

Job description

POST

Consultant Geriatrician
Reporting to Dr Paula McAvinia – Clinical Lead for HCOOP, WHH

SALARY

£93,666- £126,281 per annum + £20,000 recruitment premium*
(pro rata where applicable)

CARE GROUP

General & Specialist Medicine within the William Harvey
Hospital Care group: Medical Director – Mr Omar Yannin

BASE

William Harvey Hospital,
Ashford

CONTACT

Dr Paula McAvinia via paula.mcavinia@nhs.net

Hello.

The post holder will be a part of our team, ensuring that the highest standards of care, in accordance with the National Service Framework for Geriatric medicine and relevant NICE guidance are provided to patients. Acute Geriatric services are provided at the William Harvey Hospital and the Queen Elizabeth the Queen Mother Hospital. Our Geriatricians are responsible for providing emergency care to the older person, from ED/ emergency floor through to discharge. The geriatricians on the William Harvey Hospital site support the Medical take in two ways – frailty-focussed for those who need us the most (Acute Frailty) as well as those 80 years and older. We have implemented frailty identification early in the emergency pathway to enable prompt CGA initiation, working closely with an established Therapy and Discharge service and our community partners, particularly the East Kent Frailty Home Treatment Service/Virtual Ward. We also have an Acute Frailty Assessment Unit. Alongside this we have an Acute Physician led AMU model supported by specialty in reach. We offer removal expenses, up to 32 days' annual leave and active support for study, quality improvement and patient safety

work as part of our 'We care' improvement journey, and medical education and research.

About East Kent Hospitals

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We're on an exciting journey of transformation. With a new Medical School at the centre of our community, a focus on research, clinical leadership and making our trust a rewarding and friendly place to work, there's never been a better time to join us.



Consultant Geriatrician

Job plan (illustrative)

Please see attached job plan. The plan is a guide and therefore open to negotiation following a period of induction and thereafter will be reviewed on annual basis within the job planning cycle. The 10 PAs contract will include both direct clinical care (DCC) and supporting activity (SPA). Extra PAs may be available to applicants for personal or professional reasons to work more than 40 hours per week.

	AM	PM
Monday	Board Round Ward Round	On Call 1:2 SPA/Admin 1:2
Tuesday	Post Take 1:2 Ward Round 1:2	Acute Frailty/other eg. Surgical liaison
Wednesday	Board Round/Admin Ward Round	Outpatients/Clinical Admin
Thursday	Acute Frailty/Special interest eg. Surgical liaison/trauma liaison	MDM SPA/Admin
Friday	Board Round/ Ward Round	On Call 1:10 SPA/Admin
Saturday	On Call 1:10	
Sunday	On Call 1:10	

We will work with you to shape the ideal job plan upon successful appointment, and review it with you after three months and then annually – so you can keep the perfect fit.

We will also provide the essential resources to support you in your duties, including administrative support.

Role specific duties

The Consultant will have a continuing responsibility for the care of patients in their charge and to undertake the administrative duties associated with their care. They will be expected to co-operate with the Clinical Director and Care Group Management on organisational and budget issues.

The on-call commitment and acute hospital sessional commitment to geriatric medicine will be organised with the Consultant's colleagues to ensure both delivery of this goal and continuity of responsibility for inpatient care.

In addition to geriatric acute and post-acute care duties there are flexible commitments, including administration, management, committee work, pastoral visits, relative interviews etc. Appropriate acute skills are required in view of the acute admissions.



The HCOOP Directorate has a strong history of Clinical Leadership, and we will encourage new colleagues to develop their Leadership and Management skills with education programs and mentorship, that are robustly supported by the Trust's Organisational Development team.

Acute Frailty

Currently the Trust has Acute Frailty services at the QEQM and William Harvey Hospital sites. Where possible, frail patients with acute medical illnesses are admitted directly to a Frailty ward from A&E. This allows for comprehensive assessment, including appropriate discharge planning alongside realistic advance care planning. Where necessary we arrange follow up with our Community-based Frailty teams to create an well-rounded service for this vulnerable patient group.

As inpatients, we work closely with our Multi-disciplinary colleagues to reduce the risk of functional decompensation as a consequence of acute illness across all of our ward areas. This is facilitated through the use of daily board rounds on our wards, led by a Consultant Geriatrician and the aforementioned multidisciplinary team, together with a late morning/early afternoon catch-up round to review plans from the board round.

The Acute Frailty team is integrated within the ED team, in addition to having a small bed-base within a ward. It is a dynamic team, that at its heart wants to deliver patient-centred care. This is facilitated by a team that consists of a Consultant Geriatrician, junior doctors, an ACP, a number of trainee ACPs, OTs, PTs, Frailty Practitioners and a Discharge Manager. We aim for early discharge with robust onwards plans with our Community Frailty team colleagues. We cannot over-emphasise the importance of good communication and planning with this group of patients.

Falls and Orthogeriatric

The department provides a multidisciplinary, multi-agency falls prevention service across acute sites. The service has been operating since 2002 and has grown considerably.

The Falls service at the WHH is a collaboration between the Consultants and the Falls Nursing team, delivered by a Falls Lead nurse, supported by a Falls Prevention Nurse, with link nurses on all wards. The nurses work closely with the Falls Medical Team to provide a comprehensive inpatient falls prevention service. The team participates in the National Audit of Inpatient Falls (NAIF). There are a number of consultant-led clinics each week for Falls.

The Fracture Liaison Service is run at Kent and Canterbury hospital and sees all appropriate patients presenting with a low impact fracture. This is run by Nurse Consultant and two Osteoporosis Clinical Nurse Specialists. The Osteoporosis Unit provides DEXA scanning. Patients have access to all osteoporosis treatments including IV Zoledronic acid, Denosumab, Romosozumab and Teriparatide, criteria-permitted.

There is an Ortho-geriatrics team on the WHH site and within the last year, the service has spent some time within the top 10 services across the country as per the National Hip Fracture Database. The Emergency Department at the WHH is high-performing Level 2 trauma Centre and we are developing our Trauma liaison service currently.



Dementia

We are proud to have a dynamic, forward-thinking and comprehensive Dementia Team, comprising of a Lead Nurse, Senior Practitioner, 4 band 6 Practitioners, 1 nurse associate and 1 associate practitioner, together with the geriatricians who support people living with dementia (PLWD) when they are admitted to EKHUFT. They also support ward staff to ensure that evidence-based dementia care is delivered in a timely manner and to the highest standard. They provide face-to-face education on a monthly basis that is underpinned by National standards around the delivery of dementia education. There is a 3-year dementia strategy that is available to the general public and EKHUFT staff which sets out our goals and objectives up until 2026. They work closely with Liaison Psychiatry Services as well as the East Kent Rapid Transfer Service to offer support to PLWD and their families who present with more complex needs.

Movement Disorders Services

There are two consultants at WHH that deliver our Movement Disorders Service. They work closely with the Neurology Team and 4 PD specialist nurses to support Clinic based Movement Disorder Services and inpatient liaison. There are close links with regional Neuroscience centre at Kings Hospital in London. There is also a bi-monthly imaging MDT with review of MRI studies and Nuclear medicine scans.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- Comply with GMC guidance, all clinical risk management processes and national and local infection control policies and procedures
- Audit your clinical outcomes, report clinical incidents and alert the trust to risk
- Participate in annual appraisal and work to foster good team relationships
- Communicate effectively with all other medical and service departments within the hospital, and with GPs and other hospitals, to ensure continuous care for each patient
- Undertake non-emergency work during premium time as required
- Respond to patient complaints in line with our complaints policy
- Support the Trust's financial sustainability by collaborating with your clinical and operational directors on budget issues
- Help us keep services running smoothly by giving eight weeks' notice of annual and study leave.

Teaching

We're passionate about teaching, so you'll play your part in teaching the next generation of doctors, nurses and other clinical staff. We'll ask you to help recruit junior staff and supervise their education, including their educational contracts, regular appraisal, study leave, annual leave and rotas – and make sure you keep up-to-date on educational development. If you're a new consultant, you'll be asked to enrol on an approved educational supervisor accreditation course by our medical educational department.

Research

We are one of the most research-active acute Trusts in the region and we encourage all newly appointed Consultants to take on the role of Principal Investigator, with full training and support.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	Professional qualifications Full GMC Registration Specialist Registration or will obtain within 6 months of interview date	Higher Degree (MD /PhD or equivalent) in Geriatric Medicine	Application & Interview
Skills and experience	Experience in acute geriatrics, community geriatrics, frailty management and knowledge of end of life care and advance care planning.		Application & Interview
Clinical governance	Experience in Audit Experience in service improvement		Application & Interview
Personal/professional attributes	Adheres to GMC code of conduct Upholds Trust Values		Application & Interview
Other requirements	Candidates must be able to demonstrate the ability and willingness to travel effectively between sites		Application & Interview

The small print

The post will be appointed to under the Terms and Conditions of Service for Hospital Medical and Dental Staff. You are required to be fully registered with the General Medical Council and on the Specialist Register or eligible for inclusion on the Specialist Register within six months of the date of interview.

The passing of a medical examination is a condition of employment.

You will be required to reside not more than 30 minutes away from your base, unless specific approval is given by the Chief Executive and Chief Medical Officer. You will need to be able to be contacted by the Trust at all times .

Every Consultant must adhere to the Trust policies and procedures including documentation of all activity both in outpatients and theatre.

About William Harvey Hospital

The large William Harvey Hospital in Ashford is a district general hospital, a Level 2 Trauma Centre, and the Kent and Medway centre for pPCI and major head and neck surgery. It provides east Kent's NICU, a specialist cardiology unit undertaking angiography and angioplasty, a state-of-the-art pathology analytical robotics laboratory and a robotic pharmacy facility. It has a well-equipped postgraduate teaching centre and staff accommodation.

Ashford sits within stunning countryside, beautiful beaches and charming places of historic interest, and offers easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

Grow your career in the Garden of England

At East Kent, we will do all we can to help you grow a career around you, your family, your location and your interests.

We offer flexible and fulfilling career solutions that work for you and unique opportunities to innovate and inspire – all in a county where you can enjoy your life to the full, whatever your interest.

How to apply

For more information or to arrange to visit us, please Dr Paula McAvinia via paula.mcavinia@nhs.net

