

JOB DESCRIPTION

Job Ref:	374-EB
Job Title:	Consultant General Medicine with Specialty interest
AfC Pay Band:	NA
Number of hours:	Full Time - Substantive
Clinical Unit / Division	Medicine Division
Department:	Specialist Medicine
Location:	Eastbourne District General Hospital
Professionally accountable to:	Medical Director
Responsible to:	Chief Medical Officer
Responsible Officer:	Chief Medical Officer

This is an exciting opportunity for a vibrant and enthusiastic individual to join East Sussex Healthcare NHS Trust. We are expanding our services, providing specialist care. The appointee will work with consultant colleagues to provide comprehensive inpatient and outpatient services for residents across East Sussex with a catchment area of approximately 544,000.

1. Job Purpose:

We are looking to expand our medical workforce with new substantive medical teams taking over two dedicated 28 bedded wards. The ideal candidate for these roles would be holders of a dual CCT in General Internal Medicine, and another medical specialty. The successful candidate will be supported as part of their respective specialty team and undertake clinics and activity within their specialty as well as looking after GIM patients. All medical specialties are welcome, but we would particularly encourage colleagues with a CCT in Rheumatology, Endocrinology/Diabetes or Respiratory to apply.

2. Key Specialty Information

The Trust is currently organised into 3 Divisions: Urgent Care, Medicine and Diagnostics, Anaesthetics & Surgery. GIM sits within the Specialist Medicine Division.

GIM service runs across two Acute Hospital sites: Conquest Hospital and Eastbourne DGH. There are two dedicated 28 bedded wards at both Conquest Hospital and Eastbourne District General Hospital. Supported by medical teams with consultant ward rounds and daily MDT board rounds to support discharge and on-ward care.

The post holder will provide a weekly specialist clinic which might focus on a particular area of special interest. This clinic will also contain ward follow-ups as appropriate.

The successful applicant is also expected to take part in the medical rota currently 1 in 13 with general physician and acute physician colleagues.

The medical team on the ward consists of Registrar, FY2/CT, FY 2 & 1 and doctors assistant.

3. Proposed Work Programme – 10 PAs (example job plan) +1PA for on-call commitment

DAY	AM/PM	DETAILS	Direct Clinical Care (DCC)	SPA
Monday	am	Board round / review new cases PTWR from Weekend or admin MDT	1.00	
	pm	OPD clinic 4-6 new / 4-6 F/up	1.00	
Tuesday	am	Board round Ward Round /MDT	1.00	
	pm	SPA (Teaching/ Supervision) / Clinic- 4-6 new / 4-6 F/up	0.50	0.50
Wednesday	am	Board round / review new cases Admin / MDT	1.00	
	pm	SPA (CPD)		1.00
Thursday	am	Board round / review new cases PTWR MDT	1.00	
	pm	Admin/ Family meetings	1.00	
Friday	am	Board round Ward Round MDT	1.00	
	pm	SPA		1.00
SUB-TOTAL			7.5	2.5

Office Accommodation and Secretarial Support

This post is supported by a whole-time experienced team secretary and the post holder will have an adequately equipped office, including IT facilities and dictation through Big hand.

Other Commitments

The Supporting Professional Activities will be used for non-clinical administrative duties, audit, research, clinical governance, teaching and training, and reflective practice.

It is essential that the candidate is certified in General Internal Medicine.

4. Responsibilities of the Post

The post-holder will be managerially accountable to the Chief of Division, and professionally accountable to the Chief Medical Officer. The successful candidate will be expected to agree a formal job plan with the Chief of Medicine indicating the number of programmed activities, within 1 month of taking up post.

The post-holder will be expected to cross-cover essential services when his/her Consultant colleagues are on leave.

5. Main Conditions of Service

Full details on final job plan will be discussed with the successful applicant within 1 month of the appointment by the clinical lead & service manager.

One SPA is allocated to all consultants for revalidation to ensure they have time to meet the needs of revalidation and appraisal. Other SPAs are reviewed on an annual basis and depending on the needs of the Consultant and the medical division can be increased. Additional SPAs are payable via the clinical lead for any additional roles. There is also consideration of time off in lieu when working additional hours or for weekend work. All new consultants to the Trust will be offered the support of a mentor during the first year in post.

6. On Call

This post includes on-call for General medicine, on a 1/13 basis (Clinics to be cancelled as required to support on call responsibilities e.g., post take. There is 1PA allocated to this (plus 3% intensity payment). On weekdays the acute physicians will post take most patients admitted during the day until 1700. Then the on-call consultant will lead a mid-take (1700-2000 approx.) ward round. The following morning the on-call consultant will see all patients admitted overnight who are not on the Acute Medical Unit and attend the morning handover meeting at 0830.

On Saturdays, Sundays and Bank Holidays, the on-call consultant will post take patients assisted by an acute physician. The post take ward round starts with handover at 0830 to approximately 1230, and then mid take round 1600 to approximately 2000.

7. Responsibilities of the Post

The successful candidate will be expected to agree a formal job plan with the clinical lead in respiratory medicine / Chief / deputy chief of Medicine indicating the number of fixed sessions, within 1 month of taking up post.

These will be in accordance with those approved by the Trust. Currently these are covered by the Whitley Councils.

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 new consultant will be required to reside not more than ten miles or thirty minutes travelling time by road from their base hospital, unless specific approval is given to a greater distance.

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 six weeks in advance and approved by the Clinical Unit Lead. The annual entitlement is thirty days per year.

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

8. Special Duties Require of this Post

Clinical Governance

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

Mentoring to the newly appointed consultant will be provided in house by the existing consultants.

Audit

The appointee will be expected to actively participate in audit. He/she will be expected to initiate and supervise audit projects related to his/her particular sub-speciality interest. He/she 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

The Universities of Sussex and Brighton, are actively developing research interests and expertise in a number of areas of medical and health service-related research, and encourage academic and research links with the Trust.

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 Lead and should be linked to the individual's personal development plan. Evidence of CME participation will become part of the postholder's portfolio. A mentor will be appointed for the successful candidate.

Visits to other hospitals/working with colleagues are encouraged as an important part of CPD.

Teaching

The postholder will be expected to participate in clinical teaching of undergraduate and junior medical staff within their supporting Professional Activities as required. If there is a specific interest or need, a more extensive teaching role can be developed within the Divisional structure and under the direction of the Speciality College Tutor. The Brighton and Sussex Medical School, which opened in 2003, will present opportunities for participation in undergraduate education.

Educational Supervision

Consultants are required to supervise the education of doctors in training; 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.

Review

The job description will be regularly reviewed; it is intended as a guide to the general scope of duties and is not meant to be definitive or restrictive.

It is expected that some of the duties will change over time and this job description will be subject to change as required by the Trust.

9. General Description of Trust and Services

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

At East Sussex Healthcare NHS Trust (ESHT) we provide safe, compassionate and high quality hospital and community care to the half a million people living in East Sussex or visiting our local area.

We are one of the largest organisations in East Sussex with an annual turnover of £476 million. Our extensive health services are provided by over 7000 dedicated members of staff working from two acute hospitals in Hasting 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), the health and care regulator, rated us as 'Good' overall, and 'Outstanding' for being caring and effective. Our acute hospital at Hastings and our Community Services are also rated 'Outstanding'. Our acute hospital at Eastbourne is rated 'Good'.

Our two acute hospitals have Emergency Departments and provide care 24 hours a day, offering a comprehensive range of surgical, medical, outpatient and maternity services, supported by a full range of diagnostic and therapy services. At Eastbourne hospital we provide a centre for urology and stroke services, while at Hastings we provide a centre for trauma services and cardiology is provided across both sites.

We have around 800 beds and over 112,000 inpatient spells each year. During 2019/20, we saw 136,000 attendances at our Emergency Departments and there were over 400,000 outpatient attendances.

At Bexhill Hospital and Rye, Winchelsea and District Memorial Hospital we offer a range of outpatients, day surgery, rehabilitation and intermediate care services. At Uckfield Hospital we provide day surgery and outpatient care. We also provide rehabilitation services jointly with East Sussex County Council Adult Social Care from Firwood House in Eastbourne and Bexhill Health Centre.

In the community we deliver services that focus on people with long term conditions living well outside hospital, through our Integrated Locality Teams working with district and community nursing teams. Community members of staff also provide care to patients in their homes and from a number of clinics, health centres and GP surgeries.

To provide many of these services we work in partnership with East Sussex County Council, commissioners and other providers across Sussex, as part of a locally focused and integrated health and social care system.

We aspire to provide locally-based and accessible services that are Outstanding and Always Improving and our values shape our everyday work. Working together we drive improvements to care, services and the experience of local people and members of staff.

The Trust is keen to develop its staff, postgraduate medical and nurse training takes place on both the main sites. Modern, up to date learning resource centres are available on both hospital sites along with many other training opportunities. Both hospitals already have educational links for undergraduate medical students with London Medical Schools.

Our Trust Values



Executive Team Structure



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

For further information visit the Trust website, www.esht.nhs.uk

Person Specification

	Essential	Desirable	Method of Assessment
Values and Behaviours	<ul style="list-style-type: none"> Put the patient first by being Compassionate, helpful, caring, respectful and patient Always taking opportunities to improve, encouraging excellence Work as one team – communicate, collaborate and share Respect each other by being polite, pleasant and listening 		Interview
Qualifications and Training	<ul style="list-style-type: none"> Hold a medical qualification or qualification registered with the GMC Entry onto the Specialist Register for GMC or be within six months of obtaining CCT/CCST or equivalent On specialist register for GIM and other medical specialty Appropriate higher medical qualification i.e. MRCP/MRCS or equivalent 	<ul style="list-style-type: none"> MD or equivalent higher degree or evidence of relevant research 	CV/Application
Clinical Experience	<ul style="list-style-type: none"> High standard of clinical skill and expertise in the specialty Able to contribute to the full range of skills required for the on call rota for the specialty Comprehensive clinical experience in general medicine and geriatric medicine. 	<ul style="list-style-type: none"> Good all round experience in General Internal Medicine and other Medicine Specialties. Special interest and expertise in subspecialty of geriatrics 	CV/Application/Interview

Management & Administrative Experience	<ul style="list-style-type: none"> • Audit/Research • Has attended a recognised management training event or will have such training on completion of CCT/CCST • Supervision of post graduate trainees • Personal time management skills • Clinical Governance • Ability to organise outpatient waiting lists 	<ul style="list-style-type: none"> • Familiarity within issues of service organisation and development 	CV/Application/Interview
Teaching Experience	<ul style="list-style-type: none"> • Experience of teaching undergraduate and postgraduate trainees • Ability to teach clinical skills 	<ul style="list-style-type: none"> • Experience of supervising junior doctors • Experience of teaching Lay groups and other staff groups • Ability to supervise postgraduate research 	Application/CV/ Interview
Research Experience	<ul style="list-style-type: none"> • Ability to contribute to change management • Ability to apply research findings to clinical problems • Ability to critically review research 	<ul style="list-style-type: none"> • Publications in peer review journals 	Application/CV/Interview
Language	<ul style="list-style-type: none"> • Demonstrable skills in written and spoken English to the appropriate standard necessary to fulfil the job requirements. 		Application/CV/Interview
Personal Attributes	<ul style="list-style-type: none"> • Ability to work in a multi-disciplinary team • Ability to work in partnership to deliver a patient centred service • Demonstrate an understanding and willingness to embrace user involvement • Good interpersonal skills • Enquiring, critical approach to work • Ability to communicate with patients and relatives • Commitment to continuing professional development • Willingness to undertake additional professional 		Application/CV/Interview

	<p>responsibilities to local, regional or national levels</p> <ul style="list-style-type: none"> • Willingness to work with consultant colleagues and management to maintain and develop a comprehensive service • Able to make own arrangements for travel between working sites • Commitment to Specialty development • 		
Other			

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