

# Job Description & Information Pack

## Consultant in Medicine for Older People (Frailty)

### Medicine & Emergency Care



2023

# About East Lancashire Hospitals NHS Trust

East Lancashire Hospitals NHS Trust (ELHT) was established in 2003 and is a large integrated health care organisation providing high quality acute secondary healthcare for the people of East Lancashire and Blackburn with Darwen.

We employ 8,000 staff, some of whom are award winning and internationally renowned for their work and achievements. We treat over 700,000 patients a year from the most serious of emergencies to planned operations and procedures. Our high-quality healthcare services are offered across five hospital sites, and various community sites.

Our two main hospital sites, The Royal Blackburn Teaching Hospital and Burnley General Teaching Hospital have been rated “GOOD with Outstanding in some services” in February 2019 by the Care Quality Commission. Our Board is professional, ambitious and capable.

## Royal Blackburn Teaching Hospital

The Royal Blackburn Teaching Hospital opened in July 2006 and provides a full range of hospital services to adults and children. This includes general and specialist medical and surgical services along with a full range of diagnostic (e.g. MRI, CT scanning) and support services.

In addition to the modern facilities within the first stage of the hospital, the new building includes state of the art in-patient facilities, centralised out-patients department, new operating theatres and Emergency Department.

## Burnley General Teaching Hospital

Burnley General Teaching Hospital provides a full range of hospital services. This includes general and specialist medical and surgical services along with a full range of diagnostic (e.g. MRI, CT scanning) and support services.

Burnley General Teaching Hospital is East Lancashire Hospitals NHS Trust's site which specialises in planned (elective) treatment.

The hospital includes an Urgent Care Centre for treatment of minor injuries and illnesses. It does not include an Emergency Department or supporting facilities such as out-of-hours intensive care - these services are provided from the Royal Blackburn Teaching Hospital.

In November 2010, the Trust opened the £32 million Lancashire Women and Newborn Centre. This state-of the-art building includes East Lancashire's centralised consultant-led maternity unit, as well as a Level 3 Neonatal Intensive Care Unit, a midwife-led birth centre and a purpose-built gynaecology unit.

## Some facts about us



**We are in the HSJ/Nursing Times list of the top 100 places to work**



**On average 98% of our patients would recommend us to their Friends and Family**



**We're rated as 'better than average' or above in 24 categories out of 32 of the national NHS staff satisfaction survey**



**We are in the top 20% of Trusts for effective staff engagement**



**We are in the top third of all Trusts in terms of openness, transparency and learning from mistakes, being rated as 'good'**



**Our young patients have rated us as the fourth best childrens' in-patient service in the country**



**We routinely meet our cancer targets and mortality rates are within expected levels. Our performance against all other targets is generally good.**

**Our Foundation Training Programme has been the highest rated in the North West Region**

# Strategic Framework

## Our vision

- To be widely recognised for providing safe, personal and effective care.

## Our objectives

- Put safety and quality at the heart of everything we do
- Invest in and develop our workforce
- Work with key stakeholders to develop effective partnerships
- Encourage innovation and pathway reform and deliver best practice

## Our values

- Put patients first
- Respect the individual
- Act with integrity
- Serve the community
- Promote positive change

## Our operating principles

- Quality is our organising principle
- We strive to improve quality and increase value
- Clinical leadership influences all our thinking
- Everything is delivered by and through our clinical divisions
- Support departments support patient care
- We deliver what we say we will deliver
- Compliance with standards and targets is a must
- This helps secure our independence and influence
- We understand the world we live in, deal with its difficulties and celebrate our successes

## Our improvement priorities

- Reducing mortality
- Avoiding unnecessary admissions
- Enhancing communications and engagement
- Delivering reliable care
- Timeliness of care

# Local area/population

The Trust's catchment area is co-terminus with the local districts of Blackburn with Darwen, Hyndburn, Ribble Valley, Burnley, Pendle and Rossendale. Together, these localities represent the area known as "Pennine Lancashire". Each of the locality districts contains substantial rural areas including parts of the West Pennine Moors, the Ribble Valley, the Forest of Bowland, Gisburn Forest and Pendle Hill; some of the most outstandingly beautiful countryside in Northern England. The local town of Whalley has been voted one of the top 50 places to live in the UK.

The district is well served by road and rail and is within reach of the Universities of Manchester, Lancaster, Liverpool and Leeds, including the University of Central Lancashire (UCLan) with which ELHT has forged strong links. As well as being close to many urban centres, Blackburn and Burnley are also within easy distance of the Lancashire Coast, the Lake District and the Yorkshire Dales.

The district itself is well provided with leisure activities, for both spectators and participants. There are well developed parks, sports grounds and sports centres in the urban community. There are excellent schools in the locality, both state and fee paying. The housing in the area is both to a high standard and is reasonably priced. The local population looks to the district's health services for most of their health needs.

In comparison with England and Wales as a whole, the Trust has a higher proportion of the population between the ages of 0-14 and a lower proportion of the population between the ages of 15-64. This trend is set to increase with projected increases of about 5% in the population between 0-14. From census data, when compared with the rest of the region, this district has the third highest proportion of households where the head of the household was born in the New Commonwealth or Pakistan.

# Investing in the future

We are committed to delivering the best possible healthcare services to the local population while ensuring the future viability of our services. This will be achieved by continually improving the productivity and efficiency of services. Our core focus has enabled demonstrable improvement in our key access, quality and performance indicators.

There are two private finance initiative (PFI) schemes for parts of the buildings at Royal Blackburn Teaching Hospital and Burnley General Teaching Hospital sites, valued at over £70m and £20m respectively. We have made major investments in our healthcare facilities, particularly at our Burnley General Teaching Hospital site which saw the opening of our Elective Centre and Chemotherapy and Breast Clinic in 2017. Continuous investments in our health care services allow us to provide state-of-the-art facilities and equipment.

By working closely with our adult community services we can ensure that all patients have a high quality service whether they are in hospital, in the community or in their own home.

## Teaching, Research and Innovation

Across all our sites we pride ourselves on our teaching and for providing a great experience for trainee doctors. We have received excellent feedback from medical students, foundation year doctors and specialty trainees. One of our respiratory consultants was awarded “Teacher of the Year” by Manchester Medical School students. Our Obstetrics and Gynaecology specialty trainee feedback and evaluation rated us the highest in the North West.

Since 2016, we have entered into a strategic alliance with UCLan, a fast-growing medical school, as their main provider of clinical placements and teaching. Our medical student intake is increasing year on year, with students from several medical schools, both locally and internationally.

We have a thriving community of research in the Trust and we contribute to a wide range of national and international studies, with a high number of patients entering clinical trials. Our clinical staff continue to develop the range of services offered by the Trust. We provide robotic-assisted urological surgery. We are a Lancashire centre for Head and Neck surgery, maxillofacial and orthognathic surgery, regional dermatology including vulval dermatology specialist services. We are an accredited centre for Vascular surgery, Uro-Gynaecological Surgery and Endometriosis.

## Working for us

When you walk through the door, one of the first things you’ll notice is that the organisation is full of talented people. Not just in the fields of medicine, nursing or diagnostics but in every part of the organisation. Professional and committed people who are all working together in an open and supportive culture.



We don't just look at you for who you are now; we look at you for who you could be in the future. We take training seriously and encourage you to do the same. We want staff to develop their capabilities to the full with a range of learning and development opportunities.

To enable the Trust and its employees to exceed expectations and to achieve corporate and service aims and objectives, we need to recruit, develop and retain skilled and motivated people through effective people management and development, leading to a high-performance culture.

In November 2018, the Trust received a prestigious HSJ award for 'Creating a Supportive Staff Culture'. This demonstrated positive culture change is happening throughout the organisation, and is much more than an 'initiative', it is the way we do things at ELHT. Engage to Make a Difference has enabled everyone at ELHT to play their part in the continually improvement of the Trust. And what's more our National Staff Survey results improve each year. We have above average scores for engagement and are now in the top 20 percent of organisations on 16 key measures of staff satisfaction. Our own surveys have similar findings – 81 per cent of staff would now recommend the organisation for care and treatment, and 74 per cent recommend it as a place to work.

Our main sites include the Royal Blackburn Teaching Hospital, Burnley General teaching Hospital and Pendle Community Hospital as well as a number of smaller community led sites.

## Job Summary

### The Department

These substantive posts support our ongoing comprehensive reconfiguration of services for unscheduled care which involves further development of our "front door multidisciplinary frailty service". We have already established front door frailty services including Frailty SDEC within our acute frailty unit.

Service provision is based on our SDEC, the Older Person's Rapid Assessment (OPRA) Unit, which has 9 assessment areas taking both direct admissions and admissions from ED. The Older Person's Units (OPU) consist of two 19 bedded areas. This forms our acute frailty unit which is supported by a highly committed and experienced Consultant Frailty Practitioners, Matron, Sisters/Charge Nurses, Staff Nurses, Health Care Assistants and

Therapy team. There are consultant board rounds throughout the day and full MDT input. There are no long stay beds.

The OPRA unit functions 70 hours a week, weekend working is a frequency of 1 in 6 with NO overnight on-call work.

This is an exciting time in Medicine for Older People (MfOP). In recent years there has been a national push to ensure that the NHS is “Fit for Frailty” and, in the Northwest, East Lancashire Hospitals Trust is leading the charge. You will be joining a dedicated and passionate multidisciplinary team who are committed to making our Frailty Pathway a reference point of excellence in the Northwest and indeed in the country.

Medicine for Older People services are throughout all sites of the Trust with the acute stroke unit and four acute MfOP wards on the Blackburn site and step down and rehabilitation wards at Burnley District General and Pendle Community hospital sites. The directorate is currently in the process of developing and strengthening its frailty pathway, ensuring patients are provided with the correct standard of care in the right environment.

The directorate provides Ortho-Geriatric support for the fractured neck of femur pathway as well as a comprehensive service for older patients both in hospital and in the surrounding community that comprises integrated acute services and designated older persons’ out-patient clinics. Including, Frailty rapid assessment, Parkinson’s, TIA and elderly medicine clinics are also provided.

## Department Personnel

### Consultants

Dr	N	Roberts	Geriatrician, Stroke Physician, Clinical Director for MfOP
	C	Finney	Consultant Frailty Practitioner
	P	McManamon	Consultant Frailty Practitioner
Dr	N	Goorah	Geriatrician, Stroke Physician
Dr	A	Singh	Geriatrician, Stroke Physician
	C	Curley	Consultant Stroke Nurse
	S	Philip	Consultant Stroke Nurse
	M	Delabajan	Consultant Stroke Nurse
	L	Dunn	Consultant Stroke Nurse



Dr	M	McCarthy	GP With Special Interest
Dr	F	Shah	GP With Special Interest
Prof	I	Singh	NHS Locum Consultant Geriatrician
Dr	M	Greenhalgh	NHS Locum Consultant Geriatrician
Dr	H	Ringrose	Consultant in Neurorehabilitation
Dr	S	Afridi	Locum Consultant
Dr	A	Bhayo	Locum Consultant
Dr	A	Nair	Locum Consultant
Dr	M	McDonald	Locum Consultant
Dr	M	Arbab	Locum Consultant
Dr	R	Tahir	Locum Consultant

## Speciality Doctors

Dr	U	Waheed	Consultant Stroke Nurse
Dr	P	Mathew	Consultant Stroke Nurse
Dr	F	Mahmood	Consultant Stroke Nurse
Dr	A	Mohamed	GP With Special Interest
Vacant			
Vacant			

The department has support from medical trainees/non consultant career grade doctor as follows:

St3+	6 posts
Specialty Doctors	7 posts
Senior clinical fellow	4 posts
CMT	3 posts
Junior clinical fellow	10 posts
FY2	3 posts
FY1	7 posts

Trainees are largely ward based and the new appointee will receive pro-rata support from the department's medical trainees.

A mentor from another department will be provided for the first year in post.

Trust Workload:

The average number of medical admissions is 72 over a 24 hour period. Most go to the Acute Medical Unit. If patients need admission after 48 hours they are moved to one of the medical wards. The MfOP department has four medical wards.

## The Post

This is an outstanding opportunity for consultants to join our Medicine for Older People team at East Lancashire Hospitals NHS Trust.

The MfOP department currently consists of the Older Person's Rapid Assessment (OPRA) Unit, which has 9 assessment areas providing outstanding same-day emergency care. Two 19 bedded Older Persons Units with 4 Acute Older persons wards, an Ortho-geriatric service and an Acute Stroke Unit at the Royal Blackburn site. With 3 Rehabilitation stepdown wards at both Pendle District General Hospital and Burnley General Hospital.

We have well-organised MDTs and shared board rounds with excellent opportunities for professional peer support, feedback and learning.

Our weekly departmental teaching programme sessions are well attended and highly valued within the team.

We are looking forward to the opportunities of full electronic patient records in the whole trust later this year

The post-holder will actively participate in senior overview of the management of patients, quality improvement projects, governance duties, educational activities and department meetings, and will undertake administrative duties as required by the Clinical Director.

There is the opportunity to accommodate other specialty interests where appropriate. The appointment can be full or part-time and flexible working is championed in accordance to staff needs and department development. The department is committed to promoting

wellbeing at work; creating a culture that enables employee engagement linked to organisational performance.

In the first year of appointment new consultants are as part of Trust Policy on a 10 PA job plan, given 1.5 SPA, as core SPA (i.e. for revalidation and basic educational work). The exact job plan will be based on discussion with the successful applicant. The job plan will be discussed with the successful candidates and will depend on the special interest such as general geriatrics, frailty, orthogeriatrics, Parkinson's disease, surgical liaison and community service provision. The Trust has a robust process for SPA allocation and the successful candidate will be encouraged to take up roles that attract SPA allocation in keeping with the needs of the department. There is opportunity for further SPA activity in terms of educational supervision, quality improvement, and mortality review work. All Consultants are expected to work flexibly in undertaking their duties. This post will contribute to a 1 in 6 weekend cover may require working during the early evening on the OPRA unit to ensure effective delivery of service and its sustainability. The final job plan will be discussed with the appointed consultant by the Clinical Director for MfOP. Though the posts are offered as full-time, we POSITIVELY encourage applications from those who wish to work flexibly including on a job share basis.

A typical 10.00 programmed activity (PA) post will have 7.5 PA set aside for Direct Clinical Care (DCC); 1.5 PA for Supporting Professional Activities (SPA) and 1 special interest SPA. SPA is important for consultant job satisfaction and includes continuing professional development (in addition to study leave) mandatory training, job planning and preparation for appraisal.

## Key Duties of the Post

1. To provide hands-on evidence based care for medical MfOP patients under his/her care, ensuring the timely development of appropriate clinical management plans
2. To provide continued clinical responsibility for the patients under his/her care in conjunction with colleagues
3. To be part of the MDT on Older Person's Rapid Assessment (OPRA) Unit, Older Person's Units or MfOP ward
4. To develop and promote services that minimise hospital stay and maximise opportunities for recovery and independent living
5. To take a shared role in the development of the geriatric medicine service, in conjunction with the management team and consultant colleagues in the department of Medicine for Older People.
6. To take part in agreed provision of cover for consultant colleagues during leave.

7. To participate in medical audit and clinical governance.
8. To provide professional supervision, direction and training to junior medical staff.
9. To participate in postgraduate teaching
10. To attend meetings of the Directorate of Medicine for Older People, Rehabilitation and Stroke.
11. To develop and support sub-acute rehabilitation for geriatric patients in community hospitals and community settings.
12. To provide an outpatient service in various locations

It is the responsibility of the appointee to ensure that they maintain their knowledge and skills to the appropriate level laid down for their specialities by the relevant professional bodies (e.g. Royal College, Speciality societies). The Trust for its part supports CPD in principle and is committed to providing the necessary time and financial support for such activities, subject to agreed local policies.

This post also carries a commitment to support the management of acute illness in older people with no on call commitment for GIM, and care of a minimum of 20 acute older/general medical inpatients.

There is a degree of flexibility within the role and candidates will be supported in specialist interest within geriatrics where this compliments current service availability and service need.

The successful candidate must hold or be within 6 months of being eligible for specialist registration in General (Internal) Medicine and Geriatric Medicine.

We would welcome subspecialty interests in Parkinson's disease, Community Care of the Elderly, Acute Frailty, Dementia, Ortho-Geriatrics, Surgical Liaison or Stroke Medicine. Other sub specialty interests will be also be considered and the department will look at options of providing specialty cover through a departmental job plan if a strong candidate has an interest in other areas which fits into the elderly medicine strategic vision for the Trust.

## Terms and Conditions of the Post

This post is subject to the New Consultant Contract 2003. The appointee will be required to live within an appropriate distance from the Trust to ensure all elements of the role can be undertaken. The Trust will reimburse certain expenses relating to removal and relocation

when required; the expenses refunded shall reflect the actual costs involved but will not exceed £8,000.

A satisfactory medical examination is a condition of employment for Medical and Dental staff in the NHS. Candidates are requested to note that any person recommended for appointment in connection with this post will be referred to the DBS (Disclosure & Barring System) for their clearance.

**Please note: In line with other NHS organisations in the North West Region, the Trust is now passing the charge for undertaking a DBS check on to candidates in the event they are successfully appointed into the post for which they have applied. Candidates can choose whether to pay this over 1-3 months as a deduction from the monthly salary. By applying for this vacancy, you are agreeing to this undertaking in the event you are successfully appointed.**

## Continuing Care

The appointee will be responsible for the continuing care of patients in his/her charge and for the proper functioning of his/her department.

## Secretarial Support

Secretarial support will be available for this post.

## Office Accommodation

Office accommodation will be provided for the appointee.

## Management Responsibility

All Consultants are required to attend the monthly departmental and Directorate Meetings. Post holders will be expected to share in administrative duties allocated by mutual agreement within the Directorate.

## Standards of Conduct

The post holder will conduct duties with regard to the Trust's Vision and Values detailed in pages 3 and 4 of this Job Description.

## Governance

### i) CONTINUING PROFESSIONAL DEVELOPMENT

The appointee is expected to undertake CPD activities, in accordance with the relevant College's and Trust's requirements. There is a funded study leave allocation of 30 days/3 year cycle. The funding for this is as per the trust guidelines.

## ii) APPRAISAL & REVALIDATION

The post holder, in common with all posts in the Trust, will participate in the Trust's appraisal process. The Trust has the required arrangements in place, as laid down by the General Medical Council, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

## iii) SAFE AND EFFECTIVE CARE FOR PATIENTS

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for Medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer 1996).

All Medical staff practising in the Trust should ensure that they are familiar with the procedure and should apply it.

## iv) RISK MANAGEMENT

It is a standard element of the role and responsibility of all staff of the Trust that they fulfil a pro-active role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

## v) TRUST POLICIES AND PROCEDURES

All staff should ensure that personal action and conduct comply with Trust Policies and Procedures, e.g. Infection Control, Health and Safety, Fire Procedures, No Smoking Policy, Equal Opportunities, Confidentiality, etc.

## Records Management /Data Protection Act

As an employee of the Trust, you have a legal responsibility for all records, including patient health, financial, personal and administrative, that you gather or use as part of your work within the Trust. The records may be paper, electronic, microfiche, audio, video tapes, x-ray images etc. You must consult your Manager if you have any doubt as to the correct management of the records with which you work.

## Health and Safety Requirements

All employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Trust to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings.

## Confidentiality and Information Security

As a Trust employee you are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. This duty lasts indefinitely and will continue if you are no longer employed by the Trust.

All the information which identified individuals in whatever form, paper, picture, electronic data, images or voice, is covered by the Data Protection Act 1988 and should be managed in accordance with this legislation.

## Equal Opportunities

The Trust provides a range of services and employment opportunities for a diverse population. As a Trust employee you are required to treat all patients, customers, visitors and work colleagues with dignity and respect irrespective of their background.

## Safeguarding

All employees have a responsibility for safeguarding and promoting the welfare of children and vulnerable adults. Our induction programme covers essential requirements and further guidance can be sought from your Line Manager.

The purpose of this document is to act as a guide to the duties which may be required. It is not an exhaustive list and other duties may be required in accordance with the grade of the post and the competence of the post holder. The Job Description may be subject to review from time to time and change following consultation with the post holder.

## For further information

Please contact the below for further information about the post

Dr Nick Roberts

Clinical Director- Medicine for Older People

[nicholas.roberts@elht.nhs.uk](mailto:nicholas.roberts@elht.nhs.uk)

Tel: 01254 732566



Mrs Catherine Taurozzi  
 Directorate Manager for Medicine for Older People  
[catherine.taurozzi@elht.nhs.uk](mailto:catherine.taurozzi@elht.nhs.uk)  
 Tel: 01254 735239

## Person Specification

### Consultant in Medicine for Older People (Frailty)

	ESSENTIAL FOR THE POST	DESIRABLE FOR THE POST
<b>ATTAINMENTS</b>  <b>Educational Qualifications</b>  <b>Professional/Occupational Qualifications</b>	<ul style="list-style-type: none"> <li>• Full registration with General Medical Council</li> <li>• Inclusion on the Specialist Register or due admission to register within six months</li> <li>• MRCP or equivalent.</li> <li>• CCT or within 6 months of CCT</li> <li>• Or CESR or European Community Rights.</li> </ul>	<p>A higher degree such as MD, MSc, PhD or equivalent.</p>
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>• Experience in teaching under-graduates, post-graduates, nurses and professions allied to medicine</li> <li>• Experience of clinical audit and understanding of the process</li> <li>• </li> </ul>	
<b>CONTINUING PROFESSIONAL DEVELOPMENT</b>	<ul style="list-style-type: none"> <li>• Clear commitment to lifelong learning</li> <li>• Experience of evidence based medicine</li> <li>• Ability to keep up to date in the speciality.</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of appropriate post graduate societies.</li> <li>• IT skills</li> </ul>

<b>CIRCUMSTANCES</b>	<ul style="list-style-type: none"> <li>• Able to travel to meet the requirements of the post</li> </ul>	
----------------------	---	--

## Sample JOB PLAN - CONSULTANT GERIATRICIAN

East Lancashire Hospitals NHS Trust									
Job Plan Date:									
Name:									
	Start	Finish	Location	Work	Category				
					DC	SPA	Add	Ext	Total
Monday	08:30	12:30	MfOP ward/ OPRA/OPU - RBH	Post Take Ward round	1				
	12:30	15:30	RBH	Clinical Admin	0.75				
									1
Tuesday	08:30	12:30	MfOP ward/ OPRA/OPU - RBH	Post Take Ward round	1				
	13:00	15:00	RBH	Education		0.5			
									1.5
Wednesday	12:00	16:00		Directorate meetings/ Core SPA		1			
	16:00	18:30	MfOP ward/ OPRA/OPU - RBH	Post Take Ward round	0.75				
									1.75
Thursday	08:30	12:30	MfOP ward/ OPRA/OPU - RBH	Post Take Ward round	1				
	13:00	17:00	OPD	Out patients	1				
									2
Friday	08:30	12:30	MfOP ward/ OPRA/OPU - RBH	Post Take Ward round	1				
	13:00	17:00		Service development SPA		1			
									2
Saturday (1 in 6)	08:00-	14:00	OPRA/OPU - RBH	Post Take Ward round	0.5				
									0.5
Sunday (1 in 6)	08:00-	14:00	OPRA/OPU - RBH	Post Take Ward round	0.5				
									0.5
Additional agreed activity									
Predictable emergency on- call work									
Unpredictable emergency on- call work					0				0
Total PA's					7.5	2.5	0	0	10.00

MfOP = Medicine for Older People OPRA = Older Peoples Rapid Assessment OPU = Older Peoples Unit RBH = Royal Blackburn Hospital