

Job description

POST

Consultant Geriatrician

SALARY

£93,666 - £126,281 per annum
(pro rata where applicable)

CARE GROUP

Queen Elizabeth the Queen Mother
Clinical Director Jonathan Purday

BASE

Queen Elizabeth the Queen Mother,
Margate

CONTACT

Dr Gunaratnam Gunathilagan via Samantha Husbands
Samantha.husbands@nhs.net

Hello.

We are looking to appoint a substantive whole time or part time Consultant Geriatrician for our Acute Geriatric service in East Kent Hospitals. We would welcome applications from candidates across the full spectrum of experience, from those who have recently completed training to those who have well established careers. Additionally, from those who have a special interest where they may want to work across specialties.

We currently provide an inpatient service on two acute hospital sites, at Queen Elizabeth the Queen Mother Hospital (QEQM) in Margate, Kent and The William Harvey Hospital (WHH) in Ashford, Kent. However, this post is for the QEQM.

We offer removal expenses, up to 32 days' annual leave and active support for study, quality improvement and patient safety work as part of our 'We care' improvement journey, and medical education and research.

About East Kent Hospitals

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We're on an exciting journey of transformation. With a new Medical School at the centre of our community, a focus on research, clinical leadership and making our trust a rewarding and friendly place to work, there's never been a better time to join us.



Consultant Geriatrician

Job plan (illustrative)

The Job Plan will be flexible around the needs of the individual whilst meeting the needs of the service. The job plan may be negotiated following a period of induction and thereafter will be reviewed on annual basis within the job planning cycle. The 10 PAs contract will include both direct clinical care (DCC) and supporting activity (SPA). Extra PAs may be available to applicants for personal or professional reasons to work more than 40 hours per week.

We will work with you to shape the ideal job plan upon successful appointment, and review it with you after three months and then annually – so you can keep the perfect fit.

We will also provide the essential resources to support you in your duties, including administrative support.

Role specific duties

The Consultant will have a continuing responsibility for the care of patients in their charge and to undertake the administrative duties associated with their care. They will be expected to co-operate with the Clinical Director and Care Group Management on organisational and budget issues.

The Post holder will work closely alongside other Geriatricians in post to create a pleasant working environment with teamwork at the heart of what you do.

The on-call commitment and acute hospital sessional commitment to medicine and rehabilitation will be organised with the Consultant's colleagues to ensure both delivery of this goal and continuity of responsibility for inpatient care. The on-call commitment will include 1:8 week day cover and a 1:10 weekend cover.

In addition to general medical and rehabilitation duties there are flexible commitments, including administration, management, committee work, pastoral visits, relative interviews etc. Appropriate acute skills are required in view of the acute admissions under the age-related policy.

The HCOOP Directorate has a strong history of Clinical Leadership, and we will encourage new colleagues to develop their Leadership and Management skills with education programs and mentorship.

Our Geriatricians will be responsible for the provision of comprehensive and high-quality Geriatric Medicine from the Emergency floor through to discharge. The sites operate an age-related take with patients over 75 years old being admitted under Health Care of Older Persons (HCOOP). The Consultant will lead a multidisciplinary team to care for a cohort of patients on our Geriatric Medicine base wards.

The Geriatric Medicine service also runs our Frailty Unit which provides same day emergency care, and assessment beds to support patients to return home as quickly as possible where admission is not indicated. This is supported by a multidisciplinary Frailty Team who work to enable prompt CGA initiation, working



closely with an established Integrated Discharge Team and our community partners. This will lead away from age related services towards an Acute Frailty service.

We offer up to 32 days annual leave and active support for study, quality improvement safety work as part of 'We care improvement journey, and medical education and research.

This role also attracts a recruitments premium of up to £20k and we can also support with removal expenses.

There are great transport links including the new Thanet Parkway – a Multimillion-pound development in the heart of Thanet providing excellent train services to and from the capital.

We will work with you to develop your specialist interests whether these be further developing our existing services, or looking to develop new services for our Trust. We will work with you to shape the ideal job plan upon successful appointment, and review it with you after three months and then annually – so you can keep the perfect fit. The starting 10 PAs contract will include both direct clinical care (DCC) and supporting activity (SPA). Extra PAs may be available to applicants for personal or professional reasons to work more than 40 hours per week.

Acute Frailty

Currently the Trust has Acute Frailty services at the QEQM and WHH sites. Where possible, frail patients with acute medical illnesses are admitted directly to a Frailty ward from A&E. This allows for comprehensive assessment and seamless rehabilitation goals from admission to discharge, and a reduction in the risk of functional decompensation as a consequence of illness. The wards are supported by daily board rounds led by a Consultant Geriatrician and strong multidisciplinary team. At QEQM, a team of therapists, Advanced Clinical Practitioners and Discharge team proactively manage frail patients from the point of admission through to discharge, irrespective of which ward area they are admitted to. This prevents duplication of assessments and reduces delays and workloads.

Falls and Osteoporosis

There is an active, nurse led, Fracture Liaison Service. Whilst it is not a gold standard service, patients over 50 years who present to the Emergency Department following a fragility fracture are identified, screened and treated, where appropriate, for osteoporosis and falls. A comprehensive Osteoporosis Service is also provided, offering all treatments, including Denosumab, Zoledronate, Teriparatide and Romosozumab and access to DEXA scans. These services are led by a Consultant nurse and supported by 2 Osteoporosis nurses.

Dementia

We are proud to have a Dementia Team who are supported by Clinicians. They provide proactive advice and support in the management and on-going care of patients with delirium and dementia, assisted by a strong Liaison Psychiatry team. We have successfully embedded new assessments and care pathways, with success in the delivery of the National Dementia CQUIN.



Movement Disorders Services

Alongside this post there are other Consultants who work closely with the Neurology Team and the Parkinson's Specialist Nurses to support clinic-based Movement Disorder Services and Inpatient Liaison. There are close links with regional Neuroscience centre at Kings Hospital in London and an approved educational supervisor accreditation course by our medical educational department. Interest in this role would be considered when developing the early stages of the job plan. (Experience in Movement disorders is desirable however not essential).

Opportunity of Kent and Medway Medical School

You will have the great opportunity of liaising with the Kent and Medway Medical school to become an Honorary Senior Lecturer for the new generation of Medical students. This started in 2020 and is their 4th year of Enrolment currently and you will get the opportunity to pass down your knowledge to Medical students of the future, teaching them all you have learnt as throughout your professional career.

- Communicate effectively with all other medical and service departments within the hospital, and with GPs and other hospitals, to ensure continuous care for each patient
- Undertake non-emergency work during premium time as required
- Respond to patient complaints in line with our complaints policy
- Support the Trust's financial sustainability by collaborating with your clinical and operational directors on budget issues
- Help us keep services running smoothly by giving eight weeks' notice of annual and study leave.

Most challenging part of the job

Balancing the challenges of providing highly specialised, expert clinical leadership and high quality, safe services with excellent outcomes, in a way that delivers efficiencies and meets the expectations of patients and public.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- Comply with GMC guidance, all clinical risk management processes and national and local infection control policies and procedures
- Audit your clinical outcomes, report clinical incidents and alert the trust to risk
- Participate in annual appraisal and work to foster good team relationships
- Communicate effectively with all other medical and service departments within the hospital, and with GPs and other hospitals, to ensure continuous care for each patient
- Undertake non-emergency work during premium time as required
- Respond to patient complaints in line with our complaints policy
- Support the Trust's financial sustainability by collaborating with your clinical and operational directors on budget issues
- Help us keep services running smoothly by giving eight weeks' notice of annual and study leave.

Teaching

We're passionate about teaching, so you'll play your part in teaching the next generation of doctors, nurses and other clinical staff. We'll ask you to help recruit junior staff and supervise their education, including their educational contracts, regular appraisal, study leave, annual leave and rotas – and make sure you keep up-to-date on educational development. If you're a new consultant, you'll be asked to enrol on an approved educational supervisor accreditation course by our medical educational department.

Research

We are one of the most research-active acute Trusts in the region and we encourage all newly appointed Consultants to take on the role of Principal Investigator, with full training and support.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	<ul style="list-style-type: none"> ▪ Full GMC Registration ▪ Specialist Registration or will obtain within six months of interview date 	<ul style="list-style-type: none"> ▪ Higher Degree (MD /PhD or equivalent) in Geriatric Medicine 	<p>Interview</p> <p>Application Form</p>
Skills and experience	<ul style="list-style-type: none"> ▪ Geriatric Medicine experience within the NHS ▪ Ability to communicate and effectively with patients, relatives and other members of multi-disciplinary team. ▪ Ability to make patient management decisions, seeking guidance from colleagues when required. ▪ Ability to work as a team with medical and other. ▪ Evidence of leadership skills ▪ Evidence of teaching 	<ul style="list-style-type: none"> ▪ Experience or interest in Parkinson Disease, Movement Disorders, Frailty, Orthogeriatrics or other Special Interest 	<p>Interview</p> <p>Application Form</p>
Clinical governance	<ul style="list-style-type: none"> ▪ Experience in Audit ▪ Experience in service improvement 		<p>Interview</p> <p>Application Form</p>
Personal/professional attributes	<ul style="list-style-type: none"> ▪ Adheres to GMC code of conduct Upholds Trust Values 		<p>Interview</p> <p>Application Form</p>
Other requirements	<ul style="list-style-type: none"> ▪ Candidates must be able to demonstrate the ability and willingness to travel effectively between sites 		<p>Interview</p> <p>Application Form</p>

The small print

The post will be appointed to under the Terms and Conditions of Service for Hospital Medical and Dental Staff. You are required to be fully registered with the General Medical Council and on the Specialist Register or eligible for inclusion on the Specialist Register within six months of the date of interview.

The passing of a medical examination is a condition of employment.

You will be required to reside not more than 30 minutes away from your base, unless specific approval is given by the Chief Executive and Chief Medical Officer. You will need to be able to be contacted by the Trust at all times .

Every Consultant must adhere to the Trust policies and procedures including documentation of all activity both in outpatients and theatre.

About Queen Elizabeth the Queen Mother Hospital

The Queen Elizabeth The Queen Mother Hospital in Margate is a vibrant district general hospital and specialist centre for gynaecological cancer, providing emergency and elective services and comprehensive trauma, orthopaedic, obstetrics, general surgery and paediatric services within a coastal and rural geography. It has modern operating theatres and an ITU, a Cardiac Catheter Laboratory, a Renal satellite service and Cancer Unit, and co-located adult and elderly mental health facilities. It has a well-equipped postgraduate teaching centre and staff accommodation, and will host the Clinical Trials Unit for Kent, currently under development. The site has attracted national investment, with funding to expand its busy emergency floor.

Margate and its surrounding coastal towns and villages provide beautiful beaches, charming places of historic interest and stunning countryside. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

Grow your career in the Garden of England

At East Kent, we will do all we can to help you grow a career around you, your family, your location and your interests.

We offer flexible and fulfilling career solutions that work for you and unique opportunities to innovate and inspire – all in a county where you can enjoy your life to the full, whatever your interest.

How to apply

For more information or to arrange to visit us, please contact Samantha Husbands
Samantha.husbands@nhs.net

