Specialty Doctor in Elderly Care Medicine and Frailty (Part Time)

JOB DESCRIPTION

August 2017
INTRODUCTION

This is a new post and is based at the Royal Shrewsbury Hospital and is aimed at expanding the Department of Elderly Care Medicine and developing an Acute Frailty Service in line with the national focus on delivering excellent care to Frail Older patients in Hospital and primary care. This post is part time for 6 programmed activities per week.

SHROPSHIRE AND THE LOCAL HOSPITALS

Shropshire is the largest inland County in England. Shrewsbury, the County Town, with attractive medieval and 18th century streets and buildings, has a population of 90,000. Telford, a new town to the east of the County has a larger population of 140,000. The M54 motorway, which starts just outside Shrewsbury, provides quick access to the national motorway network and there is a fast dual carriageway connecting Shrewsbury and Telford which are twelve miles apart. Intercity trains to London and Birmingham are available from Shrewsbury.

Shropshire is a beautiful, predominantly rural County - it has a low population density with some dramatic landscapes. There is a wide range of attractive housing in the County, both in Town and Country. There are high quality state and independent Schools and first class shopping in both Shrewsbury and Telford. There are wide ranging sports facilities and easy access to North Wales and the Welsh Coast.

The Shrewsbury and Telford Hospitals NHS Trust has a catchment population of 550,000 between the two Hospitals located at Shrewsbury and Telford. The Royal Shrewsbury Hospital (RSH) is centered upon the County Town of Shrewsbury and also supplies services to a rural population in West Shropshire and neighbouring Mid-Wales.

THE WORK OF THE ELDERLY CARE DEPARTMENT

There are 3 Elderly Care physicians, 1 Associate Specialist and 1 Specialty Doctor in post at SATH:

1. Dr Shu Ho has a special interest in Falls and leads the well orthogeriatric service (and also works at the Robert Jones and Agnes Hunt Orthopaedic Hospital in Oswestry),

2. Dr Suzy Thompson has a special interest in Acute Frailty and Movement Disorders

3. Dr Nigel Mike has a special interest in gastroenterology

4. Dr Erica Capps (Associate Specialist) supports Elderly Care services at Telford and has expertise in Movement Disorders

5. Dr Sai Kumar (Specialty Doctor) specialises in Orthogeriatric liaison and rehabilitation at Shrewsbury.

2 further new Consultant posts and a Band 8a Advanced Clinical Practitioner post to develop Acute Frailty Services at Shrewsbury are currently being advertised.
There are 4 additional Stroke Physicians based at Telford with Acute stroke services, Dr Uttam Sinha, Dr Meena Srinivasan, Dr Indranil Mukherjee and Dr Owen David.

Established specialist Nurses work closely with the department:

Andrew Griffiths and Marie Hayward: Parkinson’s Disease Nurse Specialists
Karen Breeze: Dementia Nurse Specialist
Carl Ryan: Stroke Nurse Specialist based at Telford

There is an active interest in teaching at all levels in the department in association with Keele Medical School and the West Midlands Deanery. The post holder will be encouraged to participate in teaching and supported in research that benefits the department. There are ongoing national audits of services in Falls, Dementia and Parkinson’s Disease. Jo Stickley Research Nurse supports clinical trials at Shrewsbury for non cancer conditions

THE POST

The main aims of the post are to:

a) Develop Acute Frailty Services at the ‘front door’

There is a large ageing population in Shropshire and Telford and Wrekin which attend both acute Hospitals. The Trust and CCGs are working together to address patients needs and develop a responsive service for older frail patients. The post holder will be expected to be part of building on current services with Dr Suzy Thompson and the newly appointed Consultants to deliver Comprehensive Geriatric Assessment in the Emergency Department (ED) and Acute Medical Unit (AMU) at Shrewsbury.

You will be expected to work closely with the teams in the ED and AMU to improve care for frail older patients. The post holder will work with a team of 2 ACPs once recruited and the current registrars in Elderly care. They will be supported by therapies in the departments to deliver rapid assessment, treatment and as much as possible rapid discharge to community services.

Over time it is envisaged that the multidisciplinary team will develop an Acute Frailty Ward including an ambulatory area as resources allow. Also the team will develop an inreach service to educate ward areas about care of frail older patients to reduce deconditioning and long lengths of stay. The Trust is being supported by both local CCGs and the Acute Frailty Network.

b) Current Elderly Care Service

There are purpose built Elderly Care wards at both Hospitals, Ward 22 which currently has 40 beds takes patients from Unscheduled Care, Trauma and Orthopaedics for rehabilitation (Ward 22R) and repatriated strokes (ward 22S) from Telford. The post holder will be expected to communicate and work with Ward 22 to select appropriate frail patients for transfer from AMU and ED if they are admitted to the Trust. The ward base is supported by 5 junior Doctors in training and 2 Registrars and the post holder will spend time on the ward following through their patients linking into the team.
There is an in-house mental health team (based on the RAID model) who support the Trust and the post holder will be expected to work closely with them for patients diagnosed with delirium and dementia. There are established services in falls, movement disorders and orthogeriatrics and there will be opportunities to attend sessions in these areas.

**PROVISIONAL JOB PLAN**

<table>
<thead>
<tr>
<th>Times</th>
<th>Activity</th>
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<tbody>
<tr>
<td>Day 1/3</td>
<td></td>
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<tr>
<td>08:00 – 08:30</td>
<td>Team meeting AMU</td>
</tr>
<tr>
<td>08:30 – 12:00</td>
<td>See patients in ED and AMU</td>
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<tr>
<td>12:00 – 12:30</td>
<td>AMU board round</td>
</tr>
<tr>
<td>13:00 – 15:30</td>
<td>See patients in ED and AMU</td>
</tr>
<tr>
<td>15:30 - 16:00</td>
<td>Handover to later shift</td>
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<tr>
<td>Day 2</td>
<td></td>
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<tr>
<td>10:00 –12:00</td>
<td>Follow thro’ patients from previous day (wards/community)</td>
</tr>
<tr>
<td>12:00 – 12:30</td>
<td>AMU board round</td>
</tr>
<tr>
<td>13:00 – 15:30</td>
<td>See patients ED and AMU</td>
</tr>
<tr>
<td>15:30 - 16:00</td>
<td>Handover from earlier shift</td>
</tr>
<tr>
<td>16:00 - 18:00</td>
<td>See patients ED and AMU</td>
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This is the suggested job plan but will be dependent on other medical members of the team. The planned new Frailty team will be available to assess patients from 8:00 am until 18:00 pm Monday to Friday therefore the team members will work together to ensure effective handover and follow through.

**APPRAISAL, REVALIDATION AND MENTORSHIP**

The successful applicant 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.

The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

An annual job plan review at individual and departmental level is being introduced. The successful applicant will be expected to participate in this exercise.

You will upon appointment be registered on the Equiniti revalidation system; this will be completed as soon as possible upon your commencement of employment with the Trust.

Mentorship will be provided by an appropriate Consultant member of the department and after this the post holder may identify another Consultant colleague for this role.

**AUDIT**

There is a fully staffed Audit Department on both sites with well-organised teams.

**OFFICE AND SECRETARIAL FACILITIES**

Office accommodation and appropriate secretarial and IT support will be provided at RSH.
TERMS AND CONDITIONS OF SERVICE

The appointment is part-time (6 PAs) and you will be appointed on the Terms & Conditions of Service for Specialty Doctors – England 2008 and the General Medical Council Conditions of Service as amended from time to time.

Salary scale (MC46): £37,923 - £70,718 per annum for 10 Programmed Activities (as of April 2017)

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
The Trust has residential accommodation for medical staff.

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 for full-time consultant staff, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.
VISITING
Appointments to visit the Trust should be arranged with:

**Dr Suzy Thompson**  Consultant Geriatrician  Telephone 01743 261697

**Dr Saskia Jones-Perrott**  Ass Care Group Director Unscheduled Care: 01743 492397

**Dr Kevin Eardley**  Care Group Director Unscheduled Care 01743 261015
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.