



CONSULTANT IN
EMERGENCY MEDICINE
INFORMATION FOR CANDIDATES

CONTENTS

About the Trust	3
A Message from our Clinical Director/Consultant In Emergency Medicine	4
Main Duties and Responsibilities	5
Job Description	6
The Post	9
Proposed Job Plan	11
Person Specification	15
Qualifications	16
Experience and Knowledge	16
Teaching and Research	16
Skills	17
Other	17
Our Vision and Values	18

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are the Princess Royal Hospital (PRH) in Telford and the Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at the Wrekin Community Clinic, Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ almost 6,000 staff, and hundreds of staff and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at the Royal Shrewsbury Hospital, Friends of the Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at the Royal Shrewsbury Hospital.



A MESSAGE FROM OUR CLINICAL DIRECTOR / CONSULTANT IN EMERGENCY MEDICINE

Thank you for expressing an interest in this vacancy.

Your role in our Emergency Departments is pivotal in providing the safest and kindest care to our patients and staff. We are very passionate in recruiting the right candidate, with the right values, skills and attitudes in order to continue to build, a successful future.

We are currently working towards service reconfiguration in our hospitals, therefore this role will offer you the opportunity to be a part of the developments of our Emergency Departments including our hardworking multi-disciplinary team. We are looking for natural leaders who can see this vision through from start to finish.

You will work alongside a committed and dedicated team of Consultants:

- Ms Rebecca Race – Deputy Clinical Director / Consultant in Emergency Medicine
- Mr Subramanian Kumaran - Consultant in Emergency Medicine
- Dr Adrian Marsh - Consultant in Emergency Medicine
- Dr Dodi Herman - Consultant in Emergency Medicine
- Dr Alexia Jones - Consultant in Emergency Medicine
- Dr Susan McArthur - Consultant in Emergency Medicine
- Dr Mahesh Mendis - Consultant in Emergency Medicine
- Dr Andrew Horn - Locum Consultant in Emergency Medicine

If you join our team, we will support your personal and professional development, throughout your career.

Dr Ed Rysdale

Dr Ed Rysdale

CLINICAL DIRECTOR / CONSULTANT
IN EMERGENCY MEDICINE



MAIN DUTIES AND RESPONSIBILITIES

This job description is not intended to be exhaustive. The post holder will be expected to carry out any reasonable duties requested of them, appropriate to the grade and role of the post. Duties and responsibilities may vary from time to time in light of changing circumstances and in consultation with the post holder.



JOB DESCRIPTION

We are looking for enthusiastic Emergency Medicine Consultants to work at the Shrewsbury and Telford Hospital NHS Trust. This is an exciting challenge for Emergency Medicine Consultants who are keen to get involved in delivering care on the front line in a designated trauma unit but also a fantastic opportunity to share and contribute your expertise into the design of a brand new Emergency Centre.

The job attracts a 10 PA contract, 6.5 clinical, 2.5 SPA and 1 PA for on call activities. Additional PAs are available on request.

The Shrewsbury and Telford Hospital NHS Trust

The Shrewsbury and Telford Hospital NHS Trust is the main provider of Acute Hospital services for Shropshire, Telford and Wrekin and mid Wales.

We are committed to providing the best possible diagnostic facilities and high quality clinical care in a clean, supportive environment where patients are treated effectively with respect and dignity.

The Shrewsbury and Telford Hospital NHS Trust continues to work with our partners in health and social care in Shropshire, Telford and Wrekin and mid Wales to develop patient-focused services that meet the needs of our communities.

Plans have been given the go ahead to transform local hospital services for the half a million residents of Shropshire, Telford & Wrekin and mid Wales to make sure two vibrant hospitals and the wide range of services they provide for people locally are kept in the county.

This landmark decision will result in better care for patients, secure the £312m on offer from HM Treasury and develop both hospital sites to deliver state of the art facilities in which staff will be proud to work and patients will choose to be treated. The Trust is looking to expand the Consultant numbers in the Emergency Departments to ensure that a high quality and Consultant led service is continued to be delivered with increasing attendances.

The West Midland Trauma Network

The Royal Shrewsbury Hospital is a Trauma Unit in the West Midlands Trauma Network. We have close links to the regional Trauma network which includes the Birmingham Children's Hospital and the University Hospitals North Midlands

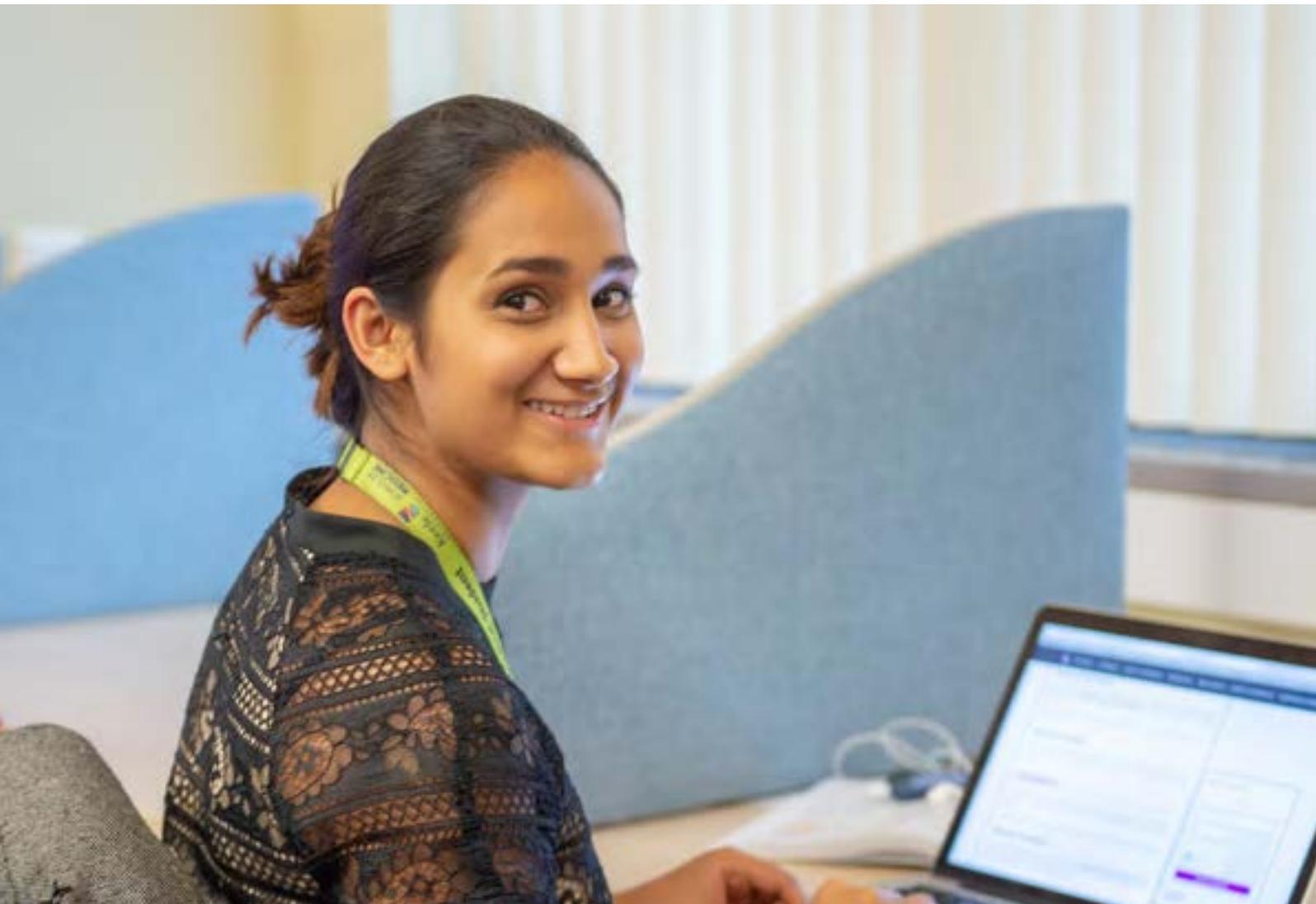
Keele Medical School

The Emergency Department at the Royal Shrewsbury Hospital plays a key role in delivery of education to final year medical students from Keele. Over the next 3 years the number of medical students at Keele will increase

The Emergency Departments

The Trust presently runs two Emergency Departments at The Royal Shrewsbury Hospital and The Princess Royal Hospital serving a population of 560,000 people. Last year the Departments had 110,000 attendances which includes, major Trauma, and approximately 20% children. Across both Hospitals there are excellent facilities with well resourced resuscitation areas, monitored major's cubicles and dedicated minors areas. There are dedicated cubicles for care of children.

At both The Royal Shrewsbury Hospital and The Princess Royal Hospital there are review clinics. X-Ray is digitalised, and the Emergency Department has prompt access to CT scanning. A full 24 hour Pathology service is available at both The Royal Shrewsbury Hospital and The Princess Royal Hospital. Both units have their own ultrasound machine and a number of senior doctors are trained in its use.



The Royal Shrewsbury Hospital is the designated Trauma unit and other specialities in the Trust include:

- General Medicine and Elderly Medicine
- General Surgery
- Vascular Surgery
- Bariatric Surgery
- Orthopaedic Surgery
- Obstetrics and Gynaecology
- Paediatrics and Neonatology
- ENT and Maxillary-Facial Surgery
- Intensive Care
- Radiology and Pathology
- Urology, Dermatology, Neurology and Haematology during office hours

Our Senior Medical Team currently includes 9 Consultants as follows:

- Dr Edward Rysdale (Clinical Director)
- Dr Adrian Marsh
- Dr Dodi Herman
- Dr Alexia Jones
- Dr Rebecca Race
- Mr Subramanian Kumaran
- Dr Susan McArthur
- Dr Andrew Horn
- Dr Mahesh Mendis

Our other medical grades also include:

- Associate Specialists
- Specialty Doctors
- CESR Doctors
- HST in Emergency Medicine
- Doctors in training (FY1, FY2, ACCS and GPVTS)
- Junior Clinical Fellows





THE POST

The main aim of these posts is to work with other Senior Medical and nursing staff and support in delivering a first class Emergency Medicine service for the Shropshire, Telford & Wrekin and Mid Wales areas. You will work at The Royal Shrewsbury Hospital and The Princess Royal Hospital. You will be on the major Trauma rota for The Royal Shrewsbury Hospital.

Reconfiguration

The Surgical Services are concentrated on at The Royal Shrewsbury Hospital. As a result The Princess Royal Hospital will not take major Trauma or Surgery (arriving by ambulance). ENT & Maxillo-Facial Surgery is located at The Princess Royal Hospital and the Obstetric, Paediatric and Neonatal Services have now moved to The Princess Royal Hospital into a new purpose built Women and Children's Centre.

There is a senior Paediatrician available from 12 pm till 10 pm on Saturday and Sunday covering ED at Shrewsbury.

There is a Consultant Paediatrician on Call exclusively for Shrewsbury on nights.

There is also a co-located urgent care centre on both sites open from 8 am - 8pm seven days a week run by GPs and ANPs. From April the Trust is moving to two co-located Urgent Treatment Centres.

Clinical Governance

All Consultants are expected to participate in all aspects of Clinical Governance.

Duties of the Post

- a. Take ongoing responsibility for patients under their care.
- b. Participate in the development of the Emergency Medicine service treatment protocols and guidelines
- c. Develop and maintain collaborative relationships with Medical colleagues in other specialities and participate in regular clinical meetings and other postgraduate activities.

- d. Participate in the on-call rota on an equal basis with Consultant colleagues to ensure that appropriate Emergency services are provided out of normal working hours.
- e. Take an appropriate share of responsibility for the professional supervision and development of trainee doctors within the speciality, to include appraisal.
- f. Develop and maintain good communications with General Practitioners and appropriate external agencies.
- g. Demonstrate a firm involvement in Clinical Governance, Risk Management and Clinical Audit. This will include the development and maintenance of appropriate systems and practices to ensure continued safe clinical practice.
- h. Ensure own practice is up-to-date. This will involve taking responsibility for own Clinical Professional Development and participating in the Trust's Performance and Annual Review system.
- i. Share responsibility for data protection arising out of the use of computers.
- j. Comply with all relevant Trust Policies and Procedures.
- k. Take responsibility for improving and complying with infection control practices

Ensure that all Trust-wide standards are maintained to improve the quality of total care to all who come into contact with services provided by Shrewsbury and Telford hospital NHS Trust.

The work of the department

- You will be expected to work with other members of the Emergency Medicine Team to provide first class clinical care in Emergency Medicine. You will see patients personally and you will provide clinical leadership, and supervision/teaching of junior Medical staff.
- You will be expected to take an appropriate share in the management and administrative workload of the Department. All Consultants are involved in planning and developing the service.
- The department actively encourages the development of specialist interests within the Emergency Medicine field.

Educational Activities

- You will be required to participate fully in the education and training of Junior Doctors, Nurses and other professionals allied to Medicine. You will also be involved in the supervision and teaching of Medical Students attached to the Department. With the development of the Keele Medical School, excellent opportunities exist for greater involvement in teaching in many different areas of the undergraduate curriculum.
- The Trust runs provider courses for life support courses and the post-holders would be encouraged to become involved with these.
- Weekly education sessions are timetabled for all Senior Staff to attend.

Office and secretarial support

You will have an office with a full range of facilities including desktop PC. You will be supported by a full time secretary, and additional administrative staff supporting the existing Emergency Consultants

Research

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

Audit

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

PROPOSED JOB PLAN

	09:00 - 13:00	13:00 - 17:00	17:00 - 20:00	20:00 - 09:00
Monday	Admin	Shop Floor		
Tuesday	DCC	DCC		
Wednesday	DCC	SPA		
Thursday	Off	SPA 13:00 - 15:00 Shop Floor 15:00 - 17:00	Shop Floor	On-call Overnight
Friday	Clinic/Shop Floor	SPA		
Saturday/Sunday		CDU and Shop Floor 09:00 - 15:00		

Direct Clinical Care: 7.5 PAs on average per week (including 1 PA for on call). (clinical activity, clinically related activity, predictable and unpredictable emergency work).

Supporting Professional Activities: 2.5 PAs on average per week (including one SPA at home) (includes CPD, audit, teaching, research)

On-Call

On call 1:5 weekday nights | On call 1:5 weekends

On the weekend on call you will work a 3hr shift on Saturday and Sunday covering CDU and ED. Weekends on call may not be taken as leave



Appraisal, Revalidation and Mentorship

- The Trust has the required arrangements in place, as laid down by the Royal College of Emergency Medicine, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.
- The Trust supports the Royal College of Emergency Medicine guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.
- A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave). An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development as laid down by the Royal College of Emergency Medicine and is committed to providing time and financial support for these activities.

Terms and Conditions of Service

The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £84,559 - £114,003 per annum for 10 Programmed Activities

The post holder

- will be in possession of a recognised medical/ dental qualification and full registration with the General Medical Council and continue hold a licence to practise.
- is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.
- will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary.
- will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call.
- will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.
- will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.
- The Trust operates a no smoking policy.
- The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

Accommodation

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

Other Facilities

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

Staff Benefits

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/ childcare provision and access to NHS Discounts schemes.

Visiting

Appointments to visit the department should be arranged with:

Dr Ed Rysdale – Clinical Director of Emergency Medicine – 01473 261000 Ext 1082

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and ensuring a COVID secure workplace for the team.
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust



you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- Disclosure of Information - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the NHS Knowledge and Skills Framework outline for the post.

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

As an employee of the Trust you have a responsibility to ensure that:

- you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines.
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.



PERSON SPECIFICATION

CONSULTANT IN EMERGENCY MEDICINE

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • MBChB or MBBS or equivalent • FCEM or equivalent • ALS or equivalent certification • ATLS or equivalent certification • APLS certification • Full GMC registration with Licence to Practice • Level 3 Safeguarding Children training (within the last 3 years) 	<ul style="list-style-type: none"> • Higher degree (e.g. MD or PhD)

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Evidence of commitment to Clinical Audit and Research • Clinical training and experience equivalent to that required for gaining UK • CCT in relevant specialty • Broad clinical experience within Emergency Medicine 	<ul style="list-style-type: none"> • Experience in clinical undergraduate/postgraduate teaching • Experience in NHS management

TEACHING AND RESEARCH

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to teach clinical skills, teach and lecture on speciality • Ability to apply research outcomes to clinical problems • Ability to work in and organise the A&E clinic 	<ul style="list-style-type: none"> • Ability to supervise, appraise, coach and mentor trainee and other Doctors

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Recognised ability to work within and provide leadership in the MDT • Effective verbal and written communication skills • Effective people management and influencing skills • Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies • Commitment to continuing professional development. • Commitment to clinical risk management and implementation of Clinical Governance 	

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Must live within 10 miles or 30 minute's drive of hospital where provides out of hours cover 	

OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.



The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital
Mytton Oak Road
Shrewsbury
SY3 8XQ

Getting to The Royal Shrewsbury Hospital

sath.nhs.uk

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4955

Address:

The Princess Royal Hospital
Apley Castle
Telford
TF1 6TF

Getting to The Princess Royal Hospital