

Consultant Job Description (AWAITING ROYAL COLLEGE APPROVAL)

Grade: Consultant in Emergency Medicine

Department: Emergency Medicine

Reports to: Urgent Care Group Director

Job Summary:

These posts are part of the Trust's aim to deliver high quality emergency care. A full-time substantive post comprises 8 Direct Clinical care PAs (DCC) and 2 Supporting Professional Activities PAs (SPA). Additional PAs are offered for enhanced DCC provision and for some roles additional SPA.

Consultants currently work a 1 in 6 weekend rota although this will be reviewed upon subsequent consultant expansion. The department runs a completely annualised rota, which allows flexibility for the individual as well as maintaining Consultant shop floor cover. Weekend frequency is currently 1 in 6. With the subsequent Consultant expansion this will be reviewed and is likely to alter to provide increased 7 day working, particularly weekend cover and night shifts. Any potential changes will be discussed and planned with individuals and their circumstances. The job plan includes additional unpredictable on call DCC allowance and the non-patient facing DCC sessions are delivered as blocks over an eight-week period.

The job plan is reviewed within the first 6 months of taking up the post and would be undertaken by the Clinical Director. It is the responsibility of the post holder to have the job plan reviewed and this will continue on an annual basis.

The Responsible Officer for the post is currently the Medical Director.

The Person Specifications are detailed at the end of this document.

This is a full time post

In accordance with the Terms and Conditions of Service, the post holder will be appointed to a 10 session clinical contract with 8 sessions of direct clinical care and 2 sessions of supporting clinical activity. A 5% supplement of salary will also be payable for on-call commitments. Any Consultant who is unable, for personal reasons, to work full time will still be eligible to be considered for the post. If such a person is appointed, modification of this job plan will be discussed and agreed between the Consultant, Clinical Director and Urgent Care Group Director in conjunction with Consultant colleagues as appropriate.

The department fully supports regular clinical audit and clinical governance as a means of delivering high quality clinical care. The department is involved in a number of on-going audit projects and the appointee would be expected to participate in initiatives concerning clinical governance. The post holder will have responsibility for ensuring that critical incidents and "near misses" are appropriately reported into the Trust Controls Assurance systems. They will also be take part, when required and/or appropriate, in investigating incidents relating to the Emergency Department and assist in any changes in clinical practice leading to improved care.

Person Specification

Qualifications

- Full GMC registration with a licence to practice
- Entry on the GMC Specialty Register via:
 - Possession of, or within 6 months of obtaining a CCT in Emergency Medicine,
 - Certificate of Eligibility for Specialist Registration (CESR) or
 - European Community Rights
 - Or: An appropriate higher specialist qualification.
- ALS, ATLS or ETC, APLS provider status and instructor status in at least one life support course
- Revalidated (or in state of readiness for future revalidation)

Clinical Experience

- Entry on the GMC specialist register via CCT (proposed date must be within 6 months), CESR or European Community Rights
- Extensive experience of the full range of Emergency Medicine presentations

Clinical Skills

- Understanding of clinical risk management
- Critical care skills to enable stabilisation of all patients in ED resus

Knowledge

- Able to demonstrate appropriate level of clinical knowledge
- Knowledge and use of evidence based practice
- IT skills
- Effective, confident presentation ability
- Experience in and outside speciality
- An understanding of the Francis report as relevant to the post

Other

- Evidence of participation in audit
- Good oral and written communication skills
- Publications
- Prizes and honours
- Logical thinking, problem solving and decision making
- Team working and Leadership skills
- Clear understanding of clinical governance and GMC Good Medical Practice
- A commitment to training
- To be a Clinical Supervisor

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature:

