



JOB DESCRIPTION

Job Title:	Locum Consultant in Acute Medicine
Special Interest	(with or without sub-specialty)
Number of hours:	Full time
Location:	Conquest Hospital
Professionally accountable to:	Medical Director
Responsible to:	The Chief of Medicine
Responsible Officer:	Chief Medical Officer

Job Purpose

Acute medicine at East Sussex healthcare Trust is an innovative service with a strong ethos of collaborative multidisciplinary team working. Our Acute Assessment Unit and Same day Emergency Care are co-located in close proximity to the Emergency Department. Considerable investment supports the progress and development of acute medicine, including 7 day working. The successful applicant would primarily be working across AAU and SDEC in collaboration with colleagues from the Emergency Department, Frailty and other medical specialties. We would support candidates with a special interest, or indeed to develop one.

The Department

Conquest (Hastings)

The AAU is a 19-bedded ward which accepts all patients over 16 years of age for the assessment and initial management of undifferentiated acute medical problems, plus close working with the Frailty team for patients with a Rockwood score of 4 and above.

EDGH (Eastbourne)

The AMU is a 31 bedded unit which, and accepts all patients over 16 years of age for the assessment and initial management of undifferentiated acute medical problems, plus close working with the Frailty team for patients with a Rockwood score of 4 and above.

Appropriate short-stay patients are kept on AMU for up to 48hrs and discharged directly. Those requiring specialty input or needing longer hospital stays are transferred to the most appropriate medical base ward. There is a consultant-led morning ward round of all patients on the AMU every day.

SAME DAY EMERGENCY CARE (SDEC)

Our ambition is that SDEC is consultant-driven and nurse-led.

At the EDGH site a new redesigned Same Day Emergency Care opened in December 2017 with a waiting area, 4 consultation rooms and a 13 assessment chairs/trolleys.

There has been a consistent increase in patients managed through SDEC we now see over 500 patients per month at 35% of the non-elective take.

At the Conquest site SDEC opened in January 2020 with 8 chairs, 2 consultation rooms and 1 treatment room.

With the expansion of Acute Medicine on both our acute sites, investment in a Multi-disciplinary team and a new Frailty service we aim to deliver 7 days services across the Acute Medicine department.

The post-holder will be expected to contribute significantly to the development of SDEC processes and pathways which have been pivotal in the Trust meeting the 4-hour target over the last 2 years.

Management

Name	Job Title
Therese Ademola	Acting Associate Director of Operations (Medicine)
Gemma Shephard	General Manager
Fiona Holter	Service Manager

Medical staff

Name	Job Title	Base
Dr Simon Merritt	Chief Medical Officer	Cross site
Dr Stefano Berliti	Chief of Medicine	Cross site
Dr Athanasios Nakos	Consultant Acute Medicine / Thoracic Medicine	Conquest
Dr Viktoriya Clarke	Consultant Acute Medicine / Thoracic Medicine	Conquest
Dr Ariful Islam	Consultant Acute Medicine	Conquest
Dr Jose Almaraz	Consultant Acute Medicine	Conquest
Dr Awad Yousef	Lead Consultant Acute Medicine	EDGH
Dr Sadek Elrock	Consultant Acute Medicine	EDGH
Vacancy	Consultant Acute Medicine	EDGH

Vacancy	Consultant Acute Medicine	EDGH
Vacancy	Consultant Acute Medicine	Conquest
	EDGH – 2.5 SpR and 9 Juniors, 7/7 rota for SDEC Conquest – 1 SpR and 8 Juniors on 24/7 rota	

Administrative support and equipped office space with IT facilities will be provided. The new appointee will be supported by a named mentor and the wider team.

Clinical Duties and Responsibilities of the post

Provisional Timetable/Job Plan

All the Consultants are involved in the job planning process and an early review of the job plan will be undertaken. 7 day working has been introduced and is job-planned with compensatory time off after. The job plan will initially be based on 10 PAs to include 8 DCC PAs and 2 SPAs, and will allow for flexible working and time shifting, including annual leave and study leave planning. The daily work pattern allows consultants time to undertake patient related administration within the 8 DCC PAs. Applicants with a specialist interest will be allowed time to develop and maintain this. One PA a week has been allocated for a speciality clinic if applicable, if not applicable this session will be on AMU.

1.5 SPAs are allocated for revalidation and attendance at speciality and governance meetings. Detailed adjustments will be made in consultation with the appointee, clinical and executive colleagues.

DCC will comprise of ward rounds of all patients in the acute medical unit, continuous post take ward round during the working day, and SDEC. The on-call physician performs a mid-take ward round, and post take in the emergency department as required.

Provisional Timetable / Job Plan

Week	Monday	T	W	Th	F	S	S	PA
1	08.30 Post take / ward round			8 DCC 2 SPA				
	AAU/ post take End16:30	AAU/ post take End16:30	SPA End 16:30	AAU/ post take End16:30	SPA End 16:30			
2	09:00 AAU Ward round			8 DCC 2 SPA				
	AAU/Admission End 17:00	SPA	AAU/ Post take	SPA	AAU/ Post take			
3	11-19	11-19	11-19	11-19	11-19			

	SDEC	SDEC	SDEC	SDEC	SDEC			8DC C
	SDEC	SDEC	SDEC	SDEC	SPA			2 SPA
4	09:00 Ward round	09:00 Ward round	SPA	09:00 Ward round	09:00 Ward round	10-6 Ward round	10-6 Ward round	12 DCC
	SPA	AAU / Admin	AAU / Admin	AAU / Admin	Pm off	Ward round	Ward Round	2 SPA
5	Zero day	Zero day	09:00 AAU Ward round	09:00 AAU Ward round	09:00 AAU Ward round			4DC C
			SPA	AAU/Admin	SPA			2SPA
6	09:00 AAU Ward round	09:00 AAU Ward round	09:00 AAU Ward round	09:00 AAU Ward round	09:00 AAU Ward round			7 DCC
	AAU / Admin End 17:00	SPA	SPA	SPA	AAU / Admin			3 SPA

Summary of Commitments:

This post will help with the further development of the Acute Medicine service, as we are working towards being an outstanding trust, the CQC awarded one of our sites, Conquest Hospital Outstanding in 2020, and Eastbourne District General Hospital was awarded Good. The existing Acute Medicine team are committed to delivering a high quality service and an enthusiastic individual is required to help take these plans forward. This appointment will help to drive forward the development of the SDEC service and ensure that high quality safe care facilitates early discharge, reduce patient length of stay and ensure the transfer of appropriate patients to the sub-specialities.

There will be a strong commitment to teaching Junior Staff the principles of acute medicine that will occur as the opportunity arises on a day-to-day basis with acute patients, as well as dedicated directorate teaching. There will be responsibility for general professional training of the junior medical members of the department and contributing to the training of nurses and other members of the multi-disciplinary team, and participating in the activities of the Medical Education Centre including Clinical Audit and Quality improvement projects.

The postholder will be expected to undertake administrative duties associated with the care of patients and running his or her clinical department. The postholder will be expected to participate fully in the process of appraisal and revalidation including completion of mandatory training, attendance of induction meetings and attendance at Trust Clinical Governance sessions.

MAIN CONDITIONS OF SERVICE

These will be in accordance with those approved by the Trust as detailed in the Medical and Dental Terms and Conditions.

Any consultant who is unable, for personal reasons to work full time will be eligible to be considered for this post. If such a person is appointed, modification of the job plan will be discussed on a personal basis in consultation with consultant colleagues.

The appointment is subject to a satisfactory medical report from the Trust's Occupational Health Consultant.

You will be paid in accordance with the Terms and Conditions for Consultant Medical Staff, and assimilated to the salary scale taking account of all relevant Consultant service.

Annual Leave must be applied for at least 8 weeks in advance and approved by the Clinical Lead and Service Manager.

All medical staff under contract to East Sussex Healthcare NHS Trust will comply with local policies and procedures, copies of which are available on the Trusts Internet site, from the Human Resources Department or from the Clinical Unit General Manager. In addition, medical staff are required to attend all relevant Mandatory training sessions.

SPECIAL DUTIES REQUIRED OF THIS POST

CLINICAL GOVERNANCE

The appointee is expected to be committed to the improvement of quality of clinical care in the Clinical Unit and to participate in incident reporting, risk management and Clinical Unit Governance Meetings.

APPRAISAL

The appointee is expected to compile an annual portfolio with evidence of continuing professional development in accordance with the Trust's appraisal process. He/she will be expected to participate in annual appraisal by the designated consultant and to produce a personal development plan which will be shared with the Medical Director and Chief Executive. The appraisal process will also be part of the information used to revalidate Consultants by the GMC.

AUDIT

The appointee will be expected to actively participate in audit. S/he will be expected to initiate and supervise audit projects related to his/her particular sub-speciality interest. S/he will liaise with the audit speciality Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Participation in national audit is encouraged.

RESEARCH

Research and Development is fundamental to patient safety. Research and development activities are an important use of supporting professional activities (SPA) time. Any time within job plans allocated to R&D should be evidenced in terms of agreed high quality outputs and linking to personal objectives around appraisal

CONTINUOUS PROFESSIONAL DEVELOPMENT/CONTINUOUS MEDICAL EDUCATION

Taking study leave is a necessary part of Continuing Medical Education/CPD. Application for study leave must be submitted six weeks prior to the dates requested. There is a study leave entitlement of 10 days a year or 30 days over any three year period. Study leave is agreed by the Clinical Unit Director and should be linked to the individual's personal development plan. Evidence of CME participation will become part of the potholder's portfolio.

TEACHING

The postholder will be expected to participate in clinical teaching of undergraduate and junior medical staff within their supporting Professional Activities as required by the Clinical Unit. If there is a specific interest or need, a more extensive teaching role can be developed within the Clinical Unit structure and under the direction of the Specialty College Tutor. The Brighton and Sussex Medical School, which opened in 2003, will present opportunities for participation in undergraduate education. There will also be opportunities for Senior Lecturer posts, in some specialities, to be offered in the future.

EDUCATIONAL SUPERVISION

Consultants are required to supervise the education of doctors in training, and will be required to complete the first part of Qualified Educational Supervisor Programme (QESP) within 12 months of appointment, or obtain exemption from this. The postholder will be involved with teaching and training junior doctors and should help with both their professional and personal development. Consultants must ensure that junior doctors in their care are not overwhelmed by clinical commitments or overburdened by responsibilities inappropriate to the experience required. Consultants are also responsible for the assessment and appraisal of trainees under their supervision and must keep the Clinical and/or College tutor aware of problems that may arise.

About the Trust

We are proud to provide 'Outstanding' care and be a great place to work

East Sussex Healthcare NHS Trust provides safe, compassionate and high quality hospital and community care to the half a million people living in East Sussex and those who visit our local area.

We are one of the largest organisations in East Sussex with an annual income of £568 million and we are the only integrated provider of acute and community care in Sussex.



Our extensive health services are provided by over 7,000 dedicated members of staff working from two acute hospitals in Hastings and Eastbourne, three community hospitals in Bexhill, Rye and Uckfield, over 100 community sites across East Sussex, and in people's own homes.

In 2020 the Care Quality Commission (CQC) rated us as 'Good' overall, and 'Outstanding' for being Caring and Effective. The Conquest Hospital in Hastings and our Community Services were rated 'Outstanding' and Eastbourne DGH was rated 'Good'. Our two acute hospitals have Emergency Departments and provide 24 hour a day care, offering a comprehensive range of surgical, medical, outpatient and maternity services, supported by a full range of diagnostic and therapy services. In the summer of 2020, the Trust launched its ambitious 'Building for our Future' (BFF) programme. This once in a lifetime programme aims to redevelop and expand our hospitals at Eastbourne, Hastings and Bexhill, transforming the environment in which we provide care for generations to come.

A wide range of staff benefits are available to our staff including staff development, enrolment in the NHS pension scheme, auto-enrolment to our Temporary Workforce Service, access to nurseries at EDGH and Conquest, staff restaurants and on-site staff accommodation (subject to availability).

In addition to an internal Occupational Health department, all staff also have access to free psychological support through our confidential Employee Assistance Programme which is available to staff 24 hours a day 7 days a week. Onsite parking is available from only £30 a year.

There has never been a better time to join East Sussex Healthcare NHS Trust.

Our vision

- To combine community and hospital services to provide safe, compassionate, and high quality care to improve the health and wellbeing of the people of East Sussex.

Our strategic objectives

- Safe patient care is our highest priority. We will provide high quality clinical services that achieve and demonstrate optimum clinical outcomes and provide an excellent care experience for patients.
- All ESHT’s employees will be valued and respected. They will be involved in decisions about the services they provide and offered the training and development that they need to fulfil their roles.
- We will work closely with commissioners, local authority, and other partners to plan and deliver services that meet the needs of our local population in conjunction with other care services.
- We will operate efficiently and effectively, diagnosing and treating patients in timely fashion and expediting their return to health.
- We will use our resources efficiently and effectively for the benefit of our patients and their care to ensure our services are clinically, operationally, and financially sustainable.

Executive Team Structure



Our Values

Our Values with the involvement of many people from across the organisation are:



FACTS AND FIGURES

Every year at ESHT

- 130,000: the number of times our Emergency Departments were used
- 3,053: children born in our hospitals
- 54,000: people having planned surgery, 87% of these were day cases
- 21,800: cancer referrals made to us
- 42,000: referrals to community nursing, 10,100 were seen within 24 hours
- 414,000: outpatient appointments, nearly 300,000 of these were consultant-led
- 283,000: X-ray and scans
- 7 million: pathology tests
- 40 million: square metres of flooring that were cleaned
- 470,000: medicines dispensed
- 896,000: meals delivered to patients

Visiting the Department should be arranged by contacting:-

Ms Therese Ademola
Divisional Director of Urgent Care
Email: therese.ademola@nhs.net

Fiona Holter
Service Manager, Acute Medicine
Email: F.holter@nhs.net

PERSON SPECIFICATION

ATTRIBTUES	ESSENTIAL	DESIRABLE
Qualification Higher Qualifications Registration	MB BS or equivalent Membership or Fellowship of the Royal College of Physicians Full Registration with GMC with a licence to practice.	MD or equivalent eSCE in acute Internal Medicine
Training and experience	Wide experience in all aspects of General (Internal) Medicine.	Experience in setting up an ambulatory care service or in other relevant medical specialities Completion of courses relevant to chosen specialties. Ability to develop a specialty or subspecialty interest within the field of Acute Internal Medicine, which complements those of the current team.
Administration Management	Evidence of participation in management Understanding of recent initiatives and changes, including Clinical Governance and Appraisal	Management and / or leadership experience Management qualifications
Audit Research and Publications	Thorough understanding of principles of medical audit and quality improvement Understanding of the role of research	Publication of audit projects Experience of clinical research culminating in presentation and publication of original studies, review articles, etc, relevant to speciality Ability to lead clinical research projects
Personal skills Personal attributes	Effective communicator, able to work in a multi-disciplinary team Leadership qualities	Advanced presentation skills

	<p>Familiarity with information technology and ability to use the Microsoft office package.</p> <p>Ability to work with colleagues in other specialities to develop local services.</p> <p>Professional attitude towards work Good record of attendance</p> <p>UK Driving Licence</p>	Demonstration of initiated projects
Teaching	Experience in teaching medical students, nursing staff and other professional groups	Educational qualifications