

Job Description

Job title	Consultant in General Internal Medicine with Surgical Liaison
Grade	Consultant
Professionally accountable to	Divisional Director
Managerially accountable to	Divisional Director
Base Hospital	Dorset County Hospital

1. INTRODUCTION TO MEDICINE AT DORSET COUNTY HOSPITAL

We are a forward thinking albeit smaller District General Hospital. These two posts follow on from work we have been doing on medical inpatients flow and care in the hospital. Medical patients residing on surgical wards have historically had a longer stay in the hospital than those on the core medical wards. A project run through winter to increase the care to these patients by a dedicated team has shown huge benefit in their care pathway and the new investment is consolidating this work, joining it up with existing surgical liaison pathways. We aim to ensure that patients residing on surgical wards who are under medicine, or those who need medical input who are undergoing surgical care can receive care of a level reflected in our trust values.

The project will also see a substantial investment 4 WTE junior doctors dedicated to this team consolidating the projects junior workforce model to support the established team.

There are 4 adjacent surgical wards, Abbotsbury; Lulworth; Purbeck and Ridgeway and on average a population of between 10 and 35 medical patients will be outlied on these wards. In most cases these patients will not have care needs requiring specialist interest care.

Surgical Liaison and Orthogeriatric input is delivered by a dedicated medicines for older people workforce. The new team will support this service providing day to day escalation for medical input into complex or frail patients being cared for by the surgical teams.

Appointed consultants can have to opportunity to develop subspeciality interest either at the time of appointment or through later development aligning to both their long term goals and trust objectives.

The Consultants will participate in the general medical on call at consultant tier. Current planned frequency 1:15 weekday and 1:9 weekend.



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KEY RESPONSIBILITIES

Applications are invited for 2 positions of Consultant / Consultant Level Doctor in General Internal Medicine based at Dorset County Hospital.

- Leadership in the care of medical inpatients residing on surgical wards.
- Participation in the General Medical On call at Consultant Level Currently Planned to be 1:15 weekdays and 1:9 weekends.
- To provide clinical advice for community service as part of admission avoidance strategies during on call duties.
- To provide continuing medical education and conduct undergraduate and post graduate teaching as appropriate
- To contribute to the development of clinical quality and effectiveness in medicine and other clinical areas where these overlap with developments in medicine pathways
- To work effectively with the multi-professional workforce and adjacent service to enable efficient and high value care.

The job plan consists of 10 PA's (8.5 direct clinical care and 1.5 SPA) there are opportunities for additional remuneration from work in leadership, education and research. We will consider candidates wanting less than full time working or annualised working with associated GIM on call pro rata.

The successful applicant will participate in the on-call rota for Medicine which provides a seven-day service for both inpatients and new admissions.

The post-holder will be responsible to the Divisional Director, James Metcalfe and Divisional Manager Andrew Miller.

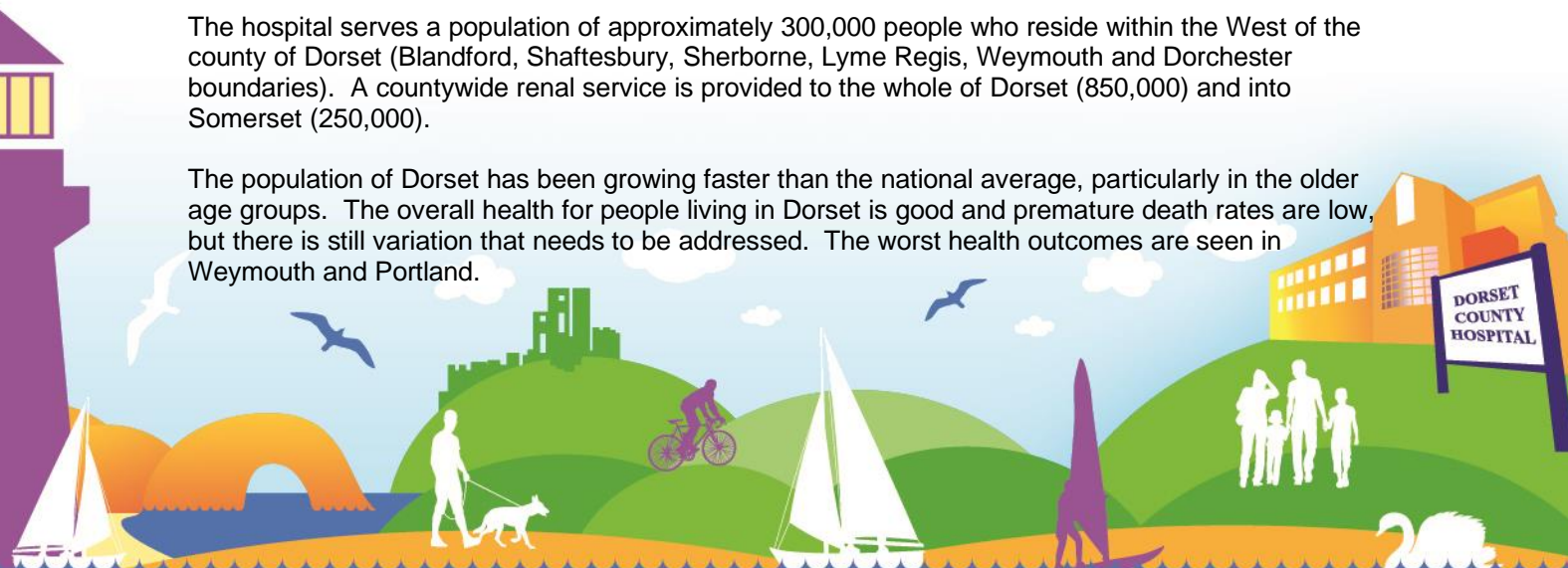
For further information about the posts please contact in the first instance James Metcalfe on 07711961394 or email james.metcalfe@dchft.nhs.uk

2. INTRODUCTION

Dorset County Hospital NHS Foundation Trust (DCHFT) is located close to the centre of the county town of Dorchester and is a modern, 400-bed hospital. It provides the full range of general, acute hospital services, including an Emergency Department.

The hospital serves a population of approximately 300,000 people who reside within the West of the county of Dorset (Blandford, Shaftesbury, Sherborne, Lyme Regis, Weymouth and Dorchester boundaries). A countywide renal service is provided to the whole of Dorset (850,000) and into Somerset (250,000).

The population of Dorset has been growing faster than the national average, particularly in the older age groups. The overall health for people living in Dorset is good and premature death rates are low, but there is still variation that needs to be addressed. The worst health outcomes are seen in Weymouth and Portland.



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The major causes of premature death in the population are coronary heart disease, cancer and stroke. Life expectancy in Dorset, as a whole, is rising and is the third highest in England, at 79.9 years for men and 83.8 years for women respectively, compared to 76.9 and 81.1 nationally. There is a degree of local variation, with a difference of eight years life expectancy for men between the most deprived areas in Weymouth and Portland and the least deprived in East Dorset. Dorset also has an average prison population of 530, which presents its own particular health needs.

Core operational services of Dorset County Hospital:

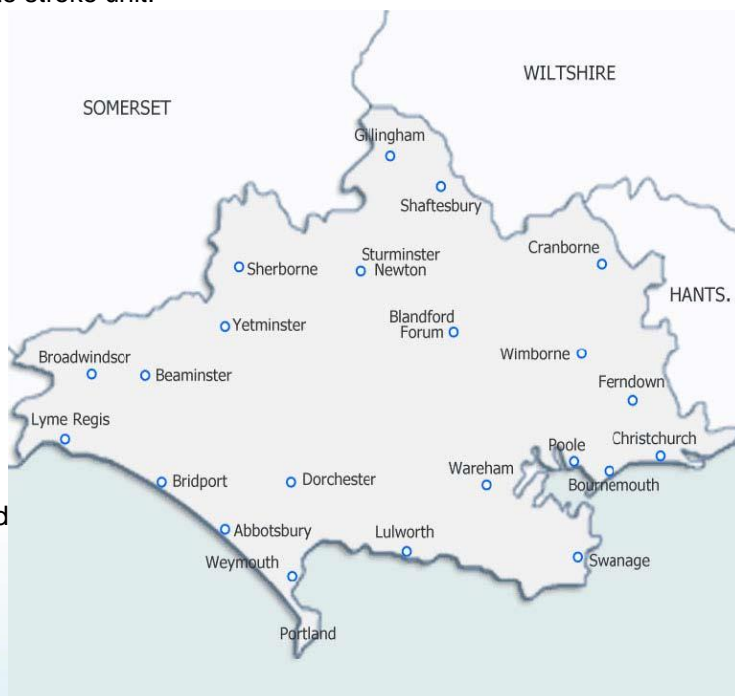
- Full accident and emergency services for major and minor illnesses and injuries including a fracture clinic.
- Emergency assessment and treatment services, including critical care (the hospital is a trauma unit).
- Elective (planned) surgery and medical treatments, including day surgery.
- A wide range of medical and outpatient services.
- Maternity services, including a midwife-led birthing unit, community midwifery support, antenatal care, postnatal care and home births. There is a Special Care Baby Unit.
- Children's services, including emergency assessment, inpatient and outpatient services.
- Diagnostic services, including fully accredited pathology, liquid-based cytology, CT scanning, MRI scanning, ultrasound, cardiac angiography and interventional radiology.
- Renal services to all of Dorset and parts of Somerset.
- A wide range of therapy services, including physiotherapy, occupational therapy, speech and language therapy and dietetics.
- Services for older people, including an acute stroke unit.
- Teaching, training and research.

Services are provided in a number of community hospitals, and, for a number of highly specialised services, patients must travel to other healthcare providers.

3. THE LOCALITY

West Dorset with its outstanding scenery and rugged coastline is a most enjoyable part of the country and covers a large geographical area (670 square miles), characterised by a number of small towns, each with a distinct identity. The coastline is protected by World Heritage as an Area of Outstanding Natural Beauty (AONB). The majority of people live in the South of the area in and around Weymouth, Portland and Dorchester and the remainder of the population lives in the centres of Lyme Regis, Bridport, Sherborne, Blandford, Sturminster Newton and Shaftesbury.

West Dorset is a prime holiday centre with the population doubling in the summer months since both the coastline and the countryside offer a wide range of interests for people to pursue. There are excellent water sport facilities in Weymouth & Portland.



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Weymouth is host to the International Kite Festival, Blandford holds the National Steam Fair and the Dorset County Show is one of the best agricultural and craft shows in the country. Dorset County Museum in Dorchester holds a huge archive of materials for Hardy and archaeology enthusiasts and regularly holds workshops on findings from the local area. Sherborne House to the north of the county was recently featured on BBC's Restoration programme and is fast becoming a popular centre for modern art, including a collection of work by Elizabeth Frink.

The main employers include the Dorset Council, armed forces, tourism, light and service industries, fashion retailers, Sunseekers (Luxury yachts) and the Health Service. Yeovil, 30 minutes drive away, is home to Westland, the aerospace manufacturer.

Dorset has very good state schools at all levels, and there are a number of private schools in Dorchester, Sherborne, Blandford, Poole and Bournemouth.

Further information is available from www.dorsetcouncil.gov.uk

DORCHESTER

The traditional county town of West Dorset made famous by the novels of Thomas Hardy and by historical characters such as Judge Jefferies, the reputedly satanical judge featured in John Meade Faulkner's novel, Moonfleet, is where Dorset County Hospital is sited. The hospital is a short walk away from the town centre.

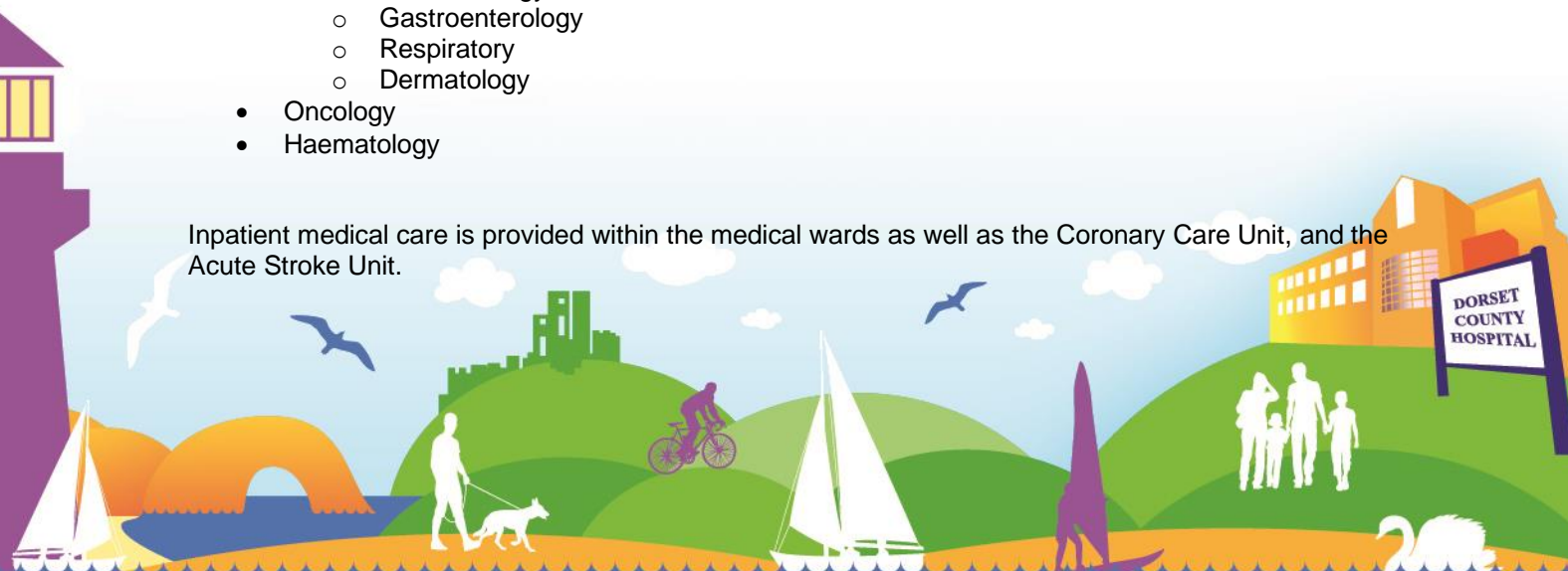
Maiden Castle, a mile out of the town centre, is the largest Iron Age fort in Europe, and its breath-taking outline can be seen against the pink sunsets that are a regular feature here. Later the Romano-British town of Durnovaria was established as the capital of the Durotriges and was one of only 18 walled roman towns. Dorchester is a quiet centre, although with the influx of people relocating from London, Essex, the Midlands and Home Counties.

4. THE MEDICINE DIVISION

This division consists of:

- Acute Medicine
- Cardiology
- Emergency Medicine
- Renal Medicine
- General Medicine
 - Medicine for Older People
 - Stroke
 - Endocrinology
 - Gastroenterology
 - Respiratory
 - Dermatology
- Oncology
- Haematology

Inpatient medical care is provided within the medical wards as well as the Coronary Care Unit, and the Acute Stroke Unit.



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There is a fully equipped cardiac catheter laboratory where a full range of interventions are offered including primary angioplasty, pacing and cardiac devices.

There is a fully equipped endoscopy suite, Intensive Care Unit and High Dependency Unit.

The new appointee will be expected to take a full part in the teaching activities of the Department and the Trust.

5. THE MEDICINE DIVISION

This team will add to senior medical consultant level workforce working across subspecialties and acute medicine as well as the acute hospital at home service. A sits in Care Group II with similar services. During the pilot phase we have identified that this team will need to maintain strong links with the rest of the speciality medical teams for advice and escalation as well as maintaining good links with the surgical specialties to enable to best value care.

Clinical Governance

The department takes a full part in the governance processes of the Trust and sees governance as underpinning good practice and patient safety. We hold monthly Meeting which are also supported by the emergency department.

Research

The Trust recognises that participation in research by its clinicians adds value to the care given to patients. Applicants with a strong research background would be welcome and would be encouraged to take a lead in this area.

6. DRAFT TIMETABLE

An example of a current timetable for the existing staff is shown below. With successful recruitment to both of these posts further discussion would take place to look at opportunities for development or subspecialty interests.

Monday	Tuesday	Wednesday	Thursday	Friday
AM Ward Round	AM Ward Round	AM Ward Round	AM Ward Round	AM Ward Round
PM SPA	PM Surgical Liaison	PM Admin	PM Surgical Liaison	PM

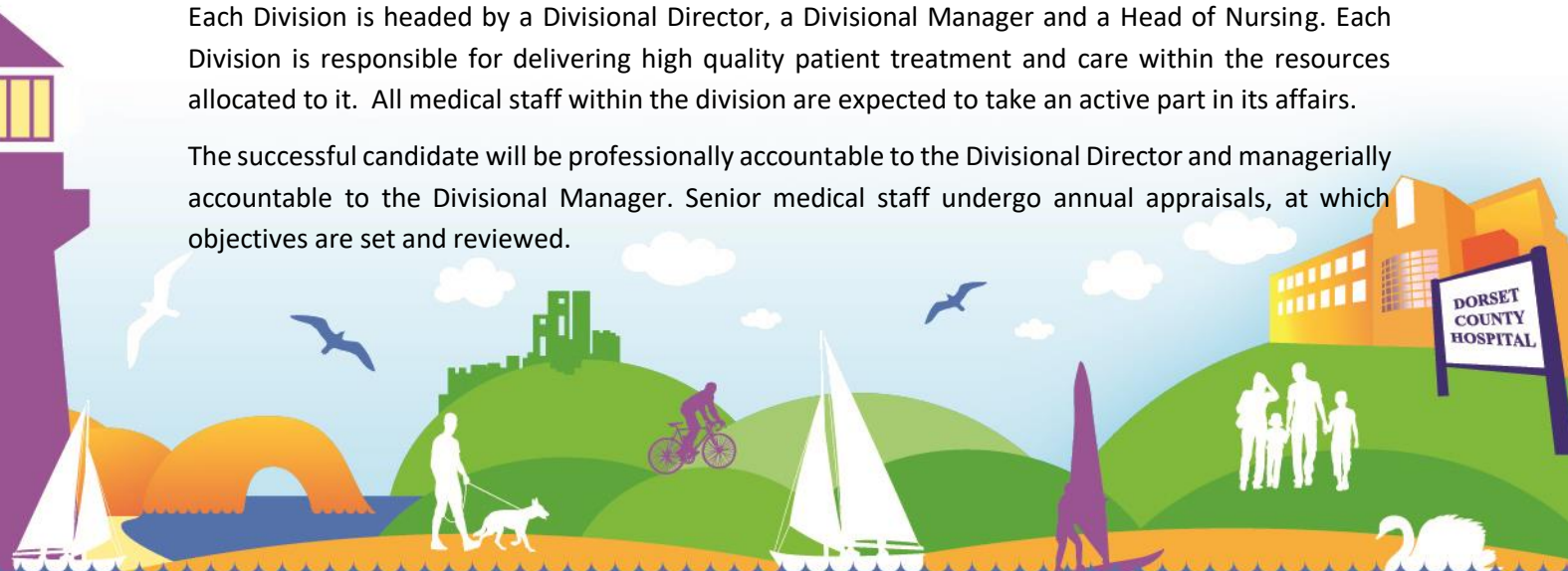
Predictable emergency on-call work	As rostered
Unpredictable emergency on-call work	On-call allowance 5%

Management Structure

Chief Executive	Matthew Bryant
Deputy CEO and Director for Strategy, Transformation and Partnership	Nick Johnson
Chief Nursing Officer	Jo Howarth
Chief Operating Officer	Anita Thomas
Director of Finance & Resources	Chris Hearn
Chief People Officer	Nicola Plumb
Medical Director	Prof Alastair Hutchison
Divisional Director	Mr James Metcalfe
Divisional Manager	Andrew Miller
Divisional Lead Nurse	Sonia Gamblen

The Trust has 2 Clinical Divisions: Urgent and Integrated Care Division, and Surgical and Family Division. Each Division is headed by a Divisional Director, a Divisional Manager and a Head of Nursing. Each Division is responsible for delivering high quality patient treatment and care within the resources allocated to it. All medical staff within the division are expected to take an active part in its affairs.

The successful candidate will be professionally accountable to the Divisional Director and managerially accountable to the Divisional Manager. Senior medical staff undergo annual appraisals, at which objectives are set and reviewed.



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Postgraduate Education

The Thomas Sydenham Education Centre is a new facility located at Dorset County Hospital.

Director of Medical Education

Dr Paul Murray

Foundation Programme Directors

Dr Adam Nicholls/Dr Tamsin Ribbons

Royal College Tutor

Dr Javed Iqbal

Head of Education, Learning & Development

Elaine Hartley

Library Services Manager

Jill Buckland

The successful candidate will be offered the opportunity of continuing professional development, including training in non-clinical aspects of the post. He/she will take responsibility for the educational supervision of (advising, counselling and agreeing training and development plans for) junior medical staff and non-career grade medical staff. He/she will be expected to participate in the clinical supervision and training of junior medical staff as laid down in the Trust Education Contract.

All staff involved in interviewing will be required to participate in Equal Opportunities training within 18 months from appointment. Equal Opportunities training for Consultants is provided within the Trust. All staff shall undergo annual basic life support, fire and manual handling training.

Objectives and Appraisals

The Service Lead will set a number of objectives in liaison with the Divisional team and in consultation with the post holder, which should be achieved over the following 12 months, with a review at the end of this period. These will be set within the context of the Trust's annual appraisal process. Consultant appraisals are a professional process of constructive dialogue, in which the doctor being appraised has a formal structured opportunity to reflect on your work to celebrate success and to consider how your effectiveness might be improved.

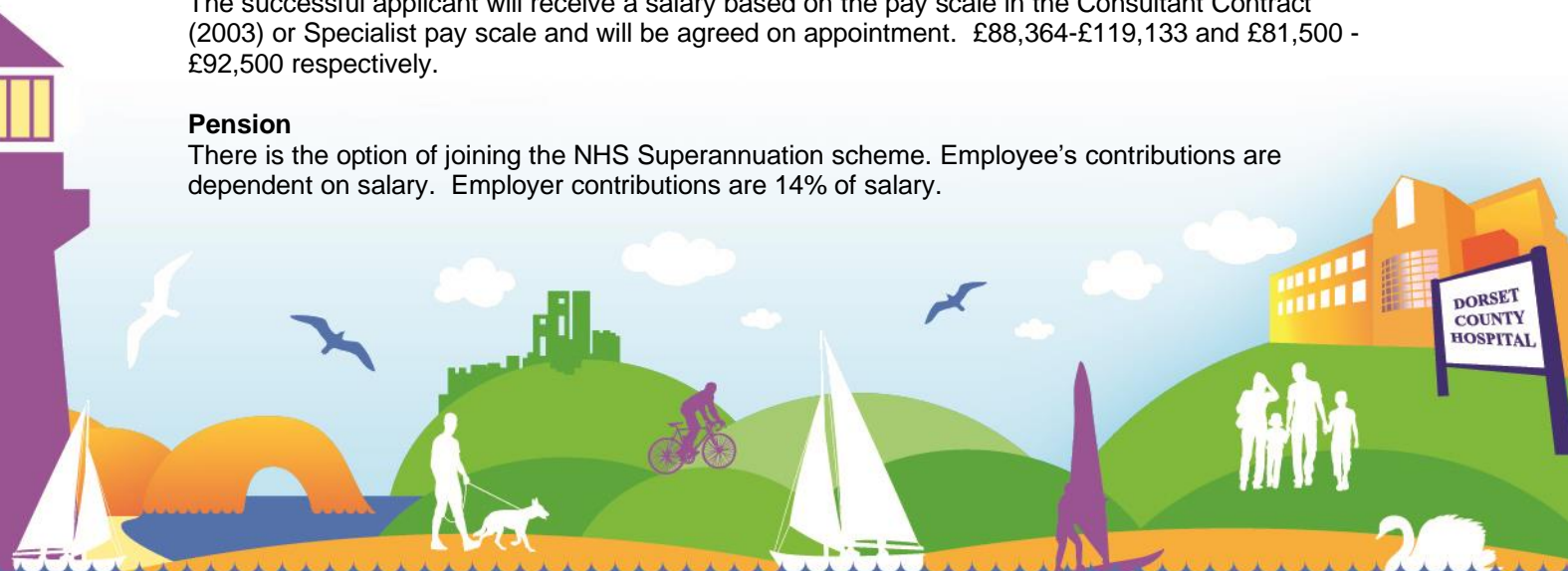
Terms and Conditions of Service

Salary

The successful applicant will receive a salary based on the pay scale in the Consultant Contract (2003) or Specialist pay scale and will be agreed on appointment. £88,364-£119,133 and £81,500 - £92,500 respectively.

Pension

There is the option of joining the NHS Superannuation scheme. Employee's contributions are dependent on salary. Employer contributions are 14% of salary.



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Annual Leave

Entitlement to annual leave is at the following rates per year, exclusive of public holidays and extra statutory days:

Number of Years of Completed Service as a Consultant	
Up to Seven Years	Seven or More Years
Six Weeks	Six Weeks + two days

Public Holidays

Entitlement to ten days public holidays (including the two statutory days) to be taken in accordance with Section 2 of the General Council Conditions of Service or days in lieu thereof.

Sick Pay

There is a sick pay scheme; the period of payment is made depending on the length of NHS service. The minimum is 1 months' full pay and 2 months' half pay; the maximum is 6 months' full pay and 6 months' half pay.

Appraisal

It is a contractual requirement that all consultant staff participate in the Trust's appraisal process based on the nationally agreed model set out in Advance Letters (MD) 6/00 and (MD) 5/01. These have been incorporated within the Trust's agreed policy on consultant appraisal.

Outside Employment and Financial Interest

In accordance with the Trust's Standards of Business Conduct and Employment Law (supported by the BMA), it is a contractual requirement that a consultant must seek permission from his/her main employer before working for another employer and in particular working for another employer providing services to NHS patients. The person appointed must also declare any financial interests or relationships that may affect the Trust's policies or decisions.

Hours of Work

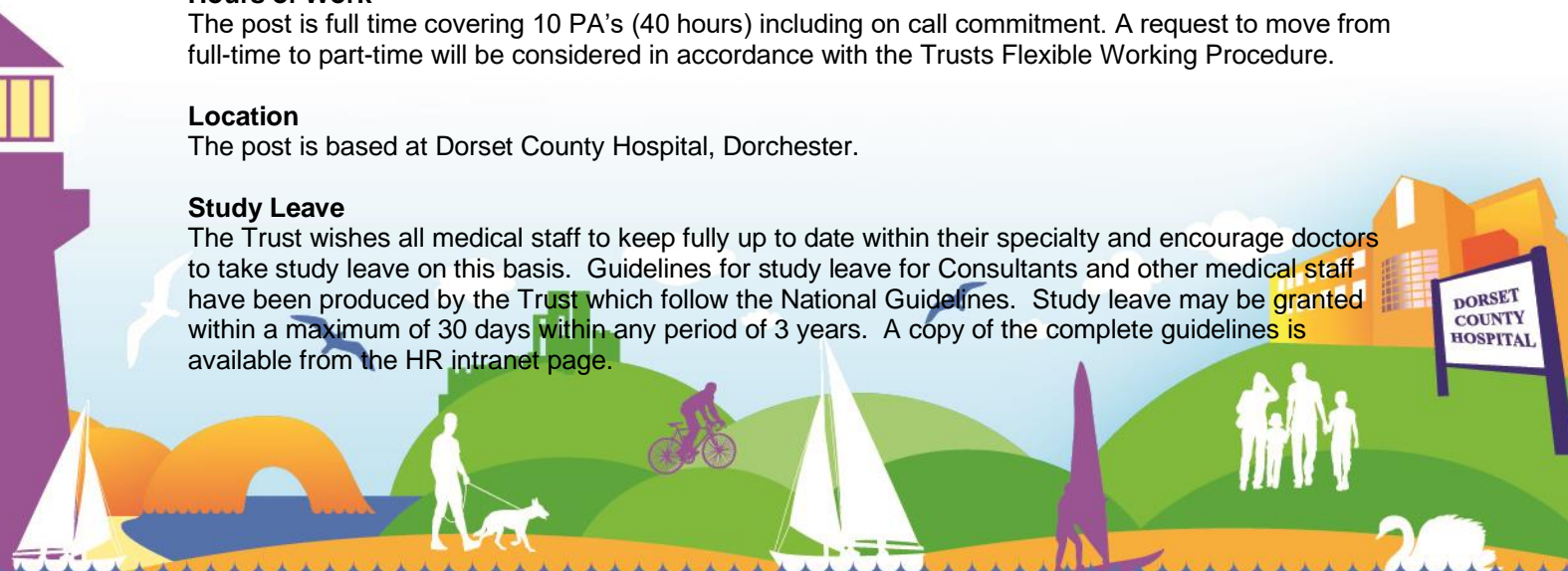
The post is full time covering 10 PA's (40 hours) including on call commitment. A request to move from full-time to part-time will be considered in accordance with the Trusts Flexible Working Procedure.

Location

The post is based at Dorset County Hospital, Dorchester.

Study Leave

The Trust wishes all medical staff to keep fully up to date within their specialty and encourage doctors to take study leave on this basis. Guidelines for study leave for Consultants and other medical staff have been produced by the Trust which follow the National Guidelines. Study leave may be granted within a maximum of 30 days within any period of 3 years. A copy of the complete guidelines is available from the HR intranet page.



Major Incident

In the event of a Major Incident being declared all staff (whether on or off duty) are expected to respond in accordance with the Trust's Major Incident Policy.

Non-Pay Benefits

The trust has developed a staff benefit scheme that covers entertainment, travel, shopping and house conveyancing discounts and child care benefits. Further information is available from the Human Resources Department.

Other Terms and Conditions of Service

All other current terms and conditions of service offered by the Trust are identical to the National Conditions of Service for Hospital Medical Staff.

It is the Trust's policy to implement pay awards as per the national agreements for staff holding Trust contracts.

Removal Expenses

A package of expenses is available to cover the reasonable cost of removal. The amount of reimbursement will depend on individual circumstances and is paid in two instalments. Details of the provisions are contained within the Trust's removal expenses policy.

It is important that the successful candidate agrees the level of reimbursement of removal expenses with the Deputy Chief People Officer before committing any expenditure

Domicile

Consultants are required to reside within a distance of 30 minutes, or ten miles by road, from their principal place of work, unless their employing organisation agrees that they may reside at a greater distance. Where such permission is granted, and where a consultant is required to participate in an on-call commitment, they will make provision to be at 30 minutes notice to return to the hospital during such periods of on-call. This will be at the individual's own expense.

Commencement of Duties

The appointee will be required to take up the post no later than three months from the date of the offer of an appointment unless a special agreement has been made between the appointee and the Trust. Candidates who are unable to take up the post within the specified period should indicate this on their application.

The post is subject to an Exemption Order under the Provisions of Section 4 (2) of the Rehabilitation of Offenders Act.

Interview Arrangements

To be confirmed

Health and Safety

Under the Health and Safety at Work Act 1974, as an employee, you must take reasonable care for the health and safety of yourself and for other persons who may be affected by your acts or omissions at work. The Act states that you must not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare.

You are also required to make yourself aware of the Trust's health and safety policies and to report any accidents/ incidents.

Equal Opportunities

Dorset County Hospital NHS Foundation Trust is committed to the development of positive policies to promote equal opportunities in employment. All employees have a responsibility to ensure that they understand the standards expected and that they promote and adhere to the equal opportunity measures adopted by the Trust.

Confidentiality

Confidential and personal information related to staff, patients and Dorset County Hospital NHS Foundation Trust must not be disclosed within or outside the place of work, except in the proper discharge of duties.

The Trust operates a No Smoking Policy.

ID badges must be worn while on duty.

Job Description Agreement

Signed by – Post Holder: _____ Date: _____

Signed by – Manager: _____ Date: _____

This job description is subject to regular review



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Person Specification & Shortlisting Form – Consultant General Internal Medicine with Surgical Liaison			
Category	Criteria	Shortlisting score	How Assessed
	An appropriate higher medical qualification - MRCP or overseas equivalent	Y/N (Essential)	Application form and certificates at interview
	Full GMC Registration with a licence to practice	Y/N (Essential)	Application form and certificates at interview
	Entry on the GMC Specialist Register via <ul style="list-style-type: none"> CCT (proposed CCT date must be within 6 months of interview) CESR If not on the specialist register evidence of significant history of working at consultant level in a similar healthcare system (would be appointed to specialist pay scale)	Y/N (Essential)	Application form and certificates at interview
Experience & Knowledge	Significant Clinical experience in Ward Based General Internal Medicine Inpatient Care	6	Application form and interview
	Experience demonstrating potential ability to cope with the demands of a DGH based Consultant Level Doctor	4	Application form and interview
Current Skills & Abilities	Willingness and ability to fulfil the general service elements of the job description	10	Application form , technical specification interview and formal interview
	Evidence of the clinical skills required to fulfil the specialty and sub-specialty elements of the job as in the job description and technical specification	10	Application form , technical specification interview and formal interview
Team Working and Service Development	Evidence of leadership and service development	10	Application form , presentation and interview
	Ability to develop effective working relationships and team working		Application form, presentation and interview
Understanding and Participation in Clinical Governance	Evidence of understanding of clinical governance	10	Application form , presentation and interview
	Knowledge of and direct involvement in audit.		
	Knowledge of principles of research and evidence of involvement in research.		
Management Training, Organisational Skills and Strategic Vision	Evidence of general management training and skills appropriate for the post.	10	Application form, presentation and interview
	Evidence of ability to contribute to the strategic direction of the Trust		
	Knowledge of organizational aspects of the NHS		
Teaching and communication	Evidence of teaching experience and abilities appropriate to the post	10	Application form , presentation and interview
	Ability to present effectively to an audience		
	Ability to communicate effectively		

Shortlisting score: /80

Each candidate will be scored against the person specification and will need to attain a minimum score using the following as a guide:

8-10 points = fully meet or exceeds the criteria	Essential Y/N
4-7 points = significantly meets criteria although falls short on minor aspects	Total shortlisting score - minimum 50/70
1-3 points = partially meets criteria but falls short on key aspects	
0 points = does not meet criteria	

If more than **four** applicants meet or exceed all the requirements only those candidates with the four highest scores will be invited to interview. In a tie situation there will be a process of random selection supervised by the personnel department.

If fewer than four applicants meet the requirements the short listing panel will decide whether any of the other applicants should be shortlisted.



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