

Locum Consultant Physician in Healthcare for Older People

JOB DESCRIPTION

ROYAL DEVON UNIVERSITY HEALTHCARE NHS FOUNDATION TRUST

Locum Consultant Physician in Healthcare for Older People Full-time (FT) or Less Than Full Time (LTFT) Appointment

INTRODUCTION

1. The Department of Healthcare for Older People (HfOP) at the newly formed Royal Devon University Healthcare NHS Foundation Trust (RDUH) is seeking to appoint a Locum Consultant as maternity leave cover from 6th March 2023.
2. We are a friendly and supportive department of 20 Consultant Physicians with a wide range of specialist interests.
3. This is a great opportunity to apply for a locum Consultant post in Geriatric Medicine in a beautiful part of the UK and might be of interest to a Geriatrician from overseas who wishes to experience living and working in the UK for a year. The post holder would be working as part of the consultant team with specialist interests open to negotiation depending on the expertise of the applicant. The post is a locum post for 1 year. The advertised post is less than full time. However, the job plan is flexible for the right applicant. Applicants wishing to work full time are welcome to apply.
4. The post will be of interest to those who hold, or are within 6 months (at the date of interview) of being awarded, Certificates of Completion of Training (CCT) in General (Internal) Medicine and Geriatric Medicine or equivalent overseas qualification

THE WORK OF THE DEPARTMENT AND DIRECTORATE

Healthcare for Older People Department

5. The Department is part of the Medical Services Division and is based at the Royal Devon and Exeter Hospital (Wonford). The HfOP Department comprises:
 - 3 wards for the acute assessment and early rehabilitation of elderly patients (Ashburn, Kenn and Bovey wards);
 - 1 acute HfOP/movement disorders ward shared with Neurology (Bolham ward)
 - 1 direct admission Acute Care of the Elderly (ACE) Frailty Unit
 - 1 acute general medical/ infection control ward (Torridge Ward);
 - Orthogeriatric care on the Trauma Unit (Durbin ward), in partnership with the Trauma and Orthopaedic teams;
 - The Acute Stroke Unit (ASU; based on Clyst Ward) (28 beds plus 2 direct stroke admission trolleys).
 - Allied Health Professional (AHP) consultant-led 11-bedded Stroke Rehabilitation Unit (Yealm 'SRU');
6. The Department has over 2000 admissions annually to its acute geriatric assessment beds. In addition, there are over 1300 admissions per year to the ASU with suspected acute stroke.

7. The Department of HfOP provides the acute frailty service, based on the 'Acute Care of the Elderly (ACE) Unit' (Capener Ward) which provides input to AMU and ED. The ACE team comprises a Consultant Geriatrician (morning and afternoon shifts), specialist nurses, therapists, psychiatric liaison nurses and voluntary sector representatives from Age UK. The ACE Unit is responsible for providing Comprehensive Geriatric Assessments (CGAs) of patients with identified frailty admitted to the ACE Unit, AMU and within the Emergency Department. The objective of the ACE unit is admission avoidance and expediting discharge, while delivering the earliest possible CGA for the frail elderly.
8. The Community Services Division of the RDUH Foundation Trust also runs community hospitals in Honiton, Okehampton, Tiverton, Axminster, Ottery St Mary, Seaton, Exmouth, Crediton, Sidmouth and Budleigh Salterton with a range of facilities, three of which (Tiverton, Sidmouth and Exmouth) also have inpatients under the responsibility of the RDUH. The Department provides a consultation and out-patients service to these hospitals. We are currently working with our primary care colleagues to enhance the interface between community and acute teams, via the patch geriatrician model. Patch geriatricians develop a relationship with GP practices in their area and act as a focus for advice and guidance.

Outpatient Clinics

9. At present the HfOP Department has five general medical/HfOP clinics at the Royal Devon & Exeter Hospital. In addition, there are regular clinics held at Axminster, Seaton, Sidmouth, Exmouth, Budleigh Salterton, Cullompton, Ottery St Mary, Honiton, Crediton, Tiverton and Okehampton.
10. Other specialist clinics run by the department include a memory clinic (jointly with the Devon Partnership Trust) and a movement disorders clinic.
11. Community rehabilitation units are established within the local Devon CCG area, and these are also run by RDUH Community Services division. These units are based at Exmouth, Sidmouth and Tiverton. The aim of the outpatient Community Rehabilitation service is to provide a pro-active role in interventions for the prevention of admission to hospital, and the rapid rehabilitation and achievement of optimal function and early discharge from hospital for elderly disabled and sick people.

Teaching

12. As a department we have a reputation for and are enthusiastic in the delivery of high-quality teaching and training. All our consultants are committed to undergraduate and postgraduate medical education. The Department has a substantial commitment to the teaching and training of undergraduate medical students in the University of Exeter Medical School (UEMS) through the provision of ward-based teaching, Special Study Units, lectures and other attachments. There are rotational responsibilities to undergraduate teaching with this post. During term-time year 3 and year 5 UEMS students are attached to the Stroke Unit and the HfOP wards.

13. The appointee would be welcome to contribute to an active program of teaching to Doctors in Training (DiT) and shared responsibility for training specialist registrars in general/ acute medicine, stroke medicine and geriatric medicine. All consultants in the department are involved with undergraduate and postgraduate medical education as clinical and educational supervisors.
14. There is an active program of regular postgraduate education including a weekly Medical Department meeting, monthly 'Schwartz Centre' psychosocial grand round, weekly neuroradiology meeting and weekly HfOP departmental meetings.

Research

15. The department has a strong reputation for engagement in research and consistently high recruitment for many studies in the fields of Stroke, Parkinson's disease and Dementia. The clinical research base of the Stroke Department is expected to see continued growth. Five members of the HfOP department (two in Stroke) hold honorary research contracts with the College of Medicine and Health of the University of Exeter Medical School (UEMS) and there are also colleagues within the department who hold both joint University and NHS contracts. The Department has an Honorary Clinical Professor (Prof Martin James) and a Professor in Diabetes and Vascular Preventative Medicine/Honorary Consultant in Stroke and General Medicine (Professor David Strain) with broad research portfolio.
16. The NIHR Clinical Research Facility at the RD&E, with purpose-built accommodation for clinical research studies was opened in 2008, with a high field strength research MRI scanner opening in 2020.
17. Since the inception of the NIHR Stroke Research Network in 2008 the South West Peninsula has seen the greatest increase in Stroke research activity of all the original 8 English Stroke Research Networks. The RD&E now hosts the successor Clinical Research Network for the SW Peninsula, with Prof. Martin James as the regional Clinical Specialty Lead for Stroke.
18. The recent portfolio of NIHR-adopted clinical research studies in stroke includes hyperacute pharmacological studies (e.g. TASTE, a RCT of tenecteplase in acute ischaemic stroke with imaging-confirmed penumbra), acute intervention studies (e.g. TWIST) and post-acute/rehabilitation and prevention studies (e.g. PLORAS, SOSTART, CONVINCENCE, OPTIMAS). The Research Network supports three Research Practitioners and a Trials Administrator. There is also an active research programme in dementia, in conjunction with the Devon Dementia Collaboration.

Staff of the Department

19. There are 18 substantive NHS medical Consultants in the Department, two clinical academics, two non-medical consultants and one research fellow with a team Speciality Registrars and staff grade doctors:

Professor W David Strain	Clinical Senior Lecturer in Diabetes and Vascular Preventative Medicine/Honorary Consultant in Stroke and General Medicine, Joint Clinical Lead for HfOP and Stroke
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Dr Susie A Harris	Consultant Physician, HfOP, and Joint Clinical Lead, HfOP
Professor Martin A James	Consultant Stroke Physician/ Honorary Clinical Professor (UEMS)
Dr Jane E Sword	Consultant Stroke Physician and Geriatrician and Clinical Director, Medical Services Division
Dr Anthony G Hemsley	Consultant Stroke Physician and Medical Director, RDUH Eastern Services
Dr Paul D Mudd	Consultant Stroke Physician and Geriatrician
Dr Salim P Elyas	Consultant Stroke Physician and Geriatrician/Honorary Clinical Senior Lecturer (UEMS)
Dr Jessica M Kubie	Consultant Stroke Physician and Geriatrician (LTFT)
Dr Nicola C Mason	Consultant Stroke Physician and Geriatrician (LTFT)
Dr Ray P Sheridan	Consultant Physician and Director of Medical Education, HfOP and Associate Clinical Professor (UEMS)
Dr Anna E Hinton	Consultant Physician, HFOP (LTFT)
Dr James T Mulcahy	Consultant Physician, HfOP and Orthogeriatrics
Dr Lisa Y Bartram	Consultant Physician, HfOP and Orthogeriatrics (LTFT)
Dr Joe W Butchart	Consultant Physician, HfOP /Honorary Clinical Senior Lecturer (UEMS)
Dr Sarah S Jackson	Consultant Physician, HfOP (LTFT)
Dr Suzy V Hope	Honorary Consultant Physician, HfOP and Lecturer in Geriatric Medicine (UEMS)
Dr Jackie S Stephenson	Consultant Physician, HfOP and Clinical Lead for Doctors in Training, Medical Services Division
Dr Maggie Cairns	Consultant Physician, HfOP (LTFT)
Dr Aisha McClintock	Consultant Physician, HfOP
Dr Tomoaki Hayakawa	Consultant Physician, HfOP
Dr Angie Logan	Consultant Physiotherapist, Stroke Rehabilitation
Mrs Debbie Cheeseman	Consultant Nurse in Dementia
Dr Tim Malone	Research Fellow (Movement Disorders)
Specialist Registrars	4 posts rotating within the Peninsula Deanery, training jointly in General Medicine and Healthcare for Older People, and 1 post in Stroke Medicine plus 3 academic registrar posts
Staff Grades	2 posts

THE JOB ITSELF

20. This post is in a dynamic, rapidly expanding department concerned with health care of older people. The team is constantly looking for ways of improving the service and the quality of care it offers to patients. A key focus is on early Comprehensive Geriatric Assessment and timely senior assessment and hence reduce variation in quality and length of stay.

21. **TITLE:**
Locum Consultant Physician in Healthcare for Older People.

22. **DUTIES OF THE POST:**

We expect that a key focus of the post will be based on one of our acute geriatric wards sharing responsibility for in-patient care with another geriatrician. The emphasis of the post can be flexible. There would be opportunity to include work in Orthogeriatrics, Frailty Unit, dementia delirium care, covid wards or another specialty within Geriatric Medicine according to the specialist interest of the successful applicant

Proposed Job Plan

The job plan will be a prospective agreement that sets out consultants' duties, responsibilities. It will cover all aspects of a consultant's professional practice including clinical work, teaching, education and clinical governance,

Programmed activities 8.5 PAs:

- Direct clinical care – 7 PAs
- Supporting professional activities (SPAs) – 1.5 PAs

In all RDUH job plans, 1.5 SPAs are established for personal development, and ensuring Consultants are up to date and prepared for appraisal, revalidation and can undertake appropriate mandatory and discretionary training.

NHS DUTIES

(a) Clinical Commitments (Normal Working Hours)

23. The appointee will work together with their consultant colleagues in the specialty to provide a consultant service for older medical patients.
24. This locum post is based at the Royal Devon and Exeter hospital, however, in April 2022, the Royal Devon and Exeter Hospital NHS Foundation Trust formally merged with Northern Devon Healthcare NHS Trust to form the Royal Devon University Healthcare NHS Foundation Trust. As part of the Trust clinical integration strategy, Stroke and Healthcare for Older People services are 2 of the 8 priority service areas for integration. The RDUH Eastern Services continue to work collaboratively with Northern Services colleagues and NHS England to better align and integrate our Stroke and Healthcare for Older People services across both Eastern and Northern sites. Therefore, if the applicant wished to experience working at North Devon District Hospital, a role several of the department are engaged in and thoroughly enjoy, then this could possibly be incorporated into the job plan

(b) Clinical Commitments Out of Hours

25. The appointee would ideally wish to contribute to the out of hours rota but applicants wishing to work solely within normal working hours will also be considered. Out of hours work comprises midweek general medical evening ward round 1900-2200 and

overnight on-call. On-call duties for HfOP and Stroke are part of this, including remote on call for Stroke. The Geriatrician team are trained in Stroke thrombolysis as part of this out of hours rota.

26. Weekend on-call duties include General Medicine plus HfOP and Stroke. These consist of ward rounds 0800-1500 plus the overnight on call, including evening and nights remote on call for Stroke.
27. Managerial and Clinical Governance arrangements for Medical Services are through the Medical Services Division via Clinical Director for Governance (Dr Jane Sword), which meets monthly.

(c) Locality Visits/Community Hospitals

28. This post does not involve any scheduled visits to community hospitals or other community-based services, but there is possibility for this opportunity. There may be occasional requests for domiciliary visits which are separately remunerated.

(d) Teaching Responsibilities

29. This would be an area the appointee may choose to be involved in.
30. There is an active programme of regular postgraduate education including a weekly Medical Department meeting, weekly neuroradiology meeting, and weekly HfOP and Stroke Medicine meetings.

(e) Infection Control

31. All medical and dental staff have a duty to practise and promote patient safety in relation to infection control and other issues. Appointees will therefore be expected to comply with Trust Infection Control policies and guidelines.

(f) Administration

32. The appointee will undertake all necessary administrative duties associated with the running of his/her clinical work.
33. The appointee will have shared office accommodation at the RDUH RD&E site and secretarial support.
34. The appointee will have computer access with monitored access to the internet. The RD&E Trust switched over to a full electronic patient record (EPR) from 10 October 2020, and training will be given to the appointee in the use of the EPR for all clinical records.
35. The appointee will be a member of the Department of Healthcare for Older People, within the Medical Services Division, which incorporates all the sub-specialties of Acute Medicine.

(g) Leadership and Management

36. The appointee will be responsible for the leadership of their clinical team as appropriate within the specialty. This post does not include other specific leadership responsibilities.

37. The appointee is expected to be responsible to the Clinical Lead and the Associate Medical Director for the effective and efficient use of resources under their control.

(h) Professional Performance

38. The appointee will have continuing responsibility for the proper execution of their clinical workload and responsibilities as detailed in this job description.
39. The appointee will be expected to register for and participate in Continuing Professional Development (CPD), for which there is a Study Leave allowance.
40. Annual and study leave will be granted to the maximum extent allowable by the Medical & Dental Whitley Council regulations in accordance with the Trust's leave policy.
41. It is a requirement that if the employee has concerns about the professional performance of a member of the medical staff, they have a duty to speak to the person concerned. If the matter is potentially serious, or satisfaction is not obtained with the direct approach, such concerns should be discussed with the Associate Medical Director, if satisfaction is again not obtained, concerns should be discussed with the trust's Medical Director.
42. Clinical Governance requirements placed on the Trust dictate that the appointee participate in the Trust's programme of annual appraisal, and participates in periodic revalidation with the General Medical Council. There will also be a regular review of job planning to match the appointee's contractual commitments with the requirements of service delivery, both of which may change over time in post.
43. The balance of the timetable is such that the NHS commitment is 5 sessions. Included in this would be half of the Support Professional Activities allocation for the post (0.75PA), and up to 1.5PA for on-call commitment.
44. The above is an example week of responsibilities, co-ordinated with other colleagues in the department. The rotating arrangement involves working across the Acute Stroke Unit, Daily Stroke Clinic, acute geriatric inpatient care (Capener) and the Acute Care of the Elderly (ACE) team. This rotational arrangement may be subject to change according to the requirement to deliver the full range of clinical services, and the sessional commitment relating to UEMS component of the post.
45. A LTFT appointment will involve pro rata adjustment of the above typical weekly programme. The frequency of on call will also be adjusted accordingly.
46. This timetable may be subject to change after discussion such that the department can meet its clinical service commitments.

MAIN CONDITIONS OF SERVICE

47. DATE OF VACANCY: 6th March 2023

ACCESS TO CHILDREN

48. The person appointed to this post may have substantial access to children and to vulnerable adults. Applicants are, therefore, advised that in the event that their appointment is recommended and in line with Trust policy, they will be asked to

undertake a disclosure check and a POCA (Protection of Children) list check with the DBS prior to commencement of employment. Refusal to do so could prevent further consideration of the application. Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

REHABILITATION OF OFFENDERS

49. This post is not protected by the Rehabilitation of Offenders Act, 1974. Applicants must disclose all information about all convictions (if any) in a Court of Law, no matter when they occurred. This information will be treated in the strictest confidence.

DATA PROTECTION ACT 1998

50. Applicants are informed that the information given by them in application for the post will be used only for the recruitment and selection process. For successful candidates this will then form part of their personal file, and for unsuccessful candidates the information will be destroyed. The information is stored both in hard copy form and minimally on a database. This information is held and administered in line with the Data Protection Act and the Trust's confidentiality procedure.

DIVERSITY AND EQUALITY

The Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, gender, race, religion or sexual orientation. The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

FURTHER INFORMATION

The Trust welcomes informal enquiries; the relevant people to approach are as follows:

Chief Executive:	Mrs. Suzanne Tracy Chief Executive Royal Devon University Healthcare NHS Foundation Trust Eastern Services Barrack Road Exeter EX2 5DW Tel: 01392 402357 Fax: 01392 403911
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Chief Medical Officer:	Prof Adrian Harris Chief Medical Officer Royal Devon University Healthcare NHS Foundation Trust Eastern Services Barrack Road Exeter EX2 5DW Tel: 01392 403919 Fax: 01392 403911
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Medical Director: Dr Anthony Hemsley
Medical Director
Royal Devon University Healthcare NHS Foundation
Trust Eastern Services
Barrack Road
Exeter EX2 5DW
Tel: 01392 406070

Associate Medical Director: Dr Helen Lockett
Associate Medical Director, Medical Services Division
Royal Devon University Healthcare NHS Foundation
Trust Eastern Services
Barrack Road,
Exeter EX2 5DW
Tel: 01392 406215

Clinical Director: Dr Jane Sword
Clinical Director, Medical Services Division
Royal Devon University Healthcare NHS Foundation
Trust Eastern Services
Barrack Road
Exeter EX2 5DW
Tel: 01392 406215

Lead Clinicians in Specialty: Professor David Strain
Joint Lead Clinician, Healthcare for Older People and
Stroke
Royal Devon University Healthcare NHS Foundation
Trust Eastern Services
Barrack Road
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Tel: 01392 404544