St Helens and Knowsley Teaching Hospitals NHS Trust

Consultant in Acute Medicine

November 2017
Introduction

This is a new whole time NHS post (10.0 PA) offering an exciting opportunity for a highly motivated senior physician to join a dynamic AMU team delivering multidisciplinary acute care at St Helens & Knowsley Teaching Hospitals.

The post will enable the Trust to improve its early management of emergency medical admissions by strengthening arrangements for the assessment and early management of medical emergencies across ED and AMU, managing medical patients in the early part of their hospital stay including via embedded Ambulatory Emergency Care and Enhanced Care Services. They will also make a vital contribution to teaching and training in acute medicine.

Applicants are required to hold Membership of the Royal College of Physicians (UK or equivalent qualifications), to be fully registered with the General Medical Council, and to be on the Specialist Register for General or Acute Medicine or due to obtain their CCT within six months of the date of interview.

The Trust

The Trust was rated GOOD overall by CQC in 2016 (OUTSTANDING for care; OUTSTANDING for outpatients & diagnostics and OUTSTANDING for St Helens Hospital overall) and provides the full range of acute inpatient, outpatient, day case and emergency services to the local communities of St Helens, Knowsley, Halton and Liverpool, extending to over four million people including the whole of Cheshire, Merseyside, North Wales and the Isle of Man with the Regional Burns and Plastic Surgery Unit. As a Trust, our aim is to provide a high quality service to all our patients. We strive to meet the best standards for professional care whilst being sensitive and responsive to the needs of individual patients. Our valued and dedicated workforce of about 5,000 (excluding Lead Employer staff) are recognised for their unique skills and talents with our teams of experts winning national awards on a regular basis.

As a teaching hospital trust, we have well established educational and research relationships with the University of Liverpool and Liverpool John Moores University. As Lead Employer, on behalf of the Mersey Deanery, we are responsible for over 2,000 trainee speciality doctors based in hospitals and GP practice placements throughout Merseyside and Cheshire and for GP trainees in North & West Midlands and East of England. The Trust also provides pathology services for Southport and Ormskirk Hospital NHS Trust, after winning a competitive tender in autumn 2014 and Community Services for St Helens following a competitive tender in 2016.

St Helens and Knowsley Teaching Hospitals NHS Trust has been ranked as the best NHS trust in England in the national Patient-led Assessments of the Care Environment programme (2014, 2015 and 2017). The Trust staff rated the organisation in the top 20% of acute trusts nationally in the NHS Staff Survey (2013). And we have outperformed local Trusts and many trusts nationally across a number of key areas including recommending the Trust as a place to work and being happy with the standard of care provided by it. The Trust was rated in the top 5 for patient experience (CHKS Top Hospitals Best in the UK awards). Patients consistently received above 98% new harm-free care which is better than neighbouring Trusts and above the national mean.
St Helens and Knowsley Hospitals

St. Helens & Knowsley has a population of 340,000. The District is of mixed residential, industrial and rural character situated on the edge of Merseyside between the open countryside of Cheshire to the south and Lancashire to the north. A £338 million (PFI) investment has re-built, and modernised both Whiston and St Helens Hospitals, resulting in modern state of the art health care facilities for the treatment and care of our patients. This is the biggest single investment in healthcare the community has seen since the start of the National Health Service in 1948.

Whiston Hospital

We are a Teaching Hospital, which provides a comprehensive range of Acute Medical and Surgical services. The Emergency Department, Maternity Services, Paediatrics, Medicine for the Older People and the Regional Burns and Plastic Surgery Unit are based on this site. There is a Critical Care Unit with ICU, HDU and CCU and an onsite Cardiac Catheter Laboratory. The stroke consultants deliver 24/7 thrombolysis to eligible patients presenting with acute stroke, and the stroke unit accommodates both acute stroke patients and those with rehabilitation needs.

St Helens Hospital

The redeveloped hospital is an Ambulatory Care Centre for Intermediate Care and Day Surgery. The Rheumatology, Dermatology and Diabetes services are based on this site, with in-reach of their staff into the acute wards at Whiston Hospital.

The Medical Care Group

The Medical Care Group comprises of medical specialties, Emergency care, ITU, HDU, CCU, Cardiology, Respiratory, Gastroenterology, Diabetes, Haematology and Oncology, Medicine for the Older Persons including Frailty, Stroke Care, Paediatrics, Dermatology Rheumatology and Intermediate Care. The Surgical Care Group includes all of the surgical disciplines, Anaesthetics, and Obstetrics and Gynaecology. Support Services include Radiology, Biochemistry, Pathology, Haematology, Neurophysiology and Cardio-respiratory Department.

The Medical directorate specifically includes a 48-bedded Acute Medical Unit (AMU) and GP assessment unit which includes Ambulatory Emergency Care, a 17-bedded CCU and a Hyper-Acute Stroke ward for thrombolysed patients.

There are three Professorial posts within the Trust, Professor K. Hardy (Diabetes and Endocrine), Professor R Audisio (Surgery with an interest in breast cancer in the elderly), Professor K Shokrollahi (Burns & Plastic Surgery).

The Medical Care Group currently employs over 60 Consultants, including:

**Acute Medical Unit**
- Dr R Varia (Clinical Director)
- Dr K Short
- Dr A Clewes (also Rheumatology)
- Dr A Tridente (also ITU)
- Dr J Hendry (also Respiratory)

**Dr F Keyvani**
- Dr S Bujawansa (also Diabetes and Endocrinology)
- Dr S McNulty (also Diabetes and Endocrinology)
- Dr N Furlong (also Diabetes and Endocrinology)
The Work of the Acute Medicine Directorate

The work of the Medical Directorate includes mostly the management of medical emergencies as well as outpatient Acute Medical Clinics.

The Trust admits approximately 24,000 patients per year, including approximately 15,000 acute medical admissions. On average, there are approximately 70 emergency medical admissions per day, though there is considerable variability day-to-day and on occasions in winter the take may be as large as 90+ medical admissions. The Emergency Department is the busiest in Merseyside & Cheshire.

Patients referred for emergency medical assessment by their GP are seen direct on the GP Assessment Unit, where they are triaged by a nurse and then assessed by a doctor. Those with high clinical acuity are assessed on trolley beds, with the more stable patients using a seated waiting area and assessed in consultation cubicles. Around 30% of the GPAAU referred patients are admitted for further investigation and/or observation daily.

Responsibility for the review of newly admitted Medical Patients on the AMU is of the AMU Physicians. Weekday Out-of-Hours cover is provided by the Physician of the Day (non-resident) on an approximate 1:20 frequency.

At weekends, there are two AMU Consultants who carry out ward rounds on AMU. In addition, the Trust has introduced 7 day working with post-take Consultant ward rounds taking place in the Specialty wards of Gastroenterology, Respiratory, Cardiology, Department of Medicine for Older People and Stroke unit.

There is an acute medicine consultant present from 0800-2000h on weekdays. The weekend rota frequency is 1:10. Weekend Out-of-Hours cover is provided by the nominated Physician of the Day (non-resident) The weekend sessions run from 0800-1700h, 32 patients are seen by the Consultant in combination with a Registrar, which can result in a 20:12 split between both. A weekend shift is remunerated as 6PAs (2 x 3PAs) and following by a rest day.

The Acute Medicine Unit

The Unit includes 2 wards 1B and 1C and comprises of a 48 bed admission area with stabilization and monitoring cubicles. There is a dedicated 16 bed Assessment Area for GP referrals with triage and reception area including eight consultation rooms for clinical assessments and ward reviews. There is also a 4 bedded Enhanced Care Area for the care of patients with Level 1 requirements.

There are 3x weekly Acute Medicine Outpatient Clinics where patients can be reviewed post discharge or to prevent admission to hospital. The AMU team introduced Ambulatory Emergency Care Service in September 2013 and this is managed by the Acute Medicine Team. The consultant body includes enthusiastic and innovative Acute Physicians who are keen to drive the development of the Acute Medicine service forwards.

The junior medical staff on AMU typically consists of 1 Specialist Trainee (Acute Medicine), 3-4 Acute Care Common Stem Trainees, 4 Core Medicine Trainees, 2 Foundation Year 2 trainees and 1 Foundation Year 1 Trainee. There are also 6 Advanced Nurse Practitioners in Acute Care who work alongside the medical team.
The post

The post holder will contribute sessions of care to the AMU in the admissions area, GPAU and ED, working as part of a team to ensure that medical patients receive timely consultant review. He/she may also contribute to the delivery of acute medical clinics on a rotating basis, providing alternatives to admission and facilitating early follow-up of patients discharged from AMU or GPAU. The post holder will also be involved in the training and supervision of doctors at foundation and speciality levels. Level 2 training will be provided to be an educational and/or clinical supervisor if the role holder does not already have the qualification.

Job Plan

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<tr>
<td>Ward round AMU</td>
<td>09:00 – 13:00</td>
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<td>SPA* / Ward Round AMU (Alt weeks)</td>
<td>09:00 – 13:00</td>
<td>Ward Round AMU</td>
<td>Clinical Admin</td>
<td>Ward Round AMU</td>
<td>Weekend Cover</td>
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<td>13.00 – 17:00</td>
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<td>AMU Clinical Work</td>
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<tr>
<td>Clinical Admin (eg. dictation, following up results)</td>
<td>13.00 – 17:00</td>
<td>SPA* (flexible)</td>
<td>SPA* (flexible)</td>
<td>AMU Clinical Work</td>
<td>17:00 – 20:30</td>
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<td>AMU Clinical Work</td>
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There will be a non-resident GIM on-call (approximate frequency 1:18) commitment with a Level 1 availability requirement which attracts a 3% on call supplement.

A typical morning session will comprise of a 16 bed post take ward round with the afternoon session overseeing the GP assessment area or reviewing new admissions to AMU as well as review of the remaining patients and supporting the junior team.

Full secretarial support, office space and a personal computer will be provided for the post holder. The successful candidate will be appointed a mentor. The post holder will be expected to act as clinical/educational supervisor for one or more trainees.

The post holder will commence on 1.5 Core SPAs and 1.0 non-core SPAs.
Core SPA time for full-time consultants is 1.5 PAs per week for professional activity to support revalidation, personal appraisal, personal job planning, and mandatory training, participation at consultant and governance meetings.

Non-core SPA time is objective based and is offered after the purpose and content is agreed between the consultant and clinical director. It should align with Trust objectives and have evidence of output. This non-core SPA shall be 1 PA.

It is a requirement of the post that holders comply with Trust policies and procedures, have (and maintain) GMC registration / licensing and participate in a formal CPD programme (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). The post-holders must also participate in regular medical audit and in annual appraisal and job planning with the Clinical Director or one of the other qualified appraisers within the Trust.

Audit and Education

The hospital has a clearly defined programme of medical audit to which the appointee will be expected to contribute. Specialties spend one half-day per month (6 sessions per year) on audit and clinical governance. If this occurs in DCC time, then this activity is cancelled and repaid another time (because this activity is over and above the 2.5 SPA allowance. In practice, most consultants do sufficient work over and above to negate the need for formal additional DCC sessions. This occurs at the same time for all specialties, allowing an exchange of views between specialties and encourages multi-disciplinary audit. The audit NHD occurs on a different half day each month, rotating from Tuesday morning to Thursday afternoon.

The hospital has a weekly grand round held in the Postgraduate Centre on Tuesday lunchtime. All disciplines take part on a rotational basis. The Centre has a purpose built lecture theatre, 3 seminar rooms and a library, including electronic databases and internet access.

The Trust has for decades been one of the three major providers of clinical training for undergraduate medical students from the University of Liverpool.

There is a varied programme of lectures and seminars and sub-specialty educational meetings.

Infection Prevention and Control

In accordance with the Health and Social Care Act 2008, the post holder will actively participate in the prevention and control of infection within the capacity of their role. The Act requires the post holder to attend infection prevention and control training on induction and at regular updates and to take responsibility for the practical application of the training in the course of their work. Infection prevention and control must be included in any personal development plan and/or appraisal.
General Duties of All Employees

- To observe the provisions of and adhere to all Trust policies and procedures.

- To actively participate in the annual performance review to identify personal development needs

- To attend Trust Statutory and Mandatory training sessions as required and any other training courses relevant to the post.

- To fully comply with the relevant sections of the Health and Safety at Work Act. They must also understand and implement St Helens and Knowsley Hospitals NHS Hospitals Trust “Statement of Policy on Health and Safety at Work” and the Trust corporate “Health and Safety Policies and Procedures”. You are required to follow all applicable rules and procedures relating to Health and Safety at Work and to take all responsible precautions to avoid actions.

- To be aware of the confidential aspects of the post. To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively. Breaches of confidentiality will result in disciplinary action that may involve dismissal. You must maintain the confidentiality of information about service user staff and organisational business in accordance with the Data Protection Act 1998 and Caldicott principles.

- The post holder should also be aware that, regardless of any action taken by the employing authority, breaches of confidentiality could result in civil action for damages.

- All staff will be treated with respect by management, colleagues, patients and visitors and equally staff will treat management, colleagues, patients and visitors with the same level of respect. Staff will be supported to challenge any discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, and gender or employment status.

- You will be expected to undertake the Trusts’ commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.

- To ensure that when creating, managing and sharing information records it is done in an appropriate way, subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines. All employees are responsible for implementing and maintaining data quality, ensuring that records are legible and attributable and that the record keeping is contemporaneous

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- To adhere to relevant Code of Practice of Professional body (if appropriate)
• The post holder must be flexible in the duties performed and it is expected that similar duties, not specifically listed above, will be carried out as required and may be cross site.

• The duties contained in this job description are not intended to be exhaustive. The duties and responsibilities of this post are likely to evolve in line with the Trust’s continued organisational development.

• To adhere to the NHS Constitution and its principles and values. You must be aware of your Duty of Candour which means that you must be open and honest during your employment and if you see something wrong, you must raise it. You must read the NHS Constitution in full and can download this from the Trusts intranet site or the www.gov.uk website. Hard copies are available from the HR Department on request.

• The Trust is a non-smoking site. Failure to follow this rule could lead to disciplinary action.

**Visiting**

Candidates may visit Whiston Hospital by arrangement with Dr Ragit Varia (Clinical Director) on 0151 430 1148.