



King's College Hospital
NHS Foundation Trust

CONSULTANT GERIATRICIAN & GENERAL PHYSICIAN

10 Programmed Activities – Full time

INFORMATION PACK AND JOB DESCRIPTION

March 2024

LPC DH-LPC-24-1352

Replacement Post

KING'S COLLEGE HOSPITAL NHS FOUNDATION TRUST

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and more than 15,000 staff based across South East London. The Trust provides a full range of local and specialist services across its five sites. The Trust-wide strategy of Strong Roots, Global Reach is our Vision to be BOLD; Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we aim to take Team King's to another level.

We are at a pivotal point in our history and we require individuals who are ready to join a highly professional team and make a real, lasting difference to our patients and our people.

At King's College Hospital NHS Foundation Trust we are proud of our diverse workforce and the strength that gives us to provide compassionate care to all of our patients. We are fortunate to employ a workforce that represents the population we care for, and we celebrate the value of differences in age, disability, gender reassignment, marital status, pregnancy and maternity, race, sex, sexual orientation and religion or belief. We have demonstrated our commitment to diversity, equality and inclusion by making it one of our four headline ambitions in our BOLD vision (brilliant people, outstanding care, leaders in research, innovation and education and diversity, equality and inclusion at the heart of everything we do) and there is significant work undertaken at the Trust to ensure that this is a reality for all of our staff.

King's is committed to delivering Sustainable Healthcare for all via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets by 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus. Everyone's contribution is required in order to meet the goals set out in our Green Plan and we encourage all staff to work responsibly, minimising their contributions to the Trust's carbon emissions, waste and pollution wherever possible.

The Trust is recognised internationally for its work in liver disease and transplantation, neurosciences, cardiac, haemato-oncology, fetal medicine, stroke, major trauma, and emergency medicine.

Through its sites including King's College Hospital and the South Sites (Princess Royal University Hospital, Orpington Hospital, Queen Mary's Hospital Sidcup and Beckenham Beacon) the Trust cares for patients in the boroughs of Bromley and Bexley in addition to Lambeth, Southwark and Lewisham. Many services, such as trauma and neurosurgery, are delivered on a regional basis, whilst people from throughout the UK and beyond come to us for our world-renowned specialist services such as liver and foetal medicine. Already one of only 4 major trauma centres in London, King's became the largest provider of stroke services with hyper acute stroke units based on both acute hospital sites in Kent and London. Our elective orthopaedic centre at Orpington Hospital has grown to become the second largest orthopaedic centre in London.

King's specialist services include some world-renowned departments. The Liver Department has the largest transplant centre in Europe, and is celebrated for its innovative practice, the development of split liver transplants, as an example. In foetal medicine, the Harris Birthright Centre has led the world in the development of foetal scanning and surgery. King's has two highly rated hyper acute stroke centres. The hospital also provides innovative cardiac, neurosurgery and haemato-oncology services, and the largest bone marrow transplant centre in Europe.

King's College Hospital NHS Foundation Trust is part of an NIHR ARC (Applied Research Collaboration), a collaborative partnership between universities and surrounding NHS organisations, focused on improving patient outcomes through the conduct and application of applied health research.

The Trust has an annual income of around £1 billion. Education and research are important sources of income, currently contributing around 8% of the total. The Trust is embarking on a strategy to achieve greater diversification of its income, with growth anticipated in tertiary referrals, research and commercial services activities. There is also a developing fund-raising partnership within King's Health Partners for the Clinical Academic Partnership programs in Cardiovascular, Haematology and Neurosciences.

King's organisational values are focused on being a kind, respectful team:

- **Kind.** We show compassion and understanding and bring a positive attitude to our work.
- **Respectful.** We promote equality, are inclusive and honest, speaking up when needed.
- **Team.** We support each other, communicate openly, and are reassuringly professional.

We offer a family-friendly working approach for all staff to ensure a good work-life balance. The Trust provides a supportive mentoring and career planning programme. Applications for job sharing are welcome.

King's Health Partners Academic Health Science Centre (AHSC)

King's is known as an innovative organisation and it is working hard to develop significant partnerships with health and social care partners across London and with industry, designed to improve the provision of integrated care to patients. It is a pivotal founding member of one of the country's Academic Health Science Centres (AHSC) known as King's Health Partners (KHP).

King's Health Partners bring together three leading NHS Foundation Trusts – Guy's and St Thomas' now incorporating Royal Brompton and Harefield, King's College Hospital and South London and Maudsley – with a globally renowned university, King's College London.

The driving purpose behind King's Health Partners is to continually seek and bring about swifter and more effective improvements in health and well-being for patients and people everywhere, by combining the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare.

King's Health Partners (KHP) is one of only eight Academic Health Science Centres in the UK accredited by the Department of Health. This followed a selection process carried out by a panel of internationally renowned clinicians and researchers.

KHP brings together an unrivalled range and depth of clinical and research expertise, spanning both physical and mental health. The AHSC's combined strengths will drive improvements in care for patients, allowing them to benefit from breakthroughs in medical science and receive leading edge treatment at the earliest opportunity.

KHP has:

- Nearly 4.8 million patient contacts each year
- More than 46,000 staff
- Nearly 31,000 students
- A combined annual turnover of more than £4.2 billion

Further information on KHP can be found on its website www.kingshealthpartners.org

Integrated Care Board

The NHS South East London Integrated Care Board is an NHS statutory organisation. They bring together partners involved in planning and providing NHS services, working together to meet the health needs of the population within south east London and deliver the Integrated Care Partnership's strategy.

They are responsible for allocating NHS resource to deliver this plan.

For further information please visit [NHS South East London - Integrated Care Board \(selondonics.org\)](https://selondonics.org)

DUTIES AND RESPONSIBILITIES

1. MENTORING

Coaching and mentoring can be effective approaches to developing employees. Both have grown in popularity; we want to use them to enhance the skills, knowledge and performance of our people around specific skills and goals. We want to develop and strengthen our Grass Roots and Brilliant People aspects of our strategic objectives. Our vision is to create an internal pool of coaches and mentors, from all professions, enabling King's staff to realise their full personal and professional potential. We have launched an in-house coaching skills development programme to upskill current King's coaches and mentors.

The Trust Mentoring Scheme is an opportunity for a relationship that can provide support and direction for newly qualified consultants.

2. MEDICAL STUDENT TEACHING

The appointed practitioner will normally participate in teaching medical students, post-graduate doctors/dentists and other groups at King's College Hospital NHSFT and King's College London (KCL) School of Medicine.

King's College Hospital NHS Foundation Trust, as a major teaching Trust, works in partnership with King's College London to provide the highest possible quality of medical education. The mutual interest of the Trust and School in quality medical education is supported by the SIFT contract.

All consultants are expected to be committed to teaching and to play their part in the delivery of the undergraduate curriculum. These activities would include the planning and review of teaching, and the assessment of students, which could, where properly structured, be undertaken simultaneously with service delivery commitments, including ward rounds and outpatient clinics.

Of necessity, the requirements of the undergraduate medical curriculum change over time and it is not always possible to identify specific teaching commitments in job plans. Some specific roles will be job planned.

The need for flexibility is acknowledged by the Trust and within a Care Group. It is possible that the overall teaching commitment can be unevenly allocated amongst staff to achieve optimal teaching and service quality.

3. POST-GRADUATE TEACHING

The Trust has over 700 training posts and over 400 Trust doctors/dentists across all specialties. The postholder will be expected to participate in teaching and training postgraduate doctors/dentists, which in addition to direct clinical supervision is likely to include acting as an 'educational supervisor' to one or more individuals, providing them with regular appraisal and support. Consultants that undertake educational supervision will be provided with appropriate training in accordance with national requirements and accredited by the Director of Medical Education. Allocation of time for post-graduate education is normally job planned as a team.

4. RESEARCH AND INNOVATION

Involvement in high quality research is strongly encouraged at King's NHSFT, as this supports both the delivery of high quality clinical care, and our role as a partner in a major Academic Health Science Centres.

Support for Research

An important component of the Trust's Research and Development (R&D) strategy is to strengthen the support available to researchers, to make it as easy as possible to participate in, and to lead in clinical research – both commercial and academic.

Each Care Group is aligned with a Research Delivery Unit (RDU) that has a designated R&D Lead, Matron or Manager and a team of R&D research delivery staff. The R&D Office provides support for governance, contracts, costings and research Quality Assurance. The Care Groups and RDUs are encouraged to maintain a mixed model balanced portfolio of research activity, including Clinical Research Network (CRN) studies, research grants, commercial studies, charity funded studies and health services research.

Commercial trials are costed and set up supported by the KHP Clinical Trials Office (KHP CTO) and this office also provides support for applications to the regulatory bodies for all non-commercial CTIMP studies, and Good Clinical Practice (GCP) training. Multi-disciplinary involvement in the research process is strongly encouraged.

Research and Job Planning

The undertaking of research within a job plan should be discussed as part of job planning activities. All staff should be aware of the research being undertaken within their Care Group and in the Trust, and actively support recruitment into all studies, whether or not they have a primary research component to their job plan. All individuals undertaking research are expected to have a good working knowledge of research governance standards, and are required to undertake GCP training as appropriate for the research they are involved in.

Governance of Research

All R&D projects are required to go through the Trust's R&D office, which manages and co-ordinates the National R&D and ethics approvals process. This ensures that all projects meet the required national standards of research governance and quality, and are in receipt of appropriate ethical approval and both national and local agreements, prior to R&D governance approval being issued.

Each RDU is required to convene a local research governance meeting chaired by the RDU research lead, where feasibility of new studies is discussed and agreed.

5. CLINICAL GOVERNANCE

The postholder will be expected to contribute to and participate in the Care Group's ongoing clinical audit programme and quality improvement programmes, and will carry out all necessary administrative duties associated with the care of their patients. The postholder also has a general duty of care for the health, safety and well-being of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.

6. STUDY AND ANNUAL LEAVE

The postholder will be expected to comply with the Continuing Professional Development (CPD) requirements of the relevant Royal College or Faculty and provide appropriate documentation and reflection in their appraisal. Study leave may be requested in accordance with the Trust's Policy for CPD.

Annual leave may be taken in accordance with the Trust's Guidelines on Leave Arrangements for Medical and Dental Staff. Consultants are entitled to 32 days of annual leave (34 days after 7 years of service), plus bank holidays. Consultants who work less than full time or compressed hours, should ensure their holiday allowance is adjusted in line with their working patterns.

To ensure the smooth running of the service the postholder will ensure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences and the expected approvals would go through e-leave planning on the Trust's approved system. Leave must be booked with appropriate time lines to allow effective service continuity and should not solely be taken during consultant's clinical time, but also during SPA and APA activity.

7. TERMS AND CONDITIONS

The post is covered by the current Terms and Conditions - Consultants (England) 2003, the Terms and Conditions of Service of NHS Medical and Dental Staff (England) and Trust Policies and Procedures where relevant.

There is a commitment to undertake routine job planned work on Saturdays or Sundays with appropriate job planning and commensurate time without commitment to the Trust.

Appointment is conditional upon a satisfactory medical assessment, which may include an examination.

8. SAFEGUARDING RESPONSIBILITIES

The Trust takes the issues of safeguarding children, adults and addressing domestic abuse very seriously. All employees have a responsibility to support the organisation in our duties by:

- Attending mandatory training on safeguarding children and adults
- Familiarising themselves with the Trust's processes for reporting concerns
- Reporting any safeguarding child or adult concerns appropriately

9. INFECTION CONTROL

The postholder has an important responsibility for, and contribution to, infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

10. APPRAISAL & JOB PLANNING

Annual appraisal is a contractual requirement in the NHS and is part of GMC revalidation. You have the responsibility to have an appraisal within twelve months of your last appraisal or within six months of starting at King's if you have not had an appraisal previously in the UK. ARCPs count as previous appraisals for former HEE trainees.

To support appraisal and revalidation, the Trust ensures that every full-time consultant has one SPA in their job plan dedicated to undertaking activities to support this.

Less than full time consultants receive a pro rata amount of funded time for revalidation activity in their job plan.

Job planning review is conducted annually in line with the Care Group's operational plan.

The above represents an outline of the duties of the post and will, together with the job plan, be reviewed on an annual basis in accordance with the Trust's performance review scheme for consultants. Consultants will be expected to be compliant with statutory and mandatory training.

CONSULTANT GERIATRICIAN & GENERAL PHYSICIAN

Full-Time

JOB DESCRIPTION AND OUTLINE JOB PLAN

GENERAL

This is a replacement substantive consultant post. The remit of the postholder will be to work within the multi-disciplinary team providing and further developing care for frail older people, both as inpatient and outpatients. The successful candidate will join two other consultants based on one of the three Health and Ageing Unit (HAU) wards, with each ward consultant contributing 35/42 weeks in a year to the ward and in the remaining seven weeks they will be available for different activities and service delivery (for example extra clinics, frailty or community work). The candidate will also be expected to contribute to the Acute Frailty rota covering the Frailty Assessment Unit (FAU) and to deliver Geriatric care in one of the local Care Homes. In addition, the individual will be required to play an active role in the general workload of the Care Group while having a significant commitment to teaching and training of junior staff.

PURPOSE OF JOB

The post will be based at Denmark Hill and the indicative Job Plan (10 PAs) is attached. This is subject to review within 3 months of the postholder commencing in post.

The on-call commitment is for a 1:9 weekend on call commitment to General and Geriatric Medicine. Shifts include covering Acute take, Frailty Unit and supporting care on the Acute Medical Unit and consultants will be expected to be on site 8am-5pm. When supporting the acute take some of those shifts will extend to 8pm but the frequency for extended hours is much lower. There is in addition, an out of hours Gerontology on call rota delivered off-site by telephone 1:14. There is a commitment to undertake routine job planned work on Saturdays or Sundays as part of the total job planned PAs.

All employees are expected to undertake work on any of the Trust's sites as required by the service. As a senior employee of the Trust, you will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Trust's patients. Integral to these responsibilities are the following:

- The provision of a first-class clinical service
- Effective leadership to all staff engaged in the specialty
- Sustaining and developing teaching and research in conjunction with King's College London / KHP
- Undertaking all work in accordance with the Trust's procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Trust's service plans
- Maintaining the confidence of business plans and development strategies formulated for the specialty, the Care Group or the Trust

CARE GROUP DESCRIPTION

1. INTRODUCTION

The appointed physician will join the Department of Clinical Gerontology at King's College Hospital (KCH), Denmark Hill, that sits within the Acute Speciality Medicine (ASM) Care Group. This is one of the largest Care Groups at KCH, delivering same day emergency care (SDEC), Frailty Assessment Unit (FAU), HOT clinics, lung cancer clinics, palliative care, general medical inpatients and outpatient services. The specialties which form the ASM Care Group include:

- Acute Medicine
- Department of Clinical Gerontology (this post)
- Cystic Fibrosis

- Respiratory Medicine
- Palliative Care Medicine
- General Medicine – supported by additional other specialities which include Diabetes, Endocrinology, Sexual Health/Infectious Disease, Hepatology and Gastroenterology

Our strategic vision is to deliver exemplar clinical outcomes and patient experience as well as an integrated approach to population health. Our strategy is supported by training and development for clinical and operational staff with opportunities for research, that is both clinical and related to service development.

The ASM Care Group has gone through a period of transformation and investment. The *Modernising Medicine* programme was a major strategic project transforming the way we deliver Acute and General Medicine at Denmark Hill. The programme involved over £3m investment in staffing as well as significant capital investment in infrastructure via the Trust Estates.

We welcome dynamic applicants who are keen to shape new models of care through the *Modernising Medicine* programme, building upon areas of good practice at King's and drawing on innovative practices at a regional and a national level. The appointee will join an expanding team of multidisciplinary professionals to support senior clinical decision-making throughout our medical pathway.

The team are committed to the continued development of Acute and General Medicine, including delivering SDEC, robust seven-day working and the highest standards across patient safety, experience and operational performance. The appointee will be expected to work closely with system partners to support streamlined admission and discharge pathways. The transformational context of this role presents a unique opportunity to co-design and deliver a best-in-class Acute and General Medicine service at King's College Hospital.

2. SPECIFIC AREAS - CLINICAL GERONTOLOGY

The Department of Clinical Gerontology (DCG) provides a comprehensive service for older adults with an increasing number of sub-specialty services reflecting the increasing evidence-base for quality services for this population. There are 90+ specialist beds, not including stroke rehabilitation which is managed by Neurosciences currently. The local population is racially diverse and ranks 10th in the UK for social deprivation by Jarman indices. Our two local boroughs, Lambeth and Southwark, have lower than average numbers of older people but higher social deprivation and premature ageing.

The Lambeth & Southwark population statistics are as follows:

<i>Aged 65 - 74</i>	<i>26,000 (approx.)</i>
<i>Aged 75 and over</i>	<i>23,000 (approx.)</i>

Medical admissions for the age group 75+ are around 3,500 per annum.

The Trust operates an integrated approach to General Internal Medicine and Geriatric Medicine with a mix of generic acute medical beds but also dedicated specialty beds for the care of the more complex older adult. All older people admitted to the hospital with an acute medical problem are cared for by general physicians of whom approximately 25% are geriatricians. The department has an expanding ambulatory care portfolio reflecting the varied interests and expertise of departmental staff and the needs of the local population.

There has been a strong focus on delivering integrated care locally for older people and members of the department work with community rehabilitation, care homes, local GPs and with our local hospital at home service. There is a heightened interest in frailty and multimorbidity in our local population and geriatricians contribute to community multi-disciplinary team meetings. The post-holder would be expected to improve community care of those living with frailty and multi-morbidities.

3. CLINICAL ORGANISATION (SUBSPECIALTY ACTIVITIES)

Falls Services for Older People

The Falls Service at King's has developed as a result of successful research in our department providing objective evidence of the benefits of structured multidisciplinary assessment of older people who fall. It is now one of the most comprehensive falls services in the country with access to:

- Specialist assessment by Falls Specialist Practitioners
- Weekly multidisciplinary Falls Clinic
- Close links with intermediate care facilities
- Access to in-patient beds for the rehabilitation of older people who have fallen
- Consultant input into the care of all patients with a fractured neck of femur and compliance with the fractured neck of femur CQUIN (see below) with surgical liaison team (PROKARE)
- Assessment of bone health for all fractured neck of femur patients
- Access to osteoporosis clinic

After its initiation, the service was a beacon site for the National Service Framework for Older People. King's College Hospital worked closely with consultant colleagues at Guy's and St Thomas' in a project known as SLIPS (Southwark and Lambeth Integrated care Pathway for falls). SLIPS developed a consistent evidence-based approach to falls prevention across the whole of Lambeth and Southwark; there are jointly agreed measures of assessment and intervention between the two acute Trusts.

The Dementia and Delirium (DAD) Team

The DAD Team are responsible for screening all over 75-year-old patients for cognitive impairment admitted as emergencies across the whole Trust. They provide support to the teams managing the patients and alert the patients' GPs if dementia or delirium are causing cognitive impairment. The team also monitors antipsychotic medication via our electronic prescribing system across the trust looking for prescribing that falls outside our current guidelines. All the CQUIN targets (both national and local) have been achieved.

The Memory Clinic, based in the King's Older Person's Assessment Unit (KOPAU), a.k.a Betty Alexander Suite, in Suite 2 Outpatients, encompasses several clinics across the week undertaken by a consultant geriatrician, and dementia specialist nurses. The clinic is part of the Southwark and Lambeth Memory Service (SLMS) which also includes services provided by South London and Maudsley Trust and Guy's and St Thomas' Trust.

An education program has been launched across KHP sites to raise awareness of dementia amongst staff. Since the introduction of the Dementia CQUIN, staff training is closely monitored.

Intermediate Care

Both home-based and bed-based services exist and will accommodate patients requiring acute care and rehabilitation at home. All services are supported by local social workers. Community services remain under on-going review with a drive to early discharges where possible and admission avoidance.

These schemes, together with the Falls Clinic, play an important part in the Trust's strategy to minimise the need for inpatient beds. In addition, we have access to intermediate care beds at the Pulross Centre in Lambeth.

Liaison Services

The surgical liaison service has expanded in the past two years. Liaison services are well-developed for medicine, surgery, and Old Age Psychiatry. There are other liaison activities across a wide range

of specialities including the Heart Failure team, TAVI team, and in Renal Medicine. A traditional consultant referral service is also available to all specialties.

King's Older Peoples Advice and Liaison (KOPAL) Team

The Kings Older People's Advice and Liaison (KOPAL) team are a multi-professional group of nurses, therapists, and geriatricians whose mission is to promote high quality, evidence-based comprehensive care for older people at Kings College Hospital.

They predominant focus is on patients over 75 years-old in Acute and General Medicine. They take an innovative pro-active case finding approach to emergency and elective admissions, working alongside colleagues in these specialties to provide advice on management of specific problems associated with frailty and ageing, such as dementia, delirium, falls, and bone health. Some patients move to our specialist beds on the Health and Ageing Unit (HAU) to provide the necessary care.

Surgical Liaison Service - PROKARE

The surgical liaison service is led by consultant geriatricians. It has expanded over the past two years. We are meeting the Best Practice Tariff for trauma and hip fracture and look to develop colorectal surgery and neurosurgical support in future. We developed a preoperative assessment clinic for old frail patients. It provides advice on medical management, rehabilitation, and discharge planning for older patients under the care of several surgical specialties. There is evidence that this team has reduced the length of stay within surgery.

Integrated Stroke Unit

The Friends Stroke Unit – an integrated stroke unit – opened in the Ruskin Wing at Denmark Hill in June 2005. This beds form a flexible Hyper-Acute Stroke Unit (HASU) and a stroke rehabilitation ward with a total of ~30. These beds are managed by Neurosciences currently with the stroke rehabilitation side led by a consultant geriatrician.

Outpatient activity at King's Older People's Assessment Unit (KOPAU)

KOPAU, also known as the Betty Alexander Suite, and based in Suite 2 Outpatients, is an outpatient multidisciplinary service. It provides a wide range of specialist clinics plus 'HOT', general, and Comprehensive Geriatric Assessment (CGA) clinics, as well as nursing and therapy led services supporting the care of frail older adults. Almost daily slots ensure GPs can refer urgent patients for a 'HOT' review via our Consultant Connect or 24-hour telephone on-call service. They can also divert patients from Emergency Department. All expand our admission avoidance capacity.

Close ties exist with other Intermediate Care Services (ICS), community matrons, and community MDTs to allow safe transfer of complex care back out in to the community.

Outpatient activity includes:

- General out-patient clinics (daily) including HOT clinic appointments
- Comprehensive Geriatric Assessment (CGA) (sometimes multidisciplinary)
- Falls Clinic
- Osteoporosis Clinic
- Memory Clinic
- Neurogeriatric Clinic
- Heart Failure in Older Adults Clinic
- Surgical Pre-Operative Assessment Clinic

Care Home Support & Liaison

This is provided to a geriatrician-led liaison service to local care homes in our 'patch' of Southwark and Lambeth with a drive since 2022-23 to expand and consolidate our offer.

4. DEPARTMENTAL STAFFING

Senior Staff

Consultant Physician	Mariaelena Giudici (Co Clinical Lead)
Consultant Physician	Oenone Poole-Wilson (Co Clinical Lead)
Consultant Physician	Rohan Pathansali
Consultant Physician	Catherine Bryant
Consultant Physician	Dan Wilson (Clinical Director for Acute Specialty Medicine)
Consultant Physician	Dawn McIntosh
Consultant Physician	Dan Bailey
Consultant Physician	Prash Reddy
Consultant Physician	Sharmeen Hasan
Consultant Physician	Georgina Meredith
Consultant Physician	Ying Yap
Consultant Physician	Nicola Lochrie
Consultant Physician	Felicity Woodward (this post)
Consultant Physician	Ambika Irving
Consultant Physician	Verity Bushell
Consultant Practitioner & NIHR Clinical Lecturer	Julie Whitney
Consultant Nurse for Older People	Vacancy March 2024
Dementia Specialist Nurse (Lead)	Emma Ouldred
Matron	Yamu Njie
Lead Frailty Practitioner	Helen Gorton
Lead Falls Specialist Practitioner	Loretta Anthony
Service Manager	Lesley Stewart
Assistant Service Manager	Rae Claypeters

Junior Medical Staff

The Department enjoys excellent registrar support. We have five to eight Geriatric Medicine National Training Number (NTN) holders in any given year plus four IMT3-level registrars. All Geriatric Medicine NTN holders are approved for higher specialist training in General Internal Medicine (GIM). The IMT3-level registrars are practising GIM whilst gaining experience of Geriatric Medicine.

There are around 22 middle grade postgraduate doctors (IMT1/2, GP vocation trainees (GPVTS), Junior Clinical Fellows (JCF), FY2s). There are around six programme and Trust FY1 postgraduate doctors. There is one Physician's Associate. Our middle grade postgraduate doctors attend clinics – there is a rota with the registrar pool, built according to training and experience needs.

The postgraduate doctors and registrars work across four wards -Donne, Marjory Warren, and Byron (forming the Health & Ageing Unit (HAU)) and the rehabilitation side of the Friends Stroke Unit (FSU)- as well as the Frailty Assessment Unit (FAU). There is one JCF dedicated to PROKARE.

Research Staff

Research fellows include medical, nursing, and allied health staff as well as research assistants and a research co-ordinator.

5. OFFICE ACCOMMODATION & SECRETARIAL SERVICES

The post-holder will be provided with appropriate desk space, IT services, and secretarial support.

6. CARE GROUP STAFFING

Clinical Director
General Manager
Head of Nursing

Dan Wilson
Tyrone Gumbe
Felicia Kwaku

KEY DUTIES AND RESPONSIBILITIES

1. Together with other colleagues, to provide a high quality care service to patients. This includes all aspects of treatment and relevant management duties for the proper functioning of the Care Group.
2. Shared responsibility with other colleagues for providing 24 hours, 7 days a week cover for the Unit on a rota basis. Responsible also for covering colleagues' periods of annual leave and short-term sickness as detailed in your contract.
3. Provide clinical supervision of junior medical/dental practitioners as a shared responsibility with other consultant colleagues.
4. Responsible for carrying out teaching, examination and accreditation duties as required and contributing to CPD and clinical governance initiatives.
5. Responsible for outpatient clinic commitments in peripheral hospitals as agreed with the Care Group's management team where part of the service structure.
6. Contribute to the Care Group's research interests in accordance with the Trust's R&D framework.
7. Contribute to the audit programmes, Morbidity and Mortality, Clinical Governance programmes and Learning from Deaths.
8. Take an active role in the formulation, implementation and monitoring of the Care Group's Business Plan. This may include assisting with discussions regarding service plans and developments with internal and external agencies.
9. Conduct all activities within the contracted level of service and operating plan for service(s).
10. Exercise professional leadership for all staff working in the specialty. This will include fostering and developing projects focused towards these ends and ensuring that the momentum of post-qualification professional education and other appropriate training is maintained.
11. Work in conjunction with clinical and other professional colleagues to ensure that the productivity of staff within the specialty is maintained and their job satisfaction is enhanced. This may include involvement in the appraisal process for peers and/or junior colleagues.
12. Undertake Care Group management duties as agreed with the Care Group/Departmental Manager/Clinical Director.
13. Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene.
14. Prepare for and undertake the protective interventions that you are responsible for in a manner that is consistent with evidence-based practice and maintaining patient safety.
15. King's is committed to providing Consultant led 7-day services and in the event of future developments the post holder would be expected to contribute equally with other Consultant colleagues.

GENERAL INFORMATION

1. You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance responsibilities associated with this post.
2. You are required to observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations, including complying with statutory and Trust core training.
3. You are required to observe and maintain strict confidentiality of personal information relating to patients and staff.
4. You are required to be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues.
5. The postholder has an important responsibility for, and contribution to make to, infection control and must be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures, which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.
6. All employees must hold an 'nhs.net' email account, which will be the Trust's formal route for email communication. You are therefore required to check this regularly and to deal with such communication promptly.
7. The Trust is committed to the Health and Wellbeing of all its staff and offer a range of guidance and services to support them, including
 - Local occupational health support
 - Employee Assistance Programme which provides a wide range of support for work and personal issues, including relationship problems (personal and at work); anxiety/depression; finance/debt; work overload; legal matters; bullying; consumer issues; bereavement; pressure/stress; child care; and care of the elderly/disabled.
 - Wellbeing hubs
 - Proactive local organisational systems to support staff following a serious incident
 - Availability of local initiatives and resources to promote workforce wellbeing
 - Coaching and mentoring, peer review groups and participation
8. This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the postholder.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
1. Qualifications Higher Qualifications	Registerable medical qualification Full MRCP	Other higher degree or diploma (e.g., MD)
2. Registration	Full Registration with GMC Name on GMC Specialist Register on date of taking up appointment	
3. Interview Eligibility	On the day of interview applicants must be within 6 months of CCT or must have fully completed CESR application and be fully registered on the GMC Specialist Register Any applications not meeting these criteria will not be considered	
4. Training and Experience	Wide experience in all aspects of Geriatric Medicine culminating in award of Certificate of Completion of Training by GMC, or award of Certificate of Eligibility for Specialty Registration (CESR) by GMC.	
5. Administration	Experience in day-to-day organisation of Geriatric Medicine and General Internal Medicine services in a busy Teaching Hospital Familiarity with information technology and general computer skills Familiar with current structure of UK National Health Service and conversant with recent initiatives and changes.	
6. Management and Leadership	Able to demonstrate leadership capability within multi-disciplinary teams	Management course and/or qualification
7. Audit and Quality Improvement	Thorough understanding of principles of medical audit Must have undertaken and completed audit projects	Audit Publications
8. Research and Publications	Experience of clinical research Publication of relevant review articles or case reports	Relevant research experience in one or more aspects of Geriatric Medicine or General Internal Medicine
9. Teaching	Experience of undergraduate and post-graduate teaching and exam preparation	Teaching skills course/qualification
10. Personal Skills and Attributes	Effective communicator, able to work in a close-knit team and co-operate with all medical and paramedical staff	

Kings Values	<p>Flexible, able to cover colleagues' absence</p> <p>Professional attitude towards work, reliability, good record of attendance and tidy personal appearance</p> <p>Able to demonstrate an understanding of King's Values</p> <p>Commitment to uphold Kings Values</p>	
11. Job specific criteria	Interview eligibility - Within six months of the expected date of CCT (or equivalent) on the day of interview	

JOB PLAN

1. WEEKLY TIMETABLE OF COMMITMENTS

Job planned activity is expected to be fulfilled over a 42 week year.

Day	Time (From – To)	Hospital/ Location	Description of Activity	DCC/SPA	No. of PAs
Monday	am	Denmark Hill	09.00-11.00 Board round and new patient reviews (HAU ward or KOPAL)	DCC	0.5
			11.00-11.30 Care Home prep	DCC	0.125
			11.30-13.00 Educational Supervision	SPA	0.375
Monday	pm	Denmark Hill + Care Home	13.00-14.00 Journal Club/Audit meeting	SPA	0.25
			14.00-14.30 Board round/ward huddle +- pm reviews	DCC	0.125
			14.30-18.00 Care Home session (off-DH site, includes travel time)	DCC	0.875
-	-	-	-	-	-
Tuesday	am	Denmark Hill	08.00- 09.00 Clinical Administration	DCC	0.25
			09.00-13.00 Board round, ward round (35/42 weeks)	DCC DCC	0.83
Tuesday	pm	Denmark Hill	13.00-14.00 Educational Supervision or DCG consultants meeting 1-in-2	SPA SPA	0.125 0.125
			14.00-15.30 Ward huddle followed by MDTM (35/42 weeks)	DCC	0.31
			-	-	-
Wednesday	am	Denmark Hill	08.00-09.00 Care Group consultant meeting 1-in-4	SPA	0.063
			08.30-09.00 Clinical administration 3-in-4	DCC	0.094
			09.00-13.00 Frailty Unit (35/42 weeks)	DCC	0.83
Wednesday	pm	Denmark Hill	13.00-14.00 Grand Round	SPA	0.25
			14.00-17.00 Frailty Unit (35/42 weeks)	DCC	0.625
-	-	-	-	-	-
Thursday	am	Denmark Hill	08.00-09.00 DCG consultants meeting 1-in-2	SPA	0.125
			09.00-09.30 Board round (35/42 weeks)	DCC	0.1
			09.30-13.30 Outpatient clinic	DCC	1.0
Thursday	pm	Denmark Hill	13.30-14.00 Lunch	-	-
			14.00-14.30 Board round (35/42 weeks)	DCC	0.1
			14.30-15.30 Ward Forum/Ward Data and Stranded reviews (35/42 weeks)	DCC	0.2
			15:30-17:00 Risk and Governance Meeting 1-in-4	SPA	0.063
-	-	-	-	-	-
Friday	am	Denmark Hill	08.00- 09.00 Clinical Administration	DCC	0.25
			09.00-13.00 Board round, ward round, relative meetings/calls (an HAU ward or FAU)	DCC	1.0
Friday	pm	Denmark Hill	13.00-14.00 Academic/Mortality meeting	SPA	0.25
			14.00-16.30 Board round/ward huddle +- pm reviews, + weekend prep, relative meetings/calls (an HAU ward or FAU)	DCC DCC	0.4
-	-	-	-	-	-

Saturday	08:00-17:00	Denmark Hill	FAU and HAU or GIM cover 1-in-9	DCC	0.35
Sunday	08:00 – 17:00	Denmark Hill	FAU and HAU or GIM cover 1-in-9	DCC	0.35

	Time/Day (From – To)	Hospital/ Location	Type of Work	Classification of Activity	Average Duration (hours)	No. of PAs
Predictable Emergency On-Call work	17:00 – 20:00	Denmark Hill	On Call – General Medicine (1 in 21) Saturday or Sunday	Direct Clinical Care	3	0.05
Predictable On-Call work						
-	-	-	-	-	-	-
-	-	-	-	-	-	-
Un-Predictable Emergency On-Call work	-	-	-	-	-	-
TOTAL PAs						10

2. ACTIVITY SUMMARY

ACTIVITY CLASSIFICATION		
		No. of PAs
DIRECT CLINICAL CARE <i>(including unpredictable On- Call)</i>		8.5
SUPPORTING PROFESSIONAL ACTIVITIES	Undergraduate Teaching:	0
	Postgraduate Teaching:	0
	Revalidation:	1
	Research:	0
	Other (specify):	0.5 (Educational & Clinical Supervision)
OTHER NHS RESPONSIBILITIES		0
EXTERNAL DUTIES		0
TOTAL		10

3. ON-CALL AVAILABILITY SUPPLEMENT

Agreed On-Call Rota (e.g. 1 in 5):

1 in 14

Agreed Category (indicate A or B):

CAT B

On-Call Supplement % (e.g. 5% - see chart below)

1%

Frequency of rota commitment	Value of supplement as a percentage of full-time basic salary	
	Category A	Category B
High Frequency: 1 in 1 to 1 in 4	8%	3%
Medium Frequency: 1 in 5 to 1 in 8	5%	2%
Low Frequency: 1 in 9 or less frequent	3%	1%

- **Category A:** this applies where the consultant is typically required to return immediately to site when called or has to undertake interventions with a similar level of complexity to those that would normally be carried out on site, such as telemedicine or complex telephone consultations.
- **Category B:** this applies where the consultant can typically respond by giving telephone advice and/or by returning to work later.