

JOB DESCRIPTION

Job Title:	Specialty Doctor, Frailty (Care of the Elderly)
Special Interest	Frailty, Complex Care, Falls
Number of hours:	Full time
Location:	Conquest Hospital
Professionally accountable to:	Chief Medical Officer
Responsible to:	Chief of Urgent Care
Responsible officer:	Chief Medical Officer

1. Job Purpose:

- This is a replacement post for a Specialty Doctor to the Department of Frailty (Care of the Elderly) in East Sussex Healthcare NHS Trust. The post offers excellent experience in all aspects of acute General and Care of the Elderly Medicine.
- Doctors in all disciplines who are considering a career in Frailty/Care of the Elderly are encouraged to apply.
- The Trust is a leading partner in a whole system Frailty pathway and is seeking to appoint doctors who are considering a career in Frailty or Elderly Care. The Trust has a good track record of supporting doctors through the Article 14 process.
- The Trust will encourage sub-specialisation and support educational opportunities across the range of services which include acute frailty, complex elderly care, orthogeriatrics, advanced care planning, dementia care, complex discharge planning and end of life care planning.
- The post holder will work closely with the medical and nursing teams on all the wards as well as CCU, Path Lab and Radiology Department. They will support the Foundation and Core trainees in attending both emergency and elective admissions, treat ward patients in consultation with senior staff, review ward patients daily, maintain progress notes, attend resuscitation training, and participate as a member of the cardiac arrest team. They will also be expected to effectively communicate with patients and relatives and respond to any queries or complaints where applicable

2. Key Specialty Information:

Current medical staff, Department of Care of the Elderly - Consultants

CONQUEST SITE	EASTBOURNE SITE
Dr H McIntyre	Dr H Alexander
Dr E Mucci	Dr M Fonseka
Dr M Rahmani	Dr D Budihal
Dr T Win	Dr R Nahas
Dr C Lasantha	Dr A Nahhas
	Dr L Kawa

Middle grades/junior staff at Conquest hospital;

- 4 × Registrar/Specialty Doctor
- 10 × SHO/FY2/CT/GPVT
- 4 × FY1

MDT

Frailty Practitioners
Allied Health Professionals
Adult Social Care
Specialist nurses
Dementia Care team

3. On-Call

1:10 weekdays and weekends. On-call duties will be shared with middle grade colleagues. Consultant - mid take and post-take ward rounds.

4. Other Commitments

The Supporting Professional Activities will be used for non-clinical administrative duties, audit, research, clinical governance, teaching and training, and reflective practice.

5. Responsibilities of the Post

The post-holder will be managerially accountable to the Chief of Medicine and professionally accountable to the Medical Director. The successful candidate will be expected to agree a formal job plan with the Clinical Unit Lead and Medical Director indicating the number of programmed activities, within 1 month of taking up post.

The post-holder will be expected to cross-cover essential services when his/her colleagues are on leave.

6. Main Conditions of Service

- a) These will be in accordance with those approved by the Trust, as detailed in the Medical and Dental Terms and Conditions.
- b) Any candidate who is unable, for personal reasons, to work full-time will be eligible to be considered for this post. If such a person is appointed, modification of the job plan will be discussed on a personal basis in consultation with consultant colleagues.
- c) The new candidate will be required to resident on site.
- d) The appointment is subject to a satisfactory medical report from the Trust's Occupational Health Consultant.
- e) You will be paid in accordance with the Terms and Conditions for Specialty Doctor Medical Staff, and assimilated to the salary scale taking account of all relevant service at Specialty Doctor grade.
- f) Annual Leave must be applied for at least 6 weeks in advance and approved by the Clinical Unit Lead. The annual entitlement is 27 days per year.

All medical staff under contract to East Sussex Healthcare NHS Trust will comply with local policies and procedures, copies of which are available on the Trusts Internet site, from the Human Resources Department or from the Clinical Unit General Manager. In addition, medical staff are required to attend all relevant Mandatory training sessions.

7. Special duties required of this post

Clinical Governance

The appointee is expected to be committed to the improvement of quality of clinical care in the Clinical Unit and to participate in incident reporting, risk management and Clinical Unit Governance Meetings.

Appraisal

The appointee is expected to compile an annual portfolio with evidence of continuing professional development in accordance with the Trust's appraisal process. He/she will be expected to participate in annual appraisal by the Clinical Unit Director or other designated consultants and to produce a personal development plan which will be shared with the Medical Director and Chief Executive. The appraisal process will also be part of the information used to revalidate doctors by the GMC.

Audit

The appointee will be expected to actively participate in audit. S/he will be expected to initiate and supervise audit projects related to his/her particular sub-speciality interest. S/he will liaise with the audit speciality Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Participation in national audit is encouraged.

Research

The Universities of Sussex and Brighton are actively developing research interests and expertise in a number of areas of medical and health service-related research, and encourage academic and research links with the Trust.

Continuous professional development /Continuous medical education

Taking study leave is a necessary part of Continuing Medical Education/CPD. Application for study leave must be submitted six weeks prior to the dates requested. There is a study leave entitlement of 10 days a year or 30 days over any three year period. Study leave is agreed by the Clinical Unit Director and should be linked to the individual's personal development plan. Evidence of CME participation will become part of the postholder's portfolio.

Visits to other hospitals /working with colleagues is encouraged as an important part of CPD.

Teaching

The postholder will be expected to participate in clinical teaching of undergraduate and junior medical staff within their supporting Professional Activities as required by the Clinical Unit. If there is a specific interest or need, a more extensive teaching role can be developed within the Clinical Unit structure and under the direction of the Speciality College Tutor. The Brighton and Sussex Medical School, which opened in 2003, will present opportunities for participation in undergraduate education. There will also be opportunities for Senior Lecturer posts, in some specialities, to be offered in the future.

Educational Supervision

The postholder will be required to supervise the education of doctors in training also will be involved with teaching and training junior doctors and should help with both their professional and personal development.

GENERAL DESCRIPTION OF TRUST AND SERVICES

About the Trust

East Sussex Healthcare NHS Trust provides NHS hospital and community services throughout East Sussex.

We provide our services at two district general hospitals, Conquest Hospital and Eastbourne District General Hospital, at community hospitals in Bexhill, Uckfield, and Rye, at a number of clinics and GP surgeries, and in people's homes. There are around 525,000 people who live in East Sussex and the Trust is one of the largest organisations in the county. We employ over 6,000 dedicated staff with an annual turnover of £380 million

Patients come first at East Sussex Healthcare NHS Trust

We work in partnership with commissioners, other providers, our staff and volunteers as part of a locally focused and integrated network of health and social care in the county.

Our vision

To combine community and hospital services to provide safe, compassionate, and high quality care to improve the health and wellbeing of the people of East Sussex.

Our strategic objectives

- Safe patient care is our highest priority. We will provide high quality clinical services that achieve and demonstrate optimum clinical outcomes and provide an excellent care experience for patients.
- All ESHT's employees will be valued and respected. They will be involved in decisions about the services they provide and offered the training and development that they need to fulfil their roles.
- We will work closely with commissioners, local authority, and other partners to plan and deliver services that meet the needs of our local population in conjunction with other care services.
- We will operate efficiently and effectively, diagnosing and treating patients in timely fashion and expediting their return to health.
- We will use our resources efficiently and effectively for the benefit of our patients and their care to ensure our services are clinically, operationally, and financially sustainable.



Kindness

Kindness means treating others how you want to be treated and caring enough to get it right. It's the small acts of kindness – both to patients and each other – that make everyone's experience better.

- Treating others as you would wish to be treated
- Being kind to yourself, colleagues and our patients and their loved ones
- Choosing to react in a kind way and being open and friendly
- Being considerate of other people as individuals
- Showing empathy for patients and colleagues

Inclusivity

Inclusivity involves embracing differences and working together as a team. It's fundamental to providing the best care for our patients so we can make the trust a supportive workplace where everyone is welcomed and feels involved.

- Working together collaboratively across all areas of the trust
- Involving patients and carers in decisions about their care
- Being part of a supportive workplace where we can all be ourselves
- Valuing that everyone has something different to bring to our trust
- Showing respect to everyone – consistently and without prejudice

Integrity

Integrity is saying and doing the right thing, in the right way, for the right reasons. We should all come to work each day with the intention of giving the best of ourselves and doing the best for our patients, colleagues and the trust.

- Understanding what's acceptable and what's not – and speaking up when something's not right
- Being committed to doing what you say you will do
- Being honest and accountable for your actions
- Being mindful of resources and how they can be used as effectively as possible
- Striving to be the best you can be

Executive Team Structure



Every Year at ESHT

- 130,000 - the number of times our emergency departments were used
- 3,053 - children born into our hospitals
- 54,000 - people having planned surgery, 87% of these were daycases
- 21,800 - cancer referrals made to us
- 42,000 - referrals to community nursing, 10,100 were seen within 24hrs
- 414,000 - outpatient appointments, nearly 300,000 of these were consultant led
- 283,000 - xray and scans
- 7million - pathology tests
- 40million - square metres of flooring that were cleaned
- 470,000 - medicines dispensed
- 896,000 -meals delivered to patients

Person Specification

Attributes	Essential	Desirable
Qualifications	MBBS or equivalent	MD or equivalent
Registration	Full registration with GMC with a licence to practice	
Training & Experience	Experience in all aspects of General (Internal) Medicine	Experience in other relevant medical specialities
Administration	Evidence of participation in staff management	Management course and/or qualifications
Management	Understanding of recent initiatives and changes, including Clinical Governance and Appraisal	Knowledge of the structure of Health Service
Audit	Thorough understanding of principles of medical audit	Completion and/or Publication of audit projects
Research & Publications	Understanding of the role of research	Experience of clinical research culminating in presentation and publication of original studies, review articles, etc, relevant to speciality Ability to lead clinical research project
Personal skills	Effective communicator, able to work in a multi-disciplinary team	Good presentation skills
Personal attributes	Leadership qualities Familiarity with information technology and general computer skills. Ability to work with colleagues in other specialities to develop local services. Professional attitude towards work Good record of attendance UK Driving Licence	Demonstration of initiated projects Specific attributes for post
Teaching	Enthusiasm for teaching medical students, nursing staff and other professional groups	Educational qualification