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# Specialty Doctor in Emergency Medicine

## Recruitment Booklet

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Walsall Healthcare NHS Trust, Manor Hospital, Moat Road, Walsall, WS2 9PS

# Meet the Emergency Department Team

## Emergency Department Consultants:

### **Dr Naveed Asif**

Consultant Emergency Medicine  
Clinical Director- Emergency & Acute Care

### **Miss Ruchi Joshi**

Consultant in Emergency Medicine  
Deputy Divisional Director

### **Dr Fazle Alam**

Consultant in Emergency Medicine  
- Clinical Lead

### **Mr. Daniel O'Carroll**

Consultant in Emergency Medicine -  
Trauma (TARN) Lead.

### **Mr. Shahid Malik**

Consultant in Emergency Medicine -  
Educational and Clinical Tutor

### **Dr Mohammad Misbahunddin**

A&E Consultant - Paediatric Lead (ED)

### **Dr Aslam    Mohammed Jamil**

Consultant - Emergency Medicine

### **Dr Andrew Foot**

Lead for guidelines and Standard  
Operating Policies

### **Dr Hassan Waseem**

Consultant Emergency Medicine

### **Dr Arif Khan**

Consultant Emergency Medicine  
Teaching Lead

### **Dr Ashajyothi Srirajamadhveeti**

Consultant - Emergency Medicine/  
Audit Lead/ Wellbeing Lead

### **Dr Syed Sibtain**

Consultant - Emergency Medicine

### **Dr Jeremy Smith**

Consultant - Emergency Medicine

### **Dr Zakir Nadeem**

Locum A&E Consultant

### **Dr Zahid Iqbal**

Locum A&E Consultant

## Emergency Medicine – Specialty

### Doctors

**Mr. Carl Grant**  
**Dr Ruth Mason**  
**Dr Wynny Campbell**  
**Dr Ahmed Kazem**  
**Dr Mohammed Aliyu**

### Rotational with West Midlands Deanery

x3 Specialty Trainees in  
Emergency Medicine

ST4+ (Higher)

x5 GP Specialty Trainees x3

Foundation Year2

x2 Foundation Year 1



### Advanced Clinical Practitioners:

Mr. Pete Chessum Consultant /Lead ACP

Mr. Benjamin McWalter

Mr. Leigh Rogers

Mrs. Nick Richardson

Mr Paul Curtis

Mr. Dave Murray  
ACP Academy Tutor provides training and teaching to medical students.

Mr. Jack Davies

Mrs. Dawn Luke

Mrs. Dawn Luke

Mr. Thomas Hickman

Mr Daniel Goldieb

### Emergency Nurse Practitioners:

Miss Kerry Boulton

Mrs. Denise Fraser/Mrs. Christine Bate (Jobshare)

Mrs. Georgina James

Mrs. Claire Howe

Miss Stacey Fletcher

Mr. Daniel Chapman

### Nursing Leadership Team:

Mrs. Corrine O'Callaghan Walker  
Matron

1X Band 7 practice development nurse (PDN) and 2x band 6 Practice (facilitators PEF'S)

Band 7 Lead Nurse

7x Clinical band 7's

1 x paediatric band 7

Band 6 clinical Sisters/Charge nurses

Band 5 Staff Nurses

Band 4 Nursing Associates

Band 3 Clinical support workers

Band 2 Clinical Support Workers

### ECAPS Emergency Care

practitioners who are a multi-disciplinary team from Nursing and Paramedical background to help facilitate our ambulance turn around and sepsis targets

Play specialists. X2 Cleanliness support worker

We have recently introduced a new role "Rapid Assessment and Resuscitation Practitioners" who are a multi-disciplinary team from Nursing and Paramedical background to help facilitate our ambulance turn around and sepsis targets

We are looking to recruit full time specialty doctors in Emergency Medicine at the Walsall Manor Hospital. The post will be based in the Emergency Medicine Department, but the Trust will assist candidates wishing to obtain CESR, so there will be 3-month rotations in INTENSIVE CARE/PAEDIATRICS & ACUTE MEDICINE.

The department is currently in the process of designing a new Emergency Department which is due to open March 2023. We are ranked 1<sup>st</sup> in the Midlands league table for access to 4-hour target and rated Good by CQC in 2019. Walsall Emergency department has the best regional handover time for under 30 minutes and this has been consistent for 18 months.

The successful candidates must possess GMC registration with a license to practice Basic medical qualification (ie MBBS or equivalent). The ability to carry out a full range of Middle Grade practical procedures commensurate with register level is also required. ATLS/ALS/APLS are all essential. Completed at least 4 years full-time postgraduate training (or its equivalent gained on a part time or flexible basis) at least two of which will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee of Relevant up to date experience and qualifications to undertake duties at middle grade level is essential. A higher scientific or medical qualification is desirable.

We are looking for Candidates that may be interested to further and obtain FRCEM or CESR applicant in Emergency Medicine. We will be keen to hear from applicants who have a specialist interest in areas such as: Paediatric Emergency Medicine (PEM), Pre-hospital Emergency Medicine (PHEM), Acute or Ambulatory Medicine, Intensive Care/ Anaesthetics, Geriatric/ Frailty, Sports Medicine, Simulation or Education. We are open to other suggested areas of interest and would be willing to support continued development and family friendly rota appointments.

The trust and the Acute Care Team have a robust programme for mentoring the new appointments, Including access to NHS Leadership programmes and clinical courses.

### **Department of Emergency Medicine**

The Emergency Department comprises of 30 majors and minors' cubicles, including a designated quiet room. A fully equipped four trollied resuscitation area with near patient testing, ultrasound and facilitation for paediatric resuscitation patients is based within the main department. The Emergency Department further houses a designated review area, two front door triage rooms, and an eight trollied area for ambulatory patients and ambulance rapid assessment and triage (RAT). The department has a see and treat area staffed by Emergency Nurse Practitioners which further houses morning ED clinic, and a separate Paediatric Emergency Department area with three cubicles.

## KEY DUTIES OF THE POST

1. Reception/diagnosis/treatment of new patients
2. Provide support to junior doctors
3. Assist in teaching junior members of staff in the department
4. Act as team leader in the reception/diagnosis/treatment of trauma/ seriously ill patients in the absence of the Consultant
5. Participation on the full shift Rota
6. Maintain a satisfactory standard of education as determined at the yearly performance review.
7. Provide prospective cover for colleague's absence
8. Participation in departmental teaching

## Proposed Job Plan

A formal Job Plan will be agreed between the appointee and their Clinical Director, on behalf of the Medical Director, after the commencement date of the appointee.

This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

In addition to the proposed Job Plan there is also scope for flexibility within individual Job Plans such as for candidates who may have or wish to develop a sub-specialty interest; for example, on Acute medicine/ Ambulatory care/ ICU/Frailty/Paediatrics/ PHEM/ Sports Medicine and Simulation sessions for the trust.

In addition to this there are a range of trustwide roles that are available, and this can be discussed with the Clinical Director and medical Director prior to application.

The Job Plan will then be reviewed following an appraisal meeting. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and objective.

## On-call commitments

### SALARY SCALE:

MC75 £50,373 - £78,759 per annum depending on experience.

### HOURS OF WORK:

10 Programmed Activities

9 DCC 1 SPA per Week

Package available to all successful candidates include:

- Accommodation
- Relocation

Support and development are available to individuals for the following leadership areas:

- Governance
- Mortality
- Education and Training
- Trust Simulation Lead

**For further information and to arrange an informal visit please contact Dr Asif Naveed Clinical Director via his secretary on telephone number 01922721172 extensions 7052**

## General Conditions of Service

1. The post is covered by the Terms and Conditions of Service for Medical & Dental (England) 2003, as amended from time to time.
2. The appointment is subject to satisfactory Occupational Health and Disclosure and Disclosure & Barring Service checks.
3. The successful candidate will be expected to reside within 30 minutes' travelling time of Walsall Manor Hospital.
4. It is the responsibility of all medical staff to ensure that they are appropriately registered with the General Medical Council. If registration lapses employment may be terminated.
5. All employees are expected to comply with appropriate Trust policies and procedures.
6. The post holder is to be aware, and observe fully the employee's duties under the Health & Safety at Work Act and to observe all the Trust's policies relating to Health & Safety and Risk Management.
7. The Trust operates a no-smoking policy. Employees are not permitted to smoke whilst on Trust premises and grounds or whilst carrying out business on behalf of the Trust.

## ANNUAL LEAVE:

Six weeks leave per year plus Bank Holidays

## NHS PENSION SCHEME:

This post is superannuable. A deduction will be made depending on the salary - average 6.5%. However, if you choose to make your own personal pension arrangements, you may opt out of this scheme.

## Other Duties

The information supplied above is intended to summarise the key responsibilities and duties of the role. The post holder may be required from time to time to carry out other reasonable requests and duties as required, consistent with the responsibilities of their Banding and development as agreed between employee and manager.



**Confidentiality and Data Protection** All employees who have access to personal data in relation to patients or employees will be aware of their responsibilities under the Data Protection Act 1998 and will abide by the eight principles of that Act. Any breach of the Act could result in disciplinary action being taken and criminal charges being brought against the individual who has breached the Act.

### **Health and Safety**

Individual employees of Walsall Healthcare Trust and other NHS employees contracted to work on the organisation's premises have an equal responsibility, along with managers and supervisors, for maintaining safe working practices for the health and safety of themselves and other persons who may be affected by their acts or omissions at work. All employees must adhere to their duties under the Health and Safety at Work Act 1974 and other associated safety legislation, including all new Health & Safety Regulations. In addition employees must comply with all the trust's policies relating to Health & Safety and Risk Management to secure a safe workplace and will draw management's attention to any deficiencies and/or hazards, which might prove detrimental to themselves or others.

There is a general responsibility for employees to act sensibly and reasonably, and attend mandatory health and safety training sessions.

### **Clinical Governance**

All employees are required to actively contribute towards the organisation's clinical governance systems, taking responsibility as appropriate for quality standards and work towards the continuous improvement in clinical and service quality.

### **Safeguarding**

Children Walsall Healthcare NHS Trust, working with partner agencies, is committed to safeguarding children and promoting their welfare. All employees have a responsibility to ensure that children and young people are safe from abuse and harm, regardless of their role or where they work. Children include young people up to the age of 18yrs.

Employees must comply with Walsall Local Safeguarding Board Child Protection Procedures and Trust Child Protection Procedures and recognise the importance of listening to children. All employees must attend child protection training relevant to their role and know how to seek advice or support from their manager or the Safeguarding Children team if required.

### **Vulnerable Adults**

All employees have a responsibility to support the safety and well-being of vulnerable adults and to practice in accordance with legislation. Knowledge, skills and competency are to be maintained according to role and responsibilities in order to fulfil Vulnerable Adults responsibilities. All employees must comply with organisational and Walsall Local Authority Vulnerable Adults policies and procedures.

## Equality and Diversity

The Trust is committed to promoting equality opportunities to achieve equity of access, experience and outcomes, and to recognising and valuing people's differences. All employees have an obligation to help achieve this through personal example, open commitment and clear action.

Each individual will take responsibility for promoting inclusive and accessible service provision, employee development and a culture that values and respects difference. All employees should be familiar with, actively promote and work within Equality and Diversity policies at all times ensuring that they do not unlawfully discriminate, either directly or indirectly, on the grounds of race or ethnicity, nationality, religion or belief, sex, marital or civil partnership status, sexual orientation, disability, gender reassignment, age, pregnancy/maternity or any other grounds.

This applies to all activities as a service provider and as an employer. All employees must adhere to the Equality Act 2010

## Patient Experience and Public Involvement (PEPI)

The Trust is committed to gaining feedback from all patients using a variety of methods including electronic, paper based and verbal. Within this Trust that feedback is monitored by the patient experience group and used to ensure that future services meet the needs of the patients and demonstrate continuous improvement. Volunteer, staff and families participate in the collection of this data

## Customer Care

The aim of the organisation is to provide patients and other service users with the best possible care and service, therefore all our staff are required at all times to put the patient and our service user first and to do their utmost to meet their requests and needs courteously and efficiently.

## Infection Control

Employees will work to minimise any risk to clients, the public and other employees from Healthcare Associated Infection including MRSA and C.difficile by ensuring that they are compliant with the Health and Social Care Act 2008 – Code of Practice (and as amended from time to time) for the prevention and control of Healthcare Associated Infections (The Hygiene Code); and by ensuring that they are familiar with the organisations Infection Control policies located on the Intranet.

Further responsibilities involve employees in ensuring that service users and members of the public are actively engaged (using a variety of methods) in appropriate service delivery, service development and decision making within their service area and the wider organisation. Determination of these responsibilities should be in conjunction with your line manager and delivered accordingly.

## Smoking

The organisation operates a No Smoking policy.

## Duty of Candour

There is also a contractual duty of candour imposed on all NHS and non-NHS providers of services to NHS patients in the UK to 'provide to the service user and any other relevant person all necessary support and all relevant information' in the event that a 'reportable patient safety incident' occurs.

The Duty of Candour is a legal duty on hospital, community and mental health trusts to inform and apologise to patients if there have been mistakes in their care that have led to significant harm

Duty of Candour aims to help patients receive accurate, truthful information from health providers

The NHS LA's duty of candour guidance seeks to demystify how health providers can deliver on candour, achieving a wholly transparent culture in health provision – being open when errors are made and harm caused

All NHS provider bodies registered with the Care Quality Commission (CQC) have to comply with a new Statutory Duty of Candour

## Policies and Procedures

All employees need to be aware of the organisations policies, procedures and protocols relating to their service and work within the guidelines at all times.

Employees have a major role in suggesting and implementing improvement to services and in exercising professional responsibility for both themselves and their peers within an open 'no-blame' culture.

## GMC Revalidation (Medical and Dental Staff only)

Revalidation is the process by which all licensed doctors are required to demonstrate on a regular basis that they are up to date and fit to practise in their chosen field and able to provide a good level of care. This means that holding a licence to practise is becoming an indicator that the doctor continues to meet the professional standards set by the GMC. Licensed doctors have to revalidate usually every five years, by having annual appraisal based on our core guidance for doctors,

Good medical practice. This needs to be adhered to as per Trust Policies and Procedures. Failure to comply will result in being withdrawn from Medical practice.

## IPDR (Medical and Dental Staff only)

A part of the revalidation process, all Medical and Dental Staff are required to have an effective IPDR every 12 months. This is a requirement for all staff and will need to be arranged by the individual.

## IPDR (All Staff)

The NHS Constitution requires organisations to provide staff with clear roles and responsibilities, personal development and line management, to support them to succeed.

An organisation-wide appraisal process that focuses on performance and personal development helps deliver this.

It is required for staff to have a yearly effective and meaningful appraisal with their manager.

### **NMC Revalidation (Nursing and Midwifery Staff only)**

Revalidation is the process that all nurses and midwives in the UK will need to follow to maintain their registration with the NMC. Failure to revalidate will result in withdrawal from practice

Revalidation will help you as a nurse or midwife demonstrate that you practice safely and effectively. It will encourage you to reflect on the role of the Code in your practice and demonstrate that you are 'living' the standards set out within it.

### **Major Incident Planning and Business Continuity**

Managerial post-holders will be responsible for the development and delivery of major incident planning, business continuity and resilience. This will include ensuring there are effective and up to date plans that comply with legislation and guidance that meet the requirements of the Civil Contingency Act (CCA) for their area of responsibility.

### Specialty Doctor – ACCIDENT & EMERGENCY GRADE:MN75

<b>ESSENTIAL JOB REQUIREMENTS</b> A clear definition for the necessary criteria)	<b>How Tested</b> Justifiable as necessary for safe and effective performance)	<b>Weighting</b> (Where available, elements that to contribute improved/immediate performance in the job)
<b>Qualifications:</b> <ul style="list-style-type: none"> <li>Basic medical qualification (ie MBBS or equivalent).</li> <li>ATLS/ALS/APLS are all essential.</li> <li>Higher scientific or medical qualification</li> </ul>	A/O A/O  A/O	H H  M
<b>Professional Registration:</b> <ul style="list-style-type: none"> <li>GMC registration with a license to practice.</li> </ul>	A/O	H
<b>Training and Clinical Experience:</b> <ul style="list-style-type: none"> <li>Completed at least 4 years full-time postgraduate training (or its equivalent gained on a part time or flexible basis) at least two of which will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee</li> <li>Relevant up to date experience and qualifications to undertake duties at middle-grade level is essential.</li> <li>Operative skills commensurate with middle grade level</li> <li>Awareness of all aspects of care for patient's emergency department</li> <li>Working knowledge of the NHS or an equivalent organization.</li> <li>Awareness of the differing needs of a diverse population in relation to ethnicity</li> </ul>	A/O  A/O I/R/O R/O/A  A/I A/O	H  H H M  M H
<b>Professional and Multi-disciplinary team working:</b> <ul style="list-style-type: none"> <li>Ability to work collaboratively with colleagues and within a multi-disciplinary team</li> <li>Ability to offer expert clinical opinion on a range of problems within the specialty</li> <li>Willingness to work flexible to optimise departmental functions.</li> </ul>	A/I/R  I/R  I	H  H  M
<b>Management and Administrative Experience:</b> <ul style="list-style-type: none"> <li>Ability to organise and prioritise workload effectively.</li> <li>Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures</li> </ul>	A/R A/I/R	H H
<b>Clinical Effectiveness:</b> <ul style="list-style-type: none"> <li>Be able to accept and knowledge limitations in decision making</li> <li>Be able to identify when senior support is required</li> <li>Must be able to communicate effectively both in written and spoken English</li> <li>Ability to use the evidence base and clinical audit to support decision-making</li> <li>Experience of conduction clinical audit</li> </ul>	I/R  I/R A/I  A/I  A/I	H  H H  H  M
<b>Other Requirements:</b> <ul style="list-style-type: none"> <li>Appropriate Immigration Status (where appropriate)</li> <li>Ability to work weekends and nights</li> </ul>	A/O A/O	L H

#### How Tested      Weighting

A = Application form

H = High

I = Interview

M = Medium

T = Test

L= Low

P = Presentation

O = Other

R = Reference

**We look forward to your application**

