

JOB DESCRIPTION

Title	Consultant in Care of the Elderly (Option of a subspecialty in Frailty, Orthogeriatrics or Movement disorders)
Location	Based at James Paget University Hospital
New or Replacement Post	1-2 posts
Accountable to	Assistant Medical Director, Division Of Medicine, Diagnostics & Clinical Support
Principle Job Purpose	To provide in conjunction with colleagues clinical services in General Medicine
Main Duties	<ol style="list-style-type: none"> 1. Contribute to development of the Care of the elderly service 2. Provide with the other Consultants a system of mutual out-of-hours cover for General Internal Medicine and cover for annual, study and professional leave. 3. Provide a consultation and advisory service to medical colleagues in other specialities in the Trust. 4. Liaise with medical staff in other specialities and participate in the regular clinical meetings and other post-graduate activities of the hospital. 5. Take part in the continuing medical education programme. The Trust will provide study leave expenses in line with national terms and conditions of service. 6. Play a full part in the teaching, audit and other governance activities of the department. 7. Act as educational supervisor and engage in regular appraisal and assessment of all doctors in training or in equivalent posts for whom the post-holder has educational or organisational responsibility. 8. Share work load with consultant physician colleagues. 9. Comply with the outline Consultant work programme (under provisions of Circular HC90/16) and the weekly timetable of fixed commitments (i.e.: regular scheduled NHS activities in accordance with paragraph 30B of the TCS). 10. Deploy unallocated, flexible professional time on liaison,

	<p>emergency work, travel, continuing clinical responsibility, teaching, research, medical audit, inter-disciplinary meetings and continuing professional development.</p>
Other Responsibilities	<p>Subject to the provisions of the Terms and Conditions of Service to observe the Trust's agreed policies and procedures drawn up in consultation with the profession on clinical matters and to follow the standing orders and financial instructions of the Trust.</p> <p>To observe local and national employment and personnel policies and procedures, and to comply with Regional and Trust Health and Safety policies.</p> <p>To assume responsibility for and facilitate contact from members of staff with delegated duties for personally accountable patient care.</p> <p>Adhere to the departments' annual, professional and study leave policy, minimum of 6 weeks' notice.</p>

PERSON SPECIFICATION

Job Title: Consultant in Care of the Elderly
Directorate: Division Of Medicine, Diagnostics & Clinical Support
Reports to: Assistant Medical Director

Criteria	Essential/ Desirable Criteria	Assessment Method			
		A	I	T	R
Education and Qualifications					
MBBS or Basic Medical Degree	E		✓		
MRCP or equivalent	E		✓		
Hold a certificate or being within 6 months of completion of training or being on or eligible for the UK Specialist Register at the date of interview.	E		✓		
Full GMC registration	E		✓		
MD/PhD		D	✓		
Possession of ALS		D	✓		
Experience & Knowledge					
Ability to provide expert clinical opinion across a wide range of problems with a wide experience in Acute and General Medicine	E		✓		
A special interest to compliment those within the department		D	✓	✓	
Academic Achievements					
An understanding of the principles of research	E		✓	✓	
Knowledge of using evidence base medicine to support decision making	E			✓	✓
Experience of conducting clinical audit	E		✓	✓	
Published Research		D	✓	✓	
Key Skills					
Ability and enthusiasm for teaching health care professionals and medical students in an Acute Medicine setting	E		✓	✓	
Capable of organising and prioritising work effectively	E		✓	✓	✓
Motivation and ability to plan and develop the service	E		✓	✓	✓
Willingness to participate in clinical governance	E			✓	
Leadership qualities	E		✓	✓	✓
Energy and enthusiasm and an ability to work under pressure	E		✓	✓	✓
Conscientious and highly motivated with the ability to communicate clearly with colleagues and staff	E			✓	✓
Able to form part of a team and recognise the importance of team working	E			✓	✓
An interest in developing and reinforcing interdepartmental relations	E			✓	
Experience in teaching junior medical staff	E		✓	✓	
Experience in teaching medical students and allied health professionals		D	✓	✓	
Management and committee experience		D	✓	✓	
Forward thinking and not afraid of the challenges that change brings		D		✓	✓
Formal training in teaching skills		D	✓	✓	
Other					
Awareness and respect for colleagues, patients and relatives' dignity, privacy, integrity, cultural and religious beliefs	E			✓	✓
Good previous attendance record	E				✓
Ability to travel to meet the requirements of the post		D	✓		
Completion of Trust's Occupational Health assessment. Full immunisation status including Hep B & Hep C status	E	Dec Health form			
Satisfactory Criminal Records Bureau Disclosure and/or Certificate of Good Conduct (Police Check) from country of residence	E	Police/DfES/DoH			
Eligibility to work in the UK	E	Immigration clearance			

Assessment Criteria A= Application, I= Interview, T= Test, R= References

Introduction

The Older People's Medicine service accounts for a large proportion of the Trust's activity with over half of all inpatients over the age of 65. James Paget University Hospital is planning to improve care of the elderly services by appointing one or two consultants in old people's medicine. To improve the attractiveness of the positions available we have created two job descriptions.

One of these roles would take on the leadership and play a major role in the development of a modern service. This is likely to be an experienced geriatrician with dynamic leadership and an enthusiasm to develop and expand the geriatric medicine service at James Paget. This could also include an interest in research, teaching and training with up to three Programmed Activities allocated for research and management.

There other post could provide a focus to other subspecialty areas such as

- Orthogeriatrics

- Frailty and support of the frailty assessment unit

- Parkinson's disease and movement disorders and lead a falls clinic

- Dementia care

- Community care of the elderly

We seek to expand elderly care services with the ongoing comprehensive reconfiguration of services for unscheduled care which involves further development of our "front door multidisciplinary frailty service". The development of a Frailty Assessment Unit to facilitate the management of patients through the Trust is a key project that is currently underway and the forward vision focuses on the development of this service into a seven day a week provision. The service also aims to explore and develop opportunities for dedicated services within Older People's Medicine such as a dedicated falls clinic, fracture liaison service (FLS) and a comprehensive geriatric assessment based clinic.

The successful applicants will share the responsibility for ward 12 (dedicated to elderly patients with complex medical and psycho-social problems). They will also support the frail elderly patients on the Acute Medical Unit (EADU). We would welcome subspecialty interests in Acute Frailty, Ortho-Geriatrics, Parkinson's Disease & movement disorders, dementia or Community Care of the Elderly.

Other sub specialty interests will be also be considered and the department will look at options of providing specialty cover through a departmental job plan if a strong candidate has an interest in other areas which fits into the elderly medicine strategic vision for the Trust.

The elderly care base ward is 32-bedded; expanding to 38 at times of escalation. It has recently undergone geographical consolidation with daily consultant board rounds with full MDT input. There are no long-stay beds. The opportunity to put forward a longer term service vision in relation to the Trusts' bid for a new hospital focuses around the development of Older People's Medicine wards to include

additional beds to accommodate patients, ideally having more than one ward to assist the activity levels and a dedicated area to be able to treat patients effectively.

Successful candidates with a special interest in Ortho-geriatrics, will join the current Ortho-geriatrician, forming a team with an emphasis on improving quality of care in hip fracture patients. The aim is to further develop an acute hip fracture unit with provision of medical care in every stage starting with pre-operative assessment , stabilizing patients for surgery and providing a joint perioperative and post-operative care along with orthopedic surgeons leading to a seamless transition into the community offering ongoing rehabilitation. We look forward to providing a 7 day orthogeriatrics service. An expectation of the role is that the post-holder will work in a way that facilitates achievement of the best practice tariff for fracture neck of femur which includes working closely with the orthopedic team to deliver shared care and assessment. The team currently comprises one full time orthogeriatrician, one specialty doctor, one key fracture NOF specialist nurse, one advanced clinical practitioner, a physician assistant, a team of physiotherapists & occupational therapists to help deliver services in line with national standards.

We plan to expand the falls service (acute and community), develop a syncope clinic and fracture liaison service to improve falls and bone health services for the older person.

We are also interested in clinicians with a special interest in Parkinson's disease and Dementia.

It is possible an applicant may have an interest in stroke which would also be supported and they could provide cover to the hyper acute Stroke Unit plus an integrated acute stroke & rehabilitation unit at James Paget Hospital. This is currently run by 3 stroke consultants with close links with the neurology team.

The successful candidate must hold or be within 6 months of being eligible for specialist registration in General (Internal) Medicine and Care of the Elderly Medicine.

Rota

The post holder will take part in the General Medical on-call rota with a current frequency of 1 in 21 weekdays (M-F) 1 in 19 weekends. Additionally there will be post take ward round required between 0800-1300 or weekend discharge ward round between 0800-1300 1 in 9. .

Job Plan

The Job plan and detailed timetable, depending on both experience and interests of the candidate and the needs of the department, will be agreed with the Assistant Medical Director on behalf of the Medical Director, within three months of the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the date signed by the Assistant Medical Director.

The job plan will then be reviewed annually, following an Appraisal Meeting. The document will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

The job plan detailed is for 10PAs. This would be adjusted if a part-time contract or additional sessions were mutually agreed.

Job plan can be adjusted to 4 working days per week and is negotiable.

Breakdown of initial PA allocation (Lead Consultant 1)

	PAs
Direct Clinical Care 6.4 PA	
2 ward rounds / 1 board rounds per week	2.0
On-Call General Medicine	1.0
Frailty Assessment Unit x 2	0.8
Falls Clinic	0.8
Admin associated with DCC	1.5
SPAs 3.6 PA	
Clinical Lead	1.0
Educational Supervision (or DCC if no ES)	0.5
Standard SPAs (CPD/audit/guideline development/teaching/ Training/appraisal/mentoring and research)	1.5
Research	1.0

Breakdown of initial PA allocation (Consultant 2)

	PAs
Direct Clinical Care 7.5 PA	
3 ward rounds / 1 board rounds per week	2.5
On-Call General Medicine	1.3
Frailty Assessment Unit x 2	1.5
FLS	0.7
Admin associated with DCC	1.5
SPAs 2.5 PA	
Orthogeriatrics Lead	0.5
Educational Supervision (or DCC if no ES)	0.5
Standard SPAs (CPD/audit/guideline development/teaching/ Training/appraisal/mentoring and research)	1.5

Breakdown of initial PA allocation (Consultant 3)

	PAs
Direct Clinical Care 7.5 PA	
2 ward rounds / 1 board rounds per week	2.5

On-Call General Medicine	1.3
Frailty Assessment Unit x 2	1.5
Speciality Clinic	0.7
Admin associated with DCC	1.5

SPAs 2.5 PA

Dementia Lead	0.5
Educational Supervision (or DCC if no ES)	0.5
Standard SPAs (CPD/audit/guideline development/teaching/ Training/appraisal/mentoring and research)	1.5

Supporting Professional Activities: The Trust average per consultant is greater than 2.5 SPAs per week

This is for a 10PA contract. The allocation of PAs is reviewed and may be subject to adjustment when a further diary exercise is undertaken or if the service demands a review of the Job Plan.

**The initial SPA allocation for new appointees will include 0.5 PAs for the first 3 to 6 months to allow the appointee to familiarise themselves with the Trust, all relevant guidelines, policies and procedures, be supported by a mentor as well attend relevant training such as UEA teacher training in order that they can be confirmed as a recognised teacher. There is also a requirement that all Consultants attend appropriate training to meet the requirements of PMETB regarding provision of Clinical and Educational Supervision. At the end of this initial period of time the appointee will need to take on additional SPA work or agree to take on additional clinical work.

A mentor will be appointed to support the consultant in adjusting to the new role and responsibilities

All consultants are expected to fulfil all of their mandatory training requirements.

Timetable

The following *sample* timetables provide scheduling details of the fixed clinical activity and clinically related activity components of the job plan. Agreement should be reached between the appointee and their Divisional Director with regard to the scheduling of all activities, including the Supporting Professional Activities.

Example 1

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	OOH / ad hoc
AM 09:00- 13:00	OPM ward round	Clinical Lead / Educational Supervision	frailty Assessment Unit	Research	OPM ward round	8-1 EADU DWR 1:9	8-1 EADU DWR 1:9	1:19 on call w/e 1:21 on call M- F

PM 14:00- 17:00	Falls Clinic	SPA/ Admin	Admin SPA	Off	SPA			
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Example 2

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	OOH / ad hoc
AM 09:00 - 13:00	9-12 Orthogeriatric ward round 12-13 Admin	9-12 Frailty Assessment Unit / 12-13 ES	9-12 Orthogeriatrics ward round 12-13 Admin	9-12 Frailty Assessment Unit / 12-13 ES	9-12 Orthogeriatrics ward round 12-13 Admin	8-1 EADU DWR 1:9	8-1 EADU DWR 1:9	1:19 on call w/e 1:21 on call M-F
PM 14:00 - 17:00	SPA/Admin	Off	SPA/Admin	Frailty Assessment Unit	FLS			

Example 3

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	OOH / ad hoc
AM	9-12 Frailty Assessment Unit 12-13 ES	OPM ward round	10-12:30 Clinic Special interest Dementia/ Movement Disorder	OPM ward round	frailty Assessment Unit	8-1 EADU 1:30	8-1 EADU 1:30	1:15 on call w/e 1:18 on call M-F
PM	frailty Assessment Unit	SPA/ Admin	MDT	Off	Short OPM Ward Round ward /frailty Assessment Unit			

Modifications may be made depending upon the needs of the service, sub-specialist interests and to cover periods of leave. If a doctor works a day outside of their rostered duty, they will be entitled to time off in lieu.

Medical Student teaching

The appointees will be expected to contribute to undergraduate teaching. There is an expectation that the appointee will also participate in admission assessments for applicants to the medical school, lectures, seminars, examinations and small group problem based learning (PBL) teaching that occurs throughout the academic year. There will be an increase in Medical Student numbers over the next few years.

Any time contributed to Medical Student teaching by the appointee will need to be agreed by the existing physicians and the Assistant Medical Director but in general this will be supported and encouraged.

THE DEPARTMENT

Care of the Elderly

The post holder would work alongside another newly appointed geriatrician on ward 12 (care of the elderly) to improve the care of older people with complex needs as well as improving the care of frail patients on EADU.

They would be part of a team of doctors looking after a Criteria Lead Older People ward dealing with complex acute care with the elderly, which focuses on patients with long term conditions, including dementia and movement disorders.

They will be part of the Multi-Disciplinary Team and also be an active leader in training junior doctors, medical students and nurses of the ward.

This includes being part of the Acute Frailty Unit, which will involve regular rounds in admission unit, identifying suitable frail older people and doing a Comprehensive Geriatric Assessment, thereby involving early therapy/social worker based safe discharge; focussing on patient centred care, admission avoidance and patients` preferred place of care.

Stroke Medicine

The stroke unit at James Paget has 5 hyper acute (HASU) beds. These beds have continuous monitoring and nursing staffing is compliant with BASP recommendations. There are twice daily HASU ward rounds Mon-Fri and 40% of patients are discharged directly from the HASU. On Saturdays and Sundays there are consultant ward rounds on the HASU 9-12. This include seeing TIA patients that present at the weekends.

Care of the Elderly Specialist Registrars rotate through the JPUH as part of their training and during the placement their main commitment may be in the Stroke Unit. However if the trainee registrar has already gained experience in stroke unit elsewhere he may well be placed in acute care of the elderly ward. There is a high chance of increasing the number of Specialty registrar with the expansion of care of the elderly consultant force. Two foundation doctors or GP vocational trainees are also based on the stroke unit at any one time. We also have 3 specialty doctor posts

rotating between stroke and orthogeriatrics – one of these doctors is allocated to stroke each week. Currently there are three physician associates each rotating between stroke unit, orthogeriatrics and acute care of the elderly wards for 8 months per placement.

EADU (Emergency Admission and Discharge Unit)

The EADU opened in 2005 with a view to restructure the way all emergency admissions were managed. The main purpose of the Unit was and is to improve patient care, reduce unnecessary delays, accelerate decision-making, and enhance early discharge. EADU has been significantly redeveloped in the past 4 years, to place more emphasis on ambulatory care and acute clinics. The award winning AmbU service uses point of care testing and early consultant review to achieve an average stay length of 100 minutes.

The EADU is a 34 bedded complex consisting of:

- Three six bed & 1 four-bedded level 1 care bays (22 beds)
- Four single bed en-suite side rooms (4 beds)
- Two, four bed level 1+ Acute Care Bays (8 beds)

Geographical proximity with the Emergency Department allows a close working relationship with this clinical area.

The average number of medical admissions per day is 40. The admitting team consists of an FY1 doctor, one ACCS/CMT trainee and a Specialty Registrar. The unit has its own Clinical Support Assistants (CSAs) and is supported by Specialist Nurses. Throughout the day, there is continuous senior medical presence on the Unit.

The unit has priority access to radiological and laboratory investigations. The PACS system is accessible within the EADU enabling the recall of all existing radiological images for any given patient. EADU has its own tailored electronic ward board to assist with flow through the unit. The intranet provides a wide range of guidelines, contact numbers and other useful resources.

EADU services are fully equipped to support the management of patients on Level 1+ care; including the use of NIV, CPAP, high flow nasal oxygen (Optiflow™), central venous catheters and chest and abdominal drain devices.

EADU has its own point-of-care ultrasound device (Phillips Sparq). We encourage the expansion of ultrasound applications in emergency medical care.

The James Paget University Hospital operates a 'Hospital at Night' team, the aim of which is to provide a safe and supported framework to optimise patient care and junior doctor supervision. The Hospital at Night team relies on generic working of team members. This means that a team of doctors and nurses will have appropriate skills as a whole to manage all problems arising overnight. Hospital at Night covers six specialties: Medicine, Surgery, Urology, Orthopaedics, ENT and Obstetrics & Gynaecology. The EADU takes a central role in the Hospital at Night Programme.

The unit is also a very important area for the teaching, training and assessment of Junior Doctors as well as an important area for the teaching and training of Medical Students and other staff.

Respiratory

Respiratory bed-base is over wards 7 and 15.

Basic Lung Function testing is available in all clinic and ward areas. More detailed Lung Function testing is currently provided by a Jaeger Masterlab. The tuberculosis service is led by Dr Tim Cotter with the facilities for contact tracing and DOTs therapy as required. Dr Kisseljev is the current lead for COPD and non-invasive ventilation.

The Lung Cancer Service is led by Dr Cotter. There is a weekly lung cancer multi-disciplinary meeting. Oncology and thoracic surgery services are provided from the Norfolk and Norwich University Hospital. Dr Dervedde is the lead Oncologist for Lung Cancer. There is a weekly outreach thoracic surgical clinic. More urgent cases are discussed at the weekly lung cancer multi-disciplinary meeting at the Norfolk and Norwich University Hospital.

The respiratory team has a weekly meeting to discuss current cases and a monthly business meeting. The medical team is supported by a strong and active nursing team who run regular study days for junior doctors and other professionals.

Gastroenterology

There is a 33 bed gastroenterology ward which has a wide case mix of patients with GI pathology as well as general medical disease. A dedicated procedure room is used to perform outpatient paracentesis and the assessment of outpatients with unstable GI disease.

We are a research active department and we actively encourage our colleagues to obtain "Good clinical practice" certification and become involved in the international studies that we recruit into.

There are lists for Upper Endoscopy and Colonoscopy every session in the week. There are 2 ERCP sessions each week. Specific therapeutic procedures that are carried out include dilatation of oesophageal strictures, placement of expandable metal oesophageal, duodenal, colonic and biliary stents, injection and banding of oesophageal and gastric varices, pneumatic dilatation for achalasia, insertion and removal of gastrostomy feeding tubes, laser therapy for oesophago-gastric and colorectal malignancies, endoscopic mucosal resection, haemostasis using bipolar goldprobe, APC, endoclips and injection, therapeutic ERCP for stone disease and to palliate malignant strictures and the placement of naso-jejunal feeding tubes

The NNUH and the JPUH form a joint cancer network with multi-disciplinary cross-site teams for each organ specific site.

There is a fortnightly HCV specialist clinic and treatment service.

Renal Medicine

Renal Medicine is provided by Dr Patrick and Dr Arachchige along with support from NNUH colleagues. The Trust has a satellite renal dialysis unit and Dr Patrick and colleagues provide clinics and a consultant opinion service.

Division of Medicine, Diagnostics and Clinical Support Services

The post holder will be employed within the Division of Medicine, Diagnostics and Clinical Support Services of the James Paget University Hospitals NHS Foundation Trust. General Medicine, Acute Medicine and Acute Care of the Elderly services are fully integrated within the Emergency Division.

Assistant Medical Directors	Dr Paul Banim & Dr Jon Baldry
Divisional Operations Director	Phil Weihser
Clinical Lead Care of the Elderly	Dr Mazhar Zaidi

The bed complement of the Division is:	Beds
Acute Cardiac Unit (4 High Dependency & 1 intervention room)	10
Emergency Assessment and Discharge Unit (EADU)	34
Short Stay Medical Unit	16
Cohort ward (infection control) – attached to Short Stay Unit	6
Integrated General Medical and Elderly Care (including stroke ward)	133
Haematology/Infectious Diseases/Dermatology ward	18

The ICU/HDU (12 beds), opened in 2003, is situated close to the medical wards and lies within the Emergency Division.

The Haematology / Oncology ward has single rooms and positive pressure ventilation for high risk cases.

A Day Treatment Unit (Sandra Chapman Centre) is available for treatment of haematology and oncology patients.

There is a 18 bed satellite Renal Dialysis Unit with six further beds where local renal patients receive haemodialysis under the supervision of a Norfolk & Norwich University Hospital based Consultant Nephrologist.

Hospital Practitioners

Some of the Medical specialities within the Emergency Division are supported by General Practitioner colleagues employed as Hospital Practitioners.

Acute Cardiac Unit

Following the relocation of all Trust beds in 2006, the ACU has been relocated to a 11-bed unit within the Cardiology ward area. The unit works closely with the cardiac units at both the Norfolk and Norwich University Hospital and Papworth Hospital.

- All patients with Acute ST elevation MI are taken directly to NNUH for angioplasty. There are four intensive multi-channel monitored beds for treatment of acute Non-ST elevation infarcts or patients who are severely ill.
- One cubicle bed for intensive monitoring, temporary pacing, pericardial aspiration and similar procedures.
- Six monitored beds within one bay for patients with acute coronary syndromes or 'step downs'.

Staffing of the unit consists of the five consultant cardiologists and their teams. Patients are admitted to the unit via the on-call medical team who then hand the patient over to a cardiac firm no later than the morning after the admission. The unit has a high number of experienced senior nurses. They are supported by Cardiac Nurse Specialists for rehabilitation and heart failure.

Diagnostic and Associated Services at the James Paget University Hospitals NHS Foundation Trust

The Hospital is equipped to high standard with excellent diagnostic services.

a. Endoscopy Suite

This purpose built state of the art suite, opened in 2003, provides bronchoscopy, gastro-intestinal and urological endoscopy facilities for the departments of Medicine and Surgery. It has four endoscopy rooms.

There are GI endoscopy lists each morning and afternoon and twice weekly bronchoscopy lists comprising outpatients as well as emergency inpatient referrals.

A full range of therapeutic endoscopic therapies are available including Heater probe, endo-clips, Argon plasma coagulation, ERCP with stone extraction and stenting, laser, oesophageal mesh-metal stents, colorectal mesh-metal stents and Endoscopic mucosal resection.

Bronchoscopy, EBUS and medical thoracoscopy is also carried out within the department.

b. Department of Clinical Measurement (within the Department of Medicine)

Investigative facilities in this department include:

Cardiology	Treadmill ECG exercise testing
	Echocardiography, transthoracic & trans-oesophageal

Ambulatory ECG tape monitoring
Temporary cardiac pacing
**More Extensive facilities are available at NNUH
and Papworth Hospital**

Respiratory Medicine Pulmonary Function Laboratory (Jaeger Masterlab)
and Sleep service (located off-site) with facility for
inpatients

Gastroenterology C13 urea breath test
Capsule endoscopy

c. Diagnostic Imaging

The department provides all standard imaging services including MRI and two CT scanners; these are located in dedicated suites for IP and OP work; Ultrasound facilities and a dedicated Breast Care Unit. There is direct access to PET-CT via the Norfolk and Norwich University Hospital.

d. Pathology Laboratory Services

Post-mortem examinations are carried out 2-3 times per week, provided by visiting Pathologists from the Norfolk & Norwich University Hospital (NNUH). Histopathology services are provided by NNUH. Multidisciplinary meetings are attended via remote teleconferencing link.

Microbiology services are all provided by NNUH. Chemical Pathology services are provided by the Eastern Pathology Alliance (EPA). Standard tests are carried out locally with a rapid turnaround. Non-routine tests are undertaken at NNUH. Haematology services are provided in-house.

e. Facilities in Associated Hospitals

Invasive Cardiology services are provided at the Norfolk and Norwich University Hospital (NNUH). The NNUH is initiating an angioplasty service from April 2006. Patients are also admitted to the NNUH for permanent cardiac pacing.

Cardiothoracic Surgery is provided at Papworth Hospital.

Plastic surgery and radiotherapy/oncology services are provided by NNUH consultants.

Upper GI cancer care is coordinated between the James Paget University Hospitals NHS Foundation Trust and the NNUH via the multidisciplinary Upper GI Cancer Network.

Addenbrooke's Hospital is the **regional liver transplant centre**, providing liver transplant services, specialist care of acute and chronic hepatology cases, and regional postgraduate training courses.

Visiting consultants from the NNUH provide **neurology and renal services**: There is an onsite renal dialysis unit. Weekly outpatient clinics are held at the James Paget University Hospitals NHS Foundation Trust.

Regional neurosurgical services are based at Addenbrooke's Hospital, Cambridge.

ICU/HDU

This is a state of the art combined 12 bedded ICU/HDU, fully computerised and equipped with flexibility to change ratio of ICU/HDU patients and admitting well over 400 patients per year.

8 Intensive Care Consultants cover the unit with a separate one in eight on-call rota. There is an excellent critical care outreach team and early warning score system. The ICU team maintains good relationships with all of the consultant staff and hold joint forums with all surgical specialties, A&E, Medicine, Paediatrics and the Respiratory teams.

The Intensive Care Unit is situated in the centre of the hospital opposite the theatre suite adjacent to the Anaesthetic Department.

The current capacity is: 12 beds that are allocated flexibly between level 3 and level 2 to accommodate clinical need. (The use is flexible and if necessary can accommodate up to 8 ICU beds)

There is funding for: 6 Intensive Care beds
 6 High Dependency Beds

All admissions are on a Consultant to Consultant referral basis. There is an active multidisciplinary team involved in critical care, which meets daily on the ICU Ward Round.

EDUCATION AND FURTHER INFORMATION

Norwich Medical School

This is a joint venture involving the UEA, Norfolk & Norwich University Hospital and James Paget University Hospital NHS Foundation Trust (JPUH), Queen Elizabeth Hospital, Norfolk Mental Health and General Practitioners in Norfolk and Suffolk. The first intake of students was in autumn 2002. The James Paget consultants are involved in the development and delivery of the Curriculum and Teaching Programme, with approximately 30% of all secondary care teaching being based at JPUH. In addition, a significant proportion of the lectures / seminars / teaching sessions / assessments at the UEA for Medical Students are also delivered by employees of the Trust. The medical school emphasises the importance of innovative teaching methods especially problem-based learning in the education of under-graduates. The appointee will have the opportunity to apply for specific teaching roles in the delivery and development of the undergraduate curriculum and to become a Recognised Teacher in the Medical School. Honorary UEA appointments are awarded to consultants making a significant contribution to MB/BS teaching.

Research

The hospital is part of a Research Consortium in association with the Norfolk & Norwich University Hospital and the University of East Anglia. These links are being enhanced to facilitate collaborative projects and ideas. As a University Hospital there is a drive to increase research activity. Collaborative partners include The School of Health, University of East Anglia, which has particular expertise in epidemiology and health economics. A number of consultants in the James Paget University Hospitals NHS Foundation Trust hold honorary Senior Lecturer appointments at the University of East Anglia.

Participation in research is actively encouraged and supported and we are particularly interested in recruiting clinicians with experience of applying for research grants. The JPUH has a Research Support Group which will give practical advice.

Postgraduate Medical Education

Post Graduate Education is based within the Education and Training Centre at the JPUH. There is also a good medical reference library within the Trust which has recently been relocated to newly refurbished facilities at the Burrage Centre which is located on the hospital site.

The centre provides a wide and varied programme to support continuing education with the local consultants and visiting specialists participating. There is a GP vocational training scheme and an active teaching programme for junior staff in which most consultants participate. A major expansion of teaching facilities has recently taken place. Consultants from the trust play an active regional role in training trainers.

The teaching programme within the Trust includes:

- Weekly curriculum teaching/clinical presentations for Junior Doctors
- Bi-weekly ½ day protected teaching for FY1s and FY2s
- Weekly ½ day protected teaching for GPSTs
- Weekly Grand Rounds
- Journal Club meetings
- CMT MRCP Tuition

Regular MDT/teleconferencing meetings take place linking to regional hospitals

Clinical Divisions have their own education and audit programmes.

The Trust expects all Consultant Medical Staff to comply with the current guidelines from their professional bodies, GMC, Royal Colleges etc. concerning education and revalidation. Emphasis is placed on training senior staff in teaching and training skills. All new consultants are expected to have attended or be willing to attend a teaching course. Those intending to develop an interest in Medical Education will be encouraged to obtain a qualification in this field. The Trust recognises that training in adult learning is an important part of undertaking undergraduate training as a partner in the joint venture medical school at UEA.

The appointee will have the opportunity to be involved in the professional supervision and training of junior medical staff and will be invited to become an Educational Supervisor for Foundation Trainees.

Education and Training Centre

This purpose-built centre provides a wide range of state-of-the-art teaching facilities and most rooms have built-in modern audio-visual presentation facilities. There are seminar rooms and consultation and examination rooms both in this building and at the Burrage Centre, a spacious entrance area, a coffee lounge along with wet and dry skills rooms and an IT training room. The centre provides teaching and training facilities for a wide range of staff including Medical Students. We offer in-house BLS / ILS / ALS & ALERT courses. The Acute Medical Consultants run regular training sessions utilising SimMan™ as well as a tri-annual Core Procedural Skills Course directed towards Core Medical Trainees.

Study Leave

Study Leave will be obtainable within the limits of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England & Wales) as amended, subject to the Regional Postgraduate Medical Educational Policy. This year the CME Budget provided £1100 per Consultant for the financial year 2017/2018.

Audit

Audit is considered to be an important item within the Trust agenda. The requirement is overseen by the Clinical Audit and Effectiveness Committee.

Personal Facilities

The appointee will be provided with shared secretarial support and office accommodation at the James Paget University Hospitals NHS Foundation Trust. There are computer-based projects in progress to use IT to improve clinical communications. He/she will have a desktop computer linked to the hospital intranet with facilities for internet connection and e-mail. Ample car parking is available on site at a very low annual charge compared to other local hospitals and nationally.

Personal Development For Consultants

All new consultant recruits are given the opportunity to review their personal development with an independent management consultant and agree a personal development plan. Although this is very much owned and driven by the individual, the Trust will provide financial support for personal development activities. Each year all consultants are required to undergo an appraisal with either their Divisional Director or another consultant selected from a list of appraisers to discuss their development and in anticipation of revalidation. The Trust has recognised the time commitment that this requires and that clinical work may have to be delayed to ensure appraisal takes place.

Clinical Governance

The Trust has introduced Clinical Governance under the joint leadership of the Medical and Nurse Directors. It has been at the forefront of the introduction of Risk Management. The Trust was one of the first to achieve CNST Level 2. Recent appointments of Senior Staff to support Clinical Governance emphasise the Trust's commitment and it is expected that all Medical Staff will participate.

Improving Working Lives Flexible Career Scheme

The scheme has been developed to give all doctors, both junior and senior levels, the opportunity to work flexibly e.g. part-time working and career breaks. Further details of this scheme are available from the Medical Staffing Department.

Disclosure & Barring Service Forms

All successful applicants will be required to complete and return a Disclosure & Barring Service Form.

If you have not been resident in the UK you will be required to produce a "Certificate of Good Standing" or "Police Check" from an authorised Police Authority from the country of your last residence.

Safeguarding Children

All employees have a duty for safeguarding and promoting the welfare of children. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Staff must also ensure they receive the appropriate level of safeguarding children training depending on their role in the Trust.

Infection Control

Staff working in a clinical environment must ensure that they understand and follow the infection control policies, procedures and best practice applicable within the Trust. In order to do so they must;

- Observe all infection control policies and practices relevant to the post
- Act as a role model to others regarding infection control best practice
- Ensure that they keep up to date and attend all relevant training relating to infection control issues applicable to their post
- Ensure that patients, visitors and contractors are aware of and follow infection control best practice (where applicable).
- Report non-compliance or concerns regarding infection control issue/best practice to their line manager.

This post is offered under the terms and conditions of service of the new contract.

Confidentiality

All employees are required to ensure the confidentiality of all patients, staff and other sensitive, including commercially and financially sensitive, information that is made available to them as part of their duties.

This post is offered under the terms and conditions of service of the new contract.

GENERAL CONDITIONS OF APPOINTMENT

General Conditions of Appointment

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Divisional Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks' notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery. This includes all forms of leave.

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

With the Terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.

GENERAL CONDITIONS OF EMPLOYMENT

Salary:	Within the Pay and Conditions Circular (M&D) for the Consultant contract, pro rata part-time. This is a whole-time post.
Pension:	NHS contributory scheme.
Life insurance:	Covered within NHS superannuation scheme.
Holidays:	As per terms and conditions of service schedule 18, paragraph 1.
Notice period:	3 months.
Relocation package:	Comprehensive package. Please note relocation expenses are considered to be a taxable benefit by Inland Revenue and you are liable to pay any tax that is due. The claim should only be used for appropriate expenses i.e. stamp duty, removal firm fees, solicitor, storage and is payable on submission of receipts.

Modern onsite single accommodation may be available, if required. However, if married accommodation is required you will need to seek this yourself in the private sector

- Terms:** Post is subject to Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and General Whitley Council Conditions of Service, as amended from time to time.
- Location:** The successful candidate will normally be required to reside within 15 miles of the main hospital base or 30 minutes travel time unless specific approval is given by the Trust to your residing at a greater distance. The post holder is based at the James Paget Hospital but may be required to undertake duties at the Norfolk and Norwich University Hospital Foundation Trust and may be required to undertake duties at other locations within the locality.
- Medical:** Required to complete Trust's Confidential Occupational Health Services medical questionnaire and undergo medical examination, if necessary. The post holder will require validated identity verification of immunisations for Hepatitis B, HIV and Hepatitis C screen prior to commencing.
- Rehabilitation of Offenders:** Exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975.
- Equal Opportunities:** James Paget University Hospitals NHS Foundation Trust is committed to the promotion thereof, on the basis of opportunity and advancement correlating with ability, qualification and fitness for work.
- Expenses:** Reimbursed interview travel and subsistence expenses limited to two preliminary site visits (where appropriate from the point of entry to the U.K.)
- Registration:** Required to have and maintain full registration and be on the GMC Specialist Register. To comply with requirements for revalidation and C.M.E as laid down by the General Medical Council, colleges and similar bodies. Required to conform to GMC guidelines for good medical practice. Membership of a Medical Insurance Society is strongly recommended.

APPLICATION INFORMATION

To apply for this role with the James Paget University Hospitals NHS Foundation Trust please access the James Paget University Hospital website at www.jpaget.nhs.uk or www.jobs.nhs.uk

If you have any queries regarding applying online please contact the Medical Staffing Team.

Applicants who require further information about the post and/or who wish to make an informal visit are invited in the first instance to contact:

Dr Mazhar Zaidi
Consultant Physician & Clinical Lead for Care of the Elderly

Telephone: 01493 452105
Email mazhar.zaidi@jpaget.nhs.uk

Or

The Medical Workforce Office
James Paget University Hospitals NHS Foundation Trust
Lowestoft Road,
Gorleston
Great Yarmouth
Norfolk NR31 6LA

Telephone: 01493 453117
Email: medicalstaffing@jpaget.nhs.uk

Please note: Expenses of short-listed candidates will be reimbursed at rates equivalent to those listed in the Terms and Conditions of Service for Hospital Medical and Dental Staff.

For further information about the Trust please log onto our website www.jpaget.nhs.uk

All roles within the Trust require staff to demonstrate our core values in the care they provide to patients. All members of staff should consider these behaviours an essential part of their job role:

Courtesy
and respect

Attentively
kind and helpful

Responsive
communication

Effective
and professional

Please note that the James Paget University Hospitals NHS Foundation Trust operates a No Smoking Policy