

A Teaching Trust of the University of Birmingham
Russells Hall Hospital
Dudley
West Midlands
DY1 2HQ



Job Description

Job Title:	Consultant Physician in Acute Internal Medicine
Programmed Activities:	10 PAs
Tenure:	Substantive
Department:	Acute Medicine, Division of Medicine
Responsible to:	Clinical Service Lead



CARE

A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.



RESPECT

A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.



RESPONSIBILITY

A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.

CONTENTS

1. Introduction to Department
2. Job Summary
3. Key Responsibilities
 - 3.1 Activities
 - 3.2 On call requirements
 - 3.3 Productivity
4. Work Schedule
 - 4.1 Indicative Timetable
 - 4.2 SPA details
5. General Responsibilities
 - 5.1 Mentoring
 - 5.2 Performance Management
 - 5.3 Trust Policies & Procedures
6. Person Specification
7. Supporting Information
 - 7.1 The Dudley Group NHS Foundation Trust
 - 7.2 Dudley and the surrounding Areas



CARE

A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.



RESPECT

A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.



RESPONSIBILITY

A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.

1. INTRODUCTION TO DEPARTMENT/SPECIALITY

The Dudley Group of Hospitals is an acute care Foundation Teaching Trust catering to a population of over 450,000 with a 782 bedded fully equipped modernised hospital with two satellite units (equipped for outpatient and day-case procedures).

Department of Acute Medicine

The department provides the mainstay of care for acutely ill medical patients arriving as an emergency. The two main sources of referral are from the Emergency Department and Primary Care; others include Urgent Care Centre and Speciality Clinics. The current services are delivered in the 60 bedded Acute Medical Unit (AMU) and a busy Ambulatory Emergency Care Unit (AEC).

The department has recently moved to a brand-new modular building in November 2021. The New AMU hosts a 22-trolley assessment unit with 8 Level 1 Care beds and 30 beds for short stay (<72 hours). The New AMU is colocated with ED for the swift transfer of medical patients to the assessment unit and provides the opportunity to work collaboratively with the ED team to deliver early high-quality care for medical patients.

There is a significant drive by the Trust to develop Same Day Emergency Care (SDEC) services, and AEC is the largest contributor to this effort. SDEC is currently supported in the same footprint by Frailty Service, Cardiology Assessment Unit, Respiratory Assessment Unit and Haematology Assessment Unit. AEC also provides access to Virtual and HOT Clinics, assisting in early discharges and acute follow-up.

There has been a significant investment in Ultrasound within the acute medicine department. There are development plans for Point of Care Ultrasound (POCUS) and training for medical staff in completing the various accreditation (FICE/CUSIC/FAMUS). For staff who want to develop their skill further, there is an in-house vascular sonographer leading training and governance of vascular Ultrasound and one consultant who is BSE / FICE accredited. As a department, there is the aspiration to mature ultrasound activity to develop and deliver ultrasound courses. The department holds five ultrasound machines; two handheld GE Vscan Extend, two GE Logiq e and a dedicated machine plus ultrasound scanning room for the DVT pathway.

The department is 12 acute medical consultants strong from diverse and varied backgrounds which provide versatility to delivery of acute care. One of the consultants is ECHO accredited by the British Society of Echocardiography and keen on training and education. Many colleagues are dual or triple-accredited in other specialities such as Stroke, ITU, Medical HDU/Critical Care, Geriatrics and Diabetes/Endocrinology. The AMU also has regular in-reach services from Respiratory, Gastroenterology, Acute Oncology, Neurology, Diabetes/Endocrinology, and other services as required.



The hospital has a very active research department, and acute medicine has contributed to many studies, especially during the COVID period. Staff are actively involved in research, and there is scope within the department to expand this work further.

The department is one of the largest in the West Midlands with currently 60 (plus 16) beds and hosts a very busy Ambulatory Emergency Care Service. The regular SAMBA (Society of Acute Medicine Benchmarking Audit) shows the department to be consistently performing well.

The Department of Acute Medicine comes under the Directorate of Acute and Emergency Care. The Directorate has changed leadership and is committed to working together and building a robust multi-disciplinary workforce.

Staffing

The consultant body is 14 members strong and some with special interests. The department comprises of Foundation (FY1/2) and Specialty Trainees from West Midlands Deanery (GP, IMT, ACCS) in addition to Trust Grade levels 1 and 2. The team is complemented by Clinical Teaching Fellows from the Ron Grimley Undergraduate Center. The department adopts a mixed workforce culture and is supported by Advanced Nurse Practitioners and Physician Associates. There is a close working relationship the General Internal Medicine on-call team.

Current Acute Medicine consultants

1. Dr Gautam Bagchi (AIM & GIM)
2. Dr Athanasios Georgalas (GIM)
3. Dr Ahmed Elsharkawy (CESR candidate)
4. Dr Anirban Chakraborty (AIM & GIM)
5. Dr Ibrahim Malik (AIM & GIM)
6. Dr Partha Nandi (AIM & GIM) – Medical Service Head
7. Dr Ragunath Durairajan (AIM, GIM & Stoke)
8. Dr Randa Abasaheed-Elhag (AIM, GIM & Medical HDU) – BSE Echo
9. Dr Snigdhendu Mandal (Care of the elderly, stroke & GIM)
10. Dr Vikram Anumakonda (AIM and ICU)
11. Dr Murali C Veerabahu (AIM & GIM) – Deputy CD for Urgent and Acute Care
12. Dr Mahmood Almobayed (GIM and cardiology)
13. Dr Tamar Saeed (AIM and endocrinology)
14. Dr Faisal Butt (GIM)
15. Muhammad Aadil (Locum Consultant, GIM)
16. Mehvish Akhwanzadi (GIM)



17. JOB SUMMARY

- Provision of Acute Medical Services predominantly in AMU and AEC
- Working collaboratively with colleagues to further develop and improve the service
- Administrative duties as required within the Directorate
- Provision of cover for colleagues' leave
- Participation in clinical audit and CME/CPD appropriate to experience at Consultant level, together with contribution to education and training of medical students and junior staff
- Professional management and supervision of medical and nursing staff.

18. KEY RESPONSIBILITIES

3.1 Activities

- Consultant duties in the speciality of Acute Medicine. Clinical assessment and management of patients in AMU and AEC.
- Provision of advanced clinical skills, conducting routine examination and investigations according to accepted medical practice with increasing emphasis placed upon evidence-based health care and financial effectiveness to provide the maximum health gain.
- The Acute Medical Consultant will be responsible for those patients being referred from the Emergency Department and those being referred from GPs.
- Responsibility of care of the patient will be transferred to the other specialty according to agreed local protocols
- The Consultant will be responsible to facilitate a quick triage of the patients, rapid assessment and discharge from the Acute Medical Unit, and organise follow up at outpatients' clinics.
- The Consultant will be responsible for Daily ward rounds, continuous assessment, and continuity of care as well as follow-up and discharges of patients from the AMU Short Stay Ward
- Responsible for implementation of agreed policies in relation to health promotion and prevention as per local and national guidelines.
- Administrative duties within the department
- To coordinate 'the take-team' for the day, supervising the Acute Medical unit staff and the medical team on duty for the day
- Attendance at Unit & Directorate, Regional and national quality improvement and governance meetings as required.
- To support and participate in the educational programme for medical staff within the Acute medical Unit
- To contribute to the teaching of undergraduate students and post-graduate staff



- Provision of cover for consultant colleague's leave.
- Participation in medical audit, research and conducting undergraduate medical education together with contribution to the training of junior medical and nursing staff.
- Professional management and supervision of medical and nursing staff.
- Attendance at Directorate, Local and Regional meetings as appropriate.
- To undertake appropriate programmes of continuing medical education and professional development to satisfy the requirements of the Trust and Royal College of Physicians.
- To adhere to the Health and Safety policies of the Dudley Group NHS Foundation Trust and uphold the accepted Codes of Professional Conduct.
- To undertake other duties as may be subsequently agreed within the Medical Directorate.
- There will be an equitable work distribution, between the consultants attached to the Unit. Office accommodation and secretarial support will be provided together with any IT training that may be required.
- There is an active junior staff education programme including weekly lectures for SHO core curriculum and MRCP teaching rounds. There are also regular clinical audit meetings at which participation is expected.
- The post-holder will participate in the training of medical staff, providing both in-service and organised training of high quality.
- The Trust supports the requirement for continuing medical education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.
- Clinical time is allocated in sessions (blocks of time) and consultants are expected to ensure optimum utilisation of the sessions allocated to them, in terms of time and productivity.
- The post holder will be expected to manage an average daily patient throughput of 50-70 patients per day in conjunction with their colleagues.
- The post holder will be expected to manage the flow of patients through the department and achieve the standards of 4-hour waits for specialist beds and help in achieving the ED 95% target by creating the capacity to move patients from the ED. Support will be available from all other specialties in the Trust to achieve these targets.
- The post-holder will be expected to manage an average daily in-patient case load in line with Trust policy
- On AMU and AEC the post holder will be expected to manage 14–22 patients per shift (6–7 hours).
- These are subject to change, as required by the needs of the service
- The Trust operates a mentoring process for all newly appointed consultants to enable them to become a fully productive member of the Trust team as quickly as possible. All newly appointed consultants are required to participate in the process
- The Trust operates a structured performance management approach for all newly appointed consultants to ensure that there is an appropriate fit between the individual and the organisation. This includes:



1. Performance reviews with the Medical Service Head at 3, 6 and 8 months after appointment
 2. Performance reviewed against capability, productivity and behavioural standards.
- All newly appointed consultants are required to participate in the process.

3.2 On Call Requirements

The post holder will be required to participate in an on-call rota. Currently this rota is on a 1 in 19 basis and is paid at category [A] level, which currently attracts a supplement of 3%.

3.3 Productivity

Clinical time is allocated in sessions (blocks of time) and consultants are expected to ensure optimum utilisation of the sessions allocated to them, with both time and productivity.

The post holder will be expected to manage an average daily patient throughput of 60 patients per day in conjunction with their colleagues.

The post holder will be expected to manage the flow of patients through the department and achieve the standards of 12-hour waits for specialist beds and help in achieving the ED 98% target by creating the capacity to move patients from the ED. Support will be available from all other specialties in the Trust to achieve these targets.

Responsibility may be subject to change, as required by the needs of the service.

19. WORK SCHEDULE

Proposed Work Programme

The proposed programme of work comprises of 10 programmed activities (PAs) each of which has a nominal timetable value of four hours.

Direct clinical care (DCC) (work relating directly to the prevention, diagnosis or treatment of illness) includes emergency work (including whilst on-call), outpatient activities, multi-disciplinary meetings about direct patient care. Activities (PA's) that take place between 7pm to 7am Monday to Friday, weekends or on public holidays will have a timetable value of three hours.

Supporting professional activities (that underpin direct clinical care), include participation in training, medical education, continuous professional development, formal teaching, audit, clinical management and local clinical governance activities. (For further information see Section 4.2)

The post holder will normally be required to be present on site for the duration of their PAs.

4.1 Indicative Timetable

The job plan section of the job description should specify the start and finish times of the PAs.

Indicative timetable - Acute Medical unit weeks



		Mon	Tue	Wed	Thur	Fri	Sat	Sun	SESSIONS
Week 1	08:00-14:00	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC	AMU 2 DCC	AMU 2 DCC	11.5 DCC
Week 2	08:00-14:00				AMU 1.5 DCC				
	14:00-18:00					AMU 1			
Week 3	08:00-14:00	AMU 1.5 DCC	AMU 1.5 DCC						3 DCC
	14:00-21:00				AEC 2 DCC	AEC 2 DCC			4 DCC
Week 4	08:00-14:00	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC			7.5 DCC
	14:00-21:00								
Week 5	08:00-14:00	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC			7.5 DCC
	14:00-21:00								
Week 6	08:00-14:00	AEC 1.5 DCC	AEC 1.5 DCC						3 DCC
	14:00-21:00			AEC 2 DCC	AEC 2 DCC	AEC 2 DCC			6 DCC
Week 7	08:00-14:00	AMU 1.5 DCC							
	14:00-21:00		AMU 2 DCC	AMU 2 DCC					
Week 8	08:00-14:00	AMU 1.5 DCC				AEC 1.5 DCC			3 DCC
	14:00-18:00		AMU 1 DCC	AMU 1 DCC					2 DCC
Week 9	08:00-14:00								
	14:00-18:00		AMU 1 DCC	AMU 1 DCC					2 DCC
Week 10	08:00-14:00	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC	AMU 1.5 DCC				6 DCC



CARE

A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.



RESPECT

A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.



RESPONSIBILITY

A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.

	14:00-18:00			AMU 1 DCC	AMU 1 DCC			2 DCC
Total Acute Medicine DCC (Patient facing)								75 DCC
SPA (1.5 SPA per Week)								15 SPA
Clinical Admin								10 DCC
TOTAL SESSIONS OVER 10WEEKS								100 SESSIONS
AVERAGE SESSIONS PER WEEK								10 SESSIONS

4.2 SPA Details

Activities contained within Supporting Professional Activities (SPAs) are activities that underpin Direct Clinical care (DCC). This includes participation in training, medical education, continuing professional development, formal teaching, audit, job planning, appraisal, research, clinical management and local clinical governance activities.

Following discussion in the Trust Joint Local Negotiating Committee, the Trust has clarified the total number SPA's will not exceed 2.5 PAs per week for a Consultant on a full time (10 PA) contract. 1.5 SPA's as a minimum will be allocated to cover revalidation activities including CPD. Adjusting the balance between your DCC's and SPA's will not in itself affect your total PA's which should be agreed as part of the job planning process.

SPA time for teaching / training, research, audit lead or clinical lead roles etc. should be carried out on Trust or NHS premises. These should be agreed and specified in the job plan with the allocation of time above the 1.5 SPA's for CPD / revalidation, but up to the maximum of 2.5 SPA's in total.

A maximum of 1 SPA in relation to CPD / revalidation per week can be worked flexibly offsite (with the approval of the Medical Service Head / Clinical Director), however, the expectation is that this offsite work should not be regularly timetabled.

20. GENERAL RESPONSIBILITIES

All staff are expected to adhere to policies and procedures in the Trust, which establish standards of good practice. Staff are expected to follow codes of conduct, which are relevant to their own profession.

5.1 Mentoring

The Trust operates a mentoring process for all newly appointed consultants to enable them to become a fully productive member of the Trust team as quickly as possible. All newly appointed consultants are required to participate in the process.

5.2 Performance Management



The Trust operates a structured performance management approach for all newly appointed consultants to ensure that there is an appropriate fit between the individual and the organisation. This includes:

- Performance reviews with the Medical Service Head at 3, 6 and 8 months after appointment
- Performance reviewed against capability, productivity and behavioural standards

All newly appointed consultants are required to participate in the process.

5.3 Trust Policies & Procedures

Location

The Trust provides services from different sites. You may be expected to work at any of the Trust locations. These include Russells Hall Hospital, Dudley Guest Hospital and Corbett Hospital as well as various community-based sites across the borough.

Code of Conduct

It is expected that all staff would be able to show that they live our trust values in their work and that they will deliver the essential behaviours in their role.

Staff are expected to adhere to Trust policies and procedures which establish standards of good practice as well as follow any codes of conduct which are relevant to their own profession.

Equality, Diversity, and Inclusion

All Trust staff have a responsibility to embrace the diverse cultures of both our staff and the communities that we serve, and as such, all staff should ensure that equality, diversity, and inclusion are embedded in their work philosophy and reflected in their behaviour. Equality, Diversity, and inclusion are pivotal to the values and vision of the Dudley Group so that they shape everything that you do every single day.

Safeguarding Children and Adults

All Trust staff have a responsibility to ensure the safeguarding of children, young people, and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults policies and procedures and inter-agency guidance as showed in the Trust's Safeguarding policies and procedures.

Improvement Practice

The trust has a long-term commitment to its continuous quality improvement programme; "Dudley Improvement Practice." As part of your role, you will be asked to take part in improvement activity relevant to your post.

No Smoking



The Trust is a completely Smoke Free Organisation and all premises will be considered No Smoking Zones.

Health and Safety

The Trust has a duty of care to employees and will ensure that, as far as is practical, adequate training, facilities and arrangements for risk avoidance are in place.

It is the individual employee's responsibility, however, to manage their own health and wellbeing.

All Trust employees must follow relevant Health and Safety legislation and the Trust's policies relating to Health & Safety and Risk Management



21. PERSON SPECIFICATION – CONSULTANT IN **ACUTE INTERNAL MEDICINE**

Essential Criteria	Desirable Criteria	How Identified
<p>Qualifications, Knowledge and Experience</p> <ul style="list-style-type: none"> Relevant professional qualifications Degree from a recognised University MRCP (UK) or recognised equivalent qualification Eligible for entry onto the GMC specialist register in Acute Internal Medicine and/or General Internal Medicine via CCT or CESR, or within 6 months of the interview Current ALS certificate <p>Relevant registration requirements</p> <ul style="list-style-type: none"> Full GMC registration with a licence to practice <p>Relevant knowledge and experience requirements</p> <ul style="list-style-type: none"> Clinical training and experience equivalent to that required for gaining UK CCST/CST in Acute Internal Medicine Ability to take full and independent responsibility for the care of patients and offer expert clinical opinion in the specialty Ability to organise and prioritise workload effectively Ability to advise on the smooth running of specialist services Ability to prioritise workloads both clinical and non-clinical when subjected to conflicting pressures Ability to apply research outcomes to clinical problems Awareness of current developments and initiatives. <p>Up-to-date knowledge of clinical issues related to specialty</p> <ul style="list-style-type: none"> Ability to apply research outcomes to clinical problems 	<p>SCE in Acute Internal Medicine</p> <p>Ability to manage and lead the specialist unit if required</p> <p>Experience of teaching special clinical skills</p> <p>Training/experience in Acute Medicine</p> <p>An appropriate higher degree (eg MD, PhD or equivalent)</p>	<p>CV/Application Form</p> <p>Original Certificates</p> <p>Registration details</p> <p>Interview</p> <p>References</p>



CARE

A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.



RESPECT

A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.



RESPONSIBILITY

A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.

Essential Criteria	Desirable Criteria	How Identified
<ul style="list-style-type: none"> Awareness of current developments and initiatives. 		



CARE

A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.



RESPECT

A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.



RESPONSIBILITY

A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.

Essential Criteria	Desirable Criteria	How Identified
Personal Qualities / Attitude / Skills <ul style="list-style-type: none"> • Demonstrates an understanding and commitment to the Trust's vision, values and strategic goals • Committed to the delivery of operational targets • Projects a positive image and able to challenge negativity • Demonstrates a corporate outlook, internally and externally • Able to prioritise and delegate • Committed to improving the patient health care experience and improving Trust performance • Acts as a role model • Able to engage, empower and inspire others to the benefit of the Trust • Demonstrates effective and inclusive communication skills, being able to listen and act appropriately • Responsive to feedback and able to take other people's opinions on board • Demonstrates ability to build effective multi-disciplinary team working within own speciality and others, within the organisation and across the wider healthcare community • Excellent interpersonal skills • Demonstrates respect for others and acts with integrity • Able to resolve complex problems effectively • Able to meet and/or exceed goals and targets whilst delivering high quality patient care • Teaching experience 	<ul style="list-style-type: none"> • Innovative • Change management experience • Able to deal with conflicting demands • Effective time management • Methodical, organised approach to work • Demonstrates a commitment to the development of all staff 	CV/Application Form Interview References



Essential Criteria	Desirable Criteria	How Identified
Personal Qualities / Attitude / Skills cont <ul style="list-style-type: none"> • Self awareness • Reliable • Has a confident and optimistic approach • Self motivated • Dedicated to service delivery and improved patient care • Positive and flexible approach to work • Professional attitude • Commitment to personal and professional development • Computer literate 	<ul style="list-style-type: none"> • Demonstrates attention to detail • Effective negotiating and influencing skills • Willingness to undertake additional professional responsibility at local, regional or national levels 	CV/Application Form Interview References CRB Clearance (if applicable)

Prepared by:

Date:



7. SUPPORTING INFORMATION

7.1 Why join The Dudley Group?

At the Dudley Group our patients and staff are at the heart of all that we do and that is to provide a world class service that aligns with our vision of “excellent health care, improved health for all”. We are seeking to recruit staff who share our vision and values of making Dudley Group an incredible workplace.



We are committed to becoming a diverse and an inclusive employer and where people feel sense of belonging. Seeking to expand diversity within our teams, we positively encourage applications from under-represented groups such as BAME, disabled and LGBTQ+ groups. We are also under-represented in-terms of gender within nursing roles and we would welcome applications from people from male and non-binary backgrounds.

We are committed to home life balance through flexible working and making reasonable adjustments where possible.



7.2 Dudley Group

The Dudley Group NHS Foundation Trust is the main provider of Hospital services to the populations of Dudley, significant parts of the Sandwell Borough and smaller, but growing, communities in South Staffordshire and Wyre Forest.

Currently we serve a population of around 400,000 people from three sites at Russells Hall, Guest Outpatient Centre in Dudley and Corbett Outpatient Centre in Stourbridge, providing the full range of secondary care services and some specialist services for the wider populations of the Black Country and West Midlands regions.

The Trust was authorised by Monitor, the independent regulator of NHS foundation trusts, to commence operation as an NHS Foundation Trust from 1st October 2008.

The Trust's hospitals form part of a Private Finance Initiative (PFI) with Summit Healthcare and its service providers: Interserve Facilities Management and Siemens Healthcare.

With effect from 1st April 2011 the adult community services section of the Dudley PCT Provider Services function has transferred under the management of the Foundation Trust. With the addition of Adult Community Services the Trust employs over 5,000 members of staff providing over a million patient contacts per year across all Trust sites.

The Trust has invested heavily in medical equipment over recent years and during 2010 commissioned a £7m new multi-tiered staff car park at Russells Hall Hospital.

Local state schools and universities (Birmingham, Aston and Wolverhampton) are excellent and have high success rates for students continuously.

Our Vision and Values

The Trust has a vision which we describe as “excellent health care, improved health for all” We are seeking to recruit staff who share our vision and values of making Dudley Group an incredible workplace.

- **Care:** You will listen, be respectful and treat others with compassion and kindness.
- **Respect:** You will behave with respect to everyone you meet and encourage an inclusive culture where we respect the contribution everyone makes.
- **Responsibility:** You will take responsibility for yourself and your team.

Dudley Group NHS Foundation Trust Management Structure

The Dudley Group NHS Foundation Trust operates with the emphasis on Clinicians being responsible for the management of individual clinical units, which make up the Operations Directorate. Within this structure management of each clinical unit is the responsibility of the Medical Service Head and the Modern Matron. Reporting immediately to a Clinical Director.

The Operations Directorate along with the Directorates of Finance and Information, Nursing and Human Resources make up the components of the Trust Main Board.



The members of the Executive team are:

Chief Executive	Diane Wake
Chief Operating Officer	Karen Kelly
Director of Finance	Tom Jackson
Director of Strategy and Performance	Katherine Sheerin
Chief Nurse	Mary Sexton
Medical Director	Julian Hobbs

The Trust has two Deputy Medical Directors: Philip Brammer
Paul Hudson

Teaching Hospital Status

As of 2002 Dudley Group NHS Foundation Trust achieved teaching hospital status as part of the Birmingham Medical School. Third, fourth and fifth year medical students are taught within the Trust. Since then Dudley has begun the introduction of an Undergraduate Teaching Academy status under the leadership of Mr Atiq Rehman (Head of Teaching Academy). A dedicated Undergraduate Educational Block supports learning of undergraduate medical students. Consultant staff, Registrars and other junior medical staff are expected to participate in the teaching of medical students.

Medical Education

A modern and fully equipped Postgraduate Medical Education Centre is situated at Russells Hall Hospital. There is a modern and fully equipped library, which is linked with the Barnes Library at the Medical School in Birmingham together with the national lending library networks. There are also excellent facilities for lectures and meetings.

Dudley and the Surrounding Area

Set in the heart of the West Midlands access to both to major cities and rural countryside is close. The area has good transportation links and a wide selection of local schools. To find out more about Dudley and the surrounding area please use the following link: www.dudley.gov.uk

