

JOB DESCRIPTION

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|------------------------|---|
| Job Title | Speciality Doctor in Emergency Medicine |
| Job Matching Reference | N/A |
| Band / Grade | Specialty Doctor |
| Directorate | Emergency and Urgent Care |
| Reports to | Dr Ahmad Ammar |
| Accountable to | Clinical Lead |

ORGANISATIONAL STRUCTURE

The George Eliot Hospital has approximately 300 beds, catering for General Medicine, General Surgery, Care of the Elderly, Paediatrics, Obstetrics and Gynaecology, Trauma and Orthopaedics and Emergency Department, with supportive from the nearby Tertiary Centres of Leicester and Coventry.

Here at George Eliot our vision to '**excel at patient care**' takes centre stage. An ever evolving clinically led acute service provider we are on a journey to continually provide high quality, safe and responsive services delivered by inspiring, friendly, and compassionate staff who share our corporate values which underpin everything we do. Our values are not just words on a piece of paper, they bond us together, reflect our ambition and shape who we are:

- **Effective Open Communication**
- **excellence and safety in everything we do**
- **Challenge but support**
- **Expect respect and dignity.**
- **Local health that inspires confidence**

The Emergency and Urgent Care Department has been consistently performing well against the 4-hour and our Ambulance Turn Around target and is consistently within the top 10 Trust's nationally for our performance.

- **Benefits:**
- **Certificate of sponsorship (CoS)**
- **27 days minimum annual leave plus bank holidays**
- **5 days study leave per annum.**
- **NHS Fleet – Car leasing scheme for substantive NHS employees.**
- **Cycle to work scheme.**
- **On-site nursery**
- **On-site discounted gym**
- **Subsidized restaurant**
- **Internal wellbeing support through wellbeing advisors**

- **NHS pension with employers' contribution**

PURPOSE

Rota Pattern: 1 in 12 weeks 10 PA rota

Additional 1000-2000 shifts (Sundays) on week 2 on the 12-week rolling rota for the MG to make up the 10 PA's.

| | Mon | Tues | Wed | Thurs | Fri | Sat | Sun |
|----------------|-------------|-----------------|-----------------|-------------|-----------------|-----------|-----------|
| Week 1 | 0800-1800 | 0800-1800 | 0800-1800 | 2200-0830 | Off | Off | off |
| Week 2 | 1600-0100 | 1600-0100 | 1500-0000 | 1500-0000 | Off | Off | Off |
| Week 3 | 2200-0830 | 2200-0830 | 2200-0830 | Off | Off | Off | Off |
| Week 4 | Off | Off | Off | Off | Off | Off | Off |
| Week 5 | 1300-2300 | 1300-2300 | 1300-2300 | 1300-2300 | Off | Off | Off |
| Week 6 | 12:00-22:00 | 12:00-22:00 | SPA 08:00-18:00 | Off | 0800-1800 | 0800-1800 | 0800-1800 |
| Week 7 | Off | Off | 12:00-22:00 | 12:00-22:00 | 12:00-22:00 | Off | Off |
| Week 8 | 1500-0000 | 1500-0000 | SPA 08:00-18:00 | Off | 2200-0830 | 2200-0830 | 2200-0830 |
| Week 9 | Off | Off | SPA 08:00-18:00 | 08:00-18:00 | SPA 08:00-18:00 | Off | Off |
| Week 10 | Off | Off | Off | Off | Off | Off | Off |
| Week 11 | 0800-1800 | 0800-1800 | Off | Off | 1300-2300 | 1300-2300 | 1300-2300 |
| Week 12 | Off | SPA 08:00-18:00 | 0800-1800 | 0800-1800 | 0800-1800 | Off | Off |

MAIN DUTIES AND RESPONSIBILITIES

We wish to strengthen our middle grade tier and are looking for candidates with substantive experience in Emergency Medicine to cover a full shift rota including 1 in 3 weekends.

Are you a motivated and committed individual who wishes to work for an organisation which has successfully turned itself around and is now committed to providing outstanding patient care? If

so, then an exciting opportunity has arisen to join our friendly and supportive Emergency Department as a Speciality Doctor.

We are looking for dynamic, enthusiastic, and motivated individuals with a desire to progress in the specialty of Emergency Medicine. We will offer a supportive environment with excellent educational facilities, where you can gain more experience and develop your portfolios, with the added advantage of three hospitals in the group.

We are supporting CESR programme (for those who would qualify), being mentored, coached, and supported by CESR Consultant to guide you in your application toward a Certificate of Eligibility for Specialist Registration - CESR. This programme will support you in your career progression and adaptation to the NHS.

The Successful candidates will play an active role in the day-to-day management and administration of the Emergency Department. He/she will be expected to support and assist the Consultants with audit and teaching of the A&E medical staff, nursing staff and students. Opportunities to get active involvement in RCEM and local audits, quality improvement projects (QIPs), clinical governance, and the development of departmental policies will also be provided.

In conjunction with Consultants and Senior colleagues, the speciality doctors play a full part in the out-of-hours On-Call service for the emergency and urgent care department. This includes being on-call and nights, referral of patients to appropriate in-patient facilities, Involvement in Emergency Medicine multi-disciplinary teams and meetings, support ENPs, ACPs and GP in urgent care depending on the needs of patients.

The post-holder must ensure that all relevant documentation is completed for each patient seen, including the required data input for the departmental computer systems and the generation of a GP letter if needed.

The post-holder will also be encouraged to update their knowledge and skills by attending appropriate courses/meetings/workshops/simulations. Appraisal will be used to monitor progress throughout the post and to identify future training needs.

We have strong links with Warwick Medical School and there will be opportunities for academic links with Warwick University including teaching appointments and potential for faculty association.

RELATIONSHIPS

The post holder will work alongside a team of A&E consultants, Middle grade Registrars, Junior doctors, SHOs, GP Trainees, FY1, FY2, Clinical Fellows, Medical students, GPs, ACPs, ENPs, Nurses, HCAs, managerial and operational staff etc.

We at George Eliot hospital offer a combination of consultant-led and consultant-delivered safe patient care. The specialty doctor will be the doctor in charge of the department at night with a consultant on call from home after midnight. The successful candidate will be working on the Middle Grade rota and accountable to the EM Consultants.

We expect for the candidate to have good leadership skills, ability to manage the Department, including flow through the ED. The successful candidate will have a dedicated mentor (Clinical Supervisor) and dedicated SPA time for training, CPDs and quality improvement projects, plus budgeted study leave days.

ADDITIONAL INFORMATION

1. Trust EXCEL Values and 'Behavior Framework'

Our EXCEL values are at the heart of everything we do and how we treat each other. They were developed by our colleagues and describe what we think is important, including:

- essential guiding principles about the way that we work and set the tone for our culture, and identify what we, as a whole, care about;
- shared ideas and attitudes that guide our organisational thinking and actions
- common purpose and understanding that helps us to build great working relationships



We make our EXCEL values real by demonstrating them in how we behave every day. Our EXCEL behaviours apply to all and are about how we work. They are part of everyone's role and help us to make sure we demonstrate our values. The EXCEL behaviours demonstrate the attitudes and approach we take to work; they are:

✓ how we do things; ✓ how we treat others; ✓ what we say and how we say it; ✓ how we expect to be treated.

Having clear expectations around behaviours will support all of us, every day, to deliver our ambition to create an EXCELlent colleague experience to EXCEL at patient care.

2. Sustainable Development

It is the responsibility of all employees to support the Trusts' vision for sustainable development. To undertake their duties in a way that is not wasteful of environment, financial and social resources.

3. Criminal Records

Criminal records will be considered for recruitment purposes only when the conviction is relevant. As George Eliot Hospital NHS Trust meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, applicants who are offered employment (subject to meeting disclosure criteria), will

be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, or final warnings, as well as convictions.

4. Confidentiality and Data Quality

To comply with the Data Protection Act 1998 and NHS Confidentiality guidelines e.g. Caldicott, General Medical Council (GMC), the post-holder must maintain confidentiality, security and integrity of information relating to patients, employees and other Health Service business, including commercially sensitive data.

All employees must ensure that they are familiar with and comply with the duties and responsibilities outlined in the Trust's policy and procedures on Information Governance. Ensuring that all information collected, stored and used is done so in accordance with the Trust guidelines, including password protection and encryption.

This obligation shall continue in perpetuity.

All employees have a responsibility to ensure that the quality of data is maintained and to take an active role in the identification of, reporting and resolution of any data quality issues.

Breaches of confidence will result in disciplinary action being undertaken, which may result in dismissal. Regardless of any disciplinary action taken, a breach of confidence may also result in a civil action for damages.

The Freedom of Information Act 2000 requires all public organisations to provide any member of the public, upon receipt of a written request, with the information they require, subject to certain exemptions. All employees must take responsibility for any request for information that they receive and respond in line with the Trust's Freedom of Information Policy and Guidance.

5. Records Management

As an employee, you are legally responsible for all records that you gather, create, or use as part of your work within the Trust and they remain the property of the Trust. This includes patient, financial, personal, and administrative records, whether paper based or on computer. All such records are considered public records and you have a legal duty of confidence to all service users. You should consult the Trusts Corporate Records Policy and ask for guidance from your manager if you have any doubt about the correct management of records with which you work.

6. Health and Safety & Fire Safety

Employees must be aware of their general duties under the Health and Safety at Work etc. Act 1974, to take reasonable care of themselves and others around them, co-operate with the Employer in relation to Health and Safety and adhere to safe systems of work. In addition, they should ensure that they are aware of their roles in relation to the Management of Health & Safety at Work Regulations 1999, in relation to specific duties for carrying out risk assessments and risk mitigation commensurate to their role.

The post holder is required to comply with agreed fire procedures, taking appropriate action if the fire alarm sounds and attend relevant training programmes as required.

7. Risk Management

Employees have a responsibility to:

- Report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigation undertaken.
- Take part in risk assessments in relation to the tasks that are undertaken, with a view to identifying the associated potential risks.
- Attend training in risk management as appropriate to their grade.
- Promote an open and honest “fair blame” culture.
- Adhere to the responsibilities within the Risk Management/Health and Safety and other relevant policies ratified by the Trust Board and to attend appropriate mandatory training to facilitate this.
- Attend relevant risk management training to ensure that they can undertake their risk management and health and safety responsibilities in line with legal requirements.
- Ensure that external standards such as NHS Resolution, Clinical Negligence Scheme for Trusts (CNST) Controls Assurance and Care Quality Commission (CQC) Healthcare regulations (Outcomes) are met and that resources are made available to improve service delivery.
- Ensure that they are active within their roles to promote a positive risk management culture throughout the Trust.
- Monitor and continue progress to attain higher level of achievement and compliance against external standards and legislative requirements.

8. Safeguarding Children, Young People and Vulnerable Adults

The Trust has a clear commitment to safeguarding children, young people, and vulnerable adults. All employees will have an organisational and individual responsibility towards safeguarding children, young people and vulnerable adults with whom they have contact with.

To fulfil these duties all employees must attend training and development to recognise the signs and symptoms of abuse or individuals at risk; to follow local and national policies relating to safeguarding practice; and to report and act on any concerns they may have.

9. Infection Prevention and Control

The jobholder must always comply with the George Eliot Hospital NHS Trust Infection Control policies, in particular, by practicing Standard (Universal) Infection Control Precautions. Hand hygiene must be performed before and after contact with patients and their environment.

All employees must attend infection control training as required within their department or as directed by their line manager. In addition, employees with clinical responsibilities must ensure that they hold up to date evidence that supports safe infection control practices and procedures, including correct use of Personal Protective Equipment (PPE), use of aseptic techniques, safe disposal of sharps and management of patients with communicable infections.

Employees are required to report any breaches or concerns promptly using the Trust’s incident reporting system.

10. Equality, Diversity & Human Rights

George Eliot Hospital NHS Trust aims to promote equality of opportunity for all with the right mix of talent, skills and potential. George Eliot Hospital NHS Trust welcomes applications from diverse candidates. The Trust has a clear commitment to equal opportunities, and it is the duty of every employee to comply with the detail and spirit of the Trust’s policy.

Employees will have the right to be treated equitably and with dignity and respect in all areas of employment, regardless of age, gender, disability, ethnic or national origin, religious belief, sexual orientation, HIV status, social and employment status, gender reassignment, political affiliation, or trade union membership.

11. Conflict of Interest

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally, it is responsible for ensuring that employees do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Orders require any officer to declare any interest, direct or indirect with contracts involving the Trust. Employees are not allowed to further their private interests during their NHS duties.

12. No Smoking

The Trust acknowledges its responsibilities to provide a safe, smoke free environment for its employees, patients and visitors and is therefore committed to a No Smoking Policy. All Health Service premises are considered as non-smoking zones and smoking is not permitted in any part of the premises or grounds.

Employees can only smoke/vape out of working hours and off-site where they are non-identifiable as a member of the Trust. All employees have a responsibility to support the policy with their own behaviour and, to communicate it to others on site.

Assistance and support will be given to any employees who wish to give up smoking.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.