

Consultant in Geriatrics Hospital at Home

Job Description



Salary Range: £93,666 - £126,281 per annum (full time)

Base: Royal Surrey NHS Foundation Trust, Guildford, Surrey

Directorate: Access and Medicine





OUR ROYAL SURREY FAMILY

The Royal Surrey is an award-winning organisation and we are proud to be unique in the NHS as we provide three integrated types of care in our organisation.

Firstly, we provide acute secondary services – “normal” hospital services dedicated to the health needs of the local population of about 400,000 people across South Surrey. Secondly, we took over the adult community services in Guildford & Waverley in 2018, making us an integrated Trust and giving us a step-change in our ability to wrap services around patients outside of the walls of our main hospital site.

Finally, we are a major tertiary cancer centre offering a range of services for patients across the South East of England for all but the most rare tumour groups. Currently about 50% of all activity that takes place in the Trust is concerned with the diagnosis, treatment and after-care of patients with, or suspected to have, cancer. Because of these capabilities, we are able to treat patients with cancer more holistically than some other specialist cancer centres.

Our compassionate, caring and friendly colleagues make up our Royal Surrey family and are at the heart of what we do. We all have a passion for learning, continuous improvement and excelling together through innovation, research and development.

WHERE ARE WE GOING

We have a clear strategy and a plan for how we will get there. We have turned our goals into ‘True North’ objectives – ambitious destinations that act as a compass and guide us on our improvement journey.

We are working together towards:

- Zero harm
- Having surplus funds each year to reinvest in services
- Being in the top 10% for staff engagement
- Deliver all nationally set targets for emergency care, referral to treatment and others
- With system partners improve population health, patient experience and reduce the cost of care per person



HOW WE WILL GET THERE

Royal Surrey is a place with dedicated teams and individuals with a great reputation and history of embracing quality improvement (QI) and transformation work. Continuously improving is one of our core values. For a number of years hundreds of colleagues have been trained in improvement methodology. Today, the Trust has put QI firmly at the centre of its strategic journey. It is seen by the board as the vehicle which the Trust will use to reach the goals set out in the 2022-2025 strategy.



Introduction

Thank you for your interest in the post of Consultant Geriatrician (Hospital at Home).

We are looking for a substantive Consultant in Geriatric Medicine to join our new integrated acute and community service to be based in our Hospital at Home team.

We are proud to have one of the best acute frailty services in the country and we have an enthusiastic and dynamic team of Consultants and Associate Specialists working closely together to deliver our overarching Frailty Strategy, aiming to improve the care of all patients living with frailty in Guildford and Waverley.

We are working to integrate acute and community frailty services and to provide seamless care for our patients. For those with emerging or stable frailty we aim to provide standardised proactive comprehensive geriatric assessment and for those with frailty crisis, an effective alternative to admission including urgent crisis response, same day emergency care and hospital at home / virtual wards.

We have established the Guildford and Waverley Frailty Academy which has embedded education and training across the local system and within the acute Trust. We have developed internal trainee Advanced Clinical Practitioner and CESR programmes. We have won a bid to fund and expand the Academy. We are looking to innovate with local partners in delivery of a local strategy to develop our workforce and make it fit to meet the needs of an ageing population.

These emerging services require additional senior Geriatrician oversight to deliver the service and to support developing an effective workforce.

With a number of roles available we would welcome applicants with a background in General and Geriatric Medicine and can accommodate most interests including acute and community frailty, care home medicine, education and training, quality improvement and clinical leadership. In addition we would welcome sub-specialist interests in perioperative care, Parkinson's and movement disorders and other long term conditions such as heart failure, as we look to expand our integrated care hub offering standardised CGA. We look forward to your application and hope we can soon welcome you to our team.



Dr Helen Wilson
Clinical Director Frailty Services



Dr James Adams
Chief of Service for Frailty & Community Services

THE ROYAL SURREY NHS FOUNDATION TRUST

The Royal Surrey NHS Foundation Trust is a multi-site acute and community Trust, based in Guildford, which serves a population of more than 336,000 across south west Surrey; and a tertiary cancer centre, offering state of the art diagnostic and treatment services to a population of two million. 90,000 patients are admitted for treatment, around 78,000 patients attend our Emergency Department and we deliver around 3,000 babies each year.

The Trust owns Healthcare Partners Limited (HPL) and Royal Surrey Pharmacy Ltd, both are wholly subsidiaries. We attract referrals from across the country for some specialties including urology. Our Minimal Access Therapy Training Unit (key-hole surgery) is one of only three such training units in the UK. Our patients also benefit from state of the art diagnostic equipment including two MRI scanners, four CT scanners, interventional radiology equipment and a gamma camera. We have one of the lowest mortality rates in the country.

As a NHS Foundation Trust, we have a Council of Governors with 26 Governors, and over 8,000 public members. We employ around 5,000 members of staff making us one of Guildford's largest employers. In addition, the hospital is supported by a thriving group of 500 volunteers all of whom provide valuable services on an independent, voluntary basis.

After visiting the Trust in February 2020 for a routine inspection, the CQC has now reported its findings, rating two more core services as 'outstanding'.

- The rating for medical care (including older people's care) improved from 'good' to 'outstanding'.
- The rating for end of life care improved from 'good' to 'outstanding'.
- Use of resources improved from 'good' (while in shadow form) to 'outstanding'.

The CQC also inspected urgent and emergency care and, even though they were already dealing with Covid-19 patients at the time, the service has retained its rating of 'good'.



In September 2023 the CQC came to re-inspect our maternity services and we retained our rating of 'outstanding'.

In addition the CQC has moved the rating for the Royal Surrey County Hospital to 'outstanding'. Royal Surrey NHS Foundation Trust is rated as 'Good'.

We have a great reputation and history of embracing quality improvement (QI) and transformation work – continuously improving is one of our core values. Today, the Trust has put QI firmly at the centre of its strategic journey. It is seen by the Board as the vehicle we will use to reach the goals set out in the 2022-2025 strategy.

The Trust's management structure comprises six divisions led by clinician and management partnerships: Medicine and Access, Women and Children, Surgery, Oncology, Diagnostics and Clinical Support Service and Adult Community Services. These divisions are supported by Corporate Services led by Executive Directors. The most recently created division Adult Community Services, came into being on 1 April 2018 when the Trust took over the provision of adult community health care services for people in Guildford and Waverley with ProCare Health (the federation for GP practices). This is the first time an acute Trust has joined forces with a GP federation to provide adult community health services in this way.

POSTGRADUATE MEDICAL SCHOOL UNIVERSITY OF SURREY

The University of Surrey has become one of the leading academic institutions of the country. Surrey University Campus is adjacent to the hospital and provides excellent opportunities for collaboration in research.)

Job Plan & Duties

This is a 10 PA post for a Consultant Geriatrician based in the Urgent Community Response and Hospital at Home service at the Royal Surrey NHS Foundation Trust.

The Royal Surrey NHS Foundation Trust is looking to fully integrate acute and community services to create one seamless pathway for older adults living with frailty and complexity. While any combination of job plan is possible, we anticipate the post holder to provide senior Consultant oversight for the integrated Urgent Community Response and Hospital at Home service.

The Hospital at Home team is evolving and developing rapidly. The current caseload is managed by a Consultant Geriatrician, a Specialty Doctor, a trainee Advanced Clinical Practitioner and the broader multidisciplinary team including nurses, allied healthcare professional and clinical rehabilitation assistants. When fully recruited to the team will have 3 trainee or qualified Advanced Clinical Practitioners working across 7 days in UCR and H@H, 2 Specialty Doctors working 5 days a week and a GPSi.

MAIN DUTIES AND RESPONSIBILITIES

- Provide senior clinical oversight at Consultant level for Urgent Community Response and Hospital at Home.
- Work clinically in the integrated crisis pathway including potential rotation through acute frailty services, our dedicated Same Day Emergency Care facility, Urgent Community Response and Hospital at Home.
- Contributing to the "Geriatrician of the Day" rota, co-ordinating referrals from GPs, Ambulance crews and Community Teams.
- Day to day clinical leadership delivery of the integrated crisis pathway providing senior clinical leadership to the joined up pathway.
- Attend multidisciplinary meetings and board rounds with the UCR/H@H service.
- If required, attendance at key system wide meetings relating to the crisis pathway, for

example the Integrated Frailty Delivery Group.

- Contribute and lead on transformational pieces of work leading teams through change as the pathways evolve.
- Participate in and champion the workforce and innovation programme including contributing to the Frailty Academy.
- Completion of Comprehensive Geriatric Assessment alongside Specialty Doctors.
- To adhere to the 'Duties of a Doctor' as defined by the General Medical Council (<https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/good-medical-practice/duties-of-a-doctor>).
- This includes engaging with the formal Appraisal and Revalidation processes.

Junior Medical Staff:

- To fully participate in the Clinical and where appropriate Educational Supervision of trainees.
- To play a full part in the professional supervision and management of junior medical staff.
- To take responsibility for and devote time to teaching, examination and accreditation duties as required for junior medical staff.

Management & Service Development:

In conjunction with Clinical Director, Matron, Specialty Manager, Consultants and other colleagues

- To take an active role in the management of the Business Unit.
 - To play a full part in developing & implementing new ways of working in line with modernisation principles and fit for the future.
 - To take responsibility for the best use of departmental staffing and other resources to ensure the maximum efficiency.
- To observe the Trust's agreed policies and procedures, and ensure that junior medical and dental staff observe in particular in relation to managing staff, and to follow the Trust's Standing Orders and Standing Financial Instructions.



THE JOB PLAN

The timings given are average times for the activities indicated. The provisional timetable can be found below - timings given are average times for the activities indicated.

It is expected that there will be some flexibility around the timing of any duties and activities, reflecting role development. It is, of course, also expected that clinical need of patients will always take precedence over other activities in the job plan.

Programmed Activities

The above provisional timetable represents a job plan totalling 10 programmed activities per week. There are 7.5 programmed activities for direct clinical care and 2.5 supporting professional activities.

1.4 PAs Direct Clinical Care:

- 1:16 weekday evening GIM on-call cover.
- 1:9 weekend frailty Consultant on-call (0800-1400 short day and 0800-1400/1600-2100 long day)

4.6 PAs Direct Clinical Care:

- Consultant for Urgent Community Response and Hospital at Home.

1.5 PAs Direct Clinical Care:

- Annualised prospective cover for the UCR and H@H services at Consultant

level. This will provide 60 additional sessions over the course of a year on an annualised basis.

2.5 PAs Supporting Professional Activities (SPA):

- 1.5 PAs for revalidation (including all statutory mandatory training, job planning, governance duties and CPD).
- 1.0 PAs for Educational Supervision of four Specialty Doctors and/or trainee ACPs.

On Call

These posts contribute to the Acute Frailty weekend on call (0800-1400 Saturday and Sunday) and one weekend GIM on call (1700-2100) on a frequency of 1:8, subject to expand to 1:10 with full recruitment. They will contribute to 1:13, expanding to 1:15, weekday GIM evening on call (1700-2100). This is a 1.4 PA contribution and Category B 1% On call supplement.

The job plan is subject to change at a 3 month review.

The 2.5 SPA tariff may be subject to change according to the needs of the individual, the Department and Trust policy.

These duties and timetable are indicative and may be subject to change as we evolve our pathway and service.

Job Plan (provisional)

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8.00-9	UCR/H@H Board Round	-	SPA including frailty academy work	Acute frailty team board round	UCR/H@H Board Round
0900-1030	Clinically review UCR/H@H new patients (post-take review)	-	SPA including frailty academy work	Review care home patients/severe frailty patients for H@H on-boarding	Clinically review UCR/H@H new patients (post-take review)
1030-12.00	Clinically review UCR/H@H new patients (post-take review)	-	SPA including frailty academy work	-	Clinically review UCR/H@H new patients (post-take review)
12-3.30	Clinically review UCR/H@H new patients (post-take review)	-	SPA including frailty academy work	-	Clinically review UCR/H@H new patients (post-take review)
3.30-4	UCR/H@H Board Round	-	SPA including frailty academy work	-	UCR/H@H Board Round
4-5	-	-	-	-	-

SERVICE ACTIVITY & RESOURCES

Strategic Direction of Acute Frailty Services

The Guildford and Waverley Health and Care Alliance approved their own Frailty and Ageing Well Strategy in 2022 to act as a vehicle for transforming older peoples' services across the locality. This included a commitment to having one seamless pathway of care for older people living with frailty and presenting in crisis.

As such Royal Surrey based services have been working towards an integrated model of care across the crisis pathway including the Urgent Community Response team (UCR), the Hospital at Home (H@H) service, the front door frailty service and an established dedicated frailty Same Day Emergency Care (SDEC) unit based at the acute sight. In addition the team are looking to establish a short stay unit in the acute Trust and have recently put in place a single point of access (SPA) for entry in to the integrated pathway. During the pandemic the team established a community frailty unit adjacent to the SPA, UCR and H@H and are looking to directly admit older people through direct conveyance to this facility. The team have a Geriatrician of the Day support mechanism for wider community teams, primary care and to support alternatives to ED conveyance for older people.

Our services are on an exciting journey towards integrating internally alongside the wider health and care system. Within the strategy is a framework for delivery of proactive CGA based in 4 neighbourhoods or Primary Care Networks. Our clinicians are developing links and relationships to promote the content of the strategy and evidence based preventative care for older people at a system level. As such there is large scope to help develop services and gain additional skills in project management, quality improvement and leadership.

Frailty Academy and Workforce and Innovation Bid

Our Frailty Academy was established in 2021 with the ambition to educate and train everyone in the local system based on the Core Capabilities Framework for Frailty. Tier 1 and 2 training has expanded to include primary care, adult social care, care homes and the ambulance service.

We are committed to developing frailty experts and an alternative workforce to meet the needs of an ageing population and the requirements for CGA expansion. We have established our own trainee Advanced Clinical Practice programme, with a local faculty group, annual review of competence and training, curriculum and competency framework. We also have an internal Specialty Doctor rotation, mirroring Specialty Training, with our 10 trainees on a trajectory towards a portfolio route to becoming Consultants in Geriatric Medicine.

In 2023 the Academy was successful in a bid to secure £500k of funding to expand its footprint in delivery of education, training and workforce development. We now have a programme manager, a project manager, 1 clinical fellow and 3 educational fellows (1 Allied Healthcare Professional, 1 in Adult Social Care and 1 in the Voluntary Sector). We have expanded tier 1 and 2 delivery in to partnership organisations and undergraduate programmes at the University of Surrey. Our ambition is to develop Primary Care Network teams in to Tier 3 trained frailty experts through our workforce planning initiatives and to educate and train the entire health and care sector working with older people including those living with frailty themselves.

Acute Frailty Team

The Acute Frailty Team work across an integrated crisis pathway including:

- Emergency department and the Emergency Assessment Unit.
- Frailty Same Day Emergency Care unit (SDEC).
- Geriatrician of the Day (clinical triage of referrals from Ambulance crews, UCR, GPs and other community teams).
- Urgent Community Response.
- Hospital at Home.

Once fully recruited to, the team will comprise:

- 8 Acute Frailty Consultants (including less than full time)
- 1 Associate Specialist
- 6 middle grade Doctors (1 Acute Medicine SpR; 1 Geriatric Medicine SpR; 1 IMT3; 3 Specialty Doctors)
- 1 rotating IMT
- 5 rotating FY1s
- 1 Physicians Associate
- 12 trainee ACPs and ACPs

The team are responsible for review of new patients with frailty presenting to the Emergency Department (ED) or referred into the Emergency Assessment Unit (EAU) by GPs.

We have a dedicated same day emergency care unit (SDEC) away from the emergency floor with its own ambulance entrance, co-located with the departmental office space. This co-ordinates referrals coming to the Geriatrician of the Day from the community teams including crisis response, paramedics and GPs.

The SDEC hub provides advice and rapid multidisciplinary review of patients in crisis with the aim of managing their needs in the community where possible.

Short Stay Unit

We have recently launched a 30-bedded Frailty Short Stay Unit. The team work closely with the Acute Frailty Team in ED/FSDEC managing patients with an expected length of stay of less than 72 hours. There is close MDT working to provide early CGA, rapid discharge as appropriate and liaison with the community services for ongoing support. There is access to both urgent follow up of patients in frailty hot clinics and on boarding to Hospital at Home.

The team comprises of:

- 1 Consultant and 1 Associate Specialist
- 2 Middle Grade doctors
- 3 trainee doctors at foundation / SHO level
- Therapists
- Pharmacist
- Social Care

This is a new service that is undergoing rapid transformation. Our vision is to transfer patients from ED/FSDEC 7 days a week for CGA assessment by our medical and therapy teams working closely with the community to provide excellent integrated patient care.

Older Persons Unit

We have two 30-bedded Older Persons Units that provide excellent care for patients requiring an inpatient stay of more than 72 hours. Our dedicated team of consultants, nurses, therapist and support staff deliver patient centred interventions that address the complex needs of older people living with frailty.

Patients admitted to our wards receive ongoing comprehensive geriatric assessment, multidisciplinary care and personalised plans aimed at managing frailty, delirium and dementia, and associated co-morbidities. Our holistic approach emphasises not only medical management but also psychosocial support, rehabilitation, and supporting complex discharges. There is a focus on promoting independence, managing chronic conditions, and ensuring optimal quality of life.

Orthogeriatrics

This is a well-established service working closely with the Orthopaedic team to jointly manage all patients presenting with fragility fracture and reviewing all patients on the orthopaedic wards identified with frailty. Patients are stepped down early to Milford hospital with on-going close liaison with orthopaedics as necessary.

At the Royal Surrey the team is comprised of:

- 1 Consultant and 1 Associate Specialist
- 1 Specialty doctor / StR
- 3 trainee doctors at foundation / SHO level



There is a 120 day telephone follow up clinic for all patients with hip fracture and fracture liaison service follow-up for all. There are monthly clinical governance meetings and a monthly integrated Bone health meeting with the Fracture Liaison Nurse, rheumatologists and radiologist. All patients are included in the NHFD and the Fracture Liaison Service database and the Trust scores well across all KPIs.

Older Peoples Advice and Liaison Service (iOPAL)

The inpatient Older Peoples' Advice and Liaison service was developed to educate and support clinical teams in identifying and managing patients with frailty throughout the hospital. This consultant led service provides advice and CGA for patients on non-frailty wards supporting discharge planning or pulling patients into frailty units where appropriate. The service offers a good opportunity for SHO/Specialty doctor/StR training.

Old Age Psychiatric Liaison

Our department has close links with the Old Age Psychiatric team. We provide geriatric medical advice to the in-patient beds at Farnham road hospital via our Geriatrician of the day / SDEC where necessary. There is a full-time Old age psychiatric consultant providing daily review of patients referred supported by a specialist nurse.

End of Life Care

There is good access to palliative care support and a specifically designed personalised end of life care plan. We also have close links with the GPs and use a standardised proactive anticipatory care plan (PACE) document for older patients in nursing homes and those with severe frailty shared with the community and with the ambulance services to ensure appropriate management in a crisis.

Out-patients

The team have reconfigured outpatient work in light of the Covid-19 pandemic. Proactive CGA for patients with stable frailty takes place in our

multidisciplinary proactive care hub. Day ward follow-up can be arranged in SDEC but most is done virtually by phone / letter. Specialist clinics including Parkinson's disease and Bone health take place at Milford integrated care hub.

Stroke

Hyperacute Stroke services and high risk TIA assessment is provided by Frimley Park Hospital with local patients being stepped down when appropriate to Wisley ward, our Acute Stroke and Rehabilitation Unit at the Royal Surrey. This provides ongoing specialist care by an enthusiastic and experienced multidisciplinary team. There are very close links with the HASU at Frimley and with the Stroke specific early support discharge team in the community.

Wisley ward has 9 acute stroke beds and 15 additional beds used for stroke / neuro rehabilitation.

Access and Medicine Division

The Royal Surrey NHS Foundation Trust currently has 234 medical beds across eight wards (including 30 acute frailty beds at Milford hospital). In addition there are 6 Coronary care beds, 16 ITU beds and a 34 bedded Emergency Assessment Unit.

There are full supporting services in the Departments of Physiotherapy, Occupational Therapy, SALT and Dietetics. The Radiology Department is equipped with two CT scanners and an efficient MRI department is also available on site. There is access to Bone Densitometry. A Clinical Investigation Unit supported by the Biochemistry Department provides facilities for outpatient metabolic studies. The Clinical Measurement Department manages pulmonary function testing, peripheral vascular studies, exercise testing and 24-hour ECG and cardiomo tests. It also provides an echocardiography service with stress and transoesophageal ECHO. The hospital also undertakes thallium scans, pacemaker implantation and Angiography.

Adult Community Health Services Division



The Royal Surrey County Hospital NHS Foundation Trust acquired Adult Community Health Services in 2018 and runs these in partnership with Procure, the local GP Federation. Procure are responsible for all community nursing provision including community matrons and District Nursing. ACHS runs all other community services including elements of the integrated crisis pathway (clinical co-ordination centre, urgent community response, Hospital at home, Discharge to Assess). Other services include the community bed base based at Milford community Hospital and Haslemere Community Hospital; specialist community nursing; tissue viability; podiatry; therapy teams; lymphoedema; minor injuries unit). The Milford Integrated Care Hub is co-located with other community services on the Milford site.

Consultants

Name	Specialty
Dr S Cookson	Acute Medicine/Cardiology
Dr K McCullough	Acute Medicine/ D&E
Dr A Deshraj	Acute Medicine
Dr G Venkat-Raman	Acute Medicine
Dr I Bhatti	Acute Medicine
Dr V Patel	Acute Medicine
Dr C Arrigo	Emergency Medicine
Mr M Pontin	Emergency Medicine
Dr W Niven	Emergency Medicine
Dr R Kalebka	Emergency Medicine
Dr G Blanco	Emergency Medicine
Dr J Brown	Emergency Medicine
Dr P Gurung	Emergency Medicine
Dr B Mahmoodian	Emergency Medicine
Dr R Vivian	Emergency Medicine
Dr A Elmarakby	Emergency Medicine (Locum)
Dr A Pathan	Emergency Medicine (Locum)
Dr C Alexander	Respiratory
Dr Karthikeyan Sakthithasan	Respiratory
Dr J Dakin	Respiratory
Dr G Aldik	Respiratory
Dr C Eruchie	Respiratory
Dr O Curtis	Respiratory
Dr C Li	Rheumatology
Dr C Neville	Rheumatology
Dr S Chander	Rheumatology
Dr M Mukhtar	Rheumatology
Dr T P Chua	Cardiology
Dr M Hickman	Cardiology
Dr Z Zuberi	Cardiology

Dr T Musa	Cardiology
Dr S Gurunathan	Cardiology
Dr H McConkey	Cardiology
Dr M Gallagher	Gastroenterology
Dr C Banks	Gastroenterology
Dr K Alexandropoulou	Gastroenterology
Professor A Ala	Gastroenterology
Dr S Mathew	Gastroenterology
Dr C Alexakis	Gastroenterology
Dr Dushen Murugiah	Gastroenterology
Dr M Pericleous	Gastroenterology
Professor D Russell-Jones	Diabetes and Endocrinology
Dr Z Bawlichhim	Diabetes and Endocrinology
Dr A Falinska	Diabetes and Endocrinology
Dr M Wallner	Diabetes and Endocrinology
Dr J Adams	Ageing and Health
Dr H Khoshnaw	Ageing and Health
Dr H Wilson	Ageing and Health
Dr M Ganeshanathan	Ageing and Health
Dr R Davies	Ageing and Health
Dr L Green	Ageing and Health
Dr L Mazin	Ageing and Health
Dr K Pasco	Ageing and Health (Stroke)
Dr H Wood	Ageing and Health
Dr G Warner	Neurology
Dr V Janarthen	Neurology
Dr E Laverse	Neurology
Dr A Valavanis	Neurology
Dr O Lee	Neurophysiology
Dr Sahathevan Vithoosan	Neurology (Locum)

ADDITIONAL RESOURCES

Mentoring

New consultants are offered a mentor by the Trust to support professional development during the transition from higher specialist training to Consultant.

Other Departments

The RSCH benefits from all of the diagnostic, treatment and support facilities expected of a large modern general hospital. Radiology services include ultrasound scanning, CT, MRI and interventional radiology. Nuclear medicine and PET-CT facilities are available on site. Histopathology and associated pathology services are all available. Critical Care provides

pre-operative assessment, high quality peri-operative care with step down care available through all levels and a full outreach facility.

Appraisal and Revalidation

At the Royal Surrey we support the implementation and monitoring of all current revalidation requirements as identified by the Department of Health and the revalidation support team. We provide advice and information to medical staff on appraisal/revalidation process and systems and ensure all doctors are participating in an annual appraisal. We co-ordinate and provide training for medical staff in preparation for appraisals to meet the requirement for revalidation.

Admin Support & Office Space

The Consultant will be provided with PC access to the Trusts information systems, internet and Trust intranet, as well as secretarial and administrative support. Appropriate office space will be provided within the department.

Teaching & Research and Post Graduate Education

The main medical library is in the Postgraduate Education Centre at the Royal Surrey Hospital where the books and journals are kept. Subscriptions are held with lending libraries. Journals and photocopying arrangements with the National Lending Library are available to all doctors to study.

There are also tape, slide and video tape and internet facilities. The main library is fully staffed by librarians.

The Regional Library and the Regional Drug Information Service are based at the Postgraduate Centre.

Surrey University Campus is adjacent to the hospital and provides excellent opportunities for collaboration in research. The New Postgraduate Medical School building opened in 2005, and houses the MATTU (minimal access therapy training unit). The European Institute of Health Studies which is situated in Guildford provides training for nurses, midwives and other health care professionals both from the Trust and throughout West Surrey Health Authority. The University of Surrey provides BSc (Hons) Nursing Degree programme. SCRI – Surrey Cancer Research Institute

St Luke's Cancer Centre has very strong links with the newly founded Surrey Cancer Research Institute. SCRI provides a strong research base, essential for improvements in patient care. SCRI has a high quality multidisciplinary cancer research network and provides a platform for researchers to interact, collaborate and be aware of local innovation and the breadth of the network's achievements. SCRI aims to be the 'umbrella' encompassing all types of research, a mechanism of communication to facilitate interactions and collaborations. For more information please visit the SCRI website: <http://www.scri.org.uk/>.

PERSON SPECIFICATION

Area	Essential	Desirable
Value and Behaviors		
Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes	√	
Demonstrable skill to work together to serve our community through delivering safe and excellent clinical care	√	
Value diversity and difference, operates with integrity and openness	√	
Treating others with compassion, empathy and respect	√	
Share information openly and effectively with patients, staff and relatives	√	
Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others	√	
Uses evidence to make improvements, increase efficiencies and seeks out innovation	√	
Actively develops themselves and others	√	
Qualifications		
Full registration and a license to practice with the GMC	√	
Entry on the GMC Specialist Register for Geriatric Medicine (or relevant specialty) via: <ul style="list-style-type: none"> CCT (CCT date must be within 6 months of the interview date) Portfolio Pathway (previously CESR) 	√	
MBBS or equivalent	√	
MRCP or equivalent	√	
Higher level degree in clinical leadership.		√
Educational Supervisor qualification		√
An appropriate Higher Degree (MD, PhD or equivalent)		√
Appraisal qualification		√
Qualification in leadership and/ or clinical management.		√
Teaching/Education Qualification		√
Experience		
Wide experience of managing patients with Frailty	√	
General Internal Medicine	√	
Significant evidence of experience in clinical leadership	√	
Relevant experience of management of medical emergencies	√	
Active interest in quality improvement or research and commitment to clinical innovation		√
Understand the principals of Clinical Governance	√	
Evidence of experience of / commitment to audit and improving clinical practice/service development	√	
Experience and interest in undergraduate and postgraduate teaching	√	
CPD - Evidence of post qualifying and continuing professional development clinical knowledge and skills	√	
Must have an understanding of the background to and aims of current healthcare policy/national guidance/CQC/ and appreciate the implications of this on engagement	√	
Understanding of business planning and commissioning		√
Experience / interest in service modernisation and improvement		√
Research/Quality Improvement		
Active interest in research and commitment to clinical innovation		√
Familiar with quality improvement methodologies and/or research	√	
Participation in committee work, organising meetings, conferences, workshops		√
Skills and Capabilities		

Management, Leadership and Initiative skills	√	
Effective interpersonal, communication and presentation skills with internal and external stakeholders		
To have attended a National Health Service Management Course appropriate to Consultant duties		√
Computer literate – Email, MS Office and Internet	√	
Use of digital dictation systems		√
Person Attributions		
Demonstrate ability to work with colleagues as part of a team	√	
Highly motivated with ability to influence and inspire others	√	
Adaptability, flexibility and ability to cope with uncertainty	√	
Effective communication skills	√	
Enthusiasm	√	
Attention to detail	√	
Approachability	√	
Professional calm and efficient manner	√	
Used to working in a busy environment	√	
Willing to engage with and learn from peers, other professionals and colleagues in the desire to provide or support the most appropriate interventions	√	
Effective organiser/prioritisation skills	√	

TERMS & OTHER RESPONSIBILITIES

Study Leave & Continuing Professional Development

Study and professional leave will be granted at the discretion of the department and in accordance with Terms and Conditions, and the Trust's policies and procedures.

The appointee will be expected to participate in clinical audit and CPD

The Trust supports the concepts of CPD, clinical audit and EQA, and encourages all consultants to participate in these activities by providing time and resources.

Terms and Conditions of Service

Terms and Conditions of service will be those applicable to the 2003 Consultant Contract and any offer of employment is subject to satisfactory Occupational Health clearance as per Clothier Report recommendations. The appointee must not start work until this clearance is received.

Employment will also be governed by the Trust's employment policies and procedures.

The appointee will be required to live no more than 30 minutes' drive from the Trust, unless specific approval is given to a greater distance by the Chief Executive

Finance

You are required to comply with the Trust Standard of Business Conduct policy and the NHS Codes of Conduct and Standards of Business Conduct for NHS Staff and you are required to declare all situations where you (or a close relative or associate) have a controlling interest in a business (such as a private company, public organisation, other NHS organisation or voluntary organisation), or in any other activity which may compete for an NHS contract to supply goods or service to the Trust.

Confidentiality

All employees must respect and protect the confidentiality of matters relating to patients or other members of staff and must comply with the requirements of the Data Protection Legislation. This means that the protection of personal data in

any form of media (e.g. system, paper, word of mouth by any means that personal information can be processed) is a requirement by law.

Any member of staff found to have permitted unauthorised disclosure of personal confidential and sensitive information and is found in breach of their duty of confidentiality could lead to disciplinary proceedings in accordance with the trust's disciplinary policy.

No confidential information must be accessed, read, discussed, or disclosed unless it is necessary in the pursuance of the legitimate duties of their role.

Equal Opportunities

The Trust is aiming to promote equal opportunities. A copy of Equality and Diversity Policy and our Single Equality and Diversity Scheme are available from the Human Resource department or on the internet/intranet.

Members of staff must ensure that they treat members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

Corporate Governance

The Trust, as a public organisation, is committed to acting with honesty, with integrity and in an open way. The Trust Board of Directors is responsible for ensuring that Trust services are managed in this way. We are working together to achieve the highest levels of compliance with the risk management standards promoted through the NHS Executive's Controls Assurance programme and the Clinical Negligence Scheme for Trust (CNST). All of us are expected to become familiar with these standards as they relate to our work and further details are available from your manager.

One of the controls assurance standards relates to Health & Safety. Under the Health & Safety at Work Act 1974, all of us have a duty:

- To take reasonable care of ourselves and others at work; and
- To co-operate in meeting the requirements of the law.



Further details are available from the Trust's Health & Safety Advisors.

Safeguarding

The Royal Surrey NHS Foundation Trust has a safeguarding policy for both adults and children and is committed to the protection of children, young people and adults. The Trust acknowledges that, due to the nature of hospitals, many people who would not normally be considered vulnerable can be in a position where they lack capacity or have reduced control. It also recognises that abuse of vulnerable adults/children can occur within domestic, institutional and public settings, and as such we have a responsibility to protect patients and associated dependents within our care.

All employees have a responsibility to meet the statutory requirements to safeguard and promote the welfare of both children and adults to ensure that they come to no harm and to raise any concerns regarding safeguarding. All employees would be fully supported in raising any safeguarding concerns. All employees must be aware of Trust policies in relation to safeguarding and must adhere to them at all times.

Infection Control

It is now a requirement of the Department of Health that you accept personal responsibility for compliance with infection control policies and procedures at any time when you are working in clinical areas.

Antimicrobial stewardship

You will actively contribute to the Trust's Antimicrobial Stewardship Program by promoting the responsible, safe and cost-effective prescribing of antimicrobials to optimise clinical outcomes, minimise adverse reactions and errors and to limit the development of antimicrobial resistance in patients.

You will adhere to Trust agreed local antimicrobial guidelines and policies and to take steps to address any shortcomings.

You will work with the Antimicrobial Steering Group on guideline development, improvement and implementation and to engage in clinical audit as part of the antimicrobial stewardship program.

Where necessary you will contribute to Root Cause Analyses and panel reviews for cases of healthcare associated infections such as Trust-

apportioned *C.difficile* as requested by the infection control team.

Our vision, mission and values

The Trust recently undertook a listening exercise with its staff which has formed our new vision, mission and values. We are currently working with staff to define our new behaviours which will become part of everything we do.

Our Mission

Together we deliver compassionate, safe care every day

Our Vision

To provide nationally celebrated, community focused health and care

Our values are:

- **Continuously improving**
Continuously improving is not just a value. It's what unlocks our innovation.
- **Excelling together**
Excelling together is not just a value. It's what we do every day.
- **Caring together**
Caring together is not just a value. It's what sets our Royal Surrey family apart.
- **Learning together**
Learning together is not just a value. It's what keeps our services safe.

This is an outline of duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of the Trust and Division.

The Royal Surrey Hospital NHS Foundation Trust aims to ensure that no job applicant or employee is unfairly disadvantaged on the grounds of race, colour, nationality, ethnic origin, age, disability, sex, sexual orientation, marital status/civil partnership, religion/belief or trade union status.