

## General Medicine Bank SpR in Acute & Respiratory Medicine Job description

Position:	Bank SpR in Acute & Respiratory Medicine
Specialty:	General Medicine
Division:	Medicine
Accountable to:	Chief of Medicine
Reporting to:	Clinical Lead (Medical Specialty)
Salary:	£75 per hour <b>social</b> , £80 per hour <b>unsocial</b>
Location:	East Surrey Hospital
Hours of work:	0
Contract type	Bank
Disclosure required:	Enhanced Level – Adult & Child barred lists

### Job purpose

Surrey & Sussex Healthcare NHS Trust are seeking to appoint IMT3+ equivalent locum posts effective immediately this to augment current medical staffing shortages in the interim due to ongoing gaps in the following specialties – Geriatric Medicine, Endocrinology and General Internal Medicine. The post holder will be based on either of the medical specialties mentioned above and they will be rostered to the General Medicine on-call rota.

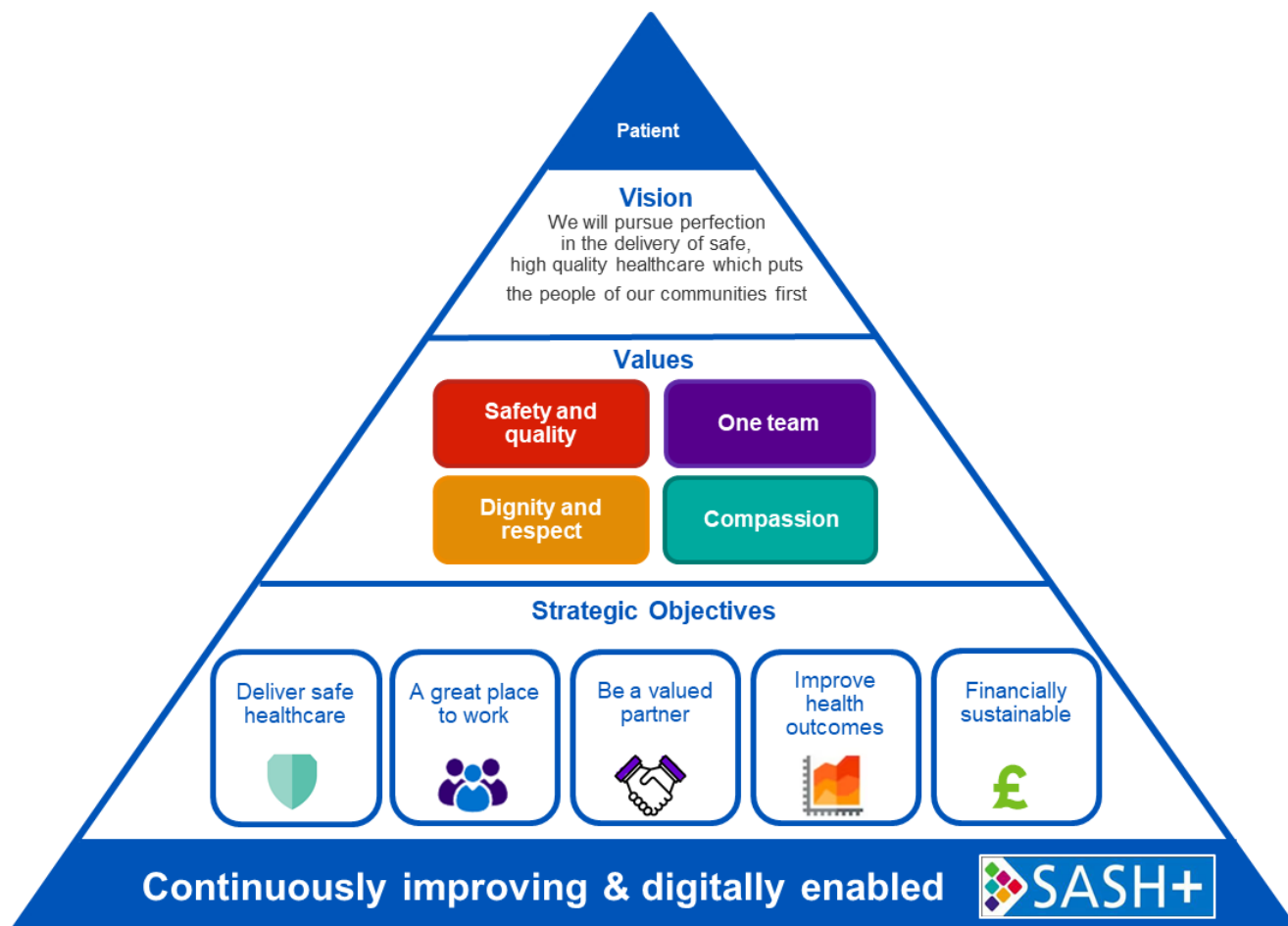
We are looking for applicants with experience in acute and/or general internal medicine who also have excellent team-working skills with the abilities and professional skills to work well in a multi- professional team. The post would ideally suit an IMT3+ level doctor who wishes to gain further experience and skills before considering their next career move, or a registrar grade clinician who can run a busy acute medical take and is well versed in the management of acutely unwell adult patients.

## Our values

As an employee of Surrey and Sussex Healthcare NHS Trust, you have an individual responsibility to treat everybody with:

<p><b>Dignity and Respect:</b> we value each person as an individual and will challenge disrespectful and inappropriate behaviour.</p>	<p><b>One Team:</b> we work together and have a 'can do' approach to all that we do recognising that we all add value with equal worth.</p>
<p><b>Compassion:</b> we respond with humanity and kindness and search for things we can do, however small; we do not wait to be asked because we care.</p>	<p><b>Safety and Quality:</b> we take responsibility for our actions, decisions, and behaviours in delivering safe, high-quality care.</p>

## Strategic Objectives



### **Key working relationships**

The successful candidate will lead a team of junior doctors and multi-disciplinary staff including Physician Associates in providing comprehensive medical care for their inpatients, clinic patients and emergency admissions of all ages.

### **Main duties and key responsibilities**

Based at East Surrey Hospital, the post-holder will be a key member of the medical specialty they will be joining with a clear role in ensuring comprehensive care for their inpatients and providing acute assessment on presentation. They will be working primarily on their assigned medical specialty ward under the supervision of the respective medical consultants.

The post holder should be enthusiastic about working in a strong team of committed physicians to deliver excellent acute care to patients across a variety of clinical settings will be rewarded with a wide and rewarding clinical experience.

The post will be part of our General Medicine Rota including weekend and night duties. Whilst the post is not recognised for training it would give the successful candidate a chance in gaining confidence in leadership skills and treating acute medical patients. This will prepare the postholder for the job of Medical Registrar.

**This is an outline job description designed to give an overview of the responsibilities of the post. The post holder will be expected to be flexible to respond to change and organisational need. The post holder will also be expected to contribute to the wider corporate and organisational needs of the Trust as appropriate.**

## Information about the Trust

Surrey and Sussex Healthcare NHS Trust provides emergency and non-emergency services to the residents of east Surrey, north-east West Sussex, and South Croydon, including the major towns of Crawley, Horsham, Reigate, and Redhill. At East Surrey Hospital, Redhill we provide acute and complex services, as well as a range of outpatient, diagnostic and less complex planned services at The Earlswood Centre Caterham Dene Hospital, in Surrey, and at Crawley and Horsham Hospitals in West Sussex.

We provide services across the Surrey and West Sussex County Council areas and work closely with the district, borough and town councils of Reigate and Banstead, Mole Valley, Tandridge, Crawley, Horsham, and East Grinstead. We are a part of Surrey Heartlands and Sussex integrated care boards (ICBs); these are partnerships of health and care organisations working together with staff, patients, their carers, families, and members of the public to transform local services and support people to live healthier lives.

Together, with the ICBs we are known as 'Integrated Care Systems' – partnerships where health organisations, the local authorities and others take a collective responsibility for improving the health of the local population, managing resources, and making sure services are high quality.

The Trust employs over 5,000 staff across the Trust and is proud to have extensive and modern facilities, including MRI and CT scanners, intensive and coronary care units.

For more information, please visit the SASH website: <https://www.surreyandsussex.nhs.uk/>

The Care Quality Commission (CQC) rated our services as 'Outstanding' following an inspection in 2018 and we are one of the best performing Trusts in England:

- Winners of Health Service Journal Acute Trust of the year award 2021
- We are a National Patient Safety Awards winner and strive to be a beacon for safety in all that we do
- Our staff also rank us the best in the country among comparable acute trusts when asked whether care of patients is the organisation's top priority
- The Trust is sixth highest rated trust in the Southeast and in the top 25% nationally for recommended places to work
- In 2019, we were crowned best dementia-friendly hospital in the country and shortlisted at the Health Service Journal Awards for organisation of the year
- We have one of the lowest levels of nursing vacancies in the country



**Services currently provided by the Trust:**

Surgery - General Surgery and Urology, Trauma and Orthopaedics, Gynaecology, ENT, Ophthalmology and Dental services provided principally at East Surrey Hospital.

Specialist Maternity Services and services for Children including those for newborn babies with a 20-cot neonatal unit with capacity for 3 intensive care cots based at East Surrey Hospital. There is a paediatric walk-in centre at Crawley Hospital.

General Medicine - including Care of the Elderly, Cardiology, Diabetes, Gastroenterology, Rheumatology, Dermatology, Respiratory Medicine, Neurology, Clinical Oncology, Stroke and Haematology services.

The major Accident and Emergency is based at East Surrey Hospital which is supported by an established Acute Medical Unit and Surgical Assessment Unit.

10 Intensive care beds and 6 high dependency beds, operating theatres, and dedicated Day Case facilities.

10 main operating theatres at East Surrey Hospital. We also have a Surgical Short Stay Unit with 4 theatres at Crawley Hospital with overnight stay facilities.

A range of Diagnostic (X-Ray and Pathology including 24-hour CT scanning), Therapy and clinical and non-clinical support services.

A full range of community services, community hospitals and clinics are provided jointly with a range of community providers.

Mental health services are provided through our well-established links with local Mental Health Trusts.

We have developed a strategic and clinical partnership with Brighton and Sussex University Hospitals NHS Trust, becoming an Associated University Hospital of Brighton and Sussex Medical School which is one of the most oversubscribed medical schools in the country. It has a strong reputation for educating and training health professionals, teaching science and advancing research. It is also consistently highly regarded by its own students in annual university surveys.

Consultants have activities at both East Surrey and Crawley Hospitals as well as in the community sites.

All junior doctors are based at East Surrey Hospital and some travel to Crawley Hospital for outpatients, theatres, and specialist services.

## Trust activity

	2019-20	2020-21	2021-22	2022-23	Change	% Change
Emergency Attendances	112,534	91,922	127,292	125,982	- 1,310	-1.03%
Outpatient Appointments	407,664	354,696	432,350	443,377	11,027	2.55%
Non-Elective Admissions	39,463	33,473	35,594	38,842	3,248	9.13%
Births	4,468	4,397	4,665	4,335	- 330	-7.07%
Elective Admissions	52,876	36,380	49,502	50,496	994	2.01%

## Management Arrangements

Chairman	Dr Richard Shaw
Chief Executive	Angela Stevenson
Chief Medical officer	Dr Ed Cetti
Chief Financial Officer/Director of Estates and facilities	Paul Simpson
Chief Nurse	Tina Hetherington
Chief Operating Officer	Karen Breen
Chief of People and Culture	Elizabeth Nyawade
Chief of Corporate Affairs and Governance	Colin Pink
Director of Kaizen	Sue Jenkins
Director of Strategy	Anouska Adamson-Park
Director of Outcomes	Dr Richard Brown
Chief Clinical Information Officer (CMIO)	Dr Matthew Mackenzie
Chief Nursing Information Officer (CNIO)	Lucy Weekes
Director of Information and Technology	Ben Emly
Chief of Pathology	Dr Bruce Stewart
Chief of Education	Dr Sarah Rafferty
Chief of Innovation	Dr Des Holden

The Trust's management arrangements are based on a system of Clinical Divisions. These are as follows:

Chief of Medicine	Dr Natalie Broomhead
Chief of Surgery	Mr James Henderson
Chief of Women and Child Health	Miss Maha Gorti
Chief of Cancer Services	Dr Tony Newman Sanders





## Divisional Leadership

Divisional Director of Medicine  
Divisional Director of Surgery  
Divisional Director of Women & Children's Health  
Divisional Director of Cancer & Diagnostics

Stephen Hall (interim)  
Abigail Hull  
Natasha Hare  
Ellie Brewer

## Continuously improving – SASH+

The Trust has seen major transformation in terms of quality, safety clinical outcomes and patient experience over the past eight years. This has been recognised by both our staff and patients and by external audiences at both a local and national level. In 2015 the Trust was successful in its application to be part of a five-year development programme in partnership with the Virginia Mason Institute. At the end of the formal programme, we have continued our partnership with VMI. This programme takes the learning from Virginia Mason which has adapted the principles used to manufacture cars by Toyota.

This process:

- is based on the lean concepts
- has been pivotal in the transformation of a culture which is focussed on pursuing excellence for patients
- has improved safety and the quality of care provided to patients
- involves staff in developing and implementing their own solutions to issues on the basis of continuous incremental improvement (kaizen)
- uses evidence, observations and robust improvement tools and techniques
- has reduced costs by focussing on reducing waste and adding value to as many processes as possible
- has been explicit in developing standard work for processes to reduce variation and improve quality

SASH+ is the overarching name of the improvement journey that the Trust has embarked on. We are confident that the rigorous application of a tried and tested process, supported by a further culture shift which supports the pursuit of perfection for patients has helped the organisation move from being rated as good to outstanding.

As part of our commitment to ensure our culture and ways of working reflect and embed the practices and methodologies of SASH+, you will be expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses will be considered mandatory for this post



## **Information Governance**

Whilst employed by the Trust you may have access to patient or staff information, this information must be kept confidential and must not be disclosed to anybody other than when acting in an official capacity. The unauthorised use or disclosure of patient or other personal information is a dismissible offence for Gross Misconduct under the Trust's Disciplinary Policy and could also result in criminal prosecution. All staff must work in accordance with the General Data Protection Regulation (GDPR) and familiarise themselves with the Trust's information governance and related policies and procedures.

If this post involves the collection, entry, change or deletion of any data items either electronic or manual (e.g. the Trust Patient Administration System) it is your responsibility to ensure that as far as is reasonably possible, you have ensured that those details are accurate and up to date.

If this post manages members of staff, it is your responsibility to ensure that these staff are made aware of Trust policies and procedures relating to their area of work and to ensure that these are always followed. This post must also ensure that staff receive adequate and relevant training required by them to enable them to carry out their duties.

All employees must familiarise themselves with and adhere to all Trust policies and procedures including the following:

- Risk Management Policy and Strategy
- Smoking on site policy
- Equal Opportunities in Employment, including the Equality Act
- The Caldicott Principles

## **Safeguarding children and adults at risk of abuse**

All Trust employees have a responsibility to safeguard and promote the welfare of children and adults at risk of abuse. As such, you have a duty to familiarise yourself with the Safeguarding Adult and Safeguarding and promoting the welfare of Children policies available via SASHnet.

## **Research & Development**

Our onsite SASH research and development team aims to promote a culture in which research and innovation are embedded in routine clinical practice and generate an environment in which research findings lead to improvements in the quality of patient care. It is our priority to support NIHR (National Institute for Health and Care Research) portfolio studies - these are high quality, peer reviewed studies which have been through a competitive bid process. The research outcomes will be of benefit to the NHS, patients, users, and staff.

SASH is part of the NIHR Clinical Research Network Kent, Surrey, and Sussex and as an employee of the Trust, you are invited to participate in our wide-ranging clinical research studies. As part of this you will be required to comply with all reporting requirements, systems and duties of action put

in place by the Trust to deliver research governance standards.

## **Intellectual Property**

From time to time during the normal course of your employment you may generate Intellectual Property (IP) which may have value in the delivery of better patient care. Where such Intellectual Property (IP) is created in the course of your employment or normal duties then under UK law it will generally belong to the Trust, unless agreed otherwise in writing between you and the Trust.

The Intellectual Property policy has been approved by the Trust Board and can be found on the Trust Intranet Site. Trust Procedures are consistent with the Management Framework for Intellectual Property (IP) of the Department of Health. You are required to comply with these procedures.

## **Clinical Governance**

The Trust has a comprehensive clinical governance programme, and all clinicians are expected to be engaged with this work. For example, participation in clinical audit, morbidity/mortality meetings, reporting incidents and near misses and responding to complaints. Specialist doctors/dentists are expected to play an active role in the continued development of the service in such a way as to consider the views of patients and their carers.

## **Audit**

All clinicians are required to participate in audit meetings. The post-holder will be required to make contributions to departmental, Trust-wide, and National audit projects. The Trust currently runs a monthly programme of audit and clinical governance activities on a half-day rolling basis to which all clinical staff are expected to attend. The Clinical Effectiveness and Audit Committee approve all audit projects including Trust-directed audit. The post holder will be expected to contribute to the development and reporting of Clinical Quality Standards and Key Performance Indicators.

## **Continuing medical education**

All clinicians are eligible for an annual allowance and agreed study leave entitlement towards continuing medical education.

## **Appraisal and Revalidation**

The Trust requires all locally employed doctors to complete formal appraisal and job planning on an annual basis and to attend annual mandatory update training. SASH uses Allocate for E appraisal/E 360 feedback as well as having access to a medical revalidation and appraisal support team based within the people & culture directorate. Appraisals are undertaken by our experienced faculty of appraisers and the SASH revalidation committee led by the chief medical officer/responsible officer meet monthly to review all those due for revalidation.

## **Teaching**

All clinicians within the division are involved in the education and development of junior medical staff and other clinical colleagues. There are excellent postgraduate facilities in the education centre at SASH run by the PGEC team. Opportunities are available to complete an appropriate qualification in educational supervision recognised by Health Education England.

The Trust has attained associated teaching hospital status and hosts medical students from several universities. All of our universities have expanded their student numbers recently, which will result in increases in our student placements in the coming years and opportunities exist to develop joint educational posts with the medical schools in the form of honorary lecturer roles.

## **Office**

Divisional medical secretarial support will be available and suitable office accommodation will be provided that may be in shared facilities

## **Mentor support**

The Trust offers access to the Junior doctors forum, clinical and educational supervisors, and local mentoring support.

## **East Surrey Area**

East Surrey has an enviable reputation as one of the most sought-after Home Counties in the UK. Equal distance between the South Coast and London, the county is a leafy suburb with access to some of the most popular schools in the country. The county provides an ideal place to settle with children and is a great base to explore the delights of the Surrey Downs. The City of Brighton provides a mixture of vibrant nightlife and unique shopping experiences and is in easy reach by road and rail link.

Home to the famous Ascot Ladies Day and Epsom Derby Horse Race, the county also has several well-known National Trust places including Box Hill, an area of outstanding natural beauty.

With Gatwick Airport on the doorstep, the location provides excellent access to the UK's second largest airport and a gateway to Europe and further afield for those wanting to explore.

## **Sunshine Day Nursery (located at East Surrey Hospital)**

Open between 07.00 and 18.00

Sunshine Day Nursery is open 52 weeks of the year except for bank holidays, Christmas, and New Year's Eve.

We have a large outside play area for the children to enjoy and explore, with a castle, climbing frame/slide and soft play area with sensory garden. There is a canopy that runs along the 2/5's playrooms so the children can access the garden in all weather. All rooms have access to the garden via double patio doors.

Sunshine Day Nursery is committed to helping parents balance work/life responsibilities by providing high quality childcare and education. We offer a friendly, professional, safe, and stimulating environment for your child. As a team we are caring, reliable, enthusiastic, and passionate about what we do. We believe by providing an enabling environment and meeting children's individual needs, this creates a good start in your child's life. This is achieved by furthering their development which promotes the foundations of their early education. We recognise that the child's expert and prime educators are their parents/carers and build excellent relationships with parents. This is shown through parents returning with siblings and recommending us to their friends and colleagues. We also pride ourselves on our low staff turnover.

### Health & wellbeing

As part of our commitment to our employees, SASH have onsite occupational health and engagement/wellbeing teams who provide a wealth of initiatives to support the health of our workforce.

Some of these include:

- Free on-site and online fitness and mindfulness sessions, including yoga, Pilates, and circuit-style classes
- Promotion of a range of wellbeing apps such as Headspace, Unmind (currently free to NHS staff)
- Weekly colleague led walking and running club
- Quarterly staff surveys – including the annual national NHS staff survey
- Thank you cards for staff to be able to recognise the great work of their colleagues
- Monthly 'stay interviews' for new joiners, gaining feedback on their early experiences to help understand what we are doing well, and where we can make further improvements
- Reward and recognition programme for SASH long service and Star awards events and our centrally driven, locally led 'star of the month' initiative

## Person Specification

Essential	Desirable	Evidenced by
<b>Qualifications</b>		
GMC Registration with a licence to practice.	MRCP	GMC database RCP database
Post IMT training or equivalent.		
<b>Experience</b>		
Clinical training and experience equivalent to that of gaining IMT competencies.	Experience in managing the acute medical take at IMT3 level or above experience	Application Form and Interview
<b>Knowledge, Skills and Competencies</b>		
ALS certified	Evidence of research experience e.g. abstracts or publications in peer reviewed journals.	Research Papers Critical Appraisal course
Experience of teaching and training junior doctors and other professional staff.		Audit projects
Ability to work in teams, Experience of audit Ability to work with other professionals.	Basic Ultrasound skills	Application Form and Interview
<b>Behaviours and Values</b>		
Excellent interpersonal skills.		Application and Interview
Demonstrates initiative and drive.		
Flexibility in shift/working patterns to meet the needs of the service		
Willing to accept additional responsibilities as delegated by senior staff		
Displays SASH Values: <ul style="list-style-type: none"> <li>• Dignity and Respect</li> <li>• One Team</li> <li>• Compassion</li> <li>• Safety and Quality</li> </ul>		