

Job Description

Consultant in Acute Medicine

Division of Urgent Care

Details of Consultant Post

The Countess of Chester Hospital NHS Foundation Trust is looking to recruit an additional substantive consultant in Acute Medicine. We have a new SDEC building and there are opportunities to further develop the SDEC service. The successful candidate will be expected to integrate with the team to provide a complete and high-quality Acute Medicine service.

The appointee will be expected to have experience and a keen interest in Acute Medicine. The post is to support an already successful Acute Medicine team based within the Countess of Chester Hospital. The job plan will involve:

- Leading ward rounds on the AMU, supporting junior doctors and the multidisciplinary team.
- Post taking patients within ED and SDEC
- Supervision of patients returning to SDEC (ambulatory clinic)
- Acute Medicine outpatients
- Educational and clinical supervision of junior doctors
- Attendance and input into departmental and medical meetings

Weekend short day AMU ward rounds

Accountability

The post holder will be accountable to the Clinical Lead and Associate Medical Director.

Profile of Acute Medicine Services

Staffing

Consultants:

Dr Priti Rath
Dr Ruth McEwen
Dr Adedayo Adelodun
Dr Leon Barker – Clinical Lead
Dr Anu Jayachandran
Dr Craig Davies

Additional Special Interest:

Infectious Diseases
Respiratory

Infectious Diseases

Dr Gareth Sheppard
Dr Atif Asrar
Dr Yvette Whitley (Trust GP)

Ambulatory Care/Cardiology

Speciality Doctors

Two WTE middle grade doctors

Training grade positions

One Acute Medicine Specialist Trainee
Eight Internal Medicine Trainees or ACCS or equivalent
Two weekly rotational F1 Trainees

Other staff

5 ACPs in Acute Medicine

Inpatients

The Acute Medical Unit (AMU) has 49 physical beds and there are currently three morning Consultant ward rounds. Currently approximately 6-12 of patients are owned by downstream specialties. The unit is staffed by a multidisciplinary team, including Advanced Clinical Practitioners, experienced nursing staff, physiotherapy and pharmacy services.

Out of hours medical cover is provided by the on call medical registrar, and the on-call General Medical consultant who starts at 19:00 following handover from the Acute Medicine consultant. In addition there are AMU ward rounds at weekends which are covered by Acute Medicine and General Medicine.

The AMU has access to Hospital@Home teams and Therapies teams to help expedite discharges and provide care within patient's homes.

The Acute Medicine Team works closely with other specialties across the Trust, e.g. Emergency Medicine and specialties such as Cardiology, Respiratory, Diabetes, Care of the Elderly and Intensive Care to ensure appropriate delivery of care for patients. There is a daily specialty in-reach service provided by Cardiology.

The bed holding medical specialties are Acute Medicine, Care of the Elderly, Stroke (including hyperacute stroke), Cardiology, Gastroenterology, Respiratory, Diabetes and Endocrine and Haematology. The non-bed holding medical specialties are Acute Oncology, Dermatology, Rheumatology and Palliative care. We have Nephrology and Neurology regularly visiting from other sites.

Acute Medical Take

The Acute Medicine 'LD consultant' attends morning handover at 9:00 and is responsible for post-taking patients who are within ED or admitted that day via the ED route until 19:00. After 19:00 the GIM Consultant on call takes over post-taking. There is also a second on GIM consultant post taking from 17:00 to 19:00.

The Acute Medical Take is supported by:

- 1 ST4+ (9:00 – 21:00)
- 1 IMT3 or equivalent (9:00 -21:00)
- 2 F2/IMT/GPST (9:00 – 21:00)
- Tier 2 Trust doctor/IMT (13:30 – 21:00)
- Late IMT (14:00-0:00)
- ACPs (variable)

During the night there is 1 ST4+ and 3 F2/IMT/GPST. The GIM consultant on call is available by telephone if required.

The Acute Medicine rota is separate to the GIM rota and you will not be expected to take part in the GIM rota (other than weekend ward rounds).

Medical SDEC

The department has gained a new SDEC building which opened at the end of last year. The area is for assessment and treatment of lower risk medical patients typically referred by GPs (though also accepts ED referrals). There are ample chairs, cubicle and side room spaces for assessing patients. Patients will be assessed by the on call team and post-taken by the Acute Medicine ('SDEC') consultant until 18:00.

Patients in this area are given equal priority for diagnostics with the aim of facilitating a same day discharge. The unit runs Monday - Friday 09:00 – 22:00 with last admissions being at 19:00.

The SDEC includes a medical ambulatory clinic which runs each morning from Monday - Friday for medical patients returning for early follow up and ambulatory management of acute medical conditions. You would be expected to provide supervision to the Trust GP's and IMT doctors who staff the clinic.

The SDEC Consultant is also available via telephone to discuss with GPs and ED regarding potential admissions.

Outpatients

Acute Medicine outpatient clinic, for less urgent acute medicine follow-ups occurs once a week in the afternoon. At present the clinic is using telephone follow up. The Acute Medicine ST3+ and Trust Middle Grade doctors contribute to the acute clinic as part of their training and development.

Facilities

Managerial and operational support will be provided by the Urgent Care Divisional team. The appointees will have use of a shared office including a PC and personal email account. Information technology training will be provided by the IM&T department. The appointee will have access to the Acute Medicine secretary.

Acute Medicine has two point of care ultrasound machines.

Newly appointed consultants will have access to a named mentor.

Duties and Responsibilities

Clinical

The appointee will be responsible for the care of:-

- All patients referred by their GP
- All patients referred by the Emergency Medicine Department
- All patients referred by other specialties to the medical take
- Management of patients on the allocated wards (AMU, ED medical outliers) at the Countess of Chester Hospital.

Non-clinical

- Taking part in teaching and the educational supervision of junior doctors
- Develop Advanced Nurse Practitioners and Trust Grade Doctors
- Supervise Audit and QI projects
- Attend weekly radiology meeting
- Attend monthly Morbidity & Mortality and Clinical Governance Meetings
- Development and promotion of evidence based practice and guidelines
- Active contribution to the departmental Clinical Governance structure
- Multi-disciplinary team working
- Relevant participation in management
- Active participation in the development of the acute medicine services
- Educational supervision of medical students or student PAs

Full Time Applicants

Number of 'programmed activities' = 8 DCC & 2.0 SPA

Total 'Programmed activities' = 10

This Trust, in line with the recommendations of the Academy of the Royal Colleges in their paper "*Advice on Supporting Professional Activities in Consultant Job Planning*" support 1.5 SPAs for each Consultant for the purposes of professional activities to support revalidation and these will be called **CORE SPAs**. (see below for detail). This will be the standard offer to all new Consultants.

In addition the Trust will offer **NON-CORE SPA** (see below for details) after agreement between the Consultant and Clinical Lead/CD/Divisional Medical Director on the purpose and content of this SPA.

A flexible approach to the use of this SPA will be encouraged in line with both the professional needs of the individual and the Trust (see below). The allocation of any more SPA must be on divisional need and will only be agreed after negotiation and for a specific time and purpose.

The activities undertaken by a Consultant during SPA time must be accounted for at appraisal with evidence of achievement and reflection on how this will inform the Job Plan and PDP for the next year. The majority of SPA time will normally be spent on site and with the ability to apply flexibility depending on the needs of the department. You may perform your SPA activity at home if you are able, due to the COVID-19 pandemic.

The 2.0 SPA consists of 1.5 core SPA and 0.5 flexible SPA. The flexible SPA may be used flexibly for clinical activity particularly within the first year. The use of this session will be reviewed at the annual job planning meeting.

The 8.0 DCC includes sessions on AMU, post-taking in ED and AMAC, acute medicine or specialty clinics, weekend on-call commitment as outlined below and provision for prospective internal cross cover. Within the 8.0 DCC allocation there is 1.5 PA assigned to duties such as dictating letters, attending multidisciplinary team meetings, seeing relatives, reviewing results and attending X-ray meetings and case presentations.

The final job plan will be agreed in discussion between the successful candidate and the Clinical Lead for Acute Medicine.

It is envisaged that this job plan will be rotational and include all Acute Medicine Consultants.

We would be open to discussions regarding opportunities for specialty PAs depending on the interests of the applicant and the needs of the Trust.

Less than full time applicants

Applicants who wish to work less than full time are also welcome to apply for post. A split of DCC and SPA Programmed Activities would be discussed with applicants upon applying.

On-Call Commitment

The Acute Physicians do not participate in the general medical on-call rota.

Two Acute Medicine Consultants are responsible for the take and post-taking patients. The 'SDEC Consultant' works 9:00-18:00 and the 'LD Consultant' works 9:00-19:00.

Out of Hours Work

The Acute Physicians do 7 short (8:00 – 12:00) weekend AMU ward rounds a year.

Leave cover arrangements

All leave is to be covered internally by agreement with the Acute Medicine Consultants. Leave should be applied for with at least six weeks notice, and the local Acute Medicine leave policy will be applied.

Teaching

The appointee will be expected to be involved in the department's undergraduate/postgraduate and Advanced Nurse Practitioner education programme, and to be responsible for appropriate educational activities. The department currently has an active postgraduate teaching programme. In addition, there is a commitment to daily teaching and training.

- Monday lunchtime – Acute Medicine Peer Led Teaching
- Tuesday lunchtime – Medical Unit Meeting
- Friday lunchtime – Hospital Grand Rounds
- 'Rolling half day' teaching twice a month

Medical Students are attached from Liverpool University on a regular basis and all staff are expected to contribute to their teaching. Student PA's from Liverpool and Chester Universities also have placements within Acute Medicine.

The appointee will be actively involved in the current programme and a strong commitment to educational activities is required.

Education

A multi-disciplinary education and training centre and library is sited adjacent to the Countess of Chester Hospital building. There is an active programme of lectures and meetings, including those of the Chester and North Wales Medical Society. Liverpool is only 20 miles away where there are extensive post-graduate facilities including the Liverpool Medical Institution, as well as the newly established RCP North with the Spine building.

Management, Audit and Professional Development

The appointee will have a responsibility for the running of their clinical service, integrating this with the department as a whole and ensuring appropriate communication with general practitioners, managers and hospital committees. The appointee will be responsible for contributing to the achievement of relevant aspects of the Trust's contractual obligations and business plans.

The appointee will be expected to ensure their clinical service is in accordance with the principles of Clinical Governance which must include appropriate clinical audit, clinical targets, Key Performance Indicators (KPI's), evidence based practice, and continued personal

educational and professional development. They will be expected to comply with existing appraisal and job planning procedures and revalidation procedures.

Terms and Conditions of Service

This post is subject to the 'Terms and Conditions - Consultants (England) 2003'.

Visits/Contact

Visits to the hospital are welcome and contact should be through Dr Tim Webster (Associate Medical Director) Tel 01244 362168 or Dr Leon Barker (Clinical Leads) Tel: 01244 363780.

Countess of Chester Hospital NHS Foundation Trust

Division of Urgent Care

Consultant in Acute Medicine

PERSON SPECIFICATION

Essential	Desirable
Registered with the GMC with a licence to Practice CCT in Acute Medicine or General Medicine (or expected within 6 months of interview) or alternative route to specialist register (e.g. CESR) Registered on the GMC Specialist Register	
MRCP (or equivalent) and active ALS	An appropriate higher degree (eg an MD, PhD or equivalent)
Experience of working in acute medicine	Registrar level experience in Cardiology, Respiratory, Care of the Elderly and Intensive Care Medicine Experience of ambulatory emergency care
Evidence of teaching	Recognised Teaching Skill Course or Qualification
Relevant experience in undertaking and organisation of an audit or quality improvement project	
Knowledge of appropriate clinical guidelines to acute medicine	Research and publications relevant to acute medicine
Understand importance of management skills	Undertaken any relevant management courses or qualifications
Ability to integrate, motivate and provide professional lead in multidisciplinary team	
Excellent Communication Skills	

Indicative Example Job Plan

Day	Time	Activity	DCC	Admin DCC	SPA
Monday	8:00 – 12:00	AMU ward round	1		0.375
	12:00 – 13:30	SPA and lunch			
	13:30 – 16:00	AMU second review	0.625		
Tuesday	8:00 – 12:00	AMU ward round	1		1
	12:00 – 16:00	SPA			
Wednesday	9:00 – 19:00	LD post-takes	2	0.5	
	11:00 – 13:00	Admin and lunch			
Thursday	9:00 – 13:00	Admin		1	1
	13:00 – 17:00	Lunch and SPA			
Friday	9:00 – 18:00	SDEC post-takes	2		0.25
	13:00 – 14:00	SPA and lunch			
Saturday and Sunday (7 per year)	8:00 – 12:00	AMU ward round	0.5		

This is a sample job plan of what a week could entail. The consultant rota will be released in advance and will consist of AMU, LD, SDEC and SPA/admin days and when averaged out over many weeks will be:

Programmed Activity	No. PAs
DCC	6.0
Admin DCC	1.5
Weekend DCC	0.5
Total DCC	8.0
SPA	2.0
Total	10.0

Job plans will be agreed by the successful applicant and the Trust.

Our culture

Our vision

We will improve the lives of our community and provide excellence in health and care, through partnership and innovation.

Our values

Our Trust values and behaviours guide the way we do things. Our values are:

- **Safe:** Avoiding harm and reducing risk to all
- **Kind:** Considerate and non-judgemental
- **Effective:** Consistently maximising resources to deliver excellent and reliable care.

Our behaviours

We expect our staff to demonstrate the following behaviours:



CORPORATE INFORMATION / REQUIREMENTS

Occupational Health

The passing of a medical examination or medical screening (before a contract is issued) is a condition of the appointment. The appointment is also conditional upon submission of documentary evidence of immunity to Hepatitis 'B' or a willingness to undergo screening if such evidence is not forthcoming.

	What you need	Conducted by	Essential
Health screening	Paper documentation and health assessment	Occupational health nurse	Yes
Immunity required	<ul style="list-style-type: none">• Measles• Rubella• (German Measles)• Varicella• (Chicken Pox)• Tuberculosis• Hepatitis B	Occupational health nurse	Yes, vaccination recommended
EPP: Exposure prone procedure requirements	Screened for: <ul style="list-style-type: none">• Hepatitis B• Hepatitis C• HIV	Occupational Health Nurse	YES
Please note that the above may vary dependent on job role and risk assessments. Should you need further clarification please contact the Occupational Health Department on 01244 365045.			

No Smoking Policy

The Countess of Chester Hospital NHS Foundation Trust has a 'No Smoking Policy'. Staff members are not permitted to smoke in any part of the Trust's premises. This includes coffee lounges, dining areas, staff rest rooms/doctors' mess. The Trust has operated a 'no smoking site' (including grounds and gardens) since January 2007.

Clinical Risk Management

All employees are required to:-

A: Support the clinical risk management process within the Countess of Chester Hospital NHS Foundation Trust.

B: Work with Clinicians, Managers and staff within Directorates and Departments by ensuring that risks to patients, fellow employees and members of the public are identified through the use of the Clinical Incident Reporting System. (A 'Clinical Incident' is defined as any unexpected event or near miss occurring during treatment, or unexpected results of treatment, which may cause harm to the patient). All clinical incidents should be reported, thereby enabling identification of poor or unsafe practices or systems in order that appropriate improvements may be implemented.

Disciplinary action will not normally be taken against individuals involved in a clinical incident.

Exceptions will include:-

- Criminal intent/actions.
- Professional and/or personal misconduct.
- Actions so far removed from reasonable practice, that any competent practitioner would have been able to predict the adverse outcome.
- Deliberate failure to report an incident.
- Failure to co-operate with an investigation.

Competence of Health Professionals

'Competent', in the professional sense, refers to someone who has been educated and trained to practise successfully by using his or her knowledge and skills flexibly, but within their ability and acknowledging any limitations i.e. exercising judgement.

In order to work within the Clinical Governance framework, and all UK and EU legislation, the Trust has procedures in place to ensure that staff recognise their levels of competence and are educated and trained to develop their abilities. The Trust expects you to comply with these procedures at all times and work within your competence. These procedures encompass the competent use of diagnostic and therapeutic equipment. At all times, your actions must be in the best interests and well-being of patients and in consideration of other members of staff. If a situation arises where you have concerns about your own competence or ability to perform your duties to an acceptable level you must inform your immediate manager.

The Manager will treat you with fairness and in accordance with the Trust's HR Policy 4.5, "Medical Staff Conduct & Discipline", which contains the current guidance set out in the Department of Health Circular, "Maintaining high professional standards in the modern NHS".

Diversity And Equality

All staff will be treated with respect by management, colleagues, patients and visitors and equally staff will treat management, colleagues, patients and visitors with the same level of respect.

Staff will be supported to challenge any discriminatory behaviour that may be based on differences in language, culture, religion, sexuality, age, gender or employment status.

Disciplinary Matters

Completion of the incident form does not constitute any admission of liability. It is merely used to gather all the facts relating to an incident so it can be analysed and lessons learned and where appropriate, action taken to reduce the likelihood of a recurrence.

Exceptions must apply however and where certain incidents occur, disciplinary action may be necessary following investigation. Some examples are:-

- ❑ Criminal activities for example assault fraud and theft.
- ❑ Acts of Gross Misconduct such as treating patients whilst under the influence of alcohol or illicit drugs.
- ❑ Malicious activities which include malicious reporting of untrue allegations against a colleague
- ❑ Repeated unreported errors or violations
- ❑ Intentionally unsafe and repeated error or not complying with hospital policies and procedures

To this end, all employees have a responsibility to inform their Manager of any unsafe practice or hazard they identify within the working environment as a whole.

Confidentiality

In the course of your duties you will come into possession of information regarding patients or personnel employed by the Trust, such information should be regarded as in confidence and as such not divulged to anyone who does not have the right to this information.

Contravention may result in disciplinary action unless such a disclosure is made in the public interest and protected by the Public Interest Disclosure Act as set out in the Trust's Whistleblowing Policy.

Disclosure and Barring Service

This post will be subject to clearance from the Disclosure and Barring Service. Users of Contact point will be required to have an Enhanced Criminal Records Bureau check every three years.

Safeguarding

Everyone within the Countess of Chester Hospital NHS Foundation Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults and for ensuring that they are protected from harm. Every adult has a responsibility to protect children and as employees of the Trust we are duty bound always to act in the best interest of a child about whom we may have concerns.

Control of Infection

It is the personal responsibility of each employee to comply with the Countess of Chester Hospital NHS Foundation Trust's infection control policies and procedures at all times in order to maintain the safety of patients, staff and all other visitors to the Trust. Strict adherence to effective hand hygiene practices plus the standard principles of infection control are of the utmost importance.

Health and Safety

The Health and Safety at Work Act 1974 states that employees have a duty:-

- a) to take reasonable care of the health and safety of themselves and all other persons who may be affected by their acts or omissions at work
- b) to co-operate with their employer to ensure compliance with Health and Safety legislation and the workplace policies
- c) not to intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety, or welfare in pursuance of any of the relevant statutory provisions.