

Job Description

1. Job Details	
Job Title:	ST3 in Respiratory Medicine with General Medicine on-calls
Responsible to:	Acute Physician
Professionally Responsible to:	Lead Acute Physician
Grade:	ST3+ (or equivalent)
Unit:	Medicine
Salary:	£ 55,329.00 (basic pay) plus shift enhancements with on-calls)

2. Job Purpose
<p>This is an exciting role to provide ST3+ cover to the Respiratory team and to provide clinical, educational and organizational support to the wider junior team. There will be opportunities to support and run your own Respiratory Clinics alongside our consultant body.</p> <p>The role will also include General Medical on-calls which is at a frequency 1:11. This includes Long Days, Nights and SDEC weekend shifts.</p> <p>The successful candidate will be supported through internal / external courses to support their on-going development.</p> <p>Candidates who have achieved all the competencies of core medical training but have not achieved full MRCP will be considered. Candidates without PACES will be encouraged to join the in-house PACES teaching programme.</p>

3. Organisational Chart	
THE MEDICAL UNIT STAFF :	
CONSULTANT	SPECIALIST INTEREST
Dr George Hands	Respiratory & General Medicine, AMD
Dr Alison Moody	Respiratory & General Medicine, TPD Medicine, MAU Lead
Dr Jareer Raza	Respiratory & General Medicine
Dr Tom Whitehead	Respiratory & General Medicine
Dr Andrew Davis	Gastroenterology & General Medicine
Dr Stuart Kyle	Rheumatology
Dr Roope Manhas	Rheumatology & General Medicine
Dr Chris Gibbs	Cardiology & General Medicine
Dr Dushen Tharmaratnam	Cardiology
Dr Rahul Potluri	Cardiology

Dr Bill Lusty	Acute Medicine
Dr Helen Lockett	Acute Medicine
Dr Simon Patten	Acute Medicine
Dr Kittiya Sukcharoen	Nephrology & Acute Medicine
Dr Magdalena Stojakowsak	Nephrology & General Medicine
Dr Sean Noronha (Locum)	Diabetes and Endocrinology
Dr Mike Jeffreys (part time)	Care of the Elderly & Acute Medicine
Dr Jay Reynolds (Locum)	Healthcare for the Older Person
Dr Bogdan Pello (Locum)	General Medicine
Dr Awad Abdelrazig (Locum)	General Medicine
Dr Petros Tzavaras (Locum)	General Medicine
Visiting Consultants	Hematology
	Oncology
	Nephrology
	Neurology
	Gastroenterology (RD&E)
	HfOP (RD&E)
	General Medicine (RD&E)

4. Main Tasks/Duties and Areas of Responsibility

The role will support the consultant body on the wards with elements such as board and ward rounds, referrals, teaching junior staff and seeing patients. Other key areas of this role include outpatient clinics and attending the Respiratory MDT meetings.

Opportunities to be apart of Medical Mortality and Governance is also encouraged.

EMERGENCY ROTA

All medical admissions are onto the Medical Admissions unit. This is staffed by 8 F1s, 2 CMT equivalent, 1-2 ST3 and 2-3 acute physicians, with other consultants contributing to the on call Rota. A hospital at night scheme is established.

The average combined acute medical take is approximately 25 patients per day. The majority of these are admitted through the medical assessment unit that is open 24 hours per day.

The General Medicine on-calls is a 1:11 element and includes Long Days, Nights and weekend SDEC shifts.

5. Communication and Working Relationships

MEDICAL BEDS

We provide a comprehensive medical service both at the North Devon District Hospital and the local community hospital. There are close links with Exeter, Plymouth and Bristol, which are likely to increase in the future with developments in services. The medical beds are distributed as follows:

Level 5	Stroke Unit	24 beds
Level 4	Cardiology /Gen Med	28 beds
	HfOP / Rehabilitation	29 beds
Level 3	Gastroenterology/Gen Med	29 beds
	Respiratory Medicine	18 beds
Level 1	Medical Assessment Unit	26 beds
	Short Stay / Frailty	22 beds

6. About us

The Northern Devon Healthcare NHS Trust provides a wide range of district hospital and community health and social care services to over 168,000 residents across northern Devon and to the thousands of visitors the region receives every summer.

Headquartered in Barnstaple, the Trust manages the North Devon District Hospital in Barnstaple, 5 community hospitals and a wide range of community health and social care services.

The North Devon District Hospital provides a 24/7 accident and emergency service and a full range of acute services such as trauma, orthopaedics, general surgery, stroke care and cancer services amongst many others. The Trust has recently been awarded additional funding for a second CT scanner.

The Trust provides some specialist services via a number of clinical networks with neighbouring acute Trusts. These include a vascular network with Taunton, a neonatal network with Plymouth and a cancer network with Exeter.

Community inpatient services are provided in South Molton Community Hospitals. Outpatient clinics are provided across all 5 Community Hospitals located across Northern Devon.

The Trust was one of the first in England to integrate acute and community healthcare services in 2006, quickly followed by an integration of adult community health and social care services in 2008. This has had a positive impact on our ability to support patients at home by avoiding unnecessary admissions and supporting discharges with a rapid response service.

Community teams across Devon provide a full range of district nursing, community nursing, physical therapies, and sexual health and family planning services. The Trust is also the main provider of specialist community healthcare services in Devon, such as audiology and chiropody. Adult community health and social care services are provided through cluster management arrangements aligned to primary care services.

Devon CCG is the Trust's main commissioner of health services. The Trust also provides services to residents on the borders of Cornwall, Somerset and Dorset.

More information is available on our website: www.northdevonhealth.nhs.uk

7. Dimensions

CONDITIONS OF APPOINTMENT

- The post is subject to The Terms and Conditions of Service of Hospital Medical and Dental Staff, and Northern Devon Healthcare Trust's local agreements, as modified from time to time. Current copies of these Terms and Conditions may be requested from the Employment Services Office. Your attention is drawn particularly to the following extracts:

REGISTRATION:

- All Hospital Medical and Dental Staff are required to be appropriately registered with the General Medical Council to practice in this country. Such staff must ensure that registration is maintained for the duration of the appointment. Overseas graduates should note that full registration does not necessarily preclude the need for a period of Clinical Attachment and assessment.

Qualified practitioners are responsible for ensuring that your professional registration is maintained. Failure to maintain registration will result in reassignment to a junior role which does not require professional registration, until evidence is provided. Where evidence is not forthcoming a disciplinary investigation will be

undertaken which could result in your employment being terminated. You are required to produce evidence of your professional registration on request.

You are responsible for ensuring that you abide by the Codes of Professional Practice relevant to your role. Failure to do so will result in formal investigation and action under the Trust's Disciplinary or Capability procedures.

MEDICAL EXAMINATION:

- All initial appointments to the NHS are made subject to satisfactory medical evidence being produced. The employing Trust reserves the right to make any offer of appointment subject to the receipt of such medical evidence including a medical examination where this is deemed necessary. In the interest of all staff and patients, it may be desirable and necessary for periodic medical checks to be undertaken in addition to those on initial appointment.

The Trust is committed to providing safe and effective care for patients to ensure there is an agreed procedure for medical staff that enables them to report quickly and confidentially concerns about conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff practicing in the Trust should ensure that they are familiar with the procedure and apply it.

REFERENCES:

- All staff appointments are made subject to the receipt of satisfactory references to the Trust.

It is every employee's duty to adhere to the Trust's Policy on Fire Prevention and Health and Safety.

HEALTH & SAFETY

- In carrying out their duties, the employee is required to take reasonable care to avoid injury or accident which may be caused by work. These duties must be performed in accordance with departmental guidelines which is designed to secure safety in work practices and in the handling of materials and equipment.

INFECTION CONTROL

- Ensure safe practice to minimize the risks of infection to patients and staff in accordance with national and Trust policy, in particular to be aware of responsibilities as listed in the Infection Control Operational Policy.

Person specification

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting.

Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Entry Criteria	Essential	Desirable	Assess by
Qualifications / experience	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Shall have completed at least 4 years full time post graduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee in a relevant specialty Or <ul style="list-style-type: none"> • Shall have equivalent experience and competencies 	<ul style="list-style-type: none"> • MRCP (PACES) • MRCP (part 1 and part 2 written) • Extensive specialty experience • Minimum 1 year UK experience • A sub-specialty area of expertise • Relevant experience in another specialty 	A
Eligibility	Eligible for full registration with the GMC at time of appointment. Evidence of achievement of ST2//CT2 competencies by time of appointment in line with GMC standards in <i>Good Medical Practice</i> including: <ul style="list-style-type: none"> • good clinical care • maintaining good medical practice • good relationships and communication with patients • good working relationships with colleagues • good teaching and training • professional behaviour and probity • delivery of good acute clinical care Eligibility to work in the UK.		A, HS

Entry Criteria	Essential	Desirable	Assess by
Fitness To Practise	Applicant's knowledge is up to date and fit to practise safely		A (see notes) R, HS
Language Skills	<p>All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues, which could be demonstrated by one of the following:</p> <ul style="list-style-type: none"> • applicants have undertaken undergraduate medical training in English • applicants have scores in the academic International English Language Testing System (IELTS) or equivalent equal to those required for recruitment to MMC specialty training programmes. <p>If applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence (see notes).</p>		A
Health	Meets professional health requirements (in line with GMC standards in <i>Good Medical Practice</i>)		A, P, HS
Clinical skills (see notes)	<p>Up to date resuscitation training</p> <p>Relevant specialty clinical knowledge: knowledge of management of common medical emergencies in a short stay environment.</p> <p>Clinical judgement: experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.</p> <p>Practical skills:</p> <p>Proven ability to work effectively in different clinical settings required in the job.</p>		A, P, C, I, R

Entry Criteria	Essential	Desirable	Assess by
Commitment to clinical governance / improving quality of patient care	<p>Clinical governance: Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.</p> <p>Audit: evidence of active participation in audit.</p> <p>Teaching: evidence of interest and experience in teaching where required in the job (see notes).</p>	<p>A research interest or publication(s)</p> <p>Educational course / qualification/ publication(s)</p>	<p>A, I</p>
Communication skills	<p>Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.</p> <p>Empathy and sensitivity: capacity to listen and take in others' perspectives.</p> <p>Works in partnership with patients: always considers patients preferences when discussing treatment options. Always considers the full impact of clinical decisions on the patients, Practice shared decision making.</p> <p>Directs and supports patients to access the information they need to support decision making.</p>	<p>Evidence of 360° feedback</p> <p>Evidence of patient survey feedback and reflections</p>	<p>A, I, P</p>
Personal skills	<p>Team working: demonstrated experience working in a team, values the input of other professionals in the team.</p> <p>Managing others & team involvement: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.</p> <p>Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances.</p>	<p>Leadership Skills: Experience in leadership</p> <p>Demonstrates skills needed for effective delegation within the team</p>	<p>A, I, R</p>

Entry Criteria	Essential	Desirable	Assess by
	<p>Problem solving & decision making: capacity to use logical/lateral thinking to solve problems & make decisions.</p> <p>Organisation & planning: capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p>Flexible approach to work: able to adapt and work with employers to deliver improved patient care.</p> <p>Equality and diversity: promotes equality and values diversity</p>		
Probity	<p>Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</p>		A, I, R
Commitment to ongoing professional development	<p>Learning and personal development: Demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job. Demonstrates a willingness to fully engage in appraisal. Self-awareness and ability to accept and learn from feedback.</p>		A, I, P

Key:

A= application form

HS = pre employment check and health screening

I= interview

P= portfolio

C= other documented evidence e.g. certificate, exam

R= references