



**York and Scarborough  
Teaching Hospitals**  
NHS Foundation Trust

**YORK**

**Consultant Acute Physician**

**Wigginton Road, York, YO31 8HE**



OPENNESS  
EXCELLENCE

## Job Information Pack

# The York & Scarborough Teaching Hospitals NHS FT

We became a Foundation Trust on 1 April 2007, which led to significant changes to the overall governance of the organisation and increased the links to the local community through the appointment of governors and members.

We provide acute and community services for approximately 800,000 people living in and around York and Scarborough, providing a range of specialist services over a wider catchment area across North Yorkshire, East Yorkshire and Ryedale.



In April 2011 the Trust took over the management of some community-based services in Selby, York, Scarborough, Whitby and Ryedale. This includes some community nursing and specialist services as well as Archways in York, St Monica's in Easingwold, The New Selby War Memorial Hospital, Whitby Hospital and Malton Hospital.

The acquisition of Scarborough and North East Yorkshire Health Care NHS Trust was finalised in July 2012. The key aim of the integration is to strengthen clinical services and ensure the delivery of the most comprehensive set of sustainable, quality services as close to the patient's home as possible, and as such this represents an exciting development for the organisation.

York Hospital is the Trust's largest hospital and offers a range of inpatient and outpatient services, with our two community rehabilitation hospitals at St Helen's and White Cross Court we have over 700 beds.

Scarborough Hospital is the Trust's second largest hospital. It houses an Accident and Emergency department and provides acute medical and surgical services, including trauma, intensive care and cardiothoracic services to the population and visitors to the North East Yorkshire Coast.

We provide specialist services from other sites and work collaboratively in certain specialties through our clinical alliance with Harrogate and District NHS Foundation Trust, we are also working closely with Hull Teaching Hospital NHS to strengthen the delivery of services across North and East Yorkshire.

The Trust currently employs over 9000 staff across all of our sites.





## Job Information Pack

### A message from our Chief Executive, Simon Morritt

Dear Candidate,

#### Welcome to York and Scarborough Teaching Hospitals NHS Foundation Trust

York and Scarborough Teaching Hospitals NHS Foundation Trust provides a comprehensive range of acute hospital and specialist healthcare services for approximately 800,000 people living in and around York, North Yorkshire, North East Yorkshire and Ryedale - an area covering 3,400 square miles.

Our annual turnover is approaching £0.5bn. We manage eight hospital sites and have a highly skilled workforce of around 9,000 staff working across our hospitals and in the community.



Our vision is simple and guides us in everything that we do - we want to be collaborative leaders in a system that provides great care to our communities.

To deliver our vision, we will deliver safe, quality services in partnership with our communities, live our values, deliver excellent integrated care through the transformation of services, lead the way in education, research and innovation to continuously improve care and provide a rewarding place to work.

As a partner in the Humber Coast and Vale Health and Care Partnership our collective ambition is to start well, live well, age well. We want everyone in our area to have a great start in life and to have the opportunities and support they need to stay healthy and to age well. To achieve this, we are working hard to make the necessary changes to our local health and care system so that it can become better at helping people to stay well for longer and provide good quality treatment and care to those who need it both now and in the future.





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In this period of unprecedented challenge for the Health Service, it is difficult to fully comprehend the impact that the Covid-19 pandemic has had on every aspect of our lives. The pandemic has tested our emergency preparedness, resilience and response plans like never before.

Both myself and the Chair have placed on record our thanks and gratitude, not only to our staff, whose efforts have been nothing short of phenomenal throughout, but also to the countless individuals, organisations, local businesses and the wider community who have shown their support in all manner of ways.

Emerging from the pandemic, it is clear that the challenge is far from over, and that the impact on the way we work, and indeed for how society works as a whole, will be part of our everyday lives for some time to come.

**“ We know that what unites our 9,000 staff is our common purpose of providing outstanding patient care ”**

As a trust we are working hard to understand how we can reduce footfall to our hospital sites through alternative approaches to outpatients and how we can increase elective capacity to reduce long waits for patients. We continue to work with system partners to contain non-essential demand and manage clinical risk within waiting lists, to ensure that we continue

to provide high quality services to our communities.

While we are unashamedly ambitious in what we seek to achieve in the coming years; we know that what unites our 9,000 staff is our common purpose of providing outstanding patient care.

If you believe you share our passion and drive for excellence and have the experience we seek, we look forward to receiving your application for the position.

Kind regards



# Job Information Pack

## A message from Dr David Border, Clinical Director, Medicine Care Group



I'm Dr Dave Border, Clinical Director for medicine at York Hospital.

Thank you for showing an interest in applying for a post as a Consultant Acute Physician in York Hospital. We are at a time of significant service development and change in York, following the recent redevelopment of the Emergency Department and supporting Acute Medicine is an absolute priority for the trust. Extensive recruitment into the Acute Medical team is part of this goal, including an opportunity to lead and further develop the service in York Hospital.

I have worked as a Consultant Physician and Nephrologist in York now for over 15 years now and over this period my family and I have been able to enjoy many of the opportunities that such a beautiful city and the surrounding area offer.

I would be very happy to discuss this, or any aspects of the job with you if more information is needed before your application!

Best wishes.

**Dr Dave Border**





# Job Information Pack

## Management Team

Care Group Director – Dr Gary Kitching

Clinical Director – Dr Dave Border

Clinical Lead – Currently Vacant

General Manager – Sarah Parker

Senior Operational Manager – Nishant Jankee

Operational Managers – Rhiannon Lavigne, Jonathan Humphrey

Matron – Nicola Allen

## Senior Clinical Team

Dr Gary Kitching, Consultant in Emergency Medicine and Care Group Director for Medicine Care Group

Dr Dave Border, Nephrology Consultant and Clinical Director for Medicine Care Group

Dr Stephen Waring, Consultant in Acute Medicine

Dr Waheed Aliyu, Consultant in Acute Medicine and Nephrology

Dr Maria Paneta, Consultant in Acute Medicine

Dr Spyridon Trous, Locum Consultant in Acute Medicine





# Job Information Pack

## Principle duties of the post

The principal duty of this post is to provide a comprehensive clinical service to patients within the trust area.

1. To, at all times, comply with the GMC requirements of Duties of a Doctor
2. To ensure that patient confidentiality is maintained at all times.
3. To undertake duties as defined within the attached job plan in so far as practicable and in agreement with your Clinical Director.
4. To be responsible and managerially accountable for the reasonable and effective use of any Trust resources that you use and influence, and professionally accountable to the Medical Director.
5. On commencement to ensure personal attendance at the Trust's Corporate Induction.
6. To participate in the Trust's statutory and mandatory training programme
7. To fully participate in the Consultant Peer Support Scheme and ensure personal attendance, when invited, at the Consultant Development Programme during your first year in post.
8. To be responsible for the clinical management of in and outpatients under your care.

## Training and Teaching

9. To share responsibility with other Consultants for the recruitment, appointment and supervision of junior medical staff in accordance with Trust policies.
10. To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.
11. To devote, through agreement time on a regular basis for teaching and training of medical students as part of agreed teaching agreements with Hull York Medical School.





# Job Information Pack

## Management and governance

12. To be responsible for the management, appraisal and discipline of junior doctors who are attached to you, after taking appropriate advice, where appropriate.
13. To maintain personal and professional development. The post holder will be expected to register with their respective Royal College for the purpose of CME/CPD and to fulfil the requirements of that registration.
14. To provide advice, as required, to the Executive and Trust Boards and to General Practitioners and other interested parties, on the provision and planning of clinical services locally, regionally and nationally in keeping with confidentiality agreements relating to Trust business.
15. To co-operate in the present agreed framework of management arrangements in York.
16. To fully participate in clinical governance arrangements across the Trust including participation in clinical audit, research (where appropriate), pursuing an agreed agenda with colleagues and the Trust Board and fully co-operating in implementing the results in order to achieve best practice.
17. To participate, on at least an annual basis in consultant appraisal and job planning reviews.
18. To comply with Trust policies and procedures where appropriate.
19. To ensure that all intellectual property rights of the Trust are observed.



# Job Information Pack

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Hold a medical qualification registered with the GMC</li> <li>• Hold license to practise with the General Medical Council</li> <li>• Entry on the GMC Specialist Register in Emergency Medicine or Acute Medicine via; - CCT (proposed CCT date must be within 12 months of interview) - CESR (within 12 months of completing a training programme recognised for the award of CCT or equivalent)</li> <li>• An appropriate higher qualification – MRCP or FRCEM</li> <li>• ALS, provider</li> </ul>	<ul style="list-style-type: none"> <li>• MD or equivalent Higher Degree or evidence of relevant research</li> <li>• Ability to supervise postgraduate research.</li> <li>• Previous NHS experience</li> <li>• Life support course instructor</li> </ul>
<b>Eligibility &amp; Fitness to Practice</b>	<ul style="list-style-type: none"> <li>• Eligible to work in the UK</li> <li>• Is up to date and fit to practise safely</li> </ul>	
<b>Clinical practice/competence</b>	<ul style="list-style-type: none"> <li>• Ability to demonstrate clinical experience and skill in Same Day Emergency Care services and management of acute medical admissions</li> <li>• Knowledge of good medical practice and GMC requirements</li> <li>• Commitment to Continuing Medical Education and the requirements of Clinical Governance and audit</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of setting up and/or developing clinical services.</li> <li>• Experience of working closely with GP and community services to enhance patient care and aid safe and effective discharges.</li> </ul>



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<b>Teaching and Supervision</b>	<ul style="list-style-type: none"> <li>• Experience in teaching &amp; supervising medical students and junior trainees</li> <li>• Able to teach clinical skills</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of supervising SpRs/specialist trainees</li> <li>• Higher teaching qualification</li> </ul>
<b>Research &amp; Audit</b>	<ul style="list-style-type: none"> <li>• Able to critically review and apply research to clinical situations</li> <li>• Experience of undertaking audits and presenting their findings</li> </ul>	<ul style="list-style-type: none"> <li>• Research experience &amp; peer-reviewed journal publications</li> <li>• Experience in designing &amp; implementing audit programmes</li> </ul>
<b>Communication Skills</b>	<ul style="list-style-type: none"> <li>• Written and spoken English adequate to enable effective communication about medical topics with patients &amp; colleagues</li> <li>• Able to communicate effectively with multi-disciplinary team members, patients, relatives, GPs and other agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Successful completion of advanced communication skills training</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Able &amp; willing to take on leadership roles</li> <li>• Strategic thinker with enquiring, critical approach to work</li> <li>• Capable of building trust and confidence</li> </ul>	<ul style="list-style-type: none"> <li>• Familiarity with issues of service organisation and development</li> <li>• Willingness to undertake additional professional responsibilities to local, regional or national levels</li> </ul>
<b>Interpersonal Skills</b>	<ul style="list-style-type: none"> <li>• Open to new ideas; willing to learn and develop</li> <li>• Able to work effectively despite pressures, and to cope with stressful situations in a calm and reflective manner</li> </ul>	



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<b>Patient Experience</b>	<ul style="list-style-type: none"> <li>• Contributes to improving patient experience and involving patients in decisions about their care</li> <li>• Ability to work in partnership to deliver a patient centred service</li> </ul>	
<b>Management</b>	<ul style="list-style-type: none"> <li>• Understanding of current NHS issues</li> <li>• Able to organise and manage the department targets</li> <li>• Works diligently and efficiently to deliver high quality service</li> <li>• Understands the wider organisation and understands and values the need for efficient use of resources</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Able to make own arrangements for travel between working sites</li> <li>• Willing to reside within a distance of 30 minutes or 10 miles by road from their principal place of work, unless agreed otherwise agreed with the Medical Director and Medical Staffing.</li> </ul>	





# Job Information Pack

## Job Plan Information

Individual job plans will be discussed with the post holder on appointment, with the Clinical Director to finalise the job plan which will become operational on commencement. All job plans are agreed in line with the Trusts Job Planning Principles. Job plans will be reviewed at least annually, following an appraisal meeting.

These are 10 PA posts, however, additional programmed activities may be offered to the post holder, up to a maximum of 2 for full time posts, taking the maximum total to 12. Any offer of additional programmed activities will be based on the needs of the service and in line with the Trust objectives and will be reviewed on at least an annual basis.

A core 1.25 PAs of SPA time is provided per week for Consultant and SAS grades. We are looking to appoint Acute Physicians (or General Physicians with interest in Acute Medicine) to work with our dynamic team based at York Hospital

The post holder will join a team of Acute Physicians and Acute Geriatricians who provide senior clinical leadership and daily ward round on the Acute Medical Units and Same Day Emergency Care (SDEC) which include an assessment Trolley area and seated Ambulatory Care Unit and provides in reach to acute medical patients referred from the Emergency Department

The Acute Medical Unit at York consists of two 30 bedded units with a split take between General Medicine and Geriatric Medicine. Patients with planned length of stay less than 72 hours normally stay in AMU or the adjacent Short Stay zone under the care of Acute Physicians / Acute Geriatric Physician. Acute Physicians will be responsible for patients aged less than 80 years while Acute Geriatric Physicians will see patients age 80 years or over.

The Same Day Emergency Care Unit SDEC has consultant cover from 8am to 9pm weekdays and 9am to 3pm weekends. Patients may be discharged from this area, transferred to the AMU bed base/SSW or to downstream wards. The delivery of our SDEC unit is supported by a team of Advanced Care Practitioners.

The Acute Physicians will work collaboratively with colleagues in the Emergency Department, General Medicine and Elderly Medicine to provide an efficient service for acutely ill medical patients. The successful post holders will be rostered to partake in Acute Medical ward rounds (either 1 PA or 2.25 PAs) or Same Day Emergency Care shifts. The on call GIM consultant will take over from the Acute Physician of the day from 5pm. The medical take is well supported by a specialty on-call service including Cardiology, Gastroenterology, Renal and Haematology/Oncology consultants out of hours with an evening PTWR led by the general medical consultant on call.





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## Hull York Medical School (HYMS)

This post includes participation in the departmental commitment to the Hull York Medical School. There is scope for the post holder to expand individual commitment to under graduate teaching in the future.

Individual job plans will be discussed with the post holder on appointment, with the Clinical Director to finalise the job plan which will become operational on commencement. All job plans are agreed in line with the Trusts Job Planning Principles.

As a department we are committed to supporting flexible job plans and will work with you to mutually agree your activity commitment. We have opportunities to explore teaching, research and quality improvement projects to enhance our service.

We strive to support your leadership and development in role, and would be keen to discuss development pathways and subspecialty interests; ensuring activity is allocated within your job plan to achieve this.

### Indicative Job Plan – this can be flexible according to candidate’s interest.

Day	Time	Location	Work	Categorisation (e.g. DCC, SPA, ANR, ED)
Monday	0900-1300	Office	Admin	DCC
	1300-1700		Teaching/QI/audit	SPA
Tuesday	0800-1700	Acute Medical Unit	Acute (post-take)	DCC
Wednesday	0900-2000	SDEC	Medical Same Day Emergency Care	DCC
Thursday	Off	Off	Off	Off



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Friday	0900-1300	Acute Medical Unit / clinic	Review/Special interest subject to agreement	DCC
	1300-1700	Office	CPD	SPA
Saturday			GiM on call currently 1:14	DCC
Sunday			GiM on call	DCC

## Private Practice

You should ensure that any private practice commitments are discussed with your Clinical Director and entered into your prospective job plan. Any change to these will need to be discussed between yourself and your Clinical Director and recorded in an amended job plan. Consultants will be required to ensure that they meet the code of conduct for private practice at all times.

## On-call Arrangements

The post holder would be required to participate in the GiM on call rota.

## Administrative Arrangements

The successful applicant will have secretarial support and office accommodation.





## Terms and Conditions of Employment / Additional Requirements

The main terms and conditions of employment will be the Terms and Conditions for Consultants (England) 2003, as amended and the General Whitley Council Conditions of Service.

The staff side of the Joint Local Negotiating Committee is a formal sub-committee of the Trust's Senior Medical Staff Committee, approved as the established negotiating machinery of its Senior Medical Staff, in the development of local agreements.

A copy of the terms and conditions of service, and any local agreements, are available for inspection in the Medical Staffing Department based across York and Scarborough Hospitals or held on the Medical Governance Directorate site via Staff Room (the Trusts Intranet Service).

All posts are subject to the NHS pre-employment check standards. Accordingly, all postholders must have satisfactory Occupational Health and Criminal Records Bureau (Enhanced level) clearances. At the interview stage, the postholder will have provided evidence of their identity, right to work in the UK, qualifications and professional registration, and the Medical Recruitment team will have verified their suitability for employment through reference checks.

The post holder will normally be required to reside within ten miles, or within 30 minutes travelling time of their base Hospital. Any variation should be formally documented and agreed with the Medical Director and Medical Recruitment.



The logo consists of three overlapping parallelogram shapes in shades of blue and teal, creating a dynamic, layered effect.

# Job Information Pack

## Staff Benefits

As a Trust employee you will be entitled to a wide variety of discounts, offers and schemes in the following areas:

- Fairness Champions – Members of staff who help promote equality, diversity and human rights
- Staff Shop
- Retirement Benefits
- Pets Corner – Dog walking and recreational field discounts
- Holidays and Accommodation – UK Breaks and hotel discounts
- Days and Nights Out – Theatres, Restaurants, Bars, Theme Park discounts
- Travel and Transport – Car lease schemes, Bus tickets discounts
- Funded Projects and Courses
- Home and Garden – Building services and boiler repair discounts
- Events and Publications
- Staff Wellbeing and support – Employee health checks
- Staff Lottery
- Childcare – Vouchers, On-site nursery (Scarborough)
- Health & Beauty and Fitness – On-site Massage (York), Subsidised complimentary therapies, Corporate club memberships
- Personal Finance and Salary Sacrifices

This list is in no ways exhaustive. Further information about the benefits of working for the Trust can be found on the Trust website in the 'working for us' section.



# Job Information Pack

## York and the Yorkshire Coast



York is a vibrant small city, rich in history, culture and internationally renowned for beauty and heritage. It's a lovely place to raise a family and consistently voted one of the best places to live in the UK.

It has excellent rail and road links which ensure easy access to major cities and to the wonderful North Yorkshire countryside and coast. York Hospital is a short walk across the city from the railway station that has frequent services to Leeds, Newcastle and London to name a few. An extensive cycle network offers a pleasant alternative commute to work.

York has a plethora of excellent state and private schools. The top 3 performing state schools in North Yorkshire are accessible from York including one recently credited as "School of the Decade". The two universities in the city are highly renowned.

A variety of sporting activities are available at the new York Community Stadium which is home to a swimming pool, gym, Extreme Climbing Zone and 5-a-side 3G Pitches. Surrounding countryside affords endless other possibilities including cycling, rowing, kayaking, horse-riding or you could simply enjoy a walk through the many beautiful parks and gardens.



The logo consists of three overlapping, slanted rectangular shapes in shades of blue and white. The text 'Job Information Pack' is centered over these shapes in a white, sans-serif font.

# Job Information Pack

When it comes to eating out, York and the surrounding area has a variety of pubs and restaurant from fine dining at the Ivy, afternoon tea at Betty's or the thriving street food scene at the historic Shambles Market. The surrounding area offers and excellent food scene with fantastic pubs serving high quality local produce, craft ales and wines.

Scarborough is one of the original seaside resorts. The Yorkshire coast has stunning scenery, wildlife, and glorious beaches. Just like York, you can immerse yourself in the history of the town with Scarborough Castle and the Rotunda Museum of geology. Or if you are looking for something with more activities then you can take a trip down to the seafront to enjoy the amusement arcades, ice cream parlours and beach huts. There are attractions for all ages including the world class Alpamare Waterpark and the Sky Trail Adventure.

Scarborough open air theatre has staged world famous acts such as Elton John, Britney Spears and Little Mix to name a few, firmly putting Scarborough on the map and is testament to how the town is constantly innovating.

**Further information:**

<https://www.visityork.org>

Discover Scarborough & the Yorkshire Coast

<https://www.discoveryyorkshirecoast.com/scarborough/#>





# Job Information Pack

## See more of us online



York and Scarborough Teaching Hospitals Foundation Trust



YSTeaching



Yorkteachingnhs



York and Scarborough Teaching Hospitals Foundation Trust

