We care
We respect
We listen

NHS
Stockport
NHS Foundation Trust

Stockport NHS Foundation Trust

Job description and person specification

{Consultant Geriatrician}

Making a difference every day

www.stockport.nhs.uk

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We respect
We listen

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Stockport
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About Us

Stockport NHS Foundation Trust provides services at Stepping Hill Hospital, and other specialist centres, as well as community health services for Stockport. We are no ordinary trust. We hold a unique position in the Stockport community as the provider of healthcare and we are one of its largest employers. We are an integrated provider of acute hospital and community services to the people of Stockport, as well serving the

Our Values

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We care about	We respect	We listen to
Each other	Each other	Each other
Our patients and their families	Our patients and their families	Our patients and their families
The communities we serve	Our partners	Our partners
The environment		
We support them and deliver on our promises	We are kind and helpful, and we expect the same in return	We act and learn from what we hear

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Making a difference every day

Membership

We use our position as an NHS Foundation Trust to strengthen our ties with the local community. We have a large membership and we always encourage people to join our Trust as members. Members are kept informed of what is happening in the Trust and their advice is sought on ways we can improve the effectiveness and responsiveness of our services

Job Title: CONSULTANT GERIATRICIANS with an interest in General Geriatrics, Ortho-geriatrics, Acute Frailty, Surgical Liaison, and Community Geriatrics	**AfC Reference No:**
Business Group: Medicine and Clinical Support	**Band:** Consultant pay-scale
Hours or Programmed Activities: Full time	**Base:** Stockport NHS Foundation Trust
Professionally Accountable to: Clinical Director – Medicine for Older People	
Responsible for: The consultant will provide medical leadership and professional accountability for the patients on under his/her care	
Proposed Job Plan: Full time. Job plan to be discussed and agreed on successful recruitment	
Job Plan Template: As above	

JOB DESCRIPTION

INTRODUCTION

The Department of Medicine for older people, (DMOP) has a new vision to move forward with the changes in the management of older people which emphasises the proactive support in the community, support within the frailty service, seamless support of the surgical specialities including orthogeriatrics and general management of Geriatrics and support within all medical specialities.

Our department is collaborating with our partners in Primary Care, integrated care Surgical specialities including orthogeriatrics and the medical specialities.

We have a multi-disciplinary working ethos and are proud of the excellent working relationship with our key stakeholders. A key objective on which we are making progress with is breaking down the hospital barriers and forming even stronger partnerships with Primary Care and Community services to understand and use our wider healthcare network to its optimal level.

The Department of Medicine for Older People (DMOP) is a multi-professional business group, very active in both undergraduate and postgraduate teaching, and actively training other allied health professionals to develop more clinical roles such as pharmacist consultants as well as expanding our team with more recent and evolving professionals such as Physician Associates and Advanced Clinical Practitioners. We collaborate with our partners in intergrated care and acute medicine to provide the management of Frail patients with the Frailty team. Frail, elderly patients with complex co-morbidities contribute to a significant percentage of ED attendances. The trust has been part of the Acute Frailty Network over the course of 2019/20 and has piloted and developed a multi-disciplinary Frailty Intervention Team.

General Geriatrics/Acute Frailty / Orthogeriatrics / Community Geriatrics/Surgical liaison

Our proposed model involves the development of a team of geriatricians who can develop a comprehensive geriatric service around acute frailty, general geriatrics, orthogeriatrics and surgical liaison, and community geriatrician support to the 7 Primary care networks.

Our Medicine Business group wishes to recruit 4 Consultant Geriatricians who will lead the development of the above services. Stockport launched and trialed a successful multi-disciplinary Frailty Intervention Team before the COVID pandemic. This was setup with guidance from the Acute Frailty Network and achieved significant benefits for our older frailer population. The department has recruited an advanced care practitioner with an interest in frailty to enhance this team. The trust aims to recruit a team of geriatricians who can support patient care for our older population within the community and in hospital.

Elements of the frailty service are to be provided by an ACP led multi-disciplinary team with geriatrician leadership. The acute medicine team at Stepping Hill is a dynamic, proactive team that are keen to support with decision making when needed as well. The aim is to have a workforce skilled in the frailty acute take, led by geriatricians but delivered on occasion by other urgent care medics to ensure a consistent service provision.

Community based MDT meetings will enable daily sessions for supporting teams with complex decisions around frail elderly patients, and a multi-disciplinary ward round in conjunction with the GP led primary care networks where complex cases can be discussed with geriatrician input. This will also allow time for domiciliary visits, if needed, and telephone consultations.

The interplay between acute medical, frailty and emergency services is vital to ensure that patients are seen at the right time, in the right place by the right person.

The Acute Frailty Service is a new development, and therefore incumbents will be responsible for working with internal and external stakeholders to develop the service model. The ambition is to move to a 7 day frailty service over the next year.

As part of service development, there is opportunity to expand the skills of the existing health and social care professionals to manage more complex patients at home, and work with commissioners and other key stakeholders to introduce technology-based monitoring and diagnostics to increase efficiency and timeliness of diagnosis and treatment.

JOB SUMMARY

We are looking for enthusiastic and talented consultants to join our team to develop and deliver excellent care to our local population. We encourage prospective consultants to develop their own areas of specialist interest to align with the vision for our organization.

These are substantive consultant posts, which will be based at Stepping hill Hospital and also work in the community helping to support the management of frail patients in their usual place of living. The applicant should hold or within 6 months of achieving a CCT in General and Geriatric Medicine. Those candidates who wish to work flexibly are strongly encouraged to apply.

The post holders will be supported and responsible for supervision of junior/middle grade medical staff. The successful post holder will be supported to undertake formal training in educational supervision.

Candidates interested in the Orthogeriatrics post will be joining a team of orthogeriatrics which currently works in collaboration with our well evaluated Hip fracture unit. There is scope to further your interest in falls prevention, tilt table testing and osteoporosis management. There is close collaboration with Steady in Stockport, which is a Falls prevention service in the community and Fracture liaison service (FLS).

Candidates interested in General Geriatrics will be encouraged to develop their special areas of interest to compliment this developing Geriatrics service. The hospital has been one of four 'specialist' hospital sites in Manchester, following a unanimous decision by the 12 Greater Manchester clinical commissioning groups (CCGs) as part of the Healthier Together programme. It is expected that Geriatricians will be crucial for the support of medical management of patients with complex medical comorbidities.

Candidates interested in the Frailty or Community Geriatrician posts will deliver their community sessions in the community as part of the MDT, leading the clinical management and also auditing outcomes as part of the educational forums. The post holders will be expected to evolve the community side of the service in conjunction with primary care and community colleagues. The expectation would be the joint management of complex frail older patients in the community with an aim to provide the best quality care outside of a hospital in-patient stay.

The post holders will build on the existing good relationships with primary and community care services so that frail, older people have risk factors identified and can be signposted to services that will support them to maintain their independence as close to home as possible and reduce the incidence of further crisis. This may include co-ordination of specialist multi-disciplinary meetings which include primary and community care services to ensure that patients have robust care plans which help them to stay healthy at home for as long as possible.

KEY DUTIES AND RESPONSIBILITIES

- These responsibilities will depend on the core responsibilities of the post and will be discussed with the clinical director for those interested
- In general, it is anticipated that the consultant will provide medical leadership and professional accountability for the patients on under his/her care

- These duties are subject to review from time to time in light of the changing requirements of the service. If alterations to the described duties are required, these will be mutually agreed between the post holder Clinical Director and Business Group Director.
- Work within the multidisciplinary team to ensure effective team working in the provision of acute care to patients.

KEY RELATIONSHIPS

Internal	External
• Geriatricians • Other speciality consultants • Trauma and orthopaedics • Surgeons • Acute Physicians • ED Physicians • Integrated Transfer Team • Stockport Urgent Response and rehabilitation Team • Director for Medicine and Clinical Support. • Operational Managers	• GPs • Primary Care Frailty Leads • Stockport Clinical Commissioning Group • Community Services

JOB PLAN

In the first year of appointment new consultants are as part of Trust Policy on a 10 PA job plan, given 1.5 SPA, as core SPA (i.e. for revalidation and basic educational work). The exact job plan will be based on discussion with the successful applicant.

The job plan will be discussed with the successful candidates and will depend on the special interest such as general geriatrics, frailty, orthogeriatrics, surgical liaison and community service provision.

The trust has a robust process for SPA allocation and the successful candidate will be encouraged to take up roles that attract SPA allocation in keeping with the needs of the department.

There is opportunity for further SPA activity in terms of educational supervision, quality improvement, and mortality review work.

All Consultants are expected to work flexibly in undertaking their duties. This may require working during the evenings and weekends to ensure effective delivery of service and its sustainability. The final job plan will be discussed with the appointed consultant by the Clinical Director for DMOP.

Though the posts are offered as full-time, we POSITIVELY encourage applications from those who wish to work flexibly including on a job share basis.

Office accommodation and medical secretarial/clerical service will be provided. Job plan will include dedicated admin sessions.

CONSULTANT WORKFORCE:

GERIATRIC MEDICINE	GERIATRICIAN
	Post 1 Vacant
Dr Peter Ngoma (Clinical Director)	Post 2 Vacant
Dr. Dhruv Sharda	Post 3 Vacant
Dr Anjali Prasad	Post 4 New
Dr Muhsn El-Hamisi (NHS locum)	
Dr Appukutan Suman (Stroke Medicine)	
Dr Kamiran Dizayee (Stroke Medicine)	
Dr Asoke Datta (Stroke Medicine)	
Dr Joseph Vassallo (Stroke Medicine)	
Dr Moe Sein (Stroke Medicine)	
Dr Yogalingan Ganeshwaran (Stroke Medicine)	
Dr Srinath Meadipudi (Stroke Medicine)	

The consultant team is supported with the presence of a junior doctor, for each consultant, on ward rounds.

Our junior medical workforce includes:

- ST3+ x3
- IMTx3
- SCFx2 (Middle Grade)
- JCFs x8
- FY2 x2
- FY1 x2

We are a multidisciplinary team in which new roles are emerging. The MDT workforce includes:

- Pharmacists
- Physiotherapists
- Occupational Therapists

NON-CLINICAL COMMITMENTS

MEDICAL EDUCATION

The department consistently gets excellent feedback from medical students and junior doctors for our Geriatrics teaching provision. We have regularly had third year and fifth year Medical Students from the University of Manchester attached for most of the year. The department organizes weekly dedicated teaching sessions for the DMOP doctors and students which the appointee would be expected to participate in. In addition, the Royal College Tutor organizes twice a week General Medicine meetings which are well evaluated. Our Mortality Lead Consultant presents monthly morbidity and mortality reviews.
The post-holder will participate in audit and medical specialty meetings and undertake appropriate administrative duties. You will be expected to support informal and formal staff teaching and learning across the multidisciplinary team.

QUALITY & AUDIT

The Trust is a strong advocate of Quality Improvement. There is an active clinical audit department in the hospital with quarterly inter-departmental meetings at which there is regular medical input. The department is also involved in its own internal audit and more extensive inter-departmental audit is a regular ongoing exercise.

ACCREDITATION

Prospective candidates for this position should possess full MRCP or its equivalent. You should be on the Specialist Register of the General Medical Council, with a CCT in General Medicine and Geriatric Medicine or about to obtain this within six months of the date of interview.
It is expected that the successful consultant will complement the current clinical and academic interest of the department.

CONTINUING PROFESSIONAL DEVELOPMENT

The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities. The appointee is expected to participate in CPD and fulfil college requirements.
The Trust is committed to ensuring that newly appointed consultant staff are given appropriate support within their role. This includes opportunities for the post holder to access appropriate clinical/peer mentoring and to fulfil ongoing career development and qualifications. The post holder should discuss opportunities for mentoring with their Clinical Director; this will ensure that the support available best meets the post holder's individual needs.

RESEARCH

In response to recent national and regional changes of the NHS Research and Development funding, Stockport NHS Trust is currently developing an integrated R & D information and support infrastructure.

It should be noted that a Research and Development fund exists within the Trust and that a Research and Development Co-ordinator and Committee, chaired by a Consultant Epidemiologist exists to help this with a research interest.

The successful candidate ideally should have an interest in research and be prepared to play a role in developing and contributing to R & D initiatives within the department.

A willingness to take lead in implementing the findings of R & D in clinical practice is welcome and the successful candidate will be expected to actively contribute to debate within the Department on methods for enhancing the effectiveness of the services delivered.

Terms and Conditions:

1.	**Salary**	Dependant on experience
2.	**Hours of Work**	Full-time
3.	**Tenure**	Permanent
4.	**Registration**	Written evidence of current registration with the General Medical Council.
5.	**Health Screening**	The post is subject to health screening, as appropriate to the post.

All Terms and Conditions are in accordance with the Stockport NHS Foundation Trust

The Trust is a NO SMOKING Employer - Smoking will not be permitted on Trust premises and grounds, and there will be no provision made for employees who wish to smoke.

United Kingdom Data Protection Legislation and Confidentiality

All members of the staff are bound by the requirements of the United Kingdom Data Protection Legislation and any breaches of this legislation or of the confidential nature of the work of this post could lead to dismissal. The post holder must abide by all relevant Trust and departmental policies including information governance, confidentiality and data protection and, undertake the annual data security awareness mandatory training. The post holder is reminded that any breach of the Trust's information governance and security policies and procedures, including data protection legislation, will result in disciplinary action.

Data Protection Legislation – the post holder is required to process all personal data relating to patients and staff, whether in paper, electronic or other media, in accordance with the Data Protection Act 2018 and the General Data Protection Regulations (GDPR), ensuring the security and confidentiality of data at all times.
The post holder must not for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Rehabilitation of Offenders Act 1974

Because of the nature of the work, this post may be exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Under these circumstances applicants for the post are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act and in the event of employment, any failure to disclose such convictions may result in disciplinary action or dismissal by the Trust.

Any information given will be completely confidential and will be considered only in relation to an application for a position to which the order applies.

Disclosure of Criminal Background – Disclosure and Barring Service

The Disclosure and Barring Service is an executive agency of the Home Office which exercises the powers and fulfils the responsibilities of the Secretary of State under Part V of the Police Act 1997. In order to minimise any possible risk of abuse to children or vulnerable adults or if a post is a position of trust a check will be made with the Disclosure and Barring Service on the possible criminal background of the successful candidate for the post.

There are two levels of Disclosure service checks initially – Standard and Enhanced.

A Standard Disclosure check is primarily for: "Any employment or other work which is concerned with the provision of health services and which is of such a kind as to enable the holder of that employment or the person engaged in that work to have access to persons in receipt of such services in the course of his normal duties'. This check may also be used for occupations that involve positions of trust. The Disclosure and Barring Service are authorised to disclose *in confidence* to Stockport NHS Foundation Trust's nominated officer details of any criminal record, including cautions, reprimands, final warnings, current and *'spent'* convictions held on the Police National Computer. It will also contain information held on the Government Department Lists.

An Enhanced Disclosure check will be undertaken for a post, which involves a greater degree of contact with children or vulnerable adults.

Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached. The successful candidate will be asked to complete a Disclosure Application Form for a Disclosure and Barring check to be carried out, although applicants should be aware that a refusal to comply with this procedure may prevent further consideration for the post.

Independent Safeguarding Authority

Please note that for new starters to the Trust, and those moving to new posts within the Trust who will be carrying out Regulated or Controlled activity under the ISA Guidelines there will be a requirement to check their names against the appropriate ISA barred list. This check will be carried out as part of an Enhanced DBS Disclosure.

General Duties for all employees

Hand Hygiene

To assist the Trust in reducing healthcare acquired infections (HCAI's) all staff should be familiar with all the Trust's Infection Prevention policies which are appropriate to their role. You are required to attend mandatory training in Infection Prevention and be compliant with all measures known to be effective in reducing HCAI's"

Safeguarding

All Stockport Foundation Trust employees are required to act in such a way that at all times safeguards and promotes the health and well-being of children, young people and vulnerable adults. Familiarisation with and adherence to the policies and procedures relating to child protection and safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns and they must therefore be aware of child and adult safeguarding procedures and who to contact within the Trust for further help and guidance. It is an essential requirement of all employees as is participation in mandatory safeguarding training in accordance with the employees roles and responsibilities.

Prevention

To actively work with patients/clients/service users to identify appropriate opportunities in Making Every Contact Count for preventative interventions which may reduce the risk of future harm to health and wellbeing and to provide brief advice and refer or signpost to sources of further information and support which may include advice on lifestyle behaviour and social care needs as well as safety and management of long term conditions.

Data Protection, Confidentiality and Information Governance

The post holder must abide by all relevant Trust and departmental policies including information governance, confidentiality and data protection and, undertake the annual data security awareness mandatory training. The post holder is reminded that any breach of the Trust's information governance and security policies and procedures, including data protection legislation, will result in disciplinary action.

Data Protection Legislation – the post holder is required to process all personal data relating to patients and staff, whether in paper, electronic or other media, in accordance with the Data Protection Act 2018 and the General Data Protection Regulations (GDPR), ensuring the security and confidentiality of data at all times.
The post holder must not for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Health & Safety

Under the Health and Safety at Work Act 1974, the Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. Equally the post holder is required to work within the Trust Health & Safety Policy and fulfil a proactive role towards the management and control of risk. This entails the identification, assessment and the immediate reporting, using the Trust Incident Reporting System, any incident, accident, hazard or near miss involving patients, service users, carers, staff, contractors or members of the public.

The Post holder has a personal responsibility to adhere to a statutory and departmental duty of care for their own personal safety and that of others who may be affected by their acts or omissions at work

Harassment & Bullying

As a member of staff you have a personal responsibility to ensure you do not discriminate, harass or bully or contribute to the discrimination, harassment or bullying of any colleague(s) or visitors or condone discrimination, harassment or bullying by others.

Dignity & Respect

All employees have a duty to promote a harmonious working environment in which all persons are treated with dignity and respect, whilst fulfilling our legal obligations under equality legislation and associated codes of practice.

The Trust takes the right of the patient/service user to be treated with dignity and respect seriously. We will treat every patient/service user and carer as a valued individual, with respect for his/ her dignity and privacy. Our aim is to give each patient/service user the care we would want for our families and ourselves.

Quality Improvement

Our mission is to make a difference every day helping people to live their best lives. We have a trust wide approach to quality improvement and we expect everyone to contribute to improving our services by always learning and continually improving our services. For all staff, it is about learning from what has worked well as well as what has not, being open to change and improvement and working in smarter and more focused ways to improve our services. The Trust encourages and provides opportunities for staff at all levels to engage in the Trust's approach to quality through quality improvement projects, clinical audit, innovation and quality assurance.

No Smoking Policy

The Trust operates a No Smoking Policy which states that smoking is prohibited within all Trust premises and on the site. This includes entrances, exits, cars, lease cars, car parks, pavements and walkways, areas hidden from general view and residences. As an employee of the Trust you are expected to comply with this policy, failure to do so may result in disciplinary action being taken under the Trust’s Disciplinary Policy & Procedure.

To undertake any other duties which is deemed appropriate to the band when requested by Senior Staff.

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the postholder

Date:

Manager's Signature: _____

Postholder's Signature: _____

PERSON SPECIFICATION

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

Post: Consultant Geriatrician

Band: Consultant

Requirements	Essential (E) / Desirable (D)	Assessment Method – Application Form (AF) / Assessment Centre (AC) / Interview (I) / References (R)
Education & Qualifications	Full registration with GMC MRCP (E) Relevant CCT or entry on specialist register expected within 6 months or applied for entry. (E) SCE e.g. Geriatric Medicine (D)	**AF/ I**
Knowledge	4-5 years training at St3+ level in GIM and Geriatric Medicine (E) Wide training in all relevant aspects of medicine Interest and significant experience in Geriatric Medicine and /Frailty (E)	**AF/ I**
Experience	Daily independent ward rounds on acutely ill patients. (E) Comprehensive patient management Ability to make decisions at	**AF/ I**

	Consultant level and takes full and independent responsibility for the care of patients. (E) Evidence of experience in the clinical management of elderly patients	
Skills & Abilities	A friendly, understanding and caring personality. Good networking skills Good written and oral communication skills (E) Ability to form good professional relationships with all departments (E) Experience of supervision of junior medical staff and relevant staff (E) Ability to lead (E) Ability to work as a team with professional colleagues, both medical and others Energy and enthusiasm and the ability to work under pressure (E) Attended a leadership course (D)	**AF/ I**
Work Related Circumstances Occupational Health Clearance		**AF/ I**