Information Pack

ST3+ Junior Doctor for Geriatric Medicine

Contents

We are looking for an ST3+ Junior Doctor to support our Geriatrics team from February to August 2023, based at North Devon District Hospital.

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Application & Interview

We welcome enquiries for further information and encourage informal visits to the hospital and department. A list of contacts at the Trust is detailed in the final section of this information pack.

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. The applicant must be fully registered with the GMC and have evidence of completion of Foundation competences or equivalent. Applicants wishing to be considered for the New Specialist Grade should also view the separate information pack.

Please apply using the standard online application form at this site. In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the Responsible Officer at your current Designated Body.

The provisional date for the interviews is TBC.

# Introduction

This is a role to provide ST3+ cover to the Geriatric team and to provide clinical, educational and organizational support to the Alexandra team.

The post holder will be part of the short stay and frailty team and manage the care referrals, reviewing the patients, setting treatment plans where appropriate and escalating to the consultant where necessary.

The post holder will support training and education of the junior doctor team and also the wider non-medical team.

The successful candidate will be supported through internal / external courses to support their on-going development.

The posts are based at North Devon District Hospital, part of the Royal Devon and Exeter Foundation NHS Trust in 2022. NDDH is a unique organization with integrated acute and community services across North Devon.

The acute hospital in Barnstaple provides a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services. It is a designated Trauma Unit and Cancer Unit.

North Devon is a beautiful environment in which to live and work, with a wide variety of outdoor and cultural activities and excellent local schools. With National Parks and Areas of Outstanding Natural Beauty on the doorstep, the area offers an excellent quality of life.

# Job Description

## Post Title

ST3+ Junior Doctor in Geriatric Medicine and apart of the General Medicine on-call rota (1:10)

## Clinical Commitments

This role will be apart of the short stay/frailty team on Alexandra ward and will be apart of the General Medicine on-call rota which is a 1:10 rota.

You will work closely with other medical staff, nursing colleagues, allied health professionals and non-clinical colleagues both within the department and in other specialties. In particular, you will be expected to develop working relationships with clinical colleagues within ED, surgery, radiology, community services, theatres and anaesthetics.

# Simulation

The Trust has an up to date Simulation suite which is supported by a Simulation Fellow and there are opportunities to support training using this suite.

## Relationships

You will work closely with other medical staff, allied health professionals and non-clinical colleagues both within the department and in other specialties.

# Outline Job Plan

This role will consist of various shifts such as days (9-5), long days (0900-2115), and nights (2100-0930). The main base for this post will be Alexandra ward supporting as the Geriatric Reg but will also support the General Medical take whilst on-call.

# Person Specification

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

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

**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

| **Entry Criteria** | **Essential** | **Desirable** | **Assess by** |
| --- | --- | --- | --- |
| **Qualifications / experience** | * 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)

Or* Shall have equivalent experience and competencies
 | * 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 *Good Medical Practice* including:* 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 |
| **Fitness To Practise** | Applicant’s knowledge is up to date and fit to practice safely |  | A (see notes) R, HS |
| **Language Skills** | 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:* 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.

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). |   | A |
| **Health** | Meets professional health requirements (in line with GMC standards in *Good Medical Practice*) |  | A, P, HS |
| **Clinical skills**(see notes) | **Up to date resuscitation training****Relevant specialty clinical knowledge:** knowledge of management of common medical emergencies in a short stay environment.**Clinical judgement:** experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.**Practical skills:** Proven ability to work effectively **in different clinical settings** required in the job. |  | A, P, C, I, R |
| **Commitment to clinical governance / improving quality of patient care** | **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.**Audit**: evidence of active participation in audit.**Teaching**: evidence of interest and experience in teaching where required in the job (see notes). | A research interest or publication(s)Educational course / qualification/ publication(s) | A, I  |
| **Communication skills** | **Effective communication skills**: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.**Empathy and sensitivity**: capacity to listen and take in others’ perspectives.**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.Directs and supports patients to access the information they need to support decision making. | Evidence of 360° feedbackEvidence of patient survey feedback and reflections  | A,I, P |
| **Personal skills** | **Team working:** demonstrated experience working in a team, values the input of other professionals in the team. **Managing others & team involvement**: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.**Coping with pressure:** capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances. **Problem solving & decision making:** capacity to use logical/lateral thinking to solve problems & make decisions.**Organisation & planning:** capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.**Flexible approach to work:** able to adapt and work with employers to deliver improved patient care.**Equality and diversity**: promotes equality and values diversity | **Leadership Skills**: Experience in leadershipDemonstrates skills needed for effective delegation within the team  | A, I, R  |
| **Probity** | **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. |  | A, I ,R |
| **Commitment to ongoing professional development**  | **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. |  | A. I , P  |

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# The General Medical Department

**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 Alex Moran (part time) Gastroenterology, BSCP Lead

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 General Medicine

Dr Magdalena Stojakowsak Nephrology & General Medicine

Dr Sean Noronha (locum) Diabetes and Endocrinology

Dr Archana Dhere (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)

**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

# Main Conditions of Service

Appointment is to the NHS Specialty Doctor contract terms and conditions (April 2021). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is Northern Devon Healthcare NHS Trust. The appointee will be professionally accountable to the Medical Director and managerially accountable to the Chief Executive.

The post-holder is required to have full registration with a license to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

### Salary Scale

This is as described in the Medical & Dental Terms and Conditions. At ST3 level this is a salary of £51,017.00 with the on-call supplements.

### Leave

Annual leave entitlement is as described in the Terms and Conditions of Service Specialty Grade Doctors (England) 2021. Study leave entitlement is 30 days over a fixed three year period.

Further details are available in the relevant Senior Medical Staff Leave Policies.

Locum cover for leave will not normally be provided. It is expected that staff within the department will coordinate leave to ensure that an appropriate level of service (emergency, urgent & routine) is maintained.

### Indemnity

The post-holder is not contractually obliged to subscribe to a professional defense organisation but should ensure that they have adequate defense cover for non-NHS work.

### Professional Performance

The Trust expects all doctors to work within the guidelines of the GMC Guide to Good Medical Practice. You will work with clinical & managerial colleagues to deliver high quality clinical care, within the management structure of the Trust and are expected to follow Trust policies and procedures, both statutory and local, including participation in the WHO surgical checklist.

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

You will be responsible for leadership of junior doctors within the specialty as agreed in your job plan and will be accountable for the effective and efficient use of any resources under your control.

You will also participate in activities that contribute to the performance of the department and the Trust as a whole, including clinical and academic meetings, supervision of junior staff, departmental management, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust.

### Reporting Concerns

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

### Serious Untoward Incidents

It is expected that you will report all risks, incidents and near misses in accordance with the Trust governance structure. You will be required, on occasion, to lead or assist with investigation of incidents and implementation of risk reducing measures to safeguard patients, visitors and staff. You must comply with the Duty of Candour legislation.

### Research & Audit

Audit is supported by the Clinical Audit & Effectiveness Department. The department participates in a number of national audits, including submission to the National Hip Fracture Database (NHFD), the HSRC National Audit Projects (NAPs) and the National Emergency Laparotomy Audit (NELA).

Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance. Involvement in projects coordinated via the South West Anaesthesia Research Matrix (SWARM) is actively encouraged.

### Safeguarding Children & Vulnerable Adults

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients.

The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Therefore, applicants are advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a police check to be carried out. Refusal to do so could prevent further consideration of the application.

### Rehabilitation of Offenders

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.

This post is not protected by the Rehabilitation of Offenders Act, 1974. You 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.

### Health & Safety

Employees are required to take reasonable care to avoid injury or accident while carrying out their duties, in compliance with the Health & Safety at Work Act 1974, various statutory regulations, Trust & departmental guidelines, policies and procedures. This will be supported by provision of appropriate training and specialist advice.

### Infection Prevention & Control

The Trust is committed to reducing hospital-acquired infections. All staff are expected to ensure that infection risks are minimised in line with national and Trust policies and best practice. They are supported in this by the Infection Prevention and Control team.

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# Royal Devon University Healthcare NHS Foundation Trust

## The Royal Devon University Healthcare NHS Foundation Trust was established in April 2022, bringing together the expertise of both the Royal Devon and Exeter NHS Foundation Trust and Royal Devon University Healthcare NHS Foundation Trust.

## Stretching across Northern, Eastern and Mid Devon, we have a workforce of over 15,000 staff, making us the largest employer in Devon. Our core services, which we provide for more than 615,000 people, cover more than 2,000 square miles across Devon, while some of our specialist services cover the whole of the peninsula, extending our reach as far as Cornwall and the Isles of Scilly.

## We deliver a wide range of emergency, specialist and general medical services through North Devon District Hospital (EX31 4JB) and the Royal Devon and Exeter Hospital (Wonford) (EX2 5DW). Alongside our two acute hospitals, we provide integrated health and social care services across a variety of settings including community inpatient hospitals, outpatient clinics, and within people’s own homes. We also offer primary care services, a range of specialist community services, and Sexual Assault Referral Centres (SARC).

## Our hospitals are both renowned for their research, innovation and links to universities.

## Academic Facilities

The Medical Education Centre is independently funded by the Peninsula Institute and its primary purpose is the provision of facilities, equipment and financial support to enable a wide range of medical professionals to continue their education and training.

There is a 70-seat lecture theatre, a clinical skills centre and several classrooms. Recently a new simulation suite has opened, creating a facility for multi-professional training, including trauma team training.

Dual-flatscreen, video-conference facilities, linked to other units in the region are available for clinical meetings, including regional MDTs, as well as training events.

The comprehensive healthcare library is accessible to registered users 24 hours a day. The library is staffed between 8.30 and 17.30 Monday to Friday. Services include book and journal loan, interlibrary loans, PC access, literature searching, information skills training, printing and photocopying.

Local, regional and national electronic library resources are made available across the Trust and for staff to access from home.

## Medical School Links

There have been recent changes to the Medical School provision in the South West. We currently take students from the University of Exeter Medical School (UEMS). Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.

# North Devon

North Devon offers 50 miles of spectacular coastline from Lynton to Bude and, with most of the remaining 500,000 acres of land being rural, the area is arguable the most attractive and un-spoilt in Devon. There are many small market towns, villages and hamlets, including a number of coastal resorts.

The combination of spectacular Atlantic coastline, tidal estuaries and upland moors provides a wonderful environment in which to live and work.

Recreation facilities are excellent with a wide variety of sporting activities available, including superb surfing beaches, sailing, shore & salmon fishing, an indoor tennis centre and outstanding golf courses. There are stunning walking & cycling routes, with over 200 miles of cycle and coastal paths, including the South West Coastal Path and the Tarka Trail.

Lundy Island Marine Reserve and Dartmoor & Exmoor National Parks are on the doorstep. The local dune system has been awarded UNESCO World Biosphere Status and is a Site of Special Scientific Interest (SSSI). Several areas of the coast have been designated as Areas of Outstanding Natural Beauty (AONB) and are nationally protected to preserve the beauty of the landscape. Covering a total of 171km2 from Marsland Mouth on the Cornish border to Combe Martin on the edge of Exmoor, these areas include the Hartland Heritage Coast, North Devon Heritage Coast and Braunton Burrows.

Local theatres attract national and international performances and the annual local festival of sports & arts is nationally acclaimed.

Educational facilities are good with many excellent schools in both public and private sectors.

Agriculture and tourism form the main areas of employment, along with local government, the military bases at Chivenor & Instow and the Trust itself. North Devon also remains a popular retirement area.

Despite the rurality of the area, commuter links are good, both by road and rail. There are regular trains to Exeter and direct services to London and across the country from Tiverton. There are easily-accessible airports at Exeter and Bristol.

# Contacts

The Trust welcomes informal enquiries; contact names are detailed below:

Mrs Tina Squire Head of Medical Staffing (01271) 349111

 tinasquire@nhs.net

Postal address:

North Devon District Hospital

Raleigh Park

Barnstaple

EX31 4JB