

Additional Departmental Information (AWAITING ROYAL COLLEGE APPROVAL)

Grade: Consultant

Department: Emergency Medicine

Reports to: Urgent Care Group Director

Additional Information:

Emergency Medicine is at the heart of the hospital's emergency care pathway and provides high quality care for patients from the moment they arrive at the hospital. The department is led by a highly motivated group of Consultants who are committed to providing high level care with a drive to develop the service further. The current team is a very cohesive, enthusiastic and supportive and works well together. These jobs are additional posts to the current Consultant body which is currently 21.83 wte. This expansion is designed to deliver enhanced out of hours and weekend cover. This reflects the Trust's commitment to the service in order for the Emergency Department to deliver high quality and timely care in the face of the pressures resulting from increased emergency admissions and the greater acuity of cases presenting. The department provides mentoring to newly qualified consultants in order for applicants to develop extended consultant skills. The Trust has recently been supported by NHSI and has had a number of visits that praised the redirection pathways from triage, the Nurse led Emergency Care Centre (ECC) as well as all the staffs' efforts to improve patient safety. Work is underway on building the new department in a project named Building Better Emergency Care (BBEC). The state-of-the-art new build, designed with a large 8 bedded Resuscitation Room, Urgent Care area, expanded Paediatric Emergency Department, integrated Radiology Hub including plain film and 2 CT scanners and provision for mental health patients is set to open in October 2024.

It is a Consultant led service with Consultants providing leadership and patient care on the shop floor from 08:00 to 06:30 Monday to Thursday and until 08:00 – 00:00 Friday to Sunday. With further appointment of more Consultants and Registrar/middle grades the expectation is that cover will be required 08:00-midnight 7 days a week. The ethos of the department is to provide high level care whilst supporting the education and training of junior staff both clinical and nursing both on and off the shop floor.

Education is a huge part of our focus. The department has positive feedback from all grades of trainees and in recent years there has been the delivery of high-quality training programmes. We supervise over 40 junior doctors from F2 to ST3 and 13 Registrars including Paediatric Emergency Medicine. The department now provides GRID training for Paediatric HSTs as well as PEM training. We have time in job plans for a number of Consultants to be Clinical Educators and further Consultant expansion will be to support RCEM curriculum requirements and facilitate senior shop floor presence and time for learning, and completion of shop floor assessments including ELSEs.

Portsmouth strongly supports the education of nursing staff. The department recognises the strengths of other Health Providers delivering clinical care in the Emergency Department setting and there is strong support for ENP training, ANP training and ACP training. There are ACPs in Paediatrics and Majors and there is ongoing training and expansion in these roles. Our Consultant Nurses have key roles in the regional Allied Health Professionals Development – Nurse Consultant, we currently have 15 Advanced Care Practitioners either trainee or fully qualified.

The department is a Level 2 Trauma Unit and Portsmouth benefits from the extended trauma knowledge and skills provided by the military staff employed both within the department and throughout the Trust. Several Consultants have extensive trauma experience gained in Iraq and Afghanistan and this has allowed Portsmouth to deliver the highest levels of trauma care in a Non-Major Trauma Centre setting. Dr Bryan Macleod is Regional Trauma Network Lead for South Central.

The department has excellent links with inpatient teams: the department works closely with Intensive Care, AMU and Paediatrics and recent departmental appointments include consultants with dual accreditation in Paediatrics and Intensive Care Medicine and the appointment of a Paediatric Consultant. Within these links, there is the opportunity for candidates to be considered for roles with specific interests in Paediatrics, Intensive Care, trauma, research, education or pre-hospital care.

The ED and AMU form an integrated Urgent Care Group aimed at delivering a unified approach to the assessment and admission of medical patients. The Trust as part of an improvement programme has seen the implementation of a new medical model with an emphasis on developing a Short Stay Medical Model alongside AMU and a general medical take across the Trust. There is currently a lot of focus on improving the SDEC area of AMU to provide a pathway for an increasing number of patients to be managed without admission.

The department works collaboratively with inpatient teams including cardiology to deliver a rapid door to balloon time and the Stroke service to deliver 24/7 stroke thrombolysis. Embedded within the Emergency Department are services that allow the delivery of a service that meets the needs of the patient caseload: a Mental Health Liaison Team which sees patients 7 days a week; a Frailty Intervention Team comprising of community Matrons and Physiotherapists with support from MOPRS Consultants, who promote the safe and expedited discharge of older patients and they work in conjunction with the Community Discharge lounge to allow for early discharge of non-acute older patients; the Falls service works with members of the Emergency Department to triage and assess.

The department sees approximately 115 000 new patients per year of which 28 000 are Paediatric. The BBEC project seeks to deliver a single point of access for Paediatric patients in the future.

There are 3 UTCs within the region; St Mary's in Portsmouth, Petersfield UTC and Gosport UTC, all run by different providers. The three UTCs work together under the joint operations team for which PHU is the lead provider. Gosport UTC is staffed by PHU ENPs who work between the EEC and the UTC. Gosport UTC sees approximately 36,00 patients per year. The Emergency Department is responsible for providing medical advice to all three UTCs when necessary. The provision of these other services within the locality means that the Emergency Department does see a higher than average acuity of patients within the ED.

The Emergency Department is contracted by the Maritime and Coastguard Agency to provide medical advice to shipping around the world. This means that at any time you could be expected to be giving emergency advice to seamen and sailors anywhere in the world with anything from minor illnesses or injuries to life-threatening emergencies. This service is likely to expand with the development of a contract to provide medical advice to the maritime industry via an additional provider.

Adult ED The current department comprises of a 4-bedded Resuscitation Room with 3 adult and one Paediatric bay, two Majors areas comprising a total of 40 Majors, 12 Ambulatory and 5 Resus spaces.

The department has introduced the Oceano electronic record system that now provides a paperless patient management system and tracking tool. There is a helipad which is served by both air ambulance services and the coastguard helicopter.

Paediatric ED Portsmouth has a highly developed service within a modern facility. The Paediatric area has 5 Minor bays, 5 Majors bays and an HDU room. There is a separate PED x-ray facility. The department has 4 Consultants with dual accreditation in Paediatrics, a Paediatric Consultant Nurse and 5 Paediatricians who between them provide senior cover to the PED. The PED provides ST7 Paediatric EM training and GRID training for Paediatric trainees.

Other Staffing

The department has responded to staffing pressures by developing a robust Nurse Practitioner Service. Nurse Practitioners now work in all areas of the department and there is ongoing training of ACPs and ENPs in Majors, Minors and Paediatrics. These services are led by three Nurse Consultants in Minors, Paediatrics and Majors.

The department has recently expanded the number of Trust grade doctors with a view to deliver CESR training to interested individuals.

Future Development

The Emergency Department (ED) programme received £58 million of national funding in October last year and the facility is planned to open in Winter 2024. The new ED will provide a range of new and improved facilities including double the current resus capacity from four adult bays to eight for patients needing treatment for critical conditions; two further paediatric resus bays for children; a new CT scanner for patients requiring a specialist scan, and faster access to our Radiology team for scans and tests.

The design will see adults and children treated in single rooms, not only improving privacy and dignity but also enabling any patient with symptoms of Covid-19 or other respiratory conditions to be isolated quickly.

The new department will also be energy-efficient, include easy-to-understand signage and wayfinding for visitors, and provide our staff team with dedicated rest areas to support their wellbeing.

A fly-through video can be found here:

[Portsmouth Hospitals University NHS Trust - Queen Alexandra new Emergency Department fly-through - YouTube](#)

Facts about the new ED:

- Eight adult resus bays for patients needing treatment for critical conditions
- Two additional resus bays for children
- Faster and direct access to our radiology teams for scans and tests
- A streamlined design to improve visibility of patients

- Adults and children treated in single rooms, not only improving privacy and dignity but also helping to prevent any spread of infectious conditions
- Two waiting areas for children and young people
- Designated ED drop off zone as well as disabled car parking close to the entrance
- Better access for ambulances with a covered handover area
- An accredited Changing Places accessible facility
- Energy efficient design and engineering
- Easy-to-understand signage and wayfinding for visitors
- Dedicated rest areas for staff

Consultant Expansion

These posts will enlarge the current Consultant numbers and these appointments will be to deliver cover over the seven day period more robustly. It is anticipated that eventual Consultant and senior appointments will provide an 8-midnight Consultant presence over 7 days with an expansion of staffing at weekends to be more representative of weekday cover.

Current Staffing of the Emergency Department

Consultants

➤ Miss Sophie Gough	Urgent Care Group Director
➤ Dr Peter Russell	Clinical Director
➤ Dr Matt Chandy	Associate Clinical Director for Governance
➤ Dr Ben Atkinson	Trust Simulation lead
➤ Dr Bryan Macleod	Clinical Director for Wessex Trauma network
➤ Dr Eliot Wilkinson	QI Lead
➤ Dr Chris Vorwerk	HST Training Programme Director (TPD)
➤ Dr Rachel Atkins	PEM dual accredited
➤ Dr Rebecca Mallinson	Frailty lead
➤ Dr Rebecca Powell	Mental health lead
➤ Dr Ben Short	QI
➤ Dr Serena Stockham	Induction
➤ Dr Amanda Wellesley	Consultant appraiser
➤ Dr Jo Rowlinson	PEM dual accredited
➤ Dr Claire Germain	College Tutor and PEM dual accredited
➤ Dr Sarah Herbert	ST3 TPD PEM dual accredited
➤ Dr Crystal Collings	PEM dual accredited
➤ Dr Joe Schrieber	Trust Trauma lead
➤ Col Katherine Hartington	Lead appraiser
➤ Dr Chris Busuttil	Consultant appraiser
➤ Dr Ari Pillai	Sports Medicine /Level 1 USS trainer
➤ Dr Jon Coates	Dual ICM/EM
➤ Dr Dave Slessor	Dual ICM/EM

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| ➤ Dr Serena Cottrell | Paediatric EM |
| ➤ Dr Marit Ohrndorf | Paediatric EM |
| ➤ Dr David Patel | Paediatric EM |
| ➤ Dr Ashley Towers | Paediatric EM |
| ➤ Dr Simon Birch | Paediatrician |
| ➤ Dr Seb Austin | Paediatrician |

Consultant Nurse

- Alan Charters (Paediatrics)
- Chris Walker (Majors)
- Dr Anne Welling (ECC)

Trust Doctors

- Dr N Karkee
- Dr R Fernando
- Dr M Livingston
- Dr A Ahmed
- Dr K Akuffo
- Dr A Ali
- Dr A Babar
- Dr P Bhargava
- Dr A Blackwell
- Dr A Dawelbeit
- Dr C Dorji
- Dr R Fernando
- Maj T Barnes
- Dr K Mellstrom

ST4 – ST6

- 13 Adult/Paeds wte

Junior Doctors

- 42 Juniors (including FY2/Clinical Fellows)
- 4.74 paed based

ENPs

- 38.23 wte

ACPs

- 21 wte

Management Structure

Care Group Director	Sophie Gough
Clinical Director (Operational)	Pete Russell
Associate CD (Governance)	Matt Chandy
General Manager	Clare Handley
Senior Lead Nurse	Krissie Arnott
ED Matrons	Victoria Donnelly, Marisa Oliveira, Kerry Gilbert

Enquiries in the first instance should be directed to Pete Russell via email to Peter.Russell@porthosp.nhs.uk

Teaching, Research and Audit

The department has an active and well received educational programme.

We received grade A rankings in the Confirm and Challenge ratings in 2013 for F2, ACCS, PEM and CT training. GMC and PMETB reports have been favourable. Portsmouth sits within Wessex region which provides high quality training to MCEM and FCEM with high pass rates when compared to the national average. Portsmouth participates actively in this programme with excellent feedback. Most consultants examine for MCEM or FCEM and are encouraged to do so.

There is twice weekly junior doctor education and weekly ST4-6 training. In addition, from 2019, there will be a designated Consultant 5 days a week to provide shop floor education and completion of SLEs. The department participates on a regular basis in the regional training programme with excellent feedback. The Trust runs ALS, APLS and ATLS courses. The department runs PILS and TILS courses.

The department participates in the Wessex Emergency Care Collaborative and has been instrumental in helping develop Advanced Nurse Practitioner and Emergency Nurse Practitioner training courses. The department's Consultants have all mentored nurse prescribers during training along with supporting staff through various training programmes.

The Trust has a simulation centre and Dr Ben Atkinson is the regional simulation lead and works within the College on simulation issues.

Dr Schrieber has a team that provides Level 1 ultrasound training and ultrasound mentoring and development is available.

There is a robust audit programme, and the department participates in College audits and TARN. There are regular Trauma meetings, M&M meetings, and Clinical Governance meetings. Findings from the meetings and complaints are widely distributed amongst the staff.

Research

Departmental research is headed by Dr Vorwerk and since her appointment the department has developed or participated in many trials and research projects. The department has been involved in the AHEAD, Azalea and CRASH 3 studies. The department has appointed a dedicated research nurse. Research is now a major direction of further development for the department and applicants with a research interest would be encouraged to pursue this as part of their job plan.

Visiting Arrangements

Those who wish to visit the hospital should contact Dr Pete Russell via on 02392 286000 Ext 4383.

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

Arrangements to meet with Dr Mark Roland, Acting Medical Director, can be made by contacting Emily Wainwright on 023 9228 6801. Dr Roland and Mrs Penny Emerit, Chief Executive Officer are extremely committed and supportive of this appointment and to appointing the right candidates and, as part of the induction programme the successful applicant will have an opportunity to meet with them.