

Consultant Job Description

Job Title: Consultant Acute Physician

Grade: Consultant

Department: Acute Medical Unit

Reports to: Clinical Director of AMU

Job Summary:

Portsmouth Hospitals University NHS Trust is seeking enthusiastic, forward-thinking Consultant/Specialist Acute Physicians to join our well-established team of 13 substantive Consultant Acute Physicians and 2 Associate Specialists. This is a role designed for a permanent, fully CCT'd candidate, who preferably can work full time, but the department would be willing to review candidates who can offer less than full time on a case by case basis.

The appointee will be supported by our team of existing Consultants, Registrars, Junior Doctors, ACPs, ward Nursing staff and Pharmacists.

Portsmouth Hospitals University NHS Trust is a provider of acute health services under contract to a range of purchasers in the Hampshire basin and Western South Downs. The catchment is more than 650,000 people. The area served by the Trust is on the Solent and English Channel, including the City of Portsmouth and the Boroughs of Gosport, Fareham, and Havant; it extends from Warsash in the west to Emsworth on the Sussex border and its northern boundaries encompass Petersfield and Liss.

The Acute Medical Unit (AMU) at Queen Alexandra Hospital is currently an area comprised of 118 care spaces for provision of Same Day Emergency Care, Ambulatory Care and a Short Stay Unit. Recruitment to these posts will support the ongoing development of Acute Medicine in Portsmouth, including the expansion of SDEC, developing integrated short stay pathways, improving seven-day services.

We are a busy unit, accepting 60-100 admissions per day. QAH has an unselected general medical take with 80% of medical admissions being via the AMU. The remaining 20% is made up of admissions to the stroke unit, coronary care, respiratory high care and critical care. As such our patients have a wide range of presentations which provides both variety and challenge for a practising acute medical physician.

The provisional job plan is 10PA with 8PA as DCC and 2 for SPA, which will include CPD, supervision, audits/QiP etc. Less than full time candidates are welcome to apply.

Key Responsibilities:

Departmental responsibilities include:

- Provision of the Acute Internal Medicine service including management of the medical take, same day emergency care and inpatients on the Acute Medical Unit and the Short Stay Unit.
- Receiving referral calls from primary care to provide clinical advice and triage regarding potential medical admissions.

- Supervision of junior doctors and alternative medical workforce including providing advice on management and reviewing treatment plans.
- Clinical and educational supervision of doctors in training.
- Participation in education programmes for trainees, medical students, physiotherapists, nursing staff and other specialist staff.
- Participation in the clinical governance activities of the department.
- Being an active member of the team, encouraging multi-professional working.
- Contribution to the overall management of the service, undertaking projects and programmes of work as delegated by the Clinical Director.
- Maintenance of clinical skills and credibility through appropriate CPD and compliance with mandatory training, appraisal, and revalidation requirements.

Person Specification

Qualifications

Essential

- MB BS or equivalent
- MRCP or equivalent
- Full GMC registration with license to practice at time of interview
- Current ALS certificate
- Entry on the GMC Specialist Register for General (Internal) medicine or Acute Medicine with or without another specialty

Desirable

- PhD or higher degree or diploma
- Evidence of Higher Speciality Training leading to CCT in Acute Medicine or be within 6 months of confirmed completion of training from the date of interview.
- GMC registered clinical or educational supervisor (successful candidates will be expected to achieve this during their first year on employment)

Clinical Skills

- Demonstrable skills and experience for role
- Evidence of participation in appraisal and CPD
- Appropriately skilled in common bedside procedures

Knowledge

- Able to demonstrate appropriate level of clinical knowledge.
- Knowledge and use of evidence-based practice and legal framework
- IT skills
- Effective, confident presentation ability
- Experience in and outside speciality

Other

- Evidence of participation in audit and management experience
- Good oral and written communication skills
- Publications
- Prizes and honours
- Logical thinking, problem solving and decision making

On the Acute Medical Unit, we see a number of vulnerable patients including both the frail elderly and adolescents. We place a strong emphasis on the protection of the health and well-being of these patients. 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.

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 well being 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: Matt Rouse

Date: 25/09/24

Signature:

Name:	Consultant Acute Physician
Primary Speciality:	Acute Medicine
Secondary Speciality:	

Job Content – Illustrative Job Plan

Day	Time	Location	Categorisation	Work	Hours
Week 1					
Monday	08:00 – 20:00	QAH	DCC	Acute Medical Unit	12
Tuesday	08:00 – 20:00	QAH	DCC	Acute Medical Unit	12
Wednesday					
Thursday	08:00 – 16:00	QAH	SPA	SPA	8
Friday					
Week 2					
Monday	08:00 – 16:00	QAH	SPA	SPA	8
Tuesday					
Wednesday	08:00 – 20:00	QAH	DCC	Acute Medical Unit	12
Thursday					
Friday	08:00 – 20:00	QAH	DCC	Acute Medical Unit	12
Week 3					
Monday	08:00 – 14:00	QAH	DCC	Acute Medical Unit	6
Tuesday	08:00 – 14:00	QAH	DCC	Acute Medical Unit	6
Wednesday					
Thursday	11:00 – 15:00	QAH	DCC	Clinical Admin	4
Friday	08:00 – 16:00	QAH	SPA	SPA	8
Week 4					
Monday					
Tuesday	08:00 – 16:00	QAH	SPA	SPA	8
Wednesday	08:00 – 14:00	QAH	DCC	Acute Medical Unit	6
Thursday	08:00 – 14:00	QAH	DCC	Acute Medical Unit	6

Friday					
Saturday	08:00 – 18:00	QAH	DCC	Acute Medical Unit	10
Sunday	08:00 – 18:00	QAH	DCC	Acute Medical Unit	10
Week 5					
Monday					
Tuesday	11:00 – 15:00	QAH	DCC	Clinical Admin	4
Wednesday	08:00 – 16:00	QAH	SPA	SPA	8
Thursday	08:00 – 20:00	QAH	DCC	Acute Medical Unit	12
Friday	08:00 – 20:00	QAH	DCC	Acute Medical Unit	12
Additional agreed activity to be worked flexibly					
Predictable emergency on-call work					
Unpredictable emergency on-call work					
Total Hours					40
Total PAs					10

SUMMARY OF PROGRAMMED ACTIVITY	Number
Supporting Professional Activities	2
Direct Clinical Care (including unpredictable on-call)	8
Other NHS Responsibilities	
External Duties	
TOTAL PROGRAMMED ACTIVITIES	10

1. ON-CALL AVAILABILITY SUPPLEMENT

Agreed on-call rota (e.g. 1 in 5):	1 in 26
On-call supplement (%):	3%

2. OBJECTIVES – TRUST, SPECIALTY AND PERSONAL

Objectives (and for Specialty and Personal, how these will be met)
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Trust

1. Ensure that, based on the needs of the patients and their families, care is delivered to the highest standard, maintaining the patient's dignity at all times. Wherever possible, the aim is to promote independence and restore healthy living.
2. Assist in establishing and maintaining a high quality environment for patients and staff, which delivers excellent care to patients and supports the achievement of all local and national access targets.
3. Through personal leadership and influence, contribute to maintaining the highest standards of clinical and environmental hygiene, to assure infection control standards and eliminate hospital acquired infections.
4. Assist in promoting and developing the culture of a learning organisation, that is fully committed to providing excellence in both health and customer care, and to providing continuous improvement.
5. Participate in Continuous Professional Development, thus enabling the Trust to enhance its reputation for high quality education, learning and development, and research.
6. Use all resources wisely, and promote a culture of value for money and return on investment.

Specialty

The successful candidate may wish to use up to a total of 2 DCC to carry out clinical duties in a second medical specialty in which they are appropriately skilled and qualified. This would be subject to approval by both the Clinical Director of AIM and the Clinical Director of the second specialty.

A minimum of 4 hours of DCC time per week will be allocated to clinical admin, which will be subject to review at a job planning meeting.

If additional hours are accrued then the department will consider reimbursing the candidate through offering Time Off in Lieu (TOIL).

Personal

There will be provisions made for a lunch break during the AMU long days.

3. SUPPORTING RESOURCES

Facilities and Resources required for the delivery of duties and objectives	Description
1. Staffing support	
2. Accommodation	
3. Equipment	
4. Any other required resources	

4. ADDITIONAL NHS RESPONSIBILITIES AND/OR EXTERNAL DUTIES

Specify how any responsibilities or duties not scheduled within the normal timetable will be dealt with:

In addition to regular duties and commitments, the successful candidate may wish to take on certain ad-hoc responsibilities. These would normally but not exclusively fall into the 'additional NHS responsibilities' or 'external duties' categories of work, for example member of an Advisory Appointments Committee or work for a Royal College. Such work should be discussed within the department and would be subject to approval by the Clinical Director and the Medical Director.

5. OTHER COMMENTS AND/OR AGREEMENTS

Detail any other specific agreements reached about how the job plan will operate (for example, with regard to Category 2 fees, domiciliary consultations and location flexibility):

Timetable is based on annualised sessions over 42 week year. Whilst fixed days are possible, clinical days will vary week to week.

6. AGREEMENT

Doctor:	
Name	
Signature	
Date of Agreement	
Clinical Director:	
Name	
Signature	
Date of Agreement	

Additional Departmental Information

Grade: Consultant Acute Physician

Department: Acute Internal Medicine

Reports to: Clinical Director

Additional Information:

Portsmouth Hospitals University NHS Trust is a provider of Acute Health Services under contract to a range of Purchasers in the area of the Hampshire basin and Western South Downs. The catchment is in excess of 650,000 people. The area served by the Trust is on the Solent and English Channel and includes the City of Portsmouth and the Boroughs of Gosport, Fareham and Havant extending from Warsash in the west to Emsworth on the Sussex border and its northern boundaries encompass Petersfield and Liss. With the exception of the rural north, it is an essentially urban area having grown up around the Royal Naval establishments in Portsmouth and Gosport. It now provides a wide range of modern high-tech industry and the facilities associated with a commercial port and cross Channel ferry terminal.

Portsmouth is a thriving naval city, steeped in history, on the South Coast. It is ninety minutes from central London and has good transport links, including regular ferries to France and Spain. The major airports are easily accessible. It has some of the best water sports facilities in Europe and sandy beaches are within easy reach. Developments within the city itself and on the Gosport side of the harbour suggest a vibrant future for the area. Inland from the hospital is the beautiful and relatively unspoilt countryside of rural Hampshire. Close by is the New Forest and the recently designated National Park of the South Downs. The area combines the advantages of city life with pleasant villages and seaside towns. There are a number of first-rate schools both in the state and private sector and it is an excellent place to raise a family.

Portsmouth Hospitals University NHS Trust has a vision to be recognised as a world-class hospital, leading the field through innovative healthcare solutions, focusing on the best outcomes for our patients, delivered in a safe, caring and inspiring environment.

At present Portsmouth Hospitals University NHS Trust provides the following services, Emergency Medicine, Trauma and Orthopaedic Surgery, Oncology, Radiology, Orthodontic and Oral Surgery, General and Specialist Medicine, General Surgery, Breast Screening and Surgery, Plastic Surgery, Renal Services, Acute Medical Admissions, Ophthalmology, Maxillofacial, ENT, Critical Care, Coronary Care, Elderly Medicine, Rheumatology, Elderly Medicine, Rehabilitation, Dermatology and Neurology.

The Department

The Acute Medical Unit (AMU) at Queen Alexandra Hospital consists of a 58 bedded inpatient area split into 10 bays and 8 cubicle, alongside a short stay unit with 32 care spaces and a co-located Same Day Emergency Care (SDEC) area all of which are closely located to admission routes such as the emergency department.

It is a busy unit, accepting around 60-80 admissions per day. QAH has an unselected general medical take with 80% of medical admissions being via AMU. The remaining 20% is made up of admissions to the stroke unit, coronary care, respiratory high care and critical care. As such our patients have a wide range of presentations which provides both variety and challenge for a practising general physician.

We have a well-established SDEC Area in which we have the capacity to see 42 patients in a day. These patients have a wide range of medical presentations including undifferentiated chest pain, suspected pulmonary embolism and DVT, transient loss of consciousness, headaches including suspected subarachnoid haemorrhage.

Since 2013 AIM consultants have taken referral calls from primary care. Whilst busy (40-50 calls per day) this service has allowed us to effectively triage and redirect referrals with around 15% of calls being resolved with advice and remainder split roughly equally between SDEC, ED and admission.

As Acute Physicians we work alongside colleagues from Medicine for Older People, who focus on patients with frailty needs, and physicians from a range of medical specialties who join us in working in a generalist capacity on AMU. With a wide range of specialties on site we also have excellent access to specialty support and opinions and enjoy an excellent working relationship with our Emergency Department colleagues with whom we work closely.

One of our Consultants acts as our research lead and has links to Wessex CLAHRC and in recent years we have begun recruiting patients to clinical trials. Increasing our involvement in clinical research is a key objective for the department. Our department is also leading the way with on-site Point of Care Ultrasound and FAMUS training.

In addition to patient care, training is an important part of life on AMU. We are lucky to have a large number of trainees from a range of training programmes for whom we provide clinical and educational supervision and have an active teaching programme. We are also developing our alternative medical workforce, training Advanced Clinical Practitioners and Acute Medical Technicians.

We have links to the University of Southampton and have final year medical students working with us throughout the academic year.

Senior Management Team

- Dr Najaf Haider (Clinical Director for AMU)
- Mr Matthew Rouse (Business Manager)
- Mrs Rachel Shergold & Miss Dawn Searle (Matron's)

Consultants

- Dr Shez Akram
- Dr David Murday
- Dr Howard Buchan
- Dr Victoria Henderson
- Dr Michela Iadarola (Trainee Assessment Lead)
- Dr Paul Schmidt (Research Lead)
- Dr Jennet Uniacke
- Dr Divyashree Bangaru-Raju
- Dr Alice Kane
- Dr Michael Purkiss
- Dr Amir Rani (Clinical Governance Lead)
- Dr Rab Katwal (Specialist) (Teaching Lead)
- Dr Pete Concannon (Specialist)

Other Medical Staff

- 14 ST3+ Equivalents
- 36 Senior House Officers (mixture of ACCS, GPVTS, CMT, FY2 and Trust doctors)
- 10 FY1s
- 7 Trained and Trainee ACPs
- 6 Acute Medical Technicians

Secretarial Support

The postholder will share a secretary and, in addition, will be supported by medical audio-typists and clerical officers.

Medical Staffing - Consultants

The consultant's job plan is subject to change, by negotiation with the Consultant and Trust management.

Continued Professional Development

In addition to the Trust's medical library the department holds an extensive library of journals and relevant educational materials to support CPD. There are opportunities to undertake relevant external duties to support and enhance CPD. These are agreed with the Clinical Director and Medical Director.

Revalidation

The job plan includes 2 PAs of SPA with one allocated for the postholder to complete activities required for revalidation, continuing professional development and audit. APA's can be agreed in conjunction with the clinical director.

Mentoring

There is a formal mentoring process for new consultant colleagues to support adjustment to their new role within Portsmouth Hospitals University NHS Trust. Following appointment there will be a meeting between the Clinical Director/ Clinical Lead and the new Consultant to agree mentoring arrangements.

Conditions of Service

The post is covered by the Terms and Conditions of Service Consultant Contract (2003)

The Trust expects all Medical and Dental staff to work within the guidelines of the GMC 'Guide to Good Medical Practice' which can be viewed on the GMC website www.gmc-uk.org.

Where the post holder manages employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures.

Accommodation

Shared office accommodation will be made available within the department.

Management

The post holder will be expected to work with local managers and professional colleagues in the efficient running of services including the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, the post holder is expected to observe agreed policies and procedures drawn up on consultation with the profession on clinical matters and follow the standing orders and financial instructions of the Portsmouth NHS Trust. In particular, Managers of employees of the Portsmouth Hospitals University NHS Trust are expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to contact him/her when necessary.

All medical and dental staff are expected to comply with the Portsmouth Hospitals University NHS Trust Health and Safety Policies.

All medical and dental staff are expected to proactively, meaningfully and consistently demonstrate the Trust Values in their every day practice, decision making and interactions with patients and colleagues.

Study leave

30 days within a three-year period, subject to national and local policies will be allowed.

Status of Post

This is a full time post

Residence

Residence within either 10 miles or 30 minutes by road from Queen Alexandra Hospital is usually required unless alternative arrangements agreed with the Trust management. His/her private residence must be maintained in contact with the public telephone service.

Safe Guarding

Act in such a way that at all times the health and well-being 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.

Infection Control

In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:

- Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
- Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
- Challenge poor practice that could lead to the transmission of infection.

Hand Hygiene Policy

The Trust has adopted "Naked Below the Elbow" strategy which means that when involved in patient care and direct physical contact with patients, you must wash or decontaminate your hands as per the Hand Hygiene Policy.

Compliance with the Hand Hygiene Policy is mandatory; you must wear short sleeved shirts/blouses/uniform, remove any out jackets and roll up your sleeves. No jewellery should be worn below the elbow (except a plain wedding band) and wrist watches must be removed.

Compliance with this policy will be monitored and any non-compliance may be subject to disciplinary action."

Rehabilitation of Offenders

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act, 1974 (exceptions) order 1975. Applicants are therefore not entitled to withhold information about convictions. This could result in dismissal or disciplinary action from the Trust.

Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied.

Medical clearance

Appointment to this post is subject to satisfactory medical clearance. If appointed, you will be required to complete a simple medical questionnaire.

Post Vacant

The post is currently available and the appointee will be required to take up the post no later than four months from the date of the offer of an appointment, unless a special agreement has been made between the appointee and Portsmouth Hospitals University NHS Trust

If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

Visiting Arrangements

Intending applicants may obtain further information and/or arrange a visit, should contact Dr Najaf Haider at Queen Alexandra Hospital, telephone number 02392 286000 Ext 6040.

Please note that Portsmouth Hospitals University NHS Trust will reimburse expenses for one pre interview visit in respect of short listed candidates.

Due to the high volume of recruitment and our desire to treat all applicants fairly it is not possible to meet with the Chief Executive, Mrs Penny Emerit, prior to the Appointments Advisory Committee.

However, arrangements to meet with Dr John Knighton, Chief Medical Officer, can be made by contacting Emily Wainwright on 02392 286342. Both Mrs Penny Emerit and Dr Knighton are extremely committed and supportive of this appointment and to appointing the right candidate and, as part of the induction programme the successful applicant will have an opportunity to meet them.