

**UNIVERSITY HOSPITALS OF DERBY
AND BURTON NHS FOUNDATION
TRUST**

**Division of
Medicine**

Appointment

Of

Consultant Geriatrician

Date: August 2023

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SECTION 1: Job Description – General Details

Title:	Consultant Medicine for the Elderly
Location:	Royal Derby Hospital Includes a requirement to work across other UHDB sites should the need arise
New or Replacement Post:	1 replacement post
Prime responsibility:	Provision of an Elderly Care service for Southern Derbyshire, South East Staffordshire and the surrounding areas.
Accountable to:	Interim Executive Medical Director
Reports to:	Divisional Medical Director - Dr James Woodard Clinical Director – Dr Adam Ferguson Assistant Clinical Director (DME) – Dr Barry Evans
Terms and Conditions:	Terms & Conditions of Service for Consultants (England) 2003.
Contracted Hours:	Whole time appointment with a work commitment of 10 PAs per week, plus on call.
	<ul style="list-style-type: none"> • Maintenance of the highest clinical standards in the management of a Elderly Medicine Service • To share with colleagues the responsibility for the day-to-day management of the Elderly Medicine Service. • Teaching and training of junior staff, medical students • To actively participate in both departmental and Trust matters concerning Clinical Governance and audit. • To have responsibility for ensuring active participation in continuing

	medical education (CME).
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SECTION 2: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications / Specialist Listings	<ul style="list-style-type: none"> • MBBS/MBCH and possess MRCP • Full GMC Registration with a license to practice • Eligible for entry on GMC Specialist Register or within 6 months of receipt of Certificate of Completion of Training (CCT) in Medicine for the Elderly at time of interview • Eligibility to reside and work in the UK 	<ul style="list-style-type: none"> • Higher degree / MD (<i>insert relevant qualification</i>) • Postgraduate thesis
Clinical Experience	<ul style="list-style-type: none"> • 5 year supervised training in an appropriate SpR equivalent training programme, together with a high standard of clinical skill and expertise in Medicine for the Elderly • Comprehensive technical competence in Medicine for the Elderly • Ability to offer expert clinical opinion on all Medicine for the Elderly problems • Ability to take full and independent responsibility for clinical care of patients • Evidence of ability to work effectively as part of a multi disciplinary team and share clinical responsibilities 	
Management and Administrative Experience	<ul style="list-style-type: none"> • Ability to manage and lead a service and junior staff • Ability to advise on efficient and smooth running of the Medicine for the Elderly service • Ability to organise and manage e.g., outpatient priorities /community clinics • Experience of audit management • Ability and willingness to work within the Trust and NHS performance framework and targets 	
Teaching Experience	<ul style="list-style-type: none"> • Experience of and commitment to teaching undergraduates and postgraduates. • Ability to teach clinical skills • Ability to innovate and develop new technology/methods where appropriate • Ability to supervise postgraduate research • Commitment to participate in induction/appraisal of junior medical staff 	
Research Experience	<ul style="list-style-type: none"> • Ability to apply research outcomes to clinical problems • Publications in peer-reviewed journals • Ability to supervise postgraduate research 	<ul style="list-style-type: none"> • Plans for research in clinical practice

Other Attributes	<ul style="list-style-type: none"> • Proven effective interpersonal skills • Enquiring, critical approach to work • Caring attitude to patients • Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies • Commitment to CPD and the requirements of Clinical Governance and Audit • Willingness to undertake additional professional responsibilities at local, regional or national levels • Passion for Medicine for the Elderly and developing the service both in the hospital and Community settings • have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues. 	
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SECTION 3: Duties of the Post

3.1 Duties and responsibilities of the post:

- i. Provision with Consultant colleagues of a comprehensive DME service to University Hospitals of Derby and Burton NHS Foundation Trust and surrounding areas, with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department
- ii. Responsibility for the continuing care and treatment of patients in your charge and personal performance of clinical duties as agreed in your job plan, allowing for all proper delegation to, and training of your staff
- iii. A specialty take operates as a 1:6, with an on-site presence at weekends
- iv. Provision of cover for your consultant colleagues during reasonable periods of leave, including care of patients and supervision of junior doctors (a minimum of 6 weeks' notice is to be given for all leave requests).
- v. Any responsibility which relates to a special interest.
- vi. Responsibility for the professional supervision and management of junior medical staff, carrying out teaching, examination and accreditation duties as required and for contributing to undergraduate, postgraduate, and continuing medical education activity, locally and nationally as appropriate
- vii. Participation in the clinical governance arrangements of the Trust and specifically within the Directorate including clinical audit, and research
- viii. Responsibility for implementing the Infection Control Policies as determined by University Hospitals of Derby and Burton NHS Foundation Trust
- viii. Responsible for compliance with personal continuing professional development requirements with the support of the Trust. It is mandatory for all consultants to keep up to date with evidence-based practice.
- ix. Commitment to taking part in annual appraisal process which will be undertaken by the Assistant Clinical Director.
- x. Responsible for maintaining awareness of professional guidelines such as 'Duties of a Doctor', 'Good Medical Practice' and 'GMC Performance Procedures' and acting in accordance with them
- xi. An exceptional requirement to undertake additional duties for limited periods within the geographical areas specified above or undertake duties at other hospitals in the event of a major disaster or incident
- xii. Where it is agreed between the parties, work on behalf of University Hospitals of Derby and Burton NHS Foundation Trust such as domiciliary consultations, or services provided by the Trust for other agencies e.g. the prison service (excludes work done under direct arrangements between an individual Consultant and a third party e.g. Category 2)

3.2 Job Plan

A job plan will be agreed between the appointee and the Assistant Clinical Director, on behalf of the Executive Medical Director.

The duties will be subject to review from time to time considering the changing requirements of the service. All job plans are reviewed annually following team and individual job planning meetings. The appointee will be expected to participate in this.

The job plan for the first three months will be based on the provisional timetable shown below and reviewed following an appraisal meeting. The Job Plan will be a prospective agreement that sets out the consultant's duties, responsibilities, and objectives for the coming year. It will cover all aspects of the consultant's professional practice including clinical work, teaching, research, education, and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfill the job plan and the objectives.

Provisional assessment of Programmed Activities in Job Plan:

For a full-time contract:

- Direct Clinical Care (pro-rata for part time): **8.5 PAs on average per week**
(Includes clinical activity, clinically related activity, predictable and unpredictable emergency work)
- Weekend working: **1.25 PAs 1 in 6 weekends**
- Supporting Professional Activities: (includes CPD, audit, teaching and research) **1.5 PAs on average per week**

The SPA allocation will be reviewed following the first year in post. All full-time appointments commence with a job plan PA allocation of 8.5 DCCs / 1.5 SPAs. It is anticipated the activities carried out during SPA time may change from year to year therefore the PA split will be reviewed annually in the job planning round. Where an increase in SPAs is agreed between the Trust and the appointee, the activity carried out in SPA time and its location will be included in the job plan along with clear objectives.

3.3 Proposed Timetable

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan, which occur at regular times in the week:

	Mon	Tues	Weds	Thurs	Fri	Weekends
AM	Ward Round	Board Round Winter cover	Ward Round	Board Round Colleague cover	Ward Round	1 in 6 weekend working
PM	SPA	Sub Specialty or clinic	Admin	Sub Specialty or clinic	Sub Specialty or clinic	

3.4 On Call Availability

The successful candidate must reside within 30 minutes traveling time of the hospital. A specialty take operates on the Derby site currently is 1:6, with an onsite presence at weekends. It is expected that the Geriatrician on take that weekend would see new admissions allocated to the care of elderly on MAU and the base wards as well as reviewing highlighted patients on the base wards based on clinical need. This is not a 24 hour or overnight on-call.

Once this work is complete the hospital has a general medical consultant on call who deals with all further out of hours problems as well as the other specialty consultants (i.e., cardiology, respiratory and Gastroenterology) on a 24-hour basis.

The on take Geriatrician is not responsible for the general medical take or MAU and is not on call for advice overnight. If a candidate would like to be on call overnight, we can negotiate this as required. On call commitments at Queens Hospital Burton operate on a general medicine basis and can be a part of the post if the right candidate is appointed and interested.

3.5 Teaching and Training

The appointee will be expected to share with colleagues, responsibilities in teaching and training medical students within the department. S/he will also undertake teaching & supervision of trainees & other junior staff and participate as a core member in the MDTs

There is a purpose-built post-graduate facility at the Royal Derby Hospital. The Trust supports an active, post-graduate medical education programme. NHS Library facilities are available at RDH, whilst the GEM school library is directly linked to the Greenfield Library in Nottingham. Apart from the new GEM program intake, students from Nottingham attend for clinical attachments in medicine and surgery and mid-year attachments in a number of other specialties, as well as for BMedSci project work. The Academic Unit has a high-quality microwave/SHF link for broadcasting operative or endoscopic video live into the post-graduate centres or Medical School lecture theatre, with a return audio feed for interactive discussion during training courses.

All Consultant staff are encouraged to undertake a formal "Training the Trainers" course.

3.6 Research

The Trust comprises research-active Teaching Hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation according to their subspecialty interests.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

Consultants who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval and must adhere to the National Framework for Research Governance.

3.7 Clinical Governance

All members of staff have a responsibility to abide by all clinical governance policies, practices and codes provided by the Trust and have an equal responsibility with management for developing and maintaining appropriate systems and practice for maintaining safe working practices. The post holder is expected to demonstrate a firm commitment to the principles of clinical governance, including:

- Co-operating and liaising with clinical governance committees and leads as appropriate and developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service.
- Attending and contributing to the Trust's Clinical Governance Programme, including the Trust's Clinical Incident Reporting systems, Adverse Incident Policy, and other umbrella policies.
- Encouraging and promoting an open climate within the Trust to enable training grade staff to participate fully in Trust wide programmes.

Copies of Trust wide clinical governance policies are available on the Trust intranet site. The postholder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management and quality improvement activities as required by the Trust and external accrediting bodies.

SECTION 4: The Department of Medicine for the Elderly

UHDB was formed on 1st July 2018 to bring together our five hospitals in Derby, Burton, Lichfield and Tamworth to provide the highest quality care to patients across southern Derbyshire and southeast Staffordshire. The Department provides Elderly Medicine services across these geographical areas and is based at the Royal Derby Hospital and Queen's Hospital Burton with our Community Hospital and Community clinic support.

Medicine for the Elderly

The Department of Medicine for the Elderly is part of the Medicine division at UHDB.

The department in Derby has developed and expanded considerably over the past 5 years. At Royal Derby Hospital site there are 13 Consultants and 4 acute inpatient geriatric wards and at Queen's Hospital, Burton we have 4 Consultants and 2 acute older persons inpatient wards.

To help at the interface between the front door and community we have developed the Frail Elderly Assessment Team (FEAT+) which works across MAU, ED and the short stay wards to highlight frail older patients at the interface and to commence comprehensive geriatric assessment (CGA). This multi-disciplinary team was nominated for a national HSJ award and been highlighted by the Kings Fund, ECIST and HSJ as an example of innovative best practice.

There is a Comprehensive Assessment Service for Older People, which is a falls and frailty clinic which runs 5 days a week Monday to Friday. The aim is to see patients the same week to provide rapid access CGA to patients who are identified at the interface or in the community. This multidisciplinary team clinic is based at the Florence Nightingale Community Hospital (FNCH) in Derby.

Also based at the FNCH is the national recognized multidisciplinary movement disorder clinic led by Dr Skelly. Derby Parkinson's Team with the University of Nottingham has been awarded a National Parkinson Foundation Centre of Excellence status by the NPF continually since 2011 and is only one of only two such centres in the UK. This status was renewed in 2020 for a further 5-year period. We have a dedicated Senior Clinical Fellow in Parkinsons' which we believe is the first in the UK.

The department provides an orthogeriatric service to the specialist fractured neck of femur wards on both sites. These see around 950 patients a year. The service has a very high best practice tariff success rate and is supported by an enhanced recovery service. The department is enrolled in national studies and continues to develop other academic links.

The department's academic lead is Professor Adam Gordon, current President Elect of the British Geriatrics Society. Professor Gordon's appointment has enhanced the varied research options within the department and allowed us to establish a Geriatric Liaison service to provide in reach services throughout the trust and provide specific support to general surgery and their emergency laparotomy patients in line with the NELA guidance. The department is looking to expand these services over the next few years.

The department has recently expanded into the community providing support to General Practice surgeries and selected care homes a part of pilot into future community models. GP led beds are available in Ripley, Ashbourne, Belper and Ilkeston.

The department is active in teaching both medical students and at postgraduate level. There is also a developing research program, alongside regular audits, and a developing set of KPI's.

4.2 Staffing: NHS and Academic

Currently there are 15 Consultants with a specialist interest in Elderly Medicine providing services within the Royal Derby Hospital and 4 at Queens Hospital Burton.

Medicine for the Elderly Physicians:

Royal Derby Hospital

Dr A Agarwal	DME Physician and adult safeguarding lead
Dr W Chua	DME Physician with a special interest in Falls and Syncope
Dr B Evans	Acting Assistant Clinical Director, DME Physician with a special interest in acute Geriatrics
Dr A Gordon	Professor in Medicine of Older People, University of Nottingham, President Elect of the British Geriatrics Society
Dr B Khizar	DME Physician with a special interest in Movement Disorders
Dr S Mohanakrishnan	Locum Consultant
Dr J Pattinson	DME Physician with a special interest in Perioperative Geriatric Medicine
Dr M Saleem	DME Physician

Dr S Shanmugan	DME Physician with a special interest in acute Geriatrics
Dr R Skelly	DME Physician with a special interest in Parkinson's Disease
Dr A Solomonsz	DME Physician with a special interest in Orthogeriatrics and Osteoporosis
Dr H Street	Locum Consultant
Dr S Vasireddy	DME Physician with a special interest in Parkinson's Disease
Dr J Woodard	Medicine Divisional Medical Director, DME Physician with a special interest in Acute Geriatrics
Dr J Youde	DME Physician with a special interest in Falls and Syncope

Queen's Hospital Burton

Dr N Obiechina	Geriatrician with a special interest in Falls, syncope and Orthogeriatrics, lead for Falls Service
Dr B Iyol	Geriatrician with an interest in community geriatrics
Dr A Nandi	Locum Consultant
Vacant Post	Orthogeriatrician.

Ward Commitments

It is envisaged that this post will allow for daily consultant ward or board rounds for the inpatient ward work.

4.3 Relationships with other Departments

It is anticipated that the new appointee will collaborate closely with other teams in providing a holistic service.

4.4 Divisional Management Arrangements

Elderly Medicine is part of the Division of Medicine, which is led by Lisa Shacklock, Divisional Director, supported by Dr James Woodard, Divisional Medical Director and Rachel Whyman, Divisional Nurse Director. DME sits within Special Medicine Business Unit 1. The Business Unit is supported by a Clinical Director; Dr Adam Ferguson and General Manager; Jenny Deakin. The department itself is run by an interim Assistant Clinical Director; Dr Barry Evans, Deputy General Manager; Alli Silverwood and Matron; Louise Alberts.

4.5 Accommodation

Office accommodation and secretarial assistance will be provided. All consultants have their own PC.

4.6 Visits

Visiting should be arranged through the secretaries to Dr Roger Stanworth, Divisional Medical Director, on ext. 89033 or Dr Barry Evans, Assistant Clinical Director on ext. 88848.

SECTION 5: General Conditions of Appointment

The appointee will enjoy terms based on the nationally agreed Terms & Conditions of Service for Consultants (England) 2003. All appointments will be subject to:

GMC Registration:

The successful applicant will be required to have and maintain full registration with the General Medical Council with a licence to practice and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council. It is the responsibility of all medical and dental staff to ensure that this registration is maintained.

For substantive appointments, registration on the GMC Specialist Register must also be maintained.

All medical practitioners are required to participate in the Trust Revalidation and Appraisal processes.

Identity and Right to Work:

All employees are required to provide original photographic evidence of identity at appointment and have the necessary documentation to demonstrate they have the right to reside and work in the UK.

Occupational Health:

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

Criminal Record Disclosure and Check:

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales).

It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body. It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check).

Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s).

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

Annual and Study Leave

The appointee will be expected to cover for colleagues' absence from duty based on mutually agreed arrangements with the Department and the Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director. It is essential that a minimum of 6 weeks' notice is given to allow for proper planning and prevent cancellations of patients' appointments/procedures. This applies to all forms of leave.

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Medical Director for a contribution to funding of this activity. Study leave allocation is 30 days over a three year period.

SECTION 6: General Information

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield and Tamworth – to provide the highest quality care to patients across southern Derbyshire and southeast Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and Southeast Staffordshire. Our vision, values and objectives are:



Our VISION is to deliver exceptional care together.





Our PRIDE objectives are about putting patients first, making sure we get it right first time, investing our resources wisely, developing our people and ensuring value through partnerships.

The post is based at the Queens Hospital Burton however as a newly merged organisation there may be the need for cross site working. Both Burton and Derby are centrally located with excellent road, rail and air links and within easy access of the Peak National Park. We have all the leisure, sport and entertainment facilities you would expect and an excellent range of primary and secondary educational facilities both public and private sector.

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers, and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity, and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff can speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet.

Data Protection

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. 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
- 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
- maintain an up-to-date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g., incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke Free Trust

The smoke free policy applies to staff, patients, resident's visitors, and contractors.

Trust Policies and Procedures

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

Further Information

To find out more about the Trust, please visit www.uhdb.nhs.uk

To find out more about Derbyshire or Staffordshire please visit www.derby.gov.uk or www.enjoystaffordshire.com

SECTION 7: Application Information

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Applications to be submitted in the form of:

- **A completed Application Form via Trac / NHSjobs**, giving names of three referees, one of which MUST be from your current or most recent employer (if not currently employed)
- **Confirmation that you are on the Specialist Register of the General Medical Council** stating the date at which you were awarded, or expected to be awarded, your CCT (Certificate of Completion of Training, or equivalent)
- **Curriculum vitae** (7 copies) Please ensure that all personal information other than your name is removed.

Applications to: Medical Recruitment
 Corporate Services, Level 5

Royal Derby Hospital
Uttoxeter Road
DERBY
DE22 3NE
Tel. 01332 789249