



**East Suffolk and  
North Essex**  
NHS Foundation Trust

**Consultant in Acute Medicine**

East Suffolk and North Essex NHS Foundation Trust

**Responsible to:** Clinical Divisional Director Dr Lauren Hoare

**Accountable to:** Chief Medical Officer Dr Angela Tillet

## **A message from the Chief Executive**

Dear colleague

Thank you for your interest in joining East Suffolk and North Essex NHS Foundation Trust (ESNEFT).

ESNEFT provides integrated care to a population of almost a million people. We employ more than 11,000 staff across two acute hospitals in Colchester and Ipswich and in community hospitals, clinics, surgeries and patients' homes. We are a partner in the Suffolk and North East Essex Integrated Care System.

We would like you to help us provide the best care and experience for the communities we serve in east Suffolk and north Essex. You can find out more about us on [our website](#).

We are committed to being a great place to work, a great place to train and a great place to receive care. As a large organisation we offer exciting opportunities for development, innovation, research, education and training.

We have a simple philosophy: [Time Matters](#). Time matters for our patients, their families and our staff. By focusing on time, we can remove unnecessary stress and frustration – giving our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme  
Chief Executive

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# We are...

## East Suffolk and North Essex NHS Foundation Trust

We provide healthcare to a population of almost a **million** people in



But we don't work alone. We work alongside a multitude of teams in health, social care, voluntary services and other organisations to make care work well for local people whether they are at home or in hospital.

### Time matters



Our philosophy is that time matters. Dealing with health issues can be stressful, both for the patient and for those who care for them. There is the necessary stress of the health need and the emotional effort of caring.

However, too often the complexity of the health and care system adds unnecessary stress. At the heart of this is time. Time is important to everyone whether as patients, as family or carers, or as staff delivering care.

We will improve services to make every moment count.

### There's no place like home



#### 1 in 5

of our staff work out and about in the community

And our NHS teams are supporting local people to stay in control of their health at home

When people need care in hospital we are committed to getting them home again as soon as possible

We can join the dots between care at home and hospitals



### Size matters



We are the largest NHS organisation in East Anglia employing more than 11,000 staff and several of our clinical services are among the largest in England:

- Acute children's services
- Oncology
- Trauma and orthopaedics
- General surgery
- Urology
- Ophthalmology

Our values are: **optimistic, appreciative and kind**

## Background of East Suffolk and North Essex Foundation Trust

ESNEFT was formed on 1 July 2018 following the merger of two NHS trusts in Colchester and Ipswich & east Suffolk. We became one of the largest NHS organisations in the region, and in 2021 grew further still when we began working in collaboration with other providers to provide community services in north east Essex.

As well as Colchester and Ipswich hospitals, our teams provide care and services from Aldeburgh, Clacton, Harwich, Halstead and Felixstowe hospitals, Bluebird Lodge in Ipswich and the Primary Care Centre in Colchester. Not forgetting our community teams who are based in local health clinics, surgeries and those who visit patients' homes.

## Living in east Suffolk and north Essex

Whether it's a walk through the Constable countryside of the Dedham Vale, an amble around Woodbridge or a trip to splash in the sea at Frinton, there's plenty on offer in Suffolk and Essex.

Boasting brilliant shopping locations of Ipswich and Colchester, as well as many beautiful towns such as Framlingham, Lavenham or Wivenhoe, the two counties aren't short of places to visit. Quirky independent shops feature in many towns and villages, but you don't need to go that far to find your favourite larger retailers.

Woodbridge, Dedham Vale and the Shotley Peninsula were all named in the Sunday's Times' Best Places to Live guide 2021, but there are many towns and villages that offer pretty chocolate box scenes known in Suffolk and Essex, with an excellent choice of both state and private-sector schools.

With its rich history and status as Britain's oldest recorded town, Colchester isn't just a shopping destination, but has a strong cultural identity with its numerous galleries, theatres and arts venues. Suffolk's main town of Ipswich is a bustling place to visit, whether you're shopping, visiting the regenerated waterfront area, or spending time at one of the many bars or cafes.

Suffolk and Essex are holiday destinations for a reason. The beautiful stretch of coastline along Suffolk and Essex offers everything from the pier and heritage of Southwold, the amusements at Clacton to sights such as Thorpeness' House in the Clouds. Long before Ed Sheeran sang about the 'castle on the hill' in Framlingham, Jimmy made its mark on the map with his TV-famous farm, and there's no shortage of days out including Sutton Hoo, Kentwell Hall, Colchester Castle or Audley End Hall.

Watch the video below about living and working in Essex & Suffolk

<https://www.youtube.com/watch?v=GkPu7HphU8A>

## Our structure and people

Our Trust is organised into clinical divisions (see below) supported by a series of corporate services.

- Medicine (Colchester)
- Medicine (Ipswich)
- Cancer and Diagnostics
- Musculoskeletal and Special Surgery
- Surgery, Gastroenterology and Anaesthetics
- Women's and Children's
- Integrated Pathways
- North East Essex Community Services

The role you have expressed an interest in is in the Medicine division on the Ipswich site, in the Department of Acute Medicine.

Each division at ESNEFT has a divisional clinical director, an associate director of operations and an associate director of nursing, as well as a series of senior leadership positions supporting the clinical delivery group.

Information about our Trust Board can be found on the [About Us section of the ESNEFT website](#). Our Chief Executive is Nick Hulme and our Deputy Chief Executive is Neill Moloney. Our Trust chair and Non Executive lead is Helen Taylor.

Our people values are Optimistic, Appreciative and Kind.

## A role in Acute Medicine

An opportunity has arisen to join our team at Ipswich Hospital.

We are inviting applications for a full time post as a Consultant in Acute Medicine.

Applicants will have completed CCT or equivalent (CESR) and must be on the Specialist Register.

The divisional leaders are:

- Divisional Clinical Director – Dr Lauren Hoare
- Associate Director of Operations – Dawn Sullivan (interim)
- Associate Director of Nursing Kate Taylor

## Information about the Department

The Department of Acute Medicine works as a sub-department within the Division of Medicine, Ipswich Site. The 7 current consultants work in our recently refurbished Emergency Assessment Unit (EAU) within a multi-disciplinary team, with access to modern facilities and equipment. The aim of the department is to maintain an efficient and friendly service for our local population. The department strives to promote and develop the full provision of acute services in light of rapidly evolving and changing strategies for emergency care provision.

EAU currently comprises 2 wards and 2 assessment areas – our main Emergency Assessment Unit and a specially designed Infection Control Assessment Unit. Our Emergency Assessment Unit currently comprises 16 trolleys and 7 ambulatory chair spaces. Our Infection Control Assessment Unit comprises 12 individual side rooms, suitable for assessing patients who require isolation, such as those presenting with possible coronavirus. Capel Ward is a 27-bedded short stay ward and Brantham Ward is a 20-bedded admissions ward with an integral 4-bedded observation bay with cardiac monitoring. We also provide additional medical cover on a general medical ward.

Our recently-built Acute Medicine Same Day Emergency Care (AMSDEC) unit provides a dedicated space for same day ambulatory care. This custom-built unit gives us the opportunity to see and treat patients on the same day reducing the need for admissions to hospital.

The EAU team works closely with the various specialists within the hospital who run a daily “in-reach” service. The department is supported by 7 registrars with 5-6 FY1s, 3 ACCS trainees, 2 GP trainees and numerous trust doctors. We also have 2 ACPs. Our average admissions are 70-80 per day. This service is supported by a multi-disciplinary team of nursing staff, Emergency Therapy Team, Clinical Support Technicians and intermediate care linking directly with the CCGs. There is psychiatric liaison for support of patients with mental health problems.

This team will provide supervision and follow on care of appropriately selected short stay patients and daily next day urgent outpatient review of selected patients to aim to achieve a 35% discharge rate at entrance to the Unit.

The selected use of our therapy initiatives (CAT, CAT+, reablement), REACT and OPAT (Outpatient Parenteral Antibiotics Therapy) providing some “hospital at home” care supports the early discharge of our short stay patients. The Respiratory Outreach Team support early discharge and home care of selected COPD patients. We have also recently set up a Virtual Ward programme which we hope to expand.

Because of the requirements of the European Working Time Directive we have evolved a partial shift system for junior staff working and at present all groups of junior staff are EWDT compliant. By some adjustment in the rota we have been able to maintain team working within each speciality. There are approximately 175 medical beds within the Trust, including those within EAU.

In-patient medical services include:

- A clinical investigation unit.
- An Acute Respiratory Care Unit (ARCU). Patients requiring high level respiratory monitoring and support can be admitted to a dedicated 8 bedded acute respiratory care unit, rather than

being referred to ITU. This has recently been relocated and updated to provide a purpose-built unit with increased capacity and negative pressure side rooms. Non-invasive ventilation and CPAP can be provided here under the supervision of the respiratory consultants. There is a well-equipped and staffed respiratory function laboratory. Specialist nurses run clinics in asthma, sleep apnoea and TB. There is an early supportive discharge team for COPD admissions. The respiratory physicians undertake regular bronchoscopy lists on the Endoscopy Unit.

- A Cardiac Monitoring Unit (CMU) with 10 monitored beds and 14 general cardiology beds. The consultant cardiologists undertake a daily round of the all CMU patients and will continue the management of patients who get admitted to CMU. The Cardiology Department has a full range of non-invasive investigations including nuclear cardiac imaging.
- Cardiac angiography and device insertion is performed by our Consultant Cardiologists in our purpose built Ipswich Heart Centre. At present we do not have a Primary PCI rota in place, but this is being developed.
- A purpose built Critical Care Unit, managing both Critical Care and High Dependency patients to which medical patients can be admitted under joint care with CCU staff.
- A 12 bedded Hyper-Acute Stroke Unit (HASU) and 18 bedded Stroke Rehabilitation Unit. We offer a 24/7 stroke thrombolysis service via the regional telemedicine service. We are currently trialling a Stroke Ambulance service – a dedicated ambulance manned by a consultant neurologist who attends patients on scene and has the function to perform neuroimaging and POC testing.
- An award winning Frailty Assessment Base providing same day multi-disciplinary outpatient review of elderly patients.
- A purpose built Renal Unit for haemodialysis, CAPD and home dialysis training and support. This unit serves Suffolk and parts of Essex.
- A Department of Neurology, with a neurophysiology unit. Neurosurgery is provided by both the National Hospital for Nervous Diseases and Addenbrooke's Hospital.
- An excellent well-equipped Clinical Imaging Department. There are specialist interventional radiologists who provide an excellent interventional service.

Overview of this role and the team

Our Consultants come from a variety of background with a broad variety of specialist interests.

Departmental staff:

- Dr Lauren Hoare (Clinical Director for EAU and Divisional Director)
- Dr Robert Mallinson (Chief Medical Examiner)
- Dr Jasmine Patel (special interest in medical education)
- Dr Immo Weichert (special interest in research and audit)
- Dr Jessica Kitchen (special interest in nephrology)
- Dr Mohandas Dasan (special interest in audit)

The successful applicant will have access to their own desk in a spacious office area with secretarial support and a rest area for catching up with colleagues and taking a break.

## **Main Duties and Responsibilities of the Post**

The post holder will work as a consultant in Acute Medicine and will work closely alongside colleagues to provide a comprehensive assessment process for all medical emergencies. Close liaison with other departments and with allied health professionals within the EAU department and other consultant colleagues is crucial to our success and good communication skills are essential.

The appointee will have a specific role in the acute assessment, triage and management of all patients in the EAU, working together with senior therapists and nurses to assess every patient to categorise their needs and ensure they are appropriately met. The appointee will liaise closely with the Emergency Department to facilitate their delivery of the ED Performance indicators.

The appointee will be responsible for the supervision and training of assigned EAU junior staff and ensuring patients move through the unit effectively. They will also have responsibility for maintaining databases and performance records of admissions and assessment provision and act as a resource for this information.

The appointee will work closely with other colleagues in all departments and will contribute to teaching of medical students and junior staff attached to the department, including a regular slot in the medical registrar teaching.

We are keen to encourage the successful applicant to pursue specialist interests, including FAMUS training. Resource is available to support personal professional development and develop skills within the department.

### **Clinical Governance**

The post-holder will:

- Comply with the Trust's Clinical Governance policy, including clinical risk management, data collection and regular departmental audit projects

### **Envisaged Job Plan**

The job plan is expected to consist of 10 Programmed Activities (PAs) and the exact details of job plan will be agreed with the successful candidate after their appointment.

The appointee will be expected to participate in the general medical on-call rota.

### **Example Timetable**

As acute medicine is a varied specialty, we run a varied timetable comprising short stay ward cover, medical admissions, AMSDEC and on call. This provides flexibility for our consultants as well as ensuring adequate cover for all of our areas.

An example rota:

Week		Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Rota 1	AM	Capel	Capel	Capel	Capel	Capel	Capel	Capel
	PM	Phone	Phone	Admin	Phone	SPA		
Rota 2	AM	Admin	Phone	Admin	EAU	Phone		
	PM	SPA	EAU	SPA	EAU	EAU		
			EAU on call			EAU on call		
Rota 3	AM	EAU	EAU	Phone	Admin	EAU		
		EAU	EAU	EAU	SPA	EAU		
				EAU on call				
Rota 4		Off duty						
Rota 5	AM	Brantham	Brantham	Brantham	Brantham	Brantham		
	PM	SPA	Admin	Phone	SPA	Phone		
Rota 6	AM	Phone	Admin	EAU	Phone	Admin		
	PM	EAU	SPA	EAU	EAU	SPA		
		EAU on call			EAU on call			
Rota 7	AM	AMSDEC	AMSDEC	AMSDEC	AMSDEC	AMSDEC		
	PM	AMSDEC	AMSDEC	AMSDEC	AMSDEC	AMSDEC		
Rota 8		Off Duty						

This timetable could be varied by rearrangement of the current consultants' timetables to accommodate any constraints imposed by the appointees' special interest and available clinical space in the department.

Annual leave is taken during our off duty weeks, but team members are supportive and happy to coordinate swaps to accommodate other commitments.

## Management

The Divisional Clinical Director is responsible for managing the Clinical Delivery Group, and its performance, and plays an important part in the strategic management of the hospital as a member of the Trust Senior Leadership team. All clinicians are encouraged to play an active role in the management of the hospital and services.

East Suffolk and North Essex Foundation Trust expects its entire professional staff to maintain a high level of competence, maintaining their time effectively and using expensive resources both responsibly and efficiently. Naturally, it is assumed that all staff will treat patients with both dignity and understanding, and that they will strive to work well together.

Medical members of staff are expected to contribute to the general management of the hospital, and to develop links with the community. They are also expected to work as members of the team with Resource Management accountability to the Divisional Clinical Director.

### **Continuing Professional Development**

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and the Royal College of Physicians and is committed to providing time and financial support for these activities.

### **Research, Audit & Teaching**

In conjunction with consultant colleagues he/she will organise and supervise the teaching of junior medical staff and students in the department.

Research, audit and teaching are vital for the growth of effective clinical care. The consultant will be expected to support and foster these non-clinical roles in conjunction with the incumbents and to take part in the teaching of medical undergraduates and postgraduates.

### **Administration**

It is expected that all consultants will share the administrative duties associated with the running of an effective department, which will include defining policy and guiding, advising and co-operating with Practitioners in the Trust, General Practitioners and staff in the Community.

### **Office accommodation and secretarial support**

A dedicated administration support team supports the Department. The successful candidate will have dedicated desk space, office computer and Secretarial support.

### **Revalidation**

The Trust has the required arrangements in place to ensure that all Consultants have an annual appraisal with a trained appraiser and supports Consultants going through the revalidation process.

### **Mentoring**

The Trust is keen to support newly appointed consultants with named mentors.

## EDUCATION & TRAINING

The Trust is keen to develop our staff and there are excellent learning and education facilities at both Colchester and Ipswich Hospitals.

All Consultants are expected to contribute to our teaching programmes for Foundation, IMT, GP, Higher Specialty Training and the current programme is below. In addition, there are many opportunities to support the multi-professional teaching and development.

	Cross site	
Grade		
F1	Tuesdays	1200-1300
F2	Tuesdays	1300-1400
IMT	Fridays	1300-1400
Med SPR	Third Tuesday every month	
Grand Rounds	Wednesday	1230-1330
Journal Club	Thursday Lunchtime	
Surgery	Friday	0800-0900

The Trust has medical students attached from the University of Cambridge, University of East Anglia, Anglia Ruskin University and Queen Mary's School of Medicine. Departments organise local teaching and all Consultants are encouraged to participate.

We expect all Consultants and SAS doctors to become Educational and Clinical Supervisors. We offer a dedicated training and support package locally and with HEE East of England.

The appointee will be expected to participate in audit projects associated with the department. Medical audit sessions are held regularly every month and attendance is mandatory (it is expected that the consultants will attend 75% of them during the year).

The appointee will participate in clinical governance activities, risk management, clinical effectiveness and quality improvement program activities as requested by both the Trust and external organisations.

Research is encouraged with the support of the ESNEFT Research Team and Local Ethical Committee.

Study leave for all senior grade doctors (Consultant and SAS) to complete Continuing Professional Development is 30 days over a 3 year period. The Trust will fund activities up to a local ceiling which is currently £700 per annum, per consultant.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust.

## General Conditions of Appointment

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Divisional Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers. Current standards are: discharge letter will be given to the patient on discharge, with a copy to the GP on the same day; a summary will reach the GP within 10 working days of patient discharge.

The appointee will be accountable managerially to the Divisional Clinical Director and the Chief Executive, and professionally to the Chief Medical Officer of the Trust.

The post is covered by the Terms & Conditions of Service of ESNEFT, which primarily reflect the New Consultant contract. Terms and Conditions – Consultants (England) 2003. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement.

The post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are "spent" under the provision of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal, or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Criminal Records Bureau (CRB) disclosure service.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises. All Trust staff are responsible for complying with Trust Infection Control policies and clinical guidelines.

## GENERAL INFORMATION

### **Electronic Patient Records system**

There is an established hospital information and support system (Lorenzo in Ipswich and Medway in Colchester). A project is underway to upgrade to a new electronic patient records system – it is the the biggest digitisation investment at ESNEFT for the next 10 years.

### **Quality**

The Trust is committed to providing patient care of the highest quality and requires all staff to play an active role in achieving this.

### **Confidentiality**

During the course of his/her duties, the post holder may have access to confidential information which must not be divulged to any unauthorised persons at any time, this includes compliance with the Trust's Policy on Data Protection.

### **Trust Policies**

The post holder is required to comply with all the Trust's policies

### **Relocation Package**

The Trust has designed its scheme to be as flexible as possible to enable employees to maximise their benefits. Further information can be obtained from the Human Resources Department.

### **Interview Expenses**

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

### **Enquiries and Visits**

Applicants or prospective applicants are encouraged and welcome to visit the department and to meet prospective colleagues. Arrangements for visiting can be made by contacting us.

Requests for visits to the unit should be made to Dr Lauren Hoare

[Lauren.hoare@esneft.nhs.uk](mailto:Lauren.hoare@esneft.nhs.uk) / 01473 702021

**PERSON SPECIFICATION**

**GRADE: CONSULTANT**

**SPECIALITY: ACUTE MEDICINE**

<b>JOB REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Entry on GMC Specialist Register; eligible for entry on Register or within six months of receipt of Certificate of Completion of Training (CCT) in Acute Medicine and/or General Medicine at time of interview</li> </ul>	
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Clinical training and experience equivalent to that required for gaining UK CCT in General/Acute Medicine</li> <li>• Ability to offer expert clinical opinion on a range of problems in adult medicine</li> <li>• Ability to take full and independent responsibility for the clinical care of patients.</li> </ul>	
<b>Management and Administrative Experience</b>	<ul style="list-style-type: none"> <li>• Ability to advise on efficient and smooth running of emergency medicine services.</li> <li>• Ability to manage and lead a multidisciplinary team</li> <li>• Experience of clinical governance</li> <li>• Ability and willingness to work within the Trust and NHS performance framework and targets</li> </ul>	
<b>Teaching Experience</b>	<ul style="list-style-type: none"> <li>• Experience of supervising junior trainees</li> <li>• Ability to teach clinical skills to students and trainees.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching basic clinical skills to undergraduates</li> <li>• Experience of teaching other professional groups</li> </ul>
<b>Research Experience</b>	<ul style="list-style-type: none"> <li>• Ability to apply research outcomes to clinical problems</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of conducting research projects</li> <li>• Publications in peer reviewed journals</li> </ul>

<p><b>Other Attributes</b></p>	<ul style="list-style-type: none"> <li>• Ability to work in a multidisciplinary team.</li> <li>• Good interpersonal skills</li> <li>• Enquiring, critical approach to work</li> <li>• Caring attitude towards patients</li> <li>• Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies</li> <li>• Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit</li> <li>• Willingness to undertake additional professional responsibilities at local, regional or national levels.</li> </ul>	<ul style="list-style-type: none"> <li>• Have access to a car/current UK driving licence</li> </ul>
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