

Appointment of Full/Part Time Consultants in Emergency Medicine

JOB DESCRIPTION

October 2018

CONSULTANTS IN EMERGENCY MEDICINE
THE SHREWSBURY AND TELFORD NHS TRUST

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INTRODUCTION

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

12 PA contract 8.5 clinical/2.5SPA and 1 PA for on call activities.

Emergency Services sit within the Unscheduled Care Group, headed up by Dr Kevin Eardley, Care Group Medical Director and Mr S Kumaran, Consultant in Emergency Medicine and Clinical Director for Emergency and Acute Medicine.

Shrewsbury and Telford

Shropshire borders Wales, Cheshire, Staffordshire, Worcestershire and Herefordshire. The County's population and economy is centred on five towns. The ironbridge gorge area is a UNEASCO World Heritage Site. The Shropshire Hills Area is designated an area of outstanding beauty. Shropshire is one of England's most rural areas with a population of 560,000 in England's largest inland county.

The area has high quality affordable housing, fantastic schools and good transport links to near by major cities with a high speed train link to London planned. The area provides the opportunity for a high a quality lifestyle to both outdoor pursuits and fine dining and arts.

THE SHREWSBURY AND TELFORD 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.

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 MIDLANDS 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 Royal Stoke University Hospital

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 it also has CDU with 9 beds. 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

There are 4 Consultants

Mr Subramanian Kumaran FRCEM FRCS (Clinical Director)

Dr Adrian Marsh FRCEM

Dr Dodi Herman FRCEM

Dr Edward Rysdale FRCEM

Other Grades

2 Associate Specialists

7 Specialty Doctors

2 HST in Emergency Medicine

14 doctors in training (1 ACCS, 5 FY1 and 8 GP VTS)

3 ENPs

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.

The Children Assessment Unit is open from 9am till 10 pm Monday to Friday at the Royal Shrewsbury Hospital with a Senior Paediatrician to cover sick children attending Shrewsbury. 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 at the Royal Shrewsbury Hospital open from 8 am - 8pm seven days a week run by GPs and ANPs.

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 his/her 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.

Education and Teaching

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 Departments provide Regional Training in Emergency Medicine. There are currently two Specialist Trainees, one in each Department.

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.

Research

You will be encouraged to develop a research interest.

PROVISIONAL JOB PLAN (Based on 12 PAs)

	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 15.00-17:00hrs	Shop floor	On-call overnight
Friday	Clinic/Shop floor	SPA		
Saturday/Sunday	1 in 7 weekend on call	CDU and shop floor from 9 am till 12.00hrs		

Direct Clinical Care: 8.5 PAs on average per week.
(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)

1 PA added for predictable on call emergency work.

On-Call

On call 1:5 weekday nights

On call 1:7 weekends

On the weekend on call you will work a 3hr shift on Saturday and Sunday covering CDU and ED between 09:00 and 12:00. On-call commitments are for activity related to Trauma and activity related to patient safety. Weekends on call may not be taken as leave. Day off following post weekend added in the rota.

VIRGINIA MASON

The Trust is proud to have been working collaboratively with the Virginia Mason Institute in Seattle, widely regarded as one of the safest Hospitals in the World. We have progressed with a number of 'Value Streams.' Doctors, Nurses, Allied Health Professionals and Colleagues from Virginia Mason are working together to transform Healthcare at The Shrewsbury and Telford Hospital NHS Trust and share our learning across the Country. We are one of five Trusts across the UK working with Virginia Mason and NHS Innovation. Our current Value Streams are Respiratory Discharge, Sepsis, Workforce and Recruitment and Outpatients. Sponsor teams have ownership of the programme and run Rapid

Process Improvement weeks that allow our workforce to try new processes and procedures that may improve the care we offer to our patients. Any proposals made are tested, measured and fully supported to ensure that they become embedded into our normal daily work and remain sustainable in the long term. This process aligns to our Organisational Strategy putting our 'Patients First' and reflects the Values of our Trust.

Our Kaizen Promotion Office (KPO) provides the support for this work. Every Value Stream has full Executive support and the entire Executive team have an important role to play on the Guiding team and our overall Transformation programme. We are very proud of our achievements to date and are looking for ways to engage with all of our staff through our Transformation work and our Leadership Academy launching in November 2016. There will be many opportunities for you to become involved in our KPO and value Stream work and we will be able to provide you with help and guidance independent of your level of expertise. We have a unique opportunity to make a difference and we hope that you will want to be a part of our journey.

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 of the successful applicant, particularly if trainee members of the department could be incorporated in the methodological and practical stages.

APPRAISAL, REVALIDATION AND MENTORSHIP

You will undergo annual appraisal allowing jointly agreed development needs to be fed into their job plan. 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. The successful applicant will be expected to participate in this exercise.

We will register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; this will be completed as soon as possible upon commencing employment with the Trust.

Please refer to the Medical Practitioners page on the Trusts intranet for more information.

"The Trust supports The Royal College of Emergency Medicine's guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust."

AUDIT

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

OFFICE AND SECRETARIAL FACILITIES

Adequate office facilities with IT equipment and internet access will be provided with appropriate secretarial support.

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.

The salary scale is based on the Consultant scale MC72:

Salary Scale: £77,913 - £105,042 per annum for 10 Programmed Activities (as of October 2018)

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 practice
- 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

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. The Trust as limited accommodation at both Hospitals.

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. We also offer a relocation package of up to £8000.00

VISITING

Enquiries or Appointments to visit the Trust may be arranged with Mr S Kumaran via one of the secretaries:

The Royal Shrewsbury Hospital 01743 261082

The Princess Royal Hospital 01952 641222 Ext 4235

STATEMENTS

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
- 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 KSF 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 Trusts 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.