



CONSULTANT IN EMERGENCY MEDICINE

POST OF: CONSULTANT IN EMERGENCY MEDICINE

The following papers are attached:

1. Advertisement
2. Job Description
3. Person Specification
4. Job Plan Information
5. Division and service information
6. Main Conditions of Service
7. Oxford University Hospitals NHS Trust Profile

1. Advertisement wording

CONSULTANTS IN EMERGENCY MEDICINE

Oxford University Hospitals Emergency Departments offer a remarkable opportunity to excel in the field of Emergency Medicine. In a profession that demands resilience and expertise, our team's welcoming and congenial atmosphere, coupled with access to outstanding resources, positions us as one of the foremost destinations for emergency care specialists.

We are thrilled to present an exciting chance to become a part of our substantive Consultant team in Emergency Medicine. Together, we aspire to author the next chapter in delivering exemplary emergency care to the people of Oxfordshire.

Our unique setting provides an unparalleled blend of clinical exposure, encompassing both a Major Trauma Centre and Local Emergency Department, all within the confines of a single Trust. This creates the perfect environment for crafting flexible, robust, and sustainable job plans. Our consultant team boasts several members with subspecialty expertise, including ITU, Paediatric Emergency Medicine, and Prehospital Care. We also enjoy a close partnership with a world-class university, offering unparalleled research opportunities. Furthermore, the hospital's location provides the best of both worlds, with the city and countryside just a stone's throw away, and easy access to the Cotswolds, Midlands, London, and beyond.

Within our Trust, we are proud to have two exceptional Emergency Departments, each served by our dedicated team of Emergency Medicine Consultants. The John Radcliffe Hospital (JRH) is designated as a 'Major Trauma Centre,' offering the full spectrum of secondary and tertiary specialties. With an annual ED attendance exceeding 100,000, it serves a population of approximately 400,000.

The Horton Hospital is designated as a 'Local ED,' operates around the clock with an annual attendance of 40,000 and caters to a population of approximately 200,000. This facility is intricately linked with the JRH, fostering close functional integration. Moreover, our partnership extends to all the downstream acute specialties on site, including Acute Medicine, Paediatrics, and Orthopaedics.

We have implemented an annualised rota system that offers greater flexibility for work scheduling. In addition, we offer enhanced compensation available to offset unsocial working hours. Our on-call commitments currently stand at 1:8, with a weekend frequency of 1:6.

We welcome applications from individuals interested in whole or part-time positions, as well as those open to job sharing. If you possess subspecialty expertise in areas such as Paediatric Emergency Medicine, Geriatric Emergency Medicine, Toxicology, Pre-hospital Medicine, and Research, we wholeheartedly encourage you to join our dynamic team.

Join us at Oxford University Hospitals Emergency Departments, where your skills will thrive, your expertise will be honed, and your contribution to emergency care will make a significant impact. It's time to embark on an exciting journey and be a part of something truly extraordinary.

Informal enquiries and visits are encouraged.

Contact Dr Adham Khalek Clinical Lead in EM 01865 221173

2. Job Description

JOB TITLE: Consultant in Emergency Medicine
GRADE: Consultant
DEPARTMENT: Emergency Department
ACCOUNTABLE TO: Dr Sudhir Singh (Clinical Director for AMR)
Dr Larry Fitton (Divisional Director for MRC)
PRINCIPAL ACTIVITIES:

Clinical

The Emergency Department operates across two sites, the John Radcliffe Hospital Oxford (JRH) and the Horton General Hospital Banbury (HGH). Our primary objective is to provide top-tier patient care as locally as possible, tailored to each patient's unique needs. Certain specialised pathways, such as those for hyper-acute stroke, acute myocardial infarction, major trauma, and surgery, leverage the advanced capabilities available at the JRH. Patients presenting at the HH with these conditions receive immediate emergency assessment, stabilisation, and transfer when necessary. At the JRH, specialized resident teams administer stroke thrombolysis and coronary angioplasty, highlighting our commitment to excellence in care.

The JRH is the central hub of the Thames Valley Trauma Network and the Emergency Department for the surrounding population. Recent estate enhancements have equipped us with a state-of-the-art facility, including a new Ambulatory and Trolley Assessment Area, an expanded Paediatric department, and a cutting-edge 9-bed Resuscitation Area. This area boasts adjacent CT scanning facilities, a shock suite, a dedicated paediatric room, and isolation facilities.

We are actively seeking senior medical professionals who are leaders in clinical practice, teaching, research, and service development. We invite enthusiastic individuals who can contribute their expertise to address the unique challenges we face locally. Applicants are encouraged to share their professional interests, whether in teaching, training, service development, or specific clinical areas like Trauma care or Paediatrics. We highly value those with a deeper experience in these areas, including dual accreditation, as well as individuals with a high level of versatile capability.

OxUH ED is deeply committed to aligning the workforce with patient needs, with a firm commitment to providing sustainable 24/7 services. Consultant rota patterns will naturally evolve over time, which may entail the introduction of consultant night shifts. Any shift pattern adjustments will be made collaboratively with the workforce, guided by a comprehensive departmental approach and adherence to RCEM (Royal College of Emergency Medicine) recommendations.

Upon implementation, we will transition to a comprehensive 24/7 rostered working pattern, incorporating onsite consultant night shifts. Our commitment to delivering exceptional emergency care extends to a round-the-clock presence, ensuring the highest standards of care and support for our patients.

Teaching/Research

Oxford University Hospitals NHS Trust is a teaching hospital Trust. The post-holder will be required to participate in programmes for instructing clinical students, training junior doctors and in clinical examinations. It is expected that this will be an integral part of everyday clinical activity.

The post-holder's contribution to teaching, training and research will be included in the regular job plan review.

Clinical Governance

The post-holder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management, quality improvement activities as required by the Trust, and external accrediting bodies.

Personal and Professional Development

The post-holder will be required to keep themselves fully up to date with their relevant area of practice and need to be able to demonstrate this to the satisfaction of the Trust. Professional or study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME (Continuing Medical Education) courses and other appropriate personal development needs.

Management

The post-holder will be required to work within the Trust's management policies and procedures, both statutory and internal, accepting that the resources available to the Trust are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with the Trust. He/she will undertake the administrative duties associated with the care of his/her patients, and the running of his/her clinical department under the direction of the lead clinician and Clinical Director.

Risk Management

The management of risk is the responsibility of everyone and will be achieved within a progressive, honest and open environment. Staff will be provided with the necessary education, training and support to enable them to meet this responsibility.

Staff should be familiar with the Major Incident Policy and Fire Policy and should make themselves familiar with the 'local response' plan and their role within that response.

Responsibilities for Health & Safety

The post holder is responsible for ensuring that all duties and responsibilities of this post are carried out in compliance with the Health & Safety at Work Act 1974, Statutory Regulations and Trust Policies and Procedures. This will be supported by the provision of training and specialist advice where required.

Infection Control

Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA. All staff employed by the OUH Trust have the following key responsibilities. They must decontaminate their hands prior to and after direct patient contact or contact with the patient's surroundings, have a duty to attend mandatory infection control training, and those who develop an infection (other than common colds and illness) that may be transmittable to patients have a duty to contact Occupational Health.

Equality and Diversity

The OUH values equality and diversity in employment and in the services we provide. We are committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised.

The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be based on the individual's ability to meet the requirements of the job.

Freedom of Information

Oxford University Hospitals NHS Foundation Trust

The post holder should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and is responsible for helping to ensure that the Trust complies with the Act when handling or dealing with any information relating to Trust activity.

Patient and Public Involvement

The Trust is committed to and has a statutory duty to; involve service users, carers and the public in the work of the organisation. We consider that patient and public involvement is the responsibility of every individual working for our Trust. All staff have a responsibility to listen to the views of patients and to contribute to service improvements based on patient feedback. You will be expected to support the Trust in this aim through your working practice.

Serious Untoward Incidents

All staff must report incidents and near misses so that the Trust can reduce the risk of harm by investigating and incorporating risk reducing measures to safeguard patients, visitors and staff, in accordance with the Trust Incident Reporting Policy.

Children's Rights

The post holder will always endeavour to uphold the rights of children and young people in accordance with the UN Convention Rights of the Child.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding children and vulnerable adults throughout the organisation. As a member of the trust there is a duty to assist in protecting patients and their families from any form of harm when they are vulnerable.

Information Governance

You must maintain a Trust email account. All staff must complete annual information governance training which can be completed on-line.

3. Person Specification

Requirements	Essential	Desirable	Measurable by
Professional Qualifications	Full GMC Registration and Licence to Practice CCT in Emergency Medicine, OR within six months of achieving CCT at time of interview Fellowship of the Royal College Emergency Medicine or equivalent ALS / ATLS / PALS or APLS provider	Subspecialty or Dual specialty accreditation Postgraduate Degree, Diploma or Certificate in a relevant area	Application
Clinical Experience	Able to see the full spectrum of patients of any age presenting to Emergency Departments Able to act as a Trauma Team Leader at a Major Trauma Centre Accredited Level 1 EM Ultrasound competencies	Accredited Level 2 EM Ultrasound competencies Experience working as a Consultant in EM Fellowship experience in: Acute Medicine, Intensive Care, Major Trauma, Geriatric Medicine, Paediatric Emergency Medicine or Prehospital Care	Application/ Interview
Clinical Governance	Participate in the systems and processes put in place by organisations to protect and improve patient care	Patient Safety Incident Response Framework (PSIRF) Training	Interview
Teaching	Ability and experience to teach Emergency Medicine at undergraduate and postgraduate level	Generic Instructor Training (or similar) Royal College Examiner Registered Educational Supervisor with the GMC	Application/ Interview
Research, Quality Improvement, and audit	Evidence of regular engagement with the delivery of research, audit, quality and/or service improvement. Current Good Clinical Practice (GCP) certificate or willingness to ensure GCP certification if appointed	Book or Peer reviewed journal publications Presentations at National or International Conferences & events Higher Research Degree (MSc, MD, DPhil/PhD or equivalent) Experience in designing/leading research and QI projects	Application/ Interview
Leadership & Management	Ability to provide clinical role modelling and clinical leadership Engagement with, and understanding of Key Performance Indicators	Line management and/or Leadership position experience RCEM EMLeader modules completion	Application/ Interview
Other Requirements	Satisfactory Immigration Status Satisfactory Health Clearance Enhanced CRB Disclosure Check Ability to fulfil all duties of post, including on-call commitments and travel to meet the requirements of the post. Able to work on a 24/7 rota which requires onsite working when rostered		Application/ Interview

4. Weekly Provisional Programmed Activities

The final Job Plan for the post will be agreed with the Clinical Director upon appointment and will be subject to renegotiation at least annually. The table below illustrates the *clinical work* periods to be delivered collectively by the consultant team.

John Radcliffe Hospital	
WEEKDAY	
3 Consultants (including PEM)	0800-1700
1 Consultant	1600-2230
2 Consultants (including PEM)	1600-0000
1 Consultant	2300-0900
WEEKEND	
2 Consultants	0800-1700
1 Consultant (PEM)	1300-2200
1 Consultant	1600-2230
1 Consultant	1600-0000
1 Consultant	2300-0900
Horton Hospital	
WEEKDAY	
1 Consultant	0800-1630
1 Consultant	1600-2215
WEEKEND	
1 Consultant	1300-2200

The higher resource applied to the JRH compared to the HGH reflects the higher activity at the JRH site. Weekend shifts are longer than weekday shifts, reducing the number of weekends worked to between 1 in 6. An enhanced job plan allows extra recognition to allow for the higher weekend cover and out of hours working.

Beyond midnight the JRH Department is moving towards a consultant delivered service with 24/7 consultant cover. Consultant expansion has started and these overnight shifts will be delivered in an incremental fashion by existing and new consultants as part of job plans. In addition we have ED 'middle grades' and F2/CT1-2/GPVTS doctors overnight.

Beyond 10pm the HGH Department is staffed by an experienced ED 'middle grade' supported by an ED consultant on-call and supporting downstream specialties. The on-call ED consultant is expected to attend to support the Department and Trust during periods of adverse case mix, acuity or activity.

Annual and study leave arrangements will be co-ordinated across the Emergency Department Clinical Unit to ensure that there is always an acceptable level of consultant cover. Successful applicants will be subjected to Trust level job planning reviews as and when they are undertaken.

Oxford University Hospitals NHS Foundation Trust

Job plans are fully annualised and bespoke to the individual Consultant's availability giving a high level of control over work life balance within reason. As such there is no standardised working week pattern. Real examples of weekly plans can be provided and explained by contacting the clinical lead for the department.

Programmed activity	Number
Direct clinical care	8.5
Supporting professional activities	1.5 (minimum)
Other NHS responsibilities	0
External duties	0
TOTAL PROGRAMMED ACTIVITIES	10

On-call availability supplement

Agreed on-call rota 1 in 4 to 1 in 8
Agreed category
On-call supplement 5%

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5. Division and Service Information

EM Consultants

Eslam Abdelrehem (Locum)	Deon Louw
Charlotte Brown	Sachin Mandalia
Ruth Carter	Priyadarshini Marathe
Sarah Cooper	Laura McCrae
Melanie Darwent	Ed Norris-Cervetto
Neil Dawson	Alex Novak
Moya Dawson	Jude Okoye (Locum)
James Dearman	Ravi Pattanshetty (Locum)
Iain Edgar	James Ray
Larry Fitton	Nick Richens
Meenal Galal	Simon Smith
William Gibbs (Locum)	Jiske Steensma
Alice Gibson	Suzy Stokes
Lorraine Greasley	Jon Walker
Aqib Hafeez	
Oli Hawksley	
Stephanie Horne	
Tom Hughes	
Amina Kaval	
Adham Khalek	

Division of Medicine, Rehabilitation and Cardiac (MRC)

Divisional Director:	Larry Fitton
Divisional Medical Director:	Sarah Smith
Divisional Nurse:	Louise Rawlinson

Directorate of Acute Medicine and Rehabilitation (AMR)

Clinical Director:	Sudhir Singh
Operational Services Manager:	David Griffiths
JR Matron:	Katy Mimpres
HGH Matron:	Michelle Brock
Deputy Matron:	Fran Woolman

More comprehensive information about the service is available on request. An understanding of the pathways, people and physical infrastructure can only be acquired through visits in person, and we very much encourage prospective applicants to visit the sites, and to meet the clinical and management teams including interface specialties such as Trauma. The team would be delighted to coordinate such visits.

6. Main Conditions of Service

1. The post is covered by the National Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and the Conditions of Service determined by the General Whitley Council for the Health Services (Great Britain), as amended from time to time. As the Trust develops it will review these terms and may vary the national agreements to respond to local conditions and reflect Trust requirements following negotiation with the BMA Local Negotiating Committee.
2. The appointee will be required (in all cases unless specific approval for a greater distance is given by the:
 - (a) to maintain his/her private residence in contact with the public (landline) telephone service,
 - (b) when on-call to reside within ten miles by road from John Radcliffe Hospital Trust or an agreed distance between the John Radcliffe Hospital and the Horton General Hospital.
 - (c) to maintain their permanent private residence within 25 miles of the John Radcliffe Hospital.
3. Removal expenses where appropriate will be paid to the new consultant in accordance with the Trust's Terms and Conditions of Service.
4. The salary scale is £93,666 – £126,281 with nine thresholds (1 April 2023).
5. The successful candidate must hold full registration and licence to practice with the GMC.
6. The successful candidate must have CCT (or equivalent for non-UK applicants of equivalent status), or be accredited (or equivalent), and be on the GMC Specialist Register in the specialty appropriate for the consultant post at the time of taking up the consultant appointment.
7. The successful candidate is not required to subscribe to a recognised professional defence organisation to fulfil their contractual obligations to this Trust but should ensure they has adequate defence cover as appropriate, for example, for private and Category 2 work, and for GMC disciplinary proceedings.