DIRECTORATE OF MEDICINE

APPOINTMENT OF CONSULTANT ACUTE PHYSICIANS
WITH SPECIALIST INTERESTS

1.0 INTRODUCTION
We are looking to appoint Acute Physicians to join a dynamic and progressive team of three existing Acute Physicians. The successful candidates will support and help to continue to develop the acute medical services in KGH with particular reference to ambulatory care, short stay medical unit and the GP direct access area. Candidates who have other speciality interests are welcome and any agreed sub speciality sessions will be accommodated within the job plan.

Acute Medicine at KGH
Over the last 18 months acute medical care at Kettering has undergone an exciting transformation which has resulted in investments exceeding 2 million pounds. These include an award winning ambulatory care, Elderly frail in reach service team, 24/7 medical advanced nurse practitioner service and an observation bay. Currently a GP direct access is being set up. These changes have led to significant improvement in patient care and moved us to one of the top performing acute trust in England with our 95% four hour transit time target.

We are currently reorganising the ambulatory care, GP assessment area, MAU and short stay wards such that they are co-located on a single floor. This will improve capacity to 60 short stay beds and 16 assessment trolleys. These areas will be looked after by a combination of acute physicians and the on-call physician. Cardiology runs a separate take and it is our intention to have a ward round for Frail elderly. The short stay only take those patients not deemed suitable for ambulatory care. High risk medical patients are transferred to our state of art 16 bedded ITU/HDU unit and are jointly managed with the critical care consultant. The short stay areas are supported by three medical registrars out of which is an acute medical registrar.

Our Ambulatory care unit is open 7 days per week and has grown tremendously in the last 1 year. The unit is run by acute physicians with the help of additional Advanced nurse practitioners. The service takes referrals from GPs, ED and out patients. There are speciality hot clinics in addition to daily GIM hot clinics. The newly refurbished area comprises 7 trolleys, 3 consultation rooms and a procedure room.

The acute physicians will not be involved in the weekday on-call but act as a second on-call over 1 in 6 weekends. There will be prospective cross cover within the team during leave, along with the support of on-call medical consultant. There is a separate 24/7 cardiology and GI bleeding rota.

The applicant is expected to hold a CCST in Acute medicine and/or General Internal Medicine. There is opportunity and time allocation to accommodate any special interest out of acute medicine, particularly respiratory and Care of Elderly.
2. **GENERAL INFORMATION ABOUT AREA**

North Northamptonshire is essentially rural, with market towns and many charming villages. The housing market remains competitively priced.

The area offers excellent educational provision, both state and public and a huge variety of sports, leisure and recreational facilities are available to meet the needs of the whole family.

Easy access to train services and main road routes (M1/M6/A14) allows convenient travel to major cities throughout the country.

3. **KETTERING GENERAL HOSPITAL NHS FOUNDATION TRUST**

Kettering General Hospital NHS Foundation Trust is an acute district hospital located in Northamptonshire. Neighbouring trusts include Northampton, Leicester, Peterborough and Hinchingbrooke. Trainees from Leicester rotate to Kettering as part of schemes for Foundation Year training, GP VTS, and Core Medical Training.

Kettering General Hospital has 600 beds serving a population of approximately 400,000. Currently increasing as part of the South East Midlands and Milton Keynes expansion strategy.

The Trust is committed to improving and developing services, and gained Foundation Trust status in 2008.

In addition to the main site at Kettering General Hospital the trust has premises for outpatient clinics to be held at a number of peripheral sites. These are located at Corby Community Hospital, Isebrook Community Hospital in Wellingborough and the newly built Nene Park outpatients unit at Irthingborough.

4. **Developments**

- £2m Development of urgent care including Ambulatory care and observation bay
- £18m Short Stay Surgery Centre - The Treatment Centre.
- £4.7m Cardiac Centre and a 24/7 Regional Emergency service for people having heart attacks.
- £3.4m refurbishment of the Pathology Department.
- £4.7m refurbishment of wards to provide same sex accommodation and single rooms.
- A new, purpose built Outpatient Centre with excellent clinical facilities.
- £30m extension to the main hospital, offers increased ICU/HDU, paediatric inpatient/outpatient facilities and an adolescent unit.

5. **GENERAL MEDICINE DIRECTORATE**

The Directorate of Medicine includes regional services for Cardiology and Gastroenterology. There is a 24/7 cardiology consultant cover for primary PCI for Northamptonshire and a 24/7 GI Bleeding rota is in place.

There is a comprehensive respiratory service which provides Thoracoscopy, bronchoscopy, sleep, respiratory ambulatory care including acclaimed pneumothorax service and in-reach services.

The Care of the Elderly Team operate a number of services including an acute frail elderly team, orthogeriatric, falls and Parkinson’s service.
Stroke services have recently been consolidated by movement to a new ward area (Cranford) which also has dedicated rehab beds.

There is a dedicated inpatient ward for Diabetes and endocrinology. This team also provides community diabetes services to the region.

There are also Neurology, Dermatology, Nephrology and Rheumatology services available in the trust.

5.1 Teaching, Audit, CME and Study Leave
The post requires, as one of its principal responsibilities, commitment to the teaching of medical students from Leicester Universities. The post holder is expected to attend the weekly academic half-day and to participate in the postgraduate activities.

Audit projects are undertaken within the department. The Trust actively supports applications for appropriate study leave, which is granted on the basis of 30 days in any three year period.

5.2 The Post Graduate Centre
The Post Graduate Centre was opened in 1976. This excellent facility has recently been extended with a further 3 seminar rooms and has a recently opened medical skills room. It has a large lecture theatre, a range of smaller seminar/tutorial rooms and Post Graduate Library.

5.3 Staffing

Consultant Staff

Acute General Medicine
Dr Sagheer Ahmad Acute General Medicine/ Ambulatory care
Dr Amr Eldashan Acute General Medicine / Gastroenterology
Dr Mike Pieridis Acute General Medicine / Endocrinology/Diabetes

General Medicine/Care of the Elderly:
Dr Irene Hubbard - Parkinson's Disease / Lead Clinician Geriatrics
Dr Ravindra Joshi - Geriatrics/Falls
Dr Samrat Roychowdhury - Geriatrics
Dr Khalid Ayes - Lead Clinician Stroke Medicine
Dr Bharath Lakkappa - Community Geriatrics / Intermediate Care
Dr Kodavali - Rehabilitation Medicine/ Intermediate Care
Dr Kish Patel - Endocrinology/Diabetes
Dr Lisa Turner - Endocrinology/Diabetes
Dr Andrew Chilton - Gastroenterology (Medical Director)
Dr Andrew Steel - Gastroenterology
Dr Andrew Dixon - Gastroenterology
Dr Anwar Hussain - Gastroenterology
Dr Debashish Das - Gastroenterology
Dr Aamir Sajjad - Gastroenterology

Cardio-respiratory and Acute Medicine:
Dr Naeem Shaukat - Cardiology
Dr Javed Ehtisham - Cardiology
Dr Kai Hogrefe - Cardiology
Dr Salman Nishtar - Cardiology
Dr Mohsin Farooq - Cardiology
Dr Simon Hetherington - Cardiology
Dr Adrian Cheng - Cardiology
Dr. Kostas Duoplatis - Cardiology

Dr S Fayyaz Hussain - Respiratory Medicine (Director of Medical Education)
Dr Srikumar Mallik - Respiratory Medicine
Dr Raja Reddy - Respiratory Medicine
Dr Nasir Siddiqui - Respiratory Medicine
Dr Yusuf Vali - Respiratory Medicine
Dr Muhammad Naeem - Respiratory Medicine

Medical Specialties:
Dr Johan Vorster - Dermatology
Dr Olivia Stevenson - Dermatology

Dr Anoop Kuttikat - Rheumatology
Dr. Pathajit Das - Rheumatology

Dr Robert Preston - Nephrology
Dr Pius Tansi - Nephrology

Dr Sunil Wilamaratana - Neurology
Dr Tarunya Arun - Neurology
Dr Anna Ptak-Kowalczyk - Neurology/Stroke

A&E Consultants
Mr David Bowden - Director of Urgent Care
Dr Adrian Ierina - Emergency medicine
Dr Majid Quershi - Emergency Medicine
Dr Simona Bratu - Emergency Medicine

5.4 Office Accommodation and Secretarial Support
There is funding for secretarial support and there is appropriate office accommodation and personal computer.

6. DUTIES AND RESPONSIBILITIES

Job Purpose: To provide clinical leadership in acute care areas and to develop the acute medicine services.

Clinical Duties: Acute Medicine

- The acute physicians will be responsible for delivering day to day clinical care and provide leadership and senior decision making in all the acute assessment areas (AEC/MAU/ Short stay wards).

- They will be on the acute areas to review new patients as they come at the earliest opportunity and have a clear plan of management.
They will have continuing responsibility for patients under their care and work closely with ED, the on call physician, other departments in the hospital to ensure all patients receive excellent care in a safe environment. They will also liaise with the intermediate care team (ICT) and the community elderly care services (CECS) to enable safe discharge of elderly patients to community or intermediate care.

They will also provide supervision and teaching to the junior members of the team and complete any work place based assessments in the acute areas for them.

They will provide telephone advice to general practitioners regarding patient management when there is no clear need for admission and facilitate the use of more appropriate services such as Hospice at Home and Intermediate Care Teams.

The physician will also contribute in continuing development of the Ambulatory Emergency care service at KGH as an alternative model to inpatient care. This will include developing the services in the Ambulatory care area as well as providing out patient clinics on weekdays to see any follow up from MAU/Ambulatory care /Short stay ward.

The post holder will also take responsibility

- To ensure the provision of good standards of practice and care as described in the GMC Guidance ‘Duties of a Doctor’ are followed at all times
- To ensure that critical clinical incidents, as defined in the Trust's ‘Critical Incident Policy’, are reported in a timely manner
- To ensure that clinical practice is both effective and efficient and that appropriate monitoring of clinical care takes place. To actively participate in audit.
- To participate in yearly appraisal and job planning. You will be expected to comply with such changes as are agreed by your fellow clinicians and yourself and as expressly agreed in the annual review of your job plan.
- To undertake Mandatory & Statutory training as determined by the Trust and Clinical Business Unit
- To work with the CBU management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future
- To respond to national guidance on Acute medicine Delivery

**General**

- To provide prospective cover for Consultant colleagues in respect of periods of leave in accordance with Directorate arrangements and Trust policy
- To ensure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.
- To ensure that periods of leave are co-ordinated with your consultant colleagues to ensure adequate cover of the service.

**Clinical Governance**

- In conjunction with Consultant colleagues, to ensure that the requirements of clinical governance are met.

**Research, Education, Audit and Continuing Professional Development**

- In conjunction with consultant colleagues, to make a full contribution to postgraduate and continuing medical education activity and undergraduate teaching.
- To take responsibility for your own continuing professional education.
• To initiate and participate in audit programmes in accordance with Trust policies and procedures.

• To work in collaboration with colleagues in developing skills to provide new ways of working across different professions, organisations i.e. community/primary care.

• To participate in the annual appraisal process, and where necessary appraise others.

• Responsibility for the supervision and teaching of support medical staff, medical students and attendance/participation in post graduate activities and audit. To this end attendance at the academic half day is essential.

Management and Service Development

• In conjunction with CD for Urgent Care, AMD for medicine & urgent care, Directorate Manager and consultant colleagues, to take a role in the daily business of the directorate and to develop the service in accordance with the Trust's strategic direction.

• To work with clinical and managerial colleagues within the medical directorate to deliver new models of care for older patients

• Take part in meetings and other activities as agreed with the Clinical Director and AMD for medicine and urgent care.

• The post holder will be accountable to the BUD for medicine & urgent care

Junior Medical Staff

• In conjunction with consultant colleagues, to play a full part in the professional supervision and management of junior medical staff.

• In conjunction with consultant colleagues, to take responsibility for and devote time to teaching, examination and accreditation duties as required for junior medical staff.

• Contribute to the formal teaching programme of junior staff both within the speciality and the hospital as a whole.

• Contribute to the teaching programmes of other health professionals in the hospital.

Policies & Procedures

• To observe the Trust's agreed policies and procedures.

Health & Safety

• To take responsibility for your own health and safety complying with any safe working arrangements, policies and procedures which are in place.

• To accept a duty to other staff and patients to ensure that any hazards are reported and managed appropriately.
7. **PROVISIONAL TIMETABLE**

The exact allocation of the notional half-days in terms of the timetable and the commitments of the post will be agreed with the Chief Executive of the Trust.

The post is for 10 sessions weekly but the organisation and configuration of these sessions are likely to vary from the timetable to take into account the way the time on the acute areas is shared out with the other Physicians.

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<thead>
<tr>
<th>Consultant 1</th>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
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<tbody>
<tr>
<td>AM (9-1)</td>
<td>Ward Round (WR)</td>
<td>WR</td>
<td>WR</td>
<td>WR</td>
<td>WR</td>
</tr>
<tr>
<td>Admin</td>
<td>Admin</td>
<td>Departmental meeting</td>
<td>Admin</td>
<td>Grand round</td>
<td></td>
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<tr>
<td>PM (2-5)</td>
<td>General Clinic</td>
<td>SPA</td>
<td>Admin</td>
<td>Clinic (Specialty Clinic)</td>
<td>SPA</td>
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**Work Programme:**

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<tr>
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<tbody>
<tr>
<td>MAU/short stay/AECU</td>
<td>5</td>
</tr>
<tr>
<td>General and Speciality clinics</td>
<td>2</td>
</tr>
<tr>
<td>Admin</td>
<td>1.5</td>
</tr>
<tr>
<td>Audit/CME/Teaching/other Supporting Professional Activities</td>
<td>1.5</td>
</tr>
<tr>
<td><strong>Total Programmed Activities</strong></td>
<td><strong>10</strong></td>
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**Supporting Professional Activities**

1.5 PAs are allocated as a minimum to all consultants for SPA in order to support the requirements of revalidation, which include activities such as participating in audit, CPD and mandatory training.

Up to 0.5 additional PA will be available for SPA by mutual agreement as part of the job planning process for further appropriate verifiable SPA.

8. **MENTORING**

Mentoring is available for all new consultant staff, this is designed to help and assist new appointees to settle into working at Kettering General Hospital as easily as possible. It is designed to assist individuals in a personal way to familiarise them with the Trust and how things work in practice.

9. **REHABILITATION OF OFFENDERS ACT 1974**

All medical posts are exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975.
Applicants for this post are therefore not entitled to withhold information about convictions which for other purposes are ‘spent’ under the provisions of the Act, and in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Authority.

The post that you are applying for involves access to children and/or vulnerable adults as defined by the Criminal records Bureau. It will, therefore, be necessary to apply to the CRB for a disclosure check. This post requires a satisfactory disclosure check of the post-holder.

Any information given will be completely confidential and will only be considered in relation to an application for positions to which the Order applies.

10. SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

KGH is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. all staff and volunteers are therefore expected to behave in such a way that supports this commitment. you will be responsible for safeguarding the interests of children and adults with whom you come into contact during your work.

To fulfil these duties, you will be required to attend training and development to recognise the sings and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act appropriately on concerns you may have.

11. CONFIDENTIALITY, DATA PROTECTION AND DATA QUALITY

It is a requirement of employment within Kettering General Hospital NHS Foundation Trust that all staff must comply with the obligation of confidentiality to personal identifiable information.

The Data Protection Act 1974/1998 safeguards the handling of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to uphold the principles of the Act, adhere to Trust policies and to maintain strict confidentiality at all times.

Under the fourth principle of the Data Protection Act (1998), all data collection staff have a responsibility to ensure that personal data is accurate. The post-holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and integrity in the recording of the Trust’s data.

12. RELOCATION EXPENSES

Relocation expenses may be available to certain posts up to a limit of £5,000. Please ask for details.

13. FURTHER DETAILS AND CONTACT NUMBERS

For further details of the hospital, and of this post, please contact: Dr. Kish Patel or Dr. R. V. Reddy BUD for Adult Medicine and Speciality Medicine. 01536 492805

14. TO APPLY

Please apply through www.job.nhs.uk

Only short-listed applicants will be contacted.
### PERSONAL SPECIFICATION – CONSULTANT

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
</tr>
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<tbody>
<tr>
<td>Full registration with GMC</td>
<td>Yes</td>
<td></td>
<td>CV and documentation</td>
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<tr>
<td>MRCP Qualification or equivalent</td>
<td>Yes</td>
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#### Qualifications/Training

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Essential</th>
<th>Assessment</th>
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<tbody>
<tr>
<td>Successful completion of SpR training in Respiratory (or CCT within 6 months of AAC)</td>
<td>Yes</td>
<td>CV</td>
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<tr>
<td>CCT holder in Respiratory or eligibility to be on the Specialist register in Rheumatology within 6 months</td>
<td>Yes</td>
<td>CV</td>
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<tr>
<td>Current certification BLS</td>
<td>Yes</td>
<td>CV</td>
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#### Teaching / audit

<table>
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<tr>
<th>Requirement</th>
<th>Assessment</th>
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<tr>
<td>Effective participation in clinical audit</td>
<td>CV/interview</td>
</tr>
<tr>
<td>Experience of post graduate and undergraduate teaching and training at an appropriate level</td>
<td>CV/interview</td>
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#### Academic Achievements and Research

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<thead>
<tr>
<th>Requirement</th>
<th>Assessment</th>
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<tbody>
<tr>
<td>Specialist interest to complement those of other consultants in the department</td>
<td>CV/Interview</td>
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<tr>
<td>Publications in recognised Medicine journals</td>
<td>CV/Interview</td>
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#### Interpersonal Skills

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<th>Requirement</th>
<th>Assessment</th>
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<tr>
<td>Good organisational skills</td>
<td>CV/Interview</td>
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<tr>
<td>Good communication skills</td>
<td>CV/Interview</td>
</tr>
<tr>
<td>Management/leadership of clinical service</td>
<td>CV/Interview</td>
</tr>
<tr>
<td>Good team skills</td>
<td>CV/Interview</td>
</tr>
<tr>
<td>Disability and Equality awareness</td>
<td>CV/Interview</td>
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