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of Physicians

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Mersey and West Lancashire
Teaching Hospitals
NHS Trust

Mersey and West Lancashire Teaching Hospitals NHS Trust

Consultant in Acute Medicine

This Post

Title	Consultant in Acute Medicine
Site	Whiston Hospital
Type of post	New Post
Accountable to	Divisional Medical Director, Dr Ash Bassi
Reports to	Clinical Director, Dr Jeffrey Unsworth

Job Summary

This post is for a Consultant in Acute Medicine. This is a whole-time post offering an exciting opportunity for a highly motivated Medic to join a dynamic, rapidly expanding team delivering multidisciplinary acute care in Mersey and West Lancashire Teaching Hospitals.

Applicants are required to hold Membership of the Royal College of Physicians (UK or equivalent qualifications), to be fully registered with the General Medical Council, and to be on the Specialist Register or due to obtain their CCT within six months of the date of interview.

Mersey and West Lancashire Teaching Hospitals NHS Trust

A £338 million (PFI) investment has re-built and modernised both Whiston and St Helens Hospitals, resulting in modern state of the art health care facilities for the treatment and care of patients. St Helens Hospital was completed in 2008 and Whiston Hospital in 2010. The hospitals include 887 inpatient beds with state-of-the-art CT and MRI facilities existing on both hospital sites. CT and MRI scanners at St Helens have also recently been upgraded including installation of a high field 3 Tesla MRI scanner. The DEXA scanner is also located at St Helens Hospital.

The Trust delivers acute hospital care, intermediate care, community, and primary care services to a population of over 600,000 people with a combined workforce of around 9000 dedicated and skilled staff from 17 locations including Whiston, Southport & Formby, St Helens, Ormskirk, and Newton hospitals.

The Trust provides regional services for burns, plastic surgery, and spinal injuries to more than 4 million people across Mersey and West Lancashire, Cheshire, the Isle of Man and North Wales.

As a Trust, our aim is to provide a high-quality service to all patients. We strive to meet the best standards for professional care whilst being sensitive and responsive to the needs of individual patients. Our valued workforce is recognised for their unique skills and talents with our teams of experts winning national awards on a regular basis.

Whiston Hospital

Whiston Hospital a busy teaching hospital which provides a comprehensive range of acute Medical and Surgical Services, Emergency Services, Maternity Services, Paediatrics and Medicine for Older People. The Regional Burns and Plastic Surgery Units are also based on this site. There is a Critical Care Unit consisting of ICU, HDU, CCU and an onsite Cardiac Catheter Laboratory. The stroke consultants deliver 24/7 thrombolysis to eligible patients presenting with acute stroke. There is a 30-bed Stroke Unit which accommodates both acute stroke patients and those with rehabilitation needs.

St Helens Hospital

St Helens Hospital is an Ambulatory Care Centre providing Intermediate Care and Day Surgery. Rheumatology, Dermatology and Diabetes services are based on this site and within easy reach of other acute specialties at Whiston Hospital.

Southport Hospital

Southport Hospital is a General Hospital that includes adults' accident and emergency services, intensive care, and a range of medical and surgical specialities. There is also an outpatients' service. The North West Regional Spinal Injuries Centre at Southport hospital provides specialist care for spinal patients from across the North West, North Wales, and the Isle of Man.

The hospital, which replaced the Southport General Infirmary and the Southport Promenade Hospital, opened in September 1988.

Ormskirk Hospital

Ormskirk Hospital is a General Hospital and provides women's and children's services, including accident and emergency services, surgery, and maternity care.

The hospital provides these services for patients living across West Lancashire, Southport, and Formby.

Our Achievements

Mersey and West Lancashire Teaching Hospitals NHS Trust is the only acute Trust in Cheshire and Merseyside, and one of the few in the entire country, to achieve the title of OUTSTANDING, rated by the Care Quality Commission.

Our Vision is to deliver 5 Star Patient Care:

- CARE that is evidence based, high quality and compassionate
- SAFETY that is of the highest standards
- COMMUNICATION that is open, inclusive, and respectful
- SYSTEMS that are efficient, patient centred and reliable
- PATHWAYS that are best practice and embedded, but also respect the individual needs of patients

Our achievements include:

- Trust rated Outstanding by CQC Inspection August 2018
- Top 100 places to work in the NHS (NHS Employers & Health Service Journal)
- Awarded National Preceptorship Accreditation (2023) for our Nursing & AHP Preceptorship Programme

Life in Merseyside and West Lancashire

Merseyside, which includes the great city of Liverpool, is within easy reach of North Wales, the Lake District and the Peak District and provides an interesting mix of rural and urban life.

Liverpool is a vibrant, music city which has undergone a renaissance in recent years and has recently been named European City of Culture.

High quality schools are available in and around Merseyside and West Lancashire. The area has many sports facilities including championship golf courses, several sailing clubs and one of the finest windsurfing venues in Britain.

People from Merseyside and West Lancashire are renowned for their friendliness and quick-witted humour and the region sports two of the finest football teams in the Premier League.

The town of St Helens is renowned for its glassworks and rugby. The district has a population of around 340,000 and is of mixed residential, industrial, and rural character. It is situated on the edge of Merseyside, between the open countryside of Cheshire to the south and Lancashire to the north.

Southport is a seaside town and has a population of around 90,000. Southport lies on the Irish Sea Coast and is fringed to the north by the Ribble estuary. Town attractions include Southport Pier, the second longest seaside pleasure pier in the British Isles and Lord Street, an elegant tree-lined shopping street. Southport today is still one of the most popular seaside resorts in the UK and hosts various events including an annual air show on and over the beach, the largest independent flower show in the UK and the British Musical Fireworks Championship.

Ormskirk is an historic Market town surrounded by beautiful countryside, reserves, and wildlife. Ormskirk has quaint village streets, winning restaurants and farm shops and is also home to the award-winning Edgehill University.

Distance to Liverpool City Centre:

From Whiston Hospital – 13.3 miles
From St Helens Hospital – 15 miles
From Southport Hospital – 19.9 miles
From Ormskirk Hospital – 18.1 miles

Distance to Manchester City Centre:

From Whiston Hospital - 26.6 miles
From St Helens Hospital – 27.7 miles
From Southport Hospital – 42.4 miles
From Ormskirk Hospital – 35.4 miles

Department Facilities

The Medical Care Group comprises of Acute Medicine, Cardiology, Respiratory, Gastroenterology, Genitourinary Medicine, Renal Medicine (hub and spoke with Royal Liverpool University Hospital), Neurology (hub and spoke with Walton Neurosciences Centre), Haematology & Oncology, Rheumatology, Endocrinology, Dermatology, Palliative Medicine, Medicine for the Older Persons, Emergency Department, ITU, HDU, CCU, Hyper-acute and Rehab Stroke Care, Paediatrics, and Intermediate Care (including specialist Neuro-rehabilitation). Surgical Care Group includes all of the surgical disciplines, the Regional Burns & Plastic Surgery Unit and Anaesthetics, and Obstetrics and Gynaecology. Support Services include Radiology, Biochemistry, Pathology, Haematology (lab), and Neurophysiology.

Medicine is divided into speciality directorates each with a Clinical Director and an enhanced governance structure.

The Medical Care Group comprises of 516 medical beds, including a 52-bedded Acute Medical Unit (AMU), a 17-bedded CCU, a 30-bedded Stroke Unit, Rheumatology Unit, Haematology & Oncology Unit, Diabetes Unit and an Intermediate Care Unit. There is also an Endoscopy Suite, a Cancer Day Hospital, a satellite Haemodialysis Unit.

The Medical Care Group currently employs over 60 Consultants.

The Work of General Medicine

The work of the Directorate includes the management of medical emergencies and elective (specialty) work, which is mostly outpatient work.

The Trust has 115,000 A&E attendances per year; 57,500 non-elective admissions and sees 450,000 outpatients; there are over 100 emergency admissions per day, though there is considerable variability day-to-day.

Patients referred for emergency medical assessment by their GP are seen direct on the medical SDEC Unit, where they are triaged by a nurse and then assessed by a doctor. Those with high clinical acuity are assessed on trolley beds, with the more stable patients using a seated waiting area and assessed in consultation cubicles. During the 2022/23 financial year, 5,849 GP referrals were reviewed on mSDEC (approximately 112 patients per week). Around 30-40% of mSDEC referred patients are admitted for further investigation and/or observation daily.

Responsibility for the review of newly admitted Medical Patients rests with the AMU Physicians. Weekday and weekend Out-of-Hours general medical cover is provided by the nominal Physician of the Day (non-resident). The acute take is also supported by senior rotas for Cardiology, Gastroenterology, Stroke and Haematology (24/7).

At weekends, there are two AMU Consultants who carry out post-take ward rounds on AMU. In addition, the Trust has introduced 7 day working with post-take Consultant ward rounds taking place in the Specialty wards of Gastroenterology, Respiratory, Cardiology and Department of Medicine for Older People. There is an acute medicine Consultant present from 8-8 on weekdays. The AMU weekend rota frequency is 1:8. The weekend sessions run from 0800-1700h, 52 patients are seen by two Consultants in combination with a Registrar. A weekend shift is remunerated as 6 PAs (2 x 3 PAs)(0.5 PA per week in job plan plus a rest day or day in lieu).

The Acute Medicine Unit

The unit comprises of a 52-bed area with stabilisation and monitoring cubicles. There is a dedicated Assessment Area for GP referrals with triage and reception area including consultation rooms for clinical assessments and ward reviews. The unit houses an embedded Same Day Emergency Care area within the AMU running a process ambulatory care. 8 beds are equipped to provide Enhanced Care (Level 1 care) on the unit with enhanced monitoring and staffing. There are 3x weekly Acute Medicine Outpatient Clinics where patients can be reviewed post discharge or to prevent admission to hospital. The consultant body are enthusiastic Acute Physicians who are keen to drive the development of the Acute Medicine service forwards.

Medical Staff

The Acute Medicine Team includes:

- Dr Jeffrey Unsworth, Clinical Director and Consultant in Acute Medicine
- Dr Ragit Varia, Consultant in Acute Medicine
- Dr Farhad Motazed Keyvani, Consultant in Acute Medicine
- Dr Karen Short, Consultant in Acute Medicine
- Dr Sumudu Bujawansa, Consultant in Diabetes and Endocrinology
- Dr Peter Williams, Medical Director and Consultant in Emergency & Acute Medicine
- Dr Malcolm Dow, Consultant in Acute Medicine
- Dr Ratna Aumeer, Consultant in Acute Medicine
- Dr Adrian Clewes, Consultant Rheumatologist & General Medicine
- Dr Sid McNulty, Consultant in Diabetes and Endocrinology
- Dr Niall Furlong, Consultant in Diabetes and Endocrinology
- Dr Saeed Rahman, Consultant in Renal Medicine
- Dr Ruth Todd, Consultant in Acute Medicine
- Dr Mustakim Khandaker, Consultant in Renal Medicine

One StR in Acute Medicine, 1 Senior Clinical Fellow, 1 IMT3, 3 IMT1s, 4 ACCS STs, 3 GPVTS, 2 FY2s, 5 Clinical Fellows, 1 FY1 and 7 Band 8A Acute Advanced Nurse Practitioners.

Job Plan

Desk space, access to a personal computer and medical secretarial support will all be provided. All newly appointed consultants are offered mentor support. The first-year job plan will be agreed with the Clinical Director following appointment; the below is an example for illustration purposes. The post is for a 10.0 PA, however Less Than Full Time job plans will be supported.

5.0 PA	AMU DCC fixed sessions – as per indicative planner below
0.5 PA	AMU Annualised session – 1 ‘flexible cover’ session (Alt week – Total session 20 per year)
0.5 PA	AMU weekend cover 1:9
1.5 PA	AMU DCC admin
2.5 PA	SPA
3%	On call supplement

Indicative Job Plan. We can accommodate certain non-working days in conjunction with the service demand and we require evening cover.

	Monday	Tuesday	Wednesday	Thursday	Friday	Weekend
8-9						AMU weekend 1:9 8am-5pm (3 PA x2) with 2 sessions in lieu 0.5 PA
9-1	NWD	Admin / SPA / cover	DCC	Admin / SPA / cover	Admin / SPA	
1-5	NWD	DCC	DCC	DCC	Admin / SPA	
5-8:30		DCC				

Core SPA time for full-time consultants is 1.5 PAs per week for professional activity to support revalidation, personal appraisal, personal job planning, mandatory training, participation at consultant and governance meetings etc.

Non-core SPA time is objective-based and is offered after the purpose and content is agreed between the consultant and clinical director. It should align with Trust objectives and have evidence of output. This non-core SPA is 1.0 PA and will include educational supervision for up to 2 trainees.

SPA activity must be relevant to the Trust and Individual's needs, and agreed at the job planning session in line with the Medical Workforce (Non-Training) Job Planning Policy. SPA activity must also be routinely worked on site.

It is a requirement of the post that holders comply with Trust policies and procedures, have (and maintain) GMC registration / licensing and participate in a formal CPD programme (Royal College of Physicians Online CPD diary). The Trust supports the requirements for continuing professional development as lay down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

The post holder must also participate in regular medical audit and in annual appraisal and job planning for revalidation (and to maintain a license to practice) with the Clinical Director or one of the other qualified appraisers within the Trust.

The Trust has the required arrangements in place, as lay down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

AMU in hours work

This will include a ward round on the Acute Medical unit or medically referred patients in ED of unselected inpatients. Ward rounds are consultant led and delivered on AMU. The duties could include cover of Same Day emergency Care or Enhanced Care or the admitted zones or ED outreach. Ward rounds cover 12 beds in general. Afternoon cover on AMU can be for Enhanced care and the admitted area or for admissions and SDEC or to cover OPD AMU Clinic. AMU clinic template includes 2 follow up and 9 new patients with the consultant supported by an IMT doctor.

AMU out of hours / weekend work

There are several components to 'on call'. The out of hours General Internal Medicine (GIM) Physician of the day (POD) activity attracts a 3% supplement on a 1 in 20 rota with a low likelihood to return on-site and should this be required, the next morning's activities would be covered by other members. When covering as POD, there is no expectation for you to stay on site beyond your normal hours. The weekend work on a 1 in 8 rota attracts 0.5 PA per week, and a rest day or day in lieu for each weekend worked. Your POD sessions will routinely be planned for when you are on an AMU weekend shift to reduce the impact of the on-call burden.

Current weekend work consists of a 52 bed Ward Round on the Acute Medical Unit (AMU) undertaken by two Consultants and a Specialist Registrar, with each new patient receiving direct consultant review, and other patients being reviewed by either the Consultant or StR. The Consultant also provides senior support and patient care during the weekend afternoons (until 17.00), reviewing newly admitted patients and those who are unwell or ready for discharge. Average number requiring review on this round is 26 patients.

AMU Evenings are from 17.00-20.30 and attract 1PA and require cover on the whole AMU often with another AMU Consultant. The evening forms a fixed evening each week and the indicative timetable above suggests a Tuesday but the day is negotiable.

Weekend AMU work 08.00-17.00 (1 in 8) equates to 0.5 PA per week in job plan, plus a day in lieu (or rest day) per weekend worked. 1 Bank Holiday per year with a day off in lieu plus an additional session in lieu will apply. The post holders will also contribute to the non-resident, off site, Physician of the Day rota for providing out of hours advice for general medical problems (weekday 20.00-09.00, weekend 17.00-08.00). The acute take, and wider Trust, is also supported by senior members of Cardiology, Gastroenterology, Haematology, Respiratory and Stroke Specialist teams (24/7).

Audit and Education

The hospital has a clearly defined programme of medical audit to which the appointee will be expected to contribute. All specialties spend one half day per month on audit and clinical governance. This occurs at the same time for all specialties, allowing an exchange of views between specialties and encourages multi-disciplinary audit. Audit occurs on a different half day each month, rotating from Tuesday morning to Thursday afternoon.

The Post Graduate Education Centre has a purpose built lecture theatre, 3 seminar rooms and a library, including electronic databases and internet access.

The Trust has for decades been one of the three major providers of clinical training for undergraduate medical students from the University of Liverpool.

There is a varied programme of lectures and seminars and sub-specialty educational meetings

Leave and Cover arrangements

Any annual or study leave should be applied for with at least six weeks' notice and the local Senior Medical Staff leave policy should be adhered to.

Management, Professional Development and Mentorship

The appointee will have a responsibility for the running of their clinical service, integrating this with the department as a whole and ensuring appropriate communication with general practitioners, managers and hospital committees. The appointee will be responsible for contributing to the achievement of relevant aspects of the Trust's contractual obligations and business plans.

The appointee will be expected to ensure their clinical service is in accordance with the principles of Clinical Governance which must include appropriate clinical audit, clinical targets, Key Performance Indicators (KPI's), evidence based practice and continued personal educational and professional development. They will be expected to comply with existing appraisal procedures, job planning procedures and revalidation procedures.

The Trust supports the requirement for continuing professional development as laid down by the Royal College of Physicians and is committed to allocating time and financial support accordingly for this.

The Trust has the required arrangements in place as laid down by the Royal College of Physicians to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

The successful candidate will be offered the option of having a senior consultant colleague as a mentor for the first year or, longer, if required.

Residence

The successful candidate is required to reside within a distance of 30 minutes or ten miles by road from their principal place of work unless an employing organisation agrees that they may reside at a greater distance.

Reimbursement of removal expenses is discretionary and will be considered in line with Trust process.

Therefore, successful candidates are advised not to enter into contractual arrangement for the removal of their home until such time as the formal approval of the authority is confirmed in writing.

General Duties of All Employees

- To observe the provisions of and adhere to all Trust policies and procedures.
- To actively participate in annual performance review to identify personal development needs.
- To attend Trust Statutory and Mandatory training sessions as required and any other training courses relevant to the post.
- To fully comply with the relevant sections of the Health and Safety at Work Act. The post holder must also understand and implement Mersey and West Lancashire Teaching Hospitals NHS Trust's "Statement of Policy on Health and Safety at Work" and the Trust's corporate "Health and Safety Policies and Procedures". The post holder is required to follow all applicable rules and procedures relating to Health and Safety at Work and to take all responsible precautions.
- To be aware of the confidential aspects of the post. To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively. Breaches of confidentiality will result in disciplinary action that may involve dismissal. You must maintain the confidentiality of information about service user staff and organisational business in accordance with the General Data Protection Regulation 2018 (GDPR) and Caldicott principles
- To ensure that when creating, managing and sharing information records, it is done in an appropriate way, subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines. All employees are responsible for

implementing and maintaining data quality, ensuring that records are legible and attributable and that their record keeping is contemporaneous.

- To be aware of the confidential aspects of the post. Breaches of confidentiality will result in disciplinary action that may involve dismissal. The post holder should also be aware that, regardless of any action taken by the employing authority, breaches of confidentiality could result in civil action for damages.
- All employees will be treated with respect by managers, colleagues, patients and visitors and equally employees will treat managers, colleagues, patients and visitors with the same level of respect. Employees will be supported to challenge any discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, and gender or employment status.
- To be responsible for the prevention and control of infection within their own area. To attend infection control induction training and subsequent mandatory infection control training. To follow all Trust policies, procedures and guidelines relating to infection control.
- To adhere to relevant Code of Practice of Professional body (if appropriate)
- The duties contained in this job description are not intended to be exhaustive. The duties and responsibilities of this post are likely to evolve in line with the Trust's continued organisational development.
- The post holder must be flexible in the duties performed and it is expected that similar duties, not specifically listed above, will be carried out as required and may be across sites.