



Royal United Hospitals Bath
NHS Foundation Trust

Job Description

For

Consultant in General Internal Medicine (Fixed Term)

The RUH, where you matter

At the RUH we're proud to put people at the heart of what we do, striving to create an environment where everyone matters. Everyone means the people we care for, the people we work with and the people in our community.

We provide a [wide range of services](#) including medicine and surgery, services for women and children, accident and emergency services, and diagnostic and clinical support services.

We also provide specialist services for rheumatology, chronic pain and chronic fatigue syndrome/ME via the Royal National Hospital for Rheumatic Diseases.

We work closely with other health and care organisations as members of the Bath and North East Somerset, Swindon and Wiltshire Integrated Care Board. We strive to improve the health and wellbeing of the people in our community by working together build one of the healthiest places to live and work.

Management Structure

The Trust has a divisional structure. There are three clinical divisions, Medicine, Surgery and Family and Specialist Services, supported by two additional divisions, Corporate Services and Estates & Facilities. Each Clinical Division is led by a senior management team, consisting of a Divisional Director, Divisional Director of Operations and a Divisional Director of Nursing. Each also has a Clinical Governance Lead in the senior divisional team. Anaesthesia, ICM and pain services sit within the division of surgery.

The senior management team meets with other divisional colleagues to discuss both operational and strategic issues for the specialities within the division.

Operational management decisions are made by the Management Board which consists of the executive directors and representatives from the three divisions.

The hospital is managed by a Trust board, which consists of a chair, six non-executive directors and eight executive directors. The day-to-day management of the hospital is the responsibility of the chief executive assisted by the executive directors, and supported by the three clinical divisions.

Executive directors: Chief Executive; Chief Operating Officer; Director of Finance; Chief Nurse; Chief Medical Officer, Director of People & Culture, Strategy Director and Director of Estates & Facilities.

JOB OUTLINE

Appointment

This is a fixed term post to cover a period of sick leave, until September 2024. The post will free up the speciality team (Endocrinology) to cover outpatient work and assist the Acute Medical team with Same Day Emergency Care (SDEC).

Details of the Post

Clinical Duties:

Mornings:

You will be the Consultant responsible for the care of inpatients on Parry Ward, a 28-bedded general medical ward with a small number of speciality-specific (largely diabetes) patients. Each morning you will lead the ward round, supporting the junior medical staff and medical nurse practitioners. You will also lead the white board round with the multi-disciplinary team.

Staffing on the ward varies day to day with rotas with the aim to have 4 ward-based clinicians where possible. Currently available staff:

IMT1

F2

F1 x5 (2 LTFT – job share)

Senior MNPs x3

Junior MNP (non-prescriber)

Middle grade cover (timetabled to fit in with other commitments):

Clinical Fellow (ST4 level) (2 ward rounds per week and afternoon support)

SpR (ST4) x2 (1 ward round per week)

Afternoons:

Troubleshoot problems on Parry/ undertake any necessary admin

Assist the Acute Medical team with Same Day Emergency Care (SDEC) – mainly post take patients ready to be reviewed 14.00-17.00.

Consultants are required to undertake the administrative duties associated with the care of patients and the running of clinical areas where they work.

General Requirements: Subject to the provisions of the Terms and Conditions of Service, you will be expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters and to follow the standing orders, financial instructions and code of expectations of the Trust.

Commencement of duties

This post will commence as soon as possible.

Office and Secretarial Facilities

Shared secretarial support will be provided if necessary. Personal office space is available with access to a PC. The post holder may be expected to share an office with another colleague.

Timetable

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan that occur at regular times during each week including supporting professional activities.

Day	Time	Location	Work	Categorisation	Hours
Monday	08.00-12.00	RUH	Ward Round - Parry	DCC	4
	13.00-17.00	RUH	SDEC/Parry queries/admin	DCC	4
Tuesday	08.00-12.00	RUH	Ward Round - Parry	DCC	4
	13.00-17.00	RUH	SDEC/Parry queries/admin	DCC	4
Wednesday	08.00-12.00	RUH	Ward Round - Parry	DCC	4
	13.00-17.00	RUH	SDEC/Parry queries/admin	DCC	4
Thursday	08.00-12.00	RUH	Ward Round - Parry	DCC	4
	13.00-17.00	RUH	SDEC/Parry queries/admin	DCC	4
Friday	08.00-12.00	RUH	Ward Round - Parry	DCC	4
	13.00-17.00	RUH	SDEC/Parry queries/admin	DCC	4
Additional agreed activity to be worked flexibly					
Predictable emergency on-call work					
Unpredictable emergency on-call work					
Total Hours					40
Total PAs					10

Accountability

The Chief Executive is managerially responsible for the services provided by the Trust and the Lead Clinician is responsible for the provision of the service. The post holder will be responsible for the discharge of their contractual duties through the Lead Clinician to the Chief Executive.

The Foundation Trust will take direct responsibility for costs and damages arising from medical negligence in the treatment of NHS patients, where they (as employers) are vicariously liable for the acts and omissions of their medical and dental staff. However, it is strongly advised that the person appointed maintains defence body membership in order to cover any work, which does not fall within the scope of the hospital policy.

A medical professional indemnity scheme is available to cover compensation (including claimants' costs and expenses) arising from medical negligence in the treatment of private patients at the Royal United Hospital.

Health & Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and any subsequent relevant legislation and must follow these in full at all times including ensuring that they act in line with all agreed procedures at all times in order to maintain a safe environment for patients, visitors and staff. Failure to comply with these policies may result in disciplinary action up to and including dismissal.

Healthcare Associated Infections (HCAs)

All Trust staff have a responsibility to act and follow all instructions to protect patients, staff and others from HCAs. All staff are required to follow the NHS Hygiene Code and all Trust policies and procedures related to it and the Health Act 2006. Failure to comply with any of these may result in disciplinary action up to and including dismissal.

Medical Examination / Screening

At any stage of your employment you may be required to undergo a medical examination to confirm your fitness to undertake your duties. All medical and dental practitioners are appointed subject to medical screening. Vaccinations and immunisations except Yellow Fever may be obtained by contacting the Occupational Health Department at the Royal United Hospital on Extension 4064.

If this post has been identified as one involved with exposure prone procedures, satisfactory Hepatitis B status will be a condition of your employment with this Trust. You will be required to either undergo the immunisation process or produce written evidence of satisfactory Hepatitis B status prior to taking up this appointment.

As this appointment will provide substantial access to children, an enhanced Criminal Records Bureau check on convictions will also be necessary.

ACADEMIC FACILITIES

The Royal United Hospital has two centres for academic support. The Post Graduate Medical Centre has excellent lecture and meeting facilities including a surgical simulation suite. The Bath Academy Education Centre houses an excellent medical library, clinical simulation suite, resuscitation training and again has extensive meeting facilities.

In addition to these facilities the Wolfson Centre houses a number of departments that are linked to Bath University with whom the hospital has excellent links. Bath University has a School for Health where academics collaborate actively with hospital staff over a wide range of disciplines. The hospital is also closely linked with Bristol University Medical School.

Undergraduate and post graduate training is undertaken on site. Many consultants have honorary appointments at Bath and Bristol Universities. There are strong links with several other universities and several members of staff have honorary chairs. There is a long tradition of research and education at the hospital and a regular supply of undergraduate students. All locum consultants are expected to take part in these teaching activities.

There is an active research and development department which fosters and facilitates research in all medical disciplines.

CLINICAL GOVERNANCE

The NHS Executive has defined Clinical Governance as:

“A framework through which NHS organisations are accountable for continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which excellence in clinical care will flourish”

In line with Government requirements, the Trust has established a Clinical Governance Committee. The Chief Executive is the accountable officer and the lead is the Director of Nursing, who is responsible for ensuring that systems for clinical governance are in place and monitoring their continued effectiveness.

As part of the requirements of clinical governance, the Trust's Committee is ensuring that all hospital doctors participate in audit programmes, including, where appropriate, specialty and sub-specialty national audit programmes.

Procedures are in place for all professional groups to identify and remedy poor performance, including critical incident reporting, professional performance and supporting staff to report any concerns they may have about colleagues' professional conduct and performance.

CONDITIONS OF SERVICE

National terms and conditions of service (Consultants (England) 2003) cover the post.

This post is open to applications to candidates who wish to work less than full time or would like a job share.

Residence within either 10 miles of, or thirty minutes by road (e.g. from RUH) is a requirement of this post.

This post is subject to an Exception Order under the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974.

The post is subject to pre-employment checks such as Disclosure and Barring Service, Occupational Health, Visa clearance (where applicable) and satisfactory references.

You are required to be registered with the General Medical Council with a licence to practice/General Dental Council throughout the duration of your employment and to comply with and abide by the relevant code of professional practice, as appropriate.

Canvassing

Candidates should note that canvassing any member of the Advisory Appointments Committee or the RUH NHS Trust will result in their being disqualified (see Statutory Instrument 1983 No 276 para 8,1,b).

Policies and Procedures

The post holder is required to familiarise themselves with all Trust policies and procedures and to comply with these at all times. Failure to comply with any of these policies may result in disciplinary action up to and including dismissal.

Confidentiality and Data Protection

The post holder must maintain the confidentiality of information about patients, staff and other health service business and meet the requirements of the Data Protection Act (1998) at all times. The post holder must comply with all Trust Information and Data Protection policies at all times. The work of an NHS acute Trust is of a confidential nature and any information gained by the post holder in their role must not be communicated to other persons except where required in the recognised course of duty. Failure to comply with any of these policies may result in disciplinary action up to and including dismissal.

No Smoking

The Royal United Hospital, Bath NHS Trust is a Smoke Free hospital and site and all Trust staff are not permitted to smoke on any part of the site at any time. Failure to comply with this policy is likely to result in disciplinary action up to and including dismissal.

Equality and Diversity

The Trust has adopted a Managing Staff Diversity Strategy & Policy covering all of its staff and it is the responsibility of all Trust staff to comply with these requirements at all times. The key responsibilities for staff under this Strategy and Policy are set out in the Trust Code of Expectations for Employees. Failure to comply with these policies may result in disciplinary action up to and including dismissal.

Safeguarding Children & Adults

All Trust staff have a responsibility to safeguard adults & children which includes an understanding of the relevant Trust & Local Safeguarding Adults & Children's Board Policies.

Conflict of Interest

All Trust staff are required to identify and report any potential conflict of interest in line with the Trust Code of Expectations of Employees and other Trust policies.

Person Specification

Consultant in General Internal Medicine

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>Qualifications</p> <p>Basic</p> <p>Postgraduate</p>	<p>MRCP or equivalent</p> <p>Full Registration with a licence to practice with the GMC</p> <p>Entry on Specialist Register (or entry expected within six months of interview date)</p>	<p>Higher Degree</p>
<p>Clinical</p>	<p>Clinical training and experience equivalent to that required for gaining UK CCST in relevant speciality.</p> <p>Ability to offer a senior opinion on a wide range of medical problems and take full clinical responsibility for unselected medical take</p> <p>Ability to perform basic practical procedures relevant to acute medicine</p>	
<p>Management and Administrative</p>	<p>Ability to advise on the efficient and smooth running of acute unselected take and a specialty unit</p>	
<p>Teaching</p>	<p>Experience of supervising junior doctors and teaching trainees clinical skills</p>	<p>Experience of supervising SpRs and teaching of undergraduates</p>
<p>Other Requirements</p>	<p>Ability to work effectively in a multidisciplinary clinical team</p>	