

# Consultant Geriatrician

## Job Description



**Salary Range:** £93,666 - £126,281 per annum (full time)

**Base:** Royal Surrey NHS Foundation Trust, Guildford, Surrey

**Directorate:** Access and Medicine



## OUR ROYAL SURREY FAMILY

We are a clinically led NHS trust providing joined up care by bridging the gap between hospital and community services.

We are also a regional cancer centre and provide many world class services and aspire to deliver more for our patients in the future.

Our compassionate, caring and friendly colleagues make up our Royal Surrey family and are at the heart of what we do. We all have a passion for learning, continuous improvement and excelling together through innovation, research and development.

## WHERE ARE WE GOING

We have a clear strategy and a plan for how we will get there. We have turned our goals into 'True North' objectives – ambitious destinations that act as a compass and guide us on our improvement journey.

We are working together towards:

- Zero harm
- Having surplus funds each year to reinvest in services
- Being in the top 10% for staff engagement
- Deliver all nationally set targets for emergency care, referral to treatment and others
- With system partners improve population health, patient experience and reduce the cost of care per person



## HOW WE WILL GET THERE

Royal Surrey is a place with dedicated teams and individuals with a great reputation and history of embracing quality improvement (QI) and transformation work. Continuously improving is one of our core values. For a number of years hundreds of colleagues have been trained in improvement methodology. Today, the Trust has put QI firmly at the centre of its strategic journey. It is seen by the board as the vehicle which the Trust will use to reach the goals set out in the 2018-23 strategy.

*The emphasis is not on starting something new, rather it is building on the learning and skills developed in the past and enhancing those to help shape and improve the future.*



# Introduction

Thank you for your interest in the post of Consultant Geriatrician.

We are looking to recruit a substantive Consultant in Geriatric Medicine who will join our Ageing & Health team and be based at our Royal Surrey site.

The Department of Ageing & Health provides excellent comprehensive care for older people living with frailty across both acute hospital and community settings. We are proud to have one of the best frailty services in the country led by a team of dynamic Consultants and Associate Specialists. We work closely together to deliver our overarching Frailty Strategy, aiming to improve the care of all patients living with frailty in Guildford and Waverley.

We are currently working to integrate acute and community frailty services in order to provide seamless care for our patients. For those with emerging or stable frailty we offer proactive comprehensive geriatric assessment and for those in crisis, we have developed effective alternatives to admission including urgent crisis response, same day emergency care and hospital at home / virtual wards.

We have established the Guildford and Waverley Frailty Academy. This has embedded education and training across the local system and within the acute Trust. We have developed internal trainee Advanced Clinical Practitioner and CESR programmes. We won a bid to fund and expand the Academy. We are looking to innovate with local partners in delivery of a local strategy to develop our workforce and make it fit to meet the needs of an ageing population.

Our expanding services require additional Consultant Geriatrician recruitment. We welcome, and can accommodate, all sub-specialty interests. A successful candidate will contribute to providing excellent patient centred care and support the development of an effective workforce. We look forward to your application and hope we can soon welcome you to our team.



**Dr Helen Wilson**  
Clinical Director Frailty Services

# THE ROYAL SURREY NHS FOUNDATION TRUST

The Royal Surrey NHS Foundation Trust is a multi-site acute and community Trust, based in Guildford, which serves a population of more than 336,000 across south west Surrey; and a tertiary cancer centre, offering state of the art diagnostic and treatment services to a population of two million. 90,000 patients are admitted for treatment, around 75,000 patients attend our Emergency Department and we deliver around 3,000 babies each year.

The Trust owns Healthcare Partners Limited (HPL) and Royal Surrey Pharmacy Ltd, both are wholly subsidiaries. We attract referrals from across the country for some specialties including urology. Our Minimal Access Therapy Training Unit (key-hole surgery) is one of only three such training units in the UK. Our patients also benefit from state of the art diagnostic equipment including two MRI scanners, four CT scanners, interventional radiology equipment and a gamma camera. We have one of the lowest mortality rates in the country.

As a NHS Foundation Trust, we have a Council of Governors with 26 Governors, and over 8,000 public members. We employ around 4,200 members of staff making us one of Guildford's largest employers. In addition, the hospital is supported by a thriving group of 500 volunteers all of whom provide valuable services on an independent, voluntary basis.

After visiting the Trust in February 2020 for a routine inspection, the CQC has now reported its findings, rating two more core services as 'outstanding'.

- The rating for medical care (including older people's care) has improved from 'good' to 'outstanding'.
- The rating for end of life care has improved from 'good' to 'outstanding'.
- Use of resources has improved from 'good' (while in shadow form) to 'outstanding'.

The CQC also inspected urgent and emergency care and, even though they were already dealing with Covid-19 patients at the time, the service has retained its rating of 'good'.

These join the other 'outstanding' ratings for maternity services and for the Trust's



responsiveness and mean that all core services and all aspects of the Trust are either rated as 'outstanding' or 'good'.

We have a great reputation and history of embracing quality improvement (QI) and transformation work – continuously improving is one of our core values. Today, the Trust has put QI firmly at the centre of its strategic journey. It is seen by the Board as the vehicle we will use to reach the goals set out in the 2018-23 strategy.

The Trust's management structure comprises six divisions led by clinician and management partnerships: Medicine and Access, Women and Children, Surgery, Oncology, Diagnostics and Clinical Support Service and Adult Community Services. These divisions are supported by Corporate Services led by Executive Directors. The most recently created division Adult Community Services, came into being on 1 April 2018 when the Trust took over the provision of adult community health care services for people in Guildford and Waverley with ProCare Health (the federation for GP practices). This is the first time an acute Trust has joined forces with a GP federation to provide adult community health services in this way.

## POSTGRADUATE MEDICAL SCHOOL UNIVERSITY OF SURREY

The University of Surrey has become one of the leading academic institutions of the country. Surrey University Campus is adjacent to the hospital and provides excellent opportunities for collaboration in research. The Postgraduate Medical School building opened adjacent to the hospital in 2005 and houses the MATTU (minimal access therapy training unit)

# Job Plan & Duties

**This is a 10 PA post for a Consultant Geriatrician based in the Ageing & Health team at the Royal Surrey NHS Foundation Trust.**

This Consultant post in Geriatric Medicine with Acute Frailty will be part of our award winning and CQC outstanding service. Acute Frailty Services are based at the Royal Surrey County Hospital, Guildford, and the community frailty services are co-located at Milford Community Hospital.

We are looking for a colleague with broad geriatric medicine expertise and an enthusiasm for change and service development within the acute frailty team and inpatient setting. This is a fantastic time to join us as we are looking to reconfigure and transform our service further.

We are keen to accommodate any sub-specialty interest including leadership, management and quality improvement. There are job plan options depending on sub specialty interest – see below.

## MAIN DUTIES AND RESPONSIBILITIES

- Provide senior clinical oversight at Consultant level for the relevant clinical service.
- Contribute to the “Geriatrician of the Day” rota, co-ordinating referrals from GPs, paramedics and community teams.
- Attend multidisciplinary meetings and SAFER board rounds pertaining to the relevant clinical service.
- Completion of Comprehensive Geriatric Assessment alongside Specialty Doctors and Junior Doctors.
- If required, attendance at key system wide meetings relating to the crisis pathway.
- Contribute and lead on transformational pieces of work leading teams through change as the pathways evolve.

- Participate in and champion the workforce and innovation programme including contributing to the Frailty Academy.
- To adhere to the ‘Duties of a Doctor’ as defined by the General Medical Council (<https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/good-medical-practice/duties-of-a-doctor>).
- This includes engaging with the formal Appraisal and Revalidation processes.

### *Junior Medical Staff:*

- To fully participate in the Clinical and where appropriate Educational Supervision of trainees.
- To play a full part in the professional supervision and management of junior medical staff.
- To take responsibility for and devote time to teaching, examination and accreditation duties as required for junior medical staff.

### *Management & Service Development:*

In conjunction with the Clinical Director, Matron, Specialty Manager, Consultants and other colleagues:

- To take an active role in the management of the Business Unit.
- To play a full part in developing & implementing new ways of working in line with modernisation principles fit for the future.
- To take responsibility for the best use of departmental staffing and other resources to ensure maximum efficiency.
- To observe the Trust’s agreed policies and procedures, and ensure that junior medical and dental staff observe and follow the Trust’s Standing Orders and Standing Financial Instructions.

## THE JOB PLAN

The provisional timetable can be found below - timings given are average times for the activities indicated. The post is for 10 programmed activities, but working less than full time can be accommodated. The job plan will be tailored to the candidate's sub-specialty interest.

It is expected that there will be some flexibility around the timing of any duties and activities, reflecting role development. It is expected that clinical need of patients will always take precedence over other activities in the job plan if required.

### Programmed Activities

The below provisional timetables represent a job plan totalling 10 programmed activities per week. There are 7.5 programmed activities for direct clinical care and 2.5 supporting professional activities.

*6.1 PAs Direct Clinical Care (non on call activity)*

*2.5 PAs Supporting Professional Activities (SPA):*

- 1.5 PAs for revalidation (including all statutory mandatory training, job planning, governance duties and CPD).

- 1.0 PAs for Educational Supervision of 4 Junior Doctors or Specialty Doctors.

#### 1.4 PAs GIM/Acute Frailty On Call:

- 1 in 16 GIM weekday on calls
- 1 in 9 Frailty/GIM weekend on calls. These comprise of:
  - 1 day (either Saturday or Sunday) 1<sup>st</sup> on call – 8am-2pm Acute Frailty ward round, 5pm-9pm GIM mid take ward round and attendance at Hospital at Night Meeting.
  - 1 day (the either Saturday or Sunday) 2<sup>nd</sup> on call – 8am-2pm Acute Frailty ward round.

### On Call

The on call PA allocation can be included in a 10 PA job plan or paid additionally. This is a Category B on call which attracts a 1% supplement.

**The job plan is subject to change at a 3 month review.**

**The 2.5 SPA tariff may be subject to change according to the needs of the individual, the Department and Trust policy.**

### Job Plan 1 – Acute Frailty Team/Frailty SDEC (provisional plan)

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
	GOTD	GOTD			
<b>8.30-12.30</b>	8.30-9.00 AFT SAFER Huddle 9.00-12.30 FSDEC review of patients	8.30-9.00 AFT SAFER Huddle 9.00-12.30 FSDEC review of patients	8.30-9.00 AFT SAFER Huddle 9.00-12.30 In reach to AMU/post take of patients in ED	8.30-9.30 Journal Club 9.30-12.30 SPA	8.30-9.00 AFT SAFER Huddle 9.00-12.30 In reach to AMU/post take of patients in ED
<b>12.30-13.00</b>	Lunch	Lunch	Lunch	12.30-13.30 Ageing & Health Consultant Meeting	Lunch
<b>13.00-17.00</b>	13.00-15.00 FSDEC review of patients 15.00-15.30 AFT Huddle 15.30-17.00 FSDEC review of patients	13.00-15.00 FSDEC review of patients 15.00-15.30 AFT Huddle 15.30-17.00 FSDEC review of patients	13.00-17.00 Non-working time	13.30-14.30 SPA 14.30-17.00 Non working time	13.00-17.00 SPA – Educational Supervision



### Job Plan 2 – Acute Frailty Team/Short Stay Unit (provisional plan)

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<b>8.30-12.30</b>	8.30-9.00 Frailty SSU SAFER Huddle 9.00-12.30 Ward round Frailty SSU	8.30-9.00 Frailty SSU SAFER Huddle 9.00-12.30 Ward round Frailty SSU	8.30-9.00 Frailty SSU SAFER Huddle 9.00-12.30 Ward round Frailty SSU	8.30-9.30 Journal Club 9.30-12.30 In reach to AMU/post take of patients in ED	8.30-9.00 Frailty SSU SAFER Huddle 9.00-12.30 Ward round Frailty SSU
<b>12.30-13.00</b>	Lunch	Lunch	Lunch	12.30-13.30 Ageing & Health Consultant Meeting	Lunch
<b>13.00-17.00</b>	13.00-15.00 Ward round Frailty SSU 15.00-17.00 SPA	Non-working time	13.00-14.00 Ward round Frailty SSU 14.00-16.00 Educational Supervision 16.00-17.00 Non working time	13.30-15.30 Educational Supervision 15.30-17.00 Non working time	13.00-15.00 Ward round Frailty SSU 15.00-17.00 SPA

### Job Plan 3 – Older Persons Unit/Acute Frailty Team (provisional plan)

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<b>8.30-12.30</b>	8.30-9.00 OPU SAFER Huddle 9.00-12.30 OPU ward round	8.30-9.00 OPU SAFER Huddle 9.00-12.30 OPU ward round	8.30-9.00 OPU SAFER Huddle 9.00-12.30 OPU ward round	8.30-9.30 Journal Club 9.30-12.30 SPA	8.30-9.00 OPU SAFER Huddle 9.00-12.30 OPU ward round
<b>12.30-13.00</b>	Lunch	Lunch	Lunch	12.30-13.30 Ageing & Health Consultant Meeting	Lunch
<b>13.00-17.00</b>	13.00-17.00 Educational Supervision	Non-working time	13.00-17.00 In reach to AMU/post take of patients in ED	13.30-14.30 SPA Clinical Supervision	13.00-17.00 In reach to AMU/post take of patients in ED

# SERVICE ACTIVITY & RESOURCES

## Strategic Direction of Acute Frailty Services

The Guildford and Waverley Health and Care Alliance approved their own Frailty and Ageing Well Strategy in 2022 to act as a vehicle for transforming older peoples' services across the locality. This included a commitment to having one seamless pathway of care for older people living with frailty and presenting in crisis.

As such Royal Surrey based services have been working towards an integrated model of care across the crisis pathway including the Urgent Community Response team (UCR), the Hospital at Home (H@H) service, the front door frailty service and an established dedicated frailty Same Day Emergency Care (SDEC) unit based at the acute sight. In addition the team are looking to establish a short stay unit in the acute Trust and have recently put in place a single point of access (SPA) for entry in to the integrated pathway. During the pandemic the team established a community frailty unit adjacent to the SPA, UCR and H@H and are looking to directly admit older people through direct conveyance to this facility. The team have a Geriatrician of the Day support mechanism for wider community teams, primary care and to support alternatives to ED conveyance for older people.

Our services are on an exciting journey towards integrating internally alongside the wider health and care system. Within the strategy is a framework for delivery of proactive CGA based in 4 neighbourhoods or Primary Care Networks. Our clinicians are developing links and relationships to promote the content of the strategy and evidence based preventative care for older people at a system level. As such there is large scope to help develop services and gain additional skills in project management, quality improvement and leadership.

## Frailty Academy and Workforce and Innovation Bid

Our Frailty Academy was established in 2021 with the ambition to educate and train everyone in the local system based on the Core Capabilities Framework for Frailty. Tier 1 and 2 training has expanded to include primary care, adult social care, care homes and the ambulance service.

We are committed to developing frailty experts and an alternative workforce to meet the needs of an ageing population and the requirements for CGA expansion. We have established our own trainee Advanced Clinical Practice programme, with a local faculty group, annual review of competence and training, curriculum and competency framework. We also have an internal Specialty Doctor rotation, mirroring Specialty Training, with our 10 trainees on a trajectory towards a portfolio route to becoming Consultants in Geriatric Medicine.

In 2023 the Academy was successful in a bid to secure £500k of funding to expand its footprint in delivery of education, training and workforce development. We now have a programme manager, a project manager, 1 clinical fellow and 3 educational fellows (1 Allied Healthcare Professional, 1 in Adult Social Care and 1 in the Voluntary Sector). We have expanded tier 1 and 2 delivery in to partnership organisations and undergraduate programmes at the University of Surrey. Our ambition is to develop Primary Care Network teams in to Tier 3 trained frailty experts through our workforce planning initiatives and to educate and train the entire health and care sector working with older people including those living with frailty themselves

## Acute Frailty Team

The Acute Frailty Team work across an integrated crisis pathway including:

- Emergency Department, Short Stay Unit and in-reach to AMU.



- Frailty Same Day Emergency Care unit (SDEC).
- Geriatrician of the Day (clinical triage of referrals from Ambulance crews, UCR, GPs and other community teams).
- Urgent Community Response.
- Hospital at Home.

Once fully recruited to, the team will comprise:

- 8 Acute Frailty Consultants (including less than full time)
- 1 Associate Specialist
- 6 middle grade Doctors (1 Acute Medicine SpR; 1 Geriatric Medicine SpR; 1 IMT3; 3 Specialty Doctors)
- 1 rotating IMT
- 5 rotating FY1s
- 1 Physicians Associate
- 12 trainee ACPs and ACPs
- 1 Clinical Nurse Specialist

The team are responsible for review of new patients with frailty presenting to the Emergency Department (ED) or the Short Stay Unit. They also provide a CGA in-reach service to patients on AMU.

We have a dedicated same day emergency care unit (SDEC) away from the emergency floor with its own ambulance entrance, co-located with the departmental office space. This co-ordinates referrals coming to the Geriatrician of the Day from the community teams including crisis response, paramedics and GPs.

The SDEC hub provides advice and rapid multidisciplinary review of patients in crisis with the aim of managing their needs in the community where possible.

### Short Stay Unit

We have recently launched a 30-bedded Frailty Short Stay Unit. The team work closely with the Acute Frailty Team in ED/FSDEC managing patients with an expected length of stay of less than 72 hours. There is close MDT working to provide early CGA, rapid discharge as appropriate and liaison with the community services for ongoing support. There is access to both urgent follow up of patients in frailty hot clinics and on boarding to Hospital at Home.

The team comprises of

- 1 Consultant and 1 Associate Specialist
- 2 Middle Grade doctors
- 3 trainee doctors at foundation / SHO level
- Therapists
- Pharmacist
- Social Care

This is a new service that is undergoing rapid transformation. Our vision is to transfer patients from ED/FSDEC 7 days a week for CGA assessment by our medical and therapy teams working closely with the community to provide excellent integrated patient care.

### Older Persons Unit

We have two 30-bedded Older Persons Units that provide excellent care for patients requiring an inpatient stay of more than 72 hours. Our dedicated team of consultants, nurses, therapist and support staff deliver patient centred interventions that address the complex needs of older people living with frailty.

Patients admitted to our wards receive ongoing comprehensive geriatric assessment, multidisciplinary care and personalised plans aimed at managing frailty, delirium and dementia, and associated co-morbidities. Our holistic approach emphasises not only medical management but also psychosocial support, rehabilitation, and supporting complex discharges. There is a focus on promoting independence, managing chronic conditions, and ensuring optimal quality of life.

### Orthogeriatrics

This is a well-established service working closely with the Orthopaedic team to jointly manage all patients presenting with fractured neck of femur and support the orthopaedic teams managing patients under their care living with frailty. Patients are stepped down early to Milford Community hospital with ongoing close liaison with orthopaedics as necessary.

At the Royal Surrey the team is comprised of:

- 1 Consultant and 1 Associate Specialist
- 1 Specialty doctor / StR
- 3 trainee doctors at foundation / SHO level



There is a 120 day telephone follow up clinic for all patients with hip fracture and fracture liaison service follow-up for all. There are monthly clinical governance meetings and a monthly integrated Bone health meeting with the Fracture Liaison Nurse, rheumatologists and radiologist. All patients are included in the NHFD and the Fracture Liaison Service database and the Trust scores well across all KPIs.

### Older Peoples Advice and Liaison Service (iOPAL)

The inpatient Older Peoples' Advice and Liaison service was developed to educate and support clinical teams in identifying and managing patients with frailty throughout the hospital. This consultant led service provides advice and CGA for patients on non-frailty wards supporting discharge planning or pulling patients into frailty units where appropriate. The service offers a good opportunity for SHO/Specialty doctor/StR training.

### Old Age Psychiatric Liaison

Our department has close links with the Old Age Psychiatric team. We provide geriatric medical advice to the in-patient beds at Farnham road hospital via our Geriatrician of the day / SDEC where necessary. There is a full-time Old age psychiatric consultant providing daily review of patients referred supported by a specialist nurse.

### End of Life Care

There is good access to palliative care support and a specifically designed personalised end of life care plan. We also have close links with the GPs and use a standardised proactive anticipatory care plan (PACE) document for older patients in nursing homes and those with severe frailty shared with the community and with the ambulance services to ensure appropriate management in a crisis.

### Out-patients

The team have reconfigured outpatient work in light of the Covid-19 pandemic. Proactive CGA for patients with stable frailty takes place in our multidisciplinary proactive care hub. Early ward

follow-up can be arranged by phone or done virtually by phone/letter. Specialist clinics including Parkinson's disease and Bone health take place at Milford integrated care hub.

### Stroke

Hyperacute Stroke services and high risk TIA assessment is provided by Frimley Park Hospital with local patients being stepped down when appropriate to Wisley ward, our Acute Stroke and Rehabilitation Unit at the Royal Surrey. This provides ongoing specialist care by an enthusiastic and experienced multidisciplinary team. There are very close links with the HASU at Frimley and with the Stroke specific early support discharge team in the community.

Wisley ward has 9 acute stroke beds and 15 additional beds used for stroke / neuro rehabilitation.

### Access and Medicine Division

The Royal Surrey NHS Foundation Trust currently has 234 medical beds across eight wards (including 30 acute frailty beds at Milford hospital). In addition there are 6 Coronary care beds, 16 ITU beds and a 33 bedded Acute Medical Unit.

There are full supporting services in the Departments of Physiotherapy, Occupational Therapy, SALT and Dietetics. The Radiology Department is equipped with two CT scanners and an efficient MRI department is also available on site. There is access to Bone Densitometry. A Clinical Investigation Unit supported by the Biochemistry Department provides facilities for outpatient metabolic studies. The Clinical Measurement Department manages pulmonary function testing, peripheral vascular studies, exercise testing and 24-hour ECG and cardiomemo tests. It also provides an echocardiography service with stress and transoesophageal ECHO. The hospital also undertakes thallium scans, pacemaker implantation and angiography.



## Adult Community Health Services Division

The Royal Surrey County Hospital NHS Foundation Trust acquired Adult Community Health Services in 2018 and runs these in partnership with Procure, the local GP Federation. Procure are responsible for all community nursing provision including community matrons and District Nursing. ACHS runs all other community services including elements of the integrated crisis pathway (clinical co-ordination centre, urgent community response, Hospital at home, Discharge to Assess). Other services include the community bed base based at Milford community Hospital and Haslemere Community Hospital; specialist community nursing; tissue viability; podiatry; therapy teams; lymphoedema; minor injuries unit). The Milford Integrated Care Hub is co-located with other community services on the Milford site.

### Consultants

Name	Specialty
Dr S Cookson	Acute Medicine/Cardiology
Dr K McCullough	Acute Medicine/ D&E
Dr A Deshraj	Acute Medicine
Dr G Venkat-Raman	Acute Medicine
Dr I Bhatti	Acute Medicine
Dr V Patel	Acute Medicine
Dr C Arrigo	Emergency Medicine
Mr M Pontin	Emergency Medicine
Dr W Niven	Emergency Medicine
Dr R Kalebka	Emergency Medicine
Dr G Blanco	Emergency Medicine
Dr J Brown	Emergency Medicine
Dr P Gurung	Emergency Medicine
Dr B Mahmoodian	Emergency Medicine
Dr R Vivian	Emergency Medicine
Dr A Elmarakby	Emergency Medicine (Locum)
Dr A Pathan	Emergency Medicine (Locum)
Dr C Alexander	Respiratory
Dr Karthikeyan Sakthithasan	Respiratory

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Dr J Dakin	Respiratory
Dr G Aldik	Respiratory
Dr C Eruchie	Respiratory
Dr O Curtis	Respiratory
Dr C Li	Rheumatology
Dr C Neville	Rheumatology
Dr S Chander	Rheumatology
Dr M Mukhtar	Rheumatology
Dr T P Chua	Cardiology
Dr M Hickman	Cardiology
Dr Z Zuberi	Cardiology
Dr T Musa	Cardiology
Dr S Gurunathan	Cardiology
Dr H McConkey	Cardiology
Dr M Gallagher	Gastroenterology
Dr C Banks	Gastroenterology
Dr K Alexandropoulou	Gastroenterology
Professor A Ala	Gastroenterology
Dr S Mathew	Gastroenterology
Dr C Alexakis	Gastroenterology
Dr Dushen Murugiah	Gastroenterology
Dr M Pericleous	Gastroenterology
Professor D Russell-Jones	Diabetes and Endocrinology
Dr Z Bawlchhim	Diabetes and Endocrinology
Dr A Falinska	Diabetes and Endocrinology
Dr M Wallner	Diabetes and Endocrinology
Dr J Adams	Ageing and Health
Dr H Khoshnaw	Ageing and Health
Dr H Wilson	Ageing and Health
Dr M Ganeshananthan	Ageing and Health
Dr R Davies	Ageing and Health
Dr L Green	Ageing and Health
Dr L Mazin	Ageing and Health
Dr K Pasco	Ageing and Health (Stroke)
Dr H Wood	Ageing and Health
Dr G Warner	Neurology
Dr V Janarthen	Neurology
Dr E Laverse	Neurology
Dr A Valavanis	Neurology
Dr O Lee	Neurophysiology
Dr Sahathevan Vithoosan	Neurology (Locum)

The Regional Library and the Regional Drug Information Service are based at the Postgraduate Centre.

## ADDITIONAL RESOURCES

### *Mentoring*

New consultants are offered a mentor by the Trust to support professional development during the transition from higher specialist training to Consultant.

### *Other Departments*

The RSCH benefits from all of the diagnostic, treatment and support facilities expected of a large modern general hospital. Radiology services include ultrasound scanning, CT, MRI and interventional radiology. Nuclear medicine and PET-CT facilities are available on site. Histopathology and associated pathology services are all available. Critical Care provides pre-operative assessment, high quality peri-operative care with step down care available through all levels and a full outreach facility.

### *Appraisal and Revalidation*

At the Royal Surrey we support the implementation and monitoring of all current revalidation requirements as identified by the Department of Health and the revalidation support team. We provide advice and information to medical staff on appraisal/revalidation process and systems and ensure all doctors are participating in an annual appraisal. We coordinate and provide training for medical staff in preparation for appraisals to meet the requirement for revalidation.

### *Admin Support & Office Space*

The Consultant will be provided with PC access to the Trusts information systems, internet and Trust intranet, as well as secretarial and administrative support. Appropriate office space will be provided within the department.

### *Teaching & Research and Post Graduate Education*

**The main medical library** is in the Postgraduate Education Centre at the Royal Surrey Hospital where the books and journals are kept. Subscriptions are held with lending libraries. Journals and photocopying arrangements with the National Lending Library are available to all doctors to study.

There are also tape, slide, and video tape and internet facilities. The main library is fully staffed by librarians.

**Surrey University Campus** is adjacent to the hospital and provides excellent opportunities for collaboration in research. The New Postgraduate Medical School building opened in 2005, and houses the MATTU (minimal access therapy training unit). The European Institute of Health Studies which is situated in Guildford provides training for nurses, midwives and other health care professionals both from the Trust and throughout West Surrey Health Authority, and from 2024 medical students

**St Luke's Cancer Centre** has very strong links with the newly founded Surrey Cancer Research Institute. SCRI provides a strong research base, essential for improvements in patient care. SCRI has a high quality multidisciplinary cancer research network and provides a platform for researchers to interact, collaborate and be aware of local innovation and the breadth of the network's achievements. SCRI aims to be the 'umbrella' encompassing all types of research, a mechanism of communication to facilitate interactions and collaborations. For more information please visit the SCRI website: <http://www.scri.org.uk/>.



# PERSON SPECIFICATION

Area	Essential	Desirable
<b>Value and Behaviors</b>		
Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes	√	
Demonstrable skill to work together to serve our community through delivering safe and excellent clinical care	√	
Value diversity and difference, operates with integrity and openness	√	
Treating others with compassion, empathy and respect	√	
Share information openly and effectively with patients, staff and relatives	√	
Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others	√	
Uses evidence to make improvements, increase efficiencies and seeks out innovation	√	
Actively develops themselves and others	√	
<b>Qualifications</b>		
Full registration and a license to practice with the GMC	√	
Entry on the GMC Specialist Register for Geriatric Medicine (or relevant specialty) via: <ul style="list-style-type: none"> <li>• CCT (CCT date must be within 6 months of the interview date)</li> <li>• Portfolio Pathway (previously CESR)</li> </ul>	√	
MBBS or equivalent	√	
MRCP or equivalent	√	
Higher level degree in clinical leadership.		√
Educational Supervisor qualification		√
An appropriate Higher Degree (MD, PhD or equivalent)		√
Appraisal qualification		√
Qualification in leadership and/ or clinical management.		√
Teaching/Education Qualification		√
<b>Experience</b>		
Wide experience of managing patients with Frailty	√	
General Internal Medicine	√	
Significant evidence of experience in clinical leadership	√	
Relevant experience of management of medical emergencies	√	
Active interest in quality improvement or research and commitment to clinical innovation		√
Understand the principals of Clinical Governance	√	
Evidence of experience of / commitment to audit and improving clinical practice/service development	√	
Experience and interest in undergraduate and postgraduate teaching	√	
CPD - Evidence of post qualifying and continuing professional development clinical knowledge and skills	√	
Must have an understanding of the background to and aims of current healthcare policy/national guidance/CQC/ and appreciate the implications of this on engagement	√	
Understanding of business planning and commissioning		√
Experience / interest in service modernisation and improvement		√
<b>Research/Quality Improvement</b>		

Active interest in research and commitment to clinical innovation	√	
Familiar with quality improvement methodologies and/or research		
Participation in committee work, organising meetings, conferences, workshops		√
<b>Skills and Capabilities</b>		
Management, Leadership and Initiative skills	√	
Effective interpersonal, communication and presentation skills with internal and external stakeholders	√	
To have attended a National Health Service Management Course appropriate to Consultant duties		√
Computer literate – Email, MS Office and Internet	√	
Use of digital dictation systems		√
<b>Person Attributions</b>		
Demonstrate ability to work with colleagues as part of a team	√	
Highly motivated with ability to influence and inspire others	√	
Adaptability, flexibility and ability to cope with uncertainty	√	
Effective communication skills	√	
Enthusiasm	√	
Attention to detail	√	
Approachability	√	
Professional calm and efficient manner	√	
Used to working in a busy environment	√	
Willing to engage with and learn from peers, other professionals and colleagues in the desire to provide or support the most appropriate interventions	√	
Effective organiser/prioritisation skills	√	

# TERMS & OTHER RESPONSIBILITIES

## Study Leave & Continuing Professional Development

Study and professional leave will be granted at the discretion of the department and in accordance with Terms and Conditions, and the Trust's policies and procedures.

The appointee will be expected to participate in clinical audit and CPD

The Trust supports the concepts of CPD, clinical audit and EQA, and encourages all consultants to participate in these activities by providing time and resources.

## Terms and Conditions of Service

Terms and Conditions of service will be those applicable to the 2003 Consultant Contract and any offer of employment is subject to satisfactory Occupational Health clearance as per Clothier Report recommendations. The appointee must not start work until this clearance is received.

Employment will also be governed by the Trust's employment policies and procedures.

The appointee will be required to live no more than 30 minutes' drive from the Trust, unless specific approval is given to a greater distance by the Chief Executive

## Finance

You are required to comply with the Trust Standard of Business Conduct policy and the NHS Codes of Conduct and Standards of Business Conduct for NHS Staff and you are required to declare all situations where you (or a close relative or associate) have a controlling interest in a business (such as a private company, public organisation, other NHS organisation or voluntary organisation), or in any other activity which may compete for an NHS contract to supply goods or service to the Trust.

## Confidentiality

All employees must respect and protect the confidentiality of matters relating to patients or other members of staff and must comply with the requirements of the Data Protection Legislation. This means that the protection of personal data in

any form of media (e.g. system, paper, word of mouth by any means that personal information can be processed) is a requirement by law.

Any member of staff found to have permitted unauthorised disclosure of personal confidential and sensitive information and is found in breach of their duty of confidentiality could lead to disciplinary proceedings in accordance with the trust's disciplinary policy.

No confidential information must be accessed, read, discussed, or disclosed unless it is necessary in the pursuance of the legitimate duties of their role.

## Equal Opportunities

The Trust is aiming to promote equal opportunities. A copy of Equality and Diversity Policy and our Single Equality and Diversity Scheme are available from the Human Resource department or on the internet/intranet.

Members of staff must ensure that they treat members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

## Corporate Governance

The Trust, as a public organisation, is committed to acting with honesty, with integrity and in an open way. The Trust Board of Directors is responsible for ensuring that Trust services are managed in this way. We are working together to achieve the highest levels of compliance with the risk management standards promoted through the NHS Executive's Controls Assurance programme and the Clinical Negligence Scheme for Trust (CNST). All of us are expected to become familiar with these standards as they relate to our work and further details are available from your manager.

One of the controls assurance standards relates to Health & Safety. Under the Health & Safety as Work Act 1974, all of us have a duty:

- To take reasonable care of ourselves and others at work; and
- To co-operate in meeting the requirements of the law.



Further details are available from the Trust's Health & Safety Advisors.

### Safeguarding

The Royal Surrey NHS Foundation Trust has a safeguarding policy for both adults and children and is committed to the protection of children, young people and adults. The Trust acknowledges that, due to the nature of hospitals, many people who would not normally be considered vulnerable can be in a position where they lack capacity or have reduced control. It also recognises that abuse of vulnerable adults/children can occur within domestic, institutional and public settings, and as such we have a responsibility to protect patients and associated dependents within our care.

All employees have a responsibility to meet the statutory requirements to safeguard and promote the welfare of both children and adults to ensure that they come to no harm and to raise any concerns regarding safeguarding. All employees would be fully supported in raising any safeguarding concerns. All employees must be aware of Trust policies in relation to safeguarding and must adhere to them at all times.

### Infection Control

It is now a requirement of the Department of Health that you accept personal responsibility for compliance with infection control policies and procedures at any time when you are working in clinical areas.

#### Antimicrobial stewardship

You will actively contribute to the Trust's Antimicrobial Stewardship Program by promoting the responsible, safe and cost-effective prescribing of antimicrobials to optimise clinical outcomes, minimise adverse reactions and errors and to limit the development of antimicrobial resistance in patients.

You will adhere to Trust agreed local antimicrobial guidelines and policies and to take steps to address any shortcomings.

You will work with the Antimicrobial Steering Group on guideline development, improvement and implementation and to engage in clinical audit as part of the antimicrobial stewardship program.

Where necessary you will contribute to Root Cause Analyses and panel reviews for cases of healthcare associated infections such as Trust-

apportioned *C.difficile* as requested by the infection control team.

### Our vision, mission and values

The Trust recently undertook a listening exercise with its staff which has formed our new vision, mission and values. We are currently working with staff to define our new behaviours which will become part of everything we do.

#### Our Mission

Together we deliver compassionate, safe care every day

#### Our Vision

To provide nationally celebrated, community focused health and care

#### Our values are:

- **Continuously improving**  
Continuously improving is not just a value. It's what unlocks our innovation.
- **Excelling together**  
Excelling together is not just a value. It's what we do every day.
- **Caring together**  
Caring together is not just a value. It's what sets our Royal Surrey family apart.
- **Learning together**  
Learning together is not just a value. It's what keeps our services safe.

This is an outline of duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of the Trust and Division.

*The Royal Surrey Hospital NHS Foundation Trust aims to ensure that no job applicant or employee is unfairly disadvantaged on the grounds of race, colour, nationality, ethnic origin, age, disability, sex, sexual orientation, marital status/civil partnership, religion/belief or trade union status.*