given on a pro rata basis.

Consultants are expected to plan their annual leave well in advance so that their absence is not detrimental to the service. Consultants are required to give no less than 6 weeks' notice of intention to take leave. All leave has to be requested electronically from the General Manager of the ICSU.

Study Leave

Study leave is given in accordance with the Terms and Conditions of Service relating to Medical and Dental Staff. Consultants are currently entitled to assistance with expenses associated with approved study leave. It is the current policy of the Trust to assist consultants with reasonable fees and expenses associated with approved continuing medical education, please refer to the current study leave policy.

Continuing Professional Development

Whittington Health values and supports the continuing professional development of all its consultant staff. As part of this, all consultants employed by the Trust are expected to comply with their Royal College or specialty association requirements for continuing medical education, and to provide the Trust with information to demonstrate this compliance

Postgraduate Medical Education

Consultant staff are expected to act as educational supervisors for training grade doctors working with them. This includes day-to-day supervision and teaching as well as active participation in objective setting, appraisal and assessment of junior medical staff. Consultants

are encouraged to participate in the range of courses for training grade doctors and for general practitioners which are run in the new Whittington Postgraduate Centre.

Clinical Governance

All staff with clinical responsibilities are expected to work within the clinical governance arrangements agreed by the Trust. This is through an established framework through which clinical staff are continuously accountable for improving the quality of services and safeguarding high standards of care by creating an environment in which excellent care will flourish. All clinical staff are expected to maintain appropriate knowledge about, and involvement in, agreed strategies and programmes to continually improve their standards of clinical care through:

- Patient and user involvement
- Risk and complaints management
- Clinical effectiveness and audit programmes
- Continuous Professional Development
- Clinical research in accordance with DOH Governance requirements

Personal Conduct

All staff within the Trust are expected to treat other members of Whittington Health staff with courtesy and respect. The Trust's rules and policies including the disciplinary procedure apply to all staff without exception. The attention of consultant medical staff is drawn to the GMC document, Good Medical Practice. The Trust will take this into account when considering the conduct of medical staff in relation to any incident.

Revalidation and Registration

It is the responsibility of all medical staff registered with the professional body to:

- Act within the Professional Bodies Code of Practice
- Maintain their own work profile to ensure revalidation standards are met,
- To ensure they are appropriately connected to a designated body and comply with requirements for annual appraisal to enable revalidation
- Medical staff must comply to undertake annual job planning and declare private practice and conflicts of interest in their job plan.

Equal Opportunities

Our latest policy known as "Promoting Equality, Diversity and Human Rights" outlines the Trust's commitment to ensuring that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty, age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable.

Infection Prevention & Control (IPCC)

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies, especially hand hygiene, the trust dress code, and IPC policies.

Working Patterns

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 9 pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.

Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.

Health & Safety Policy

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Safeguarding

To comply with the Trust's Safeguarding Children and Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults This will require you to:

- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.
- Ensure you are familiar and comply with the Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

Whittington Health is committed to safeguarding all children and vulnerable adults and expects all staff and volunteers to share this commitment.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information in any format whether electronic or paper based, you should do so in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal

Confidentiality

You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

Whittington, Vision and Goals

We have an excellent reputation for being innovative, responsive and flexible to the changing clinical needs of the local population. We are treating more patients than ever before and are dedicated to improving services to deliver the best for our patients.

Our vision

Helping local people live longer, healthier lives.

Our goals, 2019 – 2024

We have developed four key strategic goals to make sure we continue to support people to live longer, healthier lives:

- Deliver outstanding safe, compassionate care.
- Empower, support and develop staff.
- Integrate care with partners and promote health and wellbeing.
- Transform and deliver innovative, financially sustainable services.

Whittington Values

Our values underpin everything we do. Our staff are committed to delivering the following values in everything they do.

Our ICARE values have been created by our staff and are embedded in The organisation



Carbon Reduction

All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style. You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.

**PERSON SPECIFICATION
CONSULTANT PHYSICIAN IN ACUTE MEDICINE**

Requirements	Essential	Desirable
Qualifications/ Training	Full GMC Registration MBBS, MRCP or equivalent	MSc, PhD
	Entry on Specialist Register in Acute Medicine or General (Internal) Medicine (or entry expected within 6 months from the date of interview)	CCT in Acute Medicine Consideration will also be given to applicants with Specialty Training in General (Internal) Medicine who have demonstrated a firm commitment to a career in Acute Medicine
Relevant Experience	Ability to organise and prioritise workload effectively. Ability to organise research and work within research governance procedures Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures. Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.	Formal training in educational and clinical supervision of junior Drs
Skills & Abilities	Ability to offer expert clinical opinion in a range of problems within speciality.	
	Ability to take full and independent responsibility for the care of patients.	
Management, resource use and audit	Ability to use the evidence base and clinical audit to support decision-making. Experience of conducting clinical audit.	Formal training in management and administration Guideline and pathway development
Academic Achievements/ Research/ Publications	Participated in research	Experience in organising educational activities Published papers in peer reviewed journals
Other Requirements	Excellent communication skills, both oral and written, and an ability to relate to staff and patients. Be able to work in a multi-professional and multi-disciplinary framework.	Ability to support and motivate staff during periods of pressure
	Knowledge of resource management issues.	Computer literate
	Ability to stay calm under pressure.	Previous participation in quality initiatives
	Team player	