



University Hospitals of Morecambe Bay

NHS Foundation Trust

JOB DESCRIPTION	
Job Title:	Consultant Physician in Acute Medicine and/or General Internal Medicine +/- another speciality
Care Group:	Medicine
Responsible to:	Lead Clinician
Accountable to:	Clinical Director
JOB SUMMARY:	<p>The Acute Medicine Unit & SDEC at Royal Lancaster Infirmary prides itself as a Centre of Diagnostic Excellence. Patients are managed effectively and efficiently. This is due to the ethos of the team – one team one family - and the presence of senior clinical decision makers throughout the day.</p> <p>We would like to extend the service by expanding our team.</p> <p>This post offers the successful candidate(s) an opportunity to contribute to the further development of a well-established service. The post will suit candidates who are passionate about diagnostic accuracy, are motivated to partake in an acute service and can make sound clinical decisions.</p> <p>We stream medical patients directly into our SDEC, both from Primary Care and the Emergency Department. The successful candidate(s) will mainly provide services on the Acute Medicine Unit and contribute to SDEC through supervising juniors.</p> <p>Our SDEC provides a comprehensive service aided by our excellent relationship with all general internal medicine specialties, pharmacy, and radiology. Complex medical diagnoses can be established and then referred to the relevant specialty for continuing care.</p> <p>There is an emphasis on the ability of the team members to excel as General Internal Medicine Physicians. Our team of Acute Physicians is enriched by Acute Medicine Advanced Nurse Practitioners, Patient Navigators, and Nurse Consultants. We have an active program to develop Advanced Nurse Practitioners who remain as part of the permanent staff and are embedded in the culture of the team. Our newly recruited Nurse Consultants form a staple part of our team. Trainee doctors are usually pleasantly surprised at the efficiency of care and varied pathology encountered on the Acute Medical Unit & SDEC at Royal Lancaster Infirmary.</p> <p>Working hours: 10PAs divided into 8PA DCC, 1.5 SPA, 0.5 Admin. No on calls, nights or weekends (though this can be negotiated if required).</p>

MAIN DUTIES AND RESPONSIBILITIES

“Creating a great place to be cared for and a great place to work”

The Acute Medicine division is comprised of a 39 bedded Acute Medical Unit (3 side rooms) and an adjoining SDEC that sees and manages around 40 patients per day.

The team consists of the following:

Substantive Consultant (Clinical Lead) – Acute Medicine and Intensive Care Medicine – Dr Vera Gotz
Substantive Consultant – Acute Medicine and General Internal Medicine – Dr Yunus Seth
Substantive Associate Specialists
Nurse Consultants
Advanced Nurse Practitioners
Patient Navigators
Foundation Year Doctors
Acute Care Common Stem Trainee
General Practice Specialist Trainee
Trust Grade Clinicians – SDEC

The team is assisted by the on-call consultant, ST3+ on call for medicine and intermediate grade doctors on call for medicine.

On average about 25 patients per day are admitted to the Acute Medicine Unit and about 40 patients are seen in SDEC. Our patient navigators have built good relationships with local general practitioners facilitating avoidance of unnecessary admissions & review of patients in SDEC. We have successfully reduced admissions and shortened lengths of stay. Our philosophy is one of ensuring safe good quality care in a friendly and supportive professional department.

Office space, IT support and secretarial support are provided.

The successful candidate(s) with a CCT in GIM with another specialty have the opportunity to have a joint job plan designed for them to accommodate the continued practice in both specialties, Acute Medicine and their parent specialty.

CLINICAL

The successful candidate will:

- Be dedicated to hands-on involvement with medical admissions to the Acute Medicine Unit focusing on timely assessment, management and discharge
- Supervise junior doctors, ANPs & nurse consultants seeing patients in our medical SDEC & on AMU
- Supervise & co-ordinate junior doctors on AMU
- Teach & train undergraduate medical students & junior doctors
- Provide leadership & work as part of our team
- Have no commitment to the general physician on call rota (though this can be negotiated if required)

The appointment will be for 10 programmed activity sessions which will be divided into 8.5 PAs as Direct Clinical Care (including DCC Admin) and 1.5 SPAs. Part-time applicants will have their PAs adjusted pro rata.

CLINICAL GOVERNANCE

To provide clinical services in line with the Trust's clinical governance arrangements which are designed to ensure that agreed quality standards are achieved. These requirements include: -

AUDIT

To undertake audit of clinical practice within the department to ensure that current standards and evidence-based practice are applied.

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CONTINUING MEDICAL EDUCATION

All consultants are required to maintain and develop their clinical skills. Individual training and developmental needs will be identified through an appraisal process, considering Royal College requirements.

RISK MANAGEMENT

To work within the Trust's clinical risk management policies and in particular to participate as appropriate in clinical incident reporting.

APPRAISAL AND REVALIDATION

All Consultants in the Trust participate in the Trust's appraisal system, and any future revalidation process, and are required to undertake regular appraisal of junior and career-grade medical staff as appropriate. Training for this can be provided if required.

All doctors will be required to comply with the requirements set out by the respective Royal College(s) along with the General Medical Council to ensure they maintain a valid license to practise medicine.

Consultants should refer to guidelines produced from time to time by the GMC and the Royal Colleges of Medicine relating to Appraisal and Revalidation. Advice at present includes completing, collecting and updating evidence within a portfolio, reflecting on practice, and developing and reviewing a Personal Development plan.

CLINICAL GUIDELINES

All consultants are required to participate in the development, review and ratification of departmental guidelines.

SPECIAL INTEREST AND RESEARCH

The appointee will be encouraged to pursue a special interest which will be commensurate with the aims of the Trust and is not prejudicial to the interests of the Department.

RESEARCH

The appointee will be encouraged to promote and participate in research. Any substantive research activity undertaken will be considered within the Job planning process and may be considered within the agreed scheduled supporting activities.

TRAINING AND DEVELOPMENT

There is a well-stocked medical library with audio-visual and IT-based teaching aids, and a full-time librarian. There is a thriving Postgraduate Medical Centre with regular clinical meetings and a general education programme.

TEACHING

There is a very active Education Centre with library adjacent to the Royal Lancaster Infirmary where regular meetings are held. Consultants are required to deliver undergraduate teaching to Junior and Middle Grade doctors and other clinicians, as appropriate.

TIME OFF IN LIEU

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Consultants that work beyond their hours have the opportunity to take the time owed at a mutually convenient time. If this is not feasible for any reason, the option to convert the time owed to additional activity session(s) for an ad hoc payment remains in place.

MENTORING

Consultants that are newly appointed will have a work-based mentor appointed to enable them to seek peer level support commensurate with their role and position.

JOB PLAN (including SAMPLE TIMETABLE – for illustrative purposes only).

The job plan consists of 10PAs divided into 7 PA DCC, 1.5 DCC Admin and 1.5 SPA. Part time commitment is adjusted pro rata. There will be no on calls, nights or weekends. The job plan is reviewed annually as part of appraisal. The Clinical Lead in Acute Medicine and the Acute Services Manager are responsible for the review of the job plan in conjunction with the post-holder.

The following is for illustrative purposes only. The postholder will have a mutually agreed/ bespoke Job Plan, which will be agreed by all parties during their induction period to the new post. Tailoring of the Job Plan will allow for adjustment teaching, research, Clinical Supervision etc.

Illustrative Job Plan				
Consultant Acute Medicine				
Day	Task	Timings	DCC	SPA
Monday	Ward Round	08:30 - 12:30	1	
	DCC Admin	13:00 - 15:00	0.5	
	Clinical Reviews	15:00 - 17:00	0.5	
Tuesday	Ward Round	08:30 - 12:30	1	
	Clinical Reviews	13:00 - 15:00	0.5	
	DCC Admin	15:00 - 17:00	0.5	
Wednesday	Ward Round	08:30 - 12:30	1	
	SPA	13:00 - 17:00		1
Thursday	Ward Round	08:30 - 12:30	1	
	Clinical Reviews	13:00 - 15:00	0.5	
	DCC Admin	15:00 - 17:00	0.5	
Friday	Ward Round	08:30 - 12:30	1	
	SPA	13:00 - 15:00		0.5
	Clinical Reviews	15:00 - 17:00	0.5	
TOTALS			8.5	1.5
Job Plan Total			10	

“Clinical Reviews” includes other activity related to delivering patient care, including DCC Admin (shown separately), multi-disciplinary team meetings, meetings with relatives/ carers, results review and acknowledgment, preparation and presentation of case reviews, responding to governance related items etc.

CONDITIONS OF SERVICE

This post is being advertised on a whole-time and part-time basis.

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The Trust will take due account of the National Terms and Conditions Consultants (England) 2003 and any changes to these Terms and Conditions of Service which the Secretary of State for Health may authorise from time to time.

This post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applicants are therefore not entitled to withhold information about convictions which for other purposes are “spent” under the provisions of the Act and in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. For this purpose, there is a declaration section at the back of the application form, which must be completed. Any information given will be considered in relation to the application and will not be used for any other purposes. The Trust requires the successful candidate to have and maintain full Registration with the General Medical Council. Medical staff are advised to continue with membership of one of the Medical Defence Organisations. Dependent upon the date of the last medical examination for a post within the National Health Service, the appointee may be required to undergo a medical examination.

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

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TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior manager you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments.

ENVIRONMENTAL SUSTAINABILITY – NET ZERO CARBON

University Hospitals of Morecambe Bay NHS Foundation Trust are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principles in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- **Energy:** Switch off non-essential electrical equipment and lighting when not in use. Report heating issues such as when buildings are too hot or too cold to the Estates Team.
- **Water:** Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.
- **Waste:** Follow the Trust waste policy – Reduce – Reuse – Recycle. Do not over order equipment or medicines. Healthcare waste must be disposed of in line with the Trust's Waste Management policy.
- **Biodiversity:** Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the Estates Team for further details.
- **Transport & Travel:** Where possible lift share, cycle, walk or use public transport.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service

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provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.