



Western Health  
and Social Care Trust

# Consultant in Acute Medicine

Job Description



Working together



Excellence







Openness & Honesty



Compassion

The below diagram details the values and associated behaviours that we expect staff working within Health and Social Care (HSC) to display at all times;

HSC Value	What does this mean?	What does this look like in practice? - Behaviours
<p><b>Working Together</b></p> 	<p>We work together for the best outcome for people we care for and support. We work across Health and Social Care and with other external organisations and agencies, recognising that leadership is the responsibility of all.</p>	<ul style="list-style-type: none"> <li>• I work with others and value everyone's contribution</li> <li>• I treat people with respect and dignity</li> <li>• I work as part of a team looking for opportunities to support and help people in both my own and other teams</li> <li>• I actively engage people on issues that affect them</li> <li>• I look for feedback and examples of good practice, aiming to improve where possible</li> </ul>
<p><b>Compassion</b></p> 	<p>We are sensitive, caring, respectful and understanding towards those we care for and support and our colleagues. We listen carefully to others to better understand and take action to help them and ourselves.</p>	<ul style="list-style-type: none"> <li>• I am sensitive to the different needs and feelings of others and treat people with kindness</li> <li>• I learn from others by listening carefully to them</li> <li>• I look after my own health and well-being so that I can care for and support others</li> </ul>
<p><b>Excellence</b></p> 	<p>We commit to being the best we can be in our work, aiming to improve and develop services to achieve positive changes. We deliver safe, high-quality, compassionate care and support.</p>	<ul style="list-style-type: none"> <li>• I put the people I care for and support at the centre of all I do to make a difference</li> <li>• I take responsibility for my decisions and actions</li> <li>• I commit to best practice and sharing learning, while continually learning and developing</li> <li>• I try to improve by asking 'could we do this better?'</li> </ul>
<p><b>Openness &amp; Honesty</b></p> 	<p>We are open and honest with each other and act with integrity and candour.</p>	<ul style="list-style-type: none"> <li>• I am open and honest in order to develop trusting relationships</li> <li>• I ask someone for help when needed</li> <li>• I speak up if I have concerns</li> <li>• I challenge inappropriate or unacceptable behaviour and practice</li> </ul>



PERSONNEL SPECIFICATION

**Job Title: Consultant in Acute Medicine – 2 posts**

**Department/Directorate: Acute medicine**

**Location: South West Acute Hospital**

**Date: November 2023**

**Notes to applicants:**

1. You must clearly demonstrate on your application form under each question, how you meet the required criteria as failure to do so may result in you not being shortlisted. You should clearly demonstrate this for both the essential and desirable criteria.
2. Shortlisting will be carried out on the basis of the essential criteria set out in Section 1 below, using the information provided by you on your application form. Please note the Trust reserves the right to use any desirable criteria outlined in Section 3 at shortlisting. You must clearly demonstrate on your application form how you meet the desirable criteria.
3. Proof of qualifications and/or professional registration will be required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.

**ESSENTIAL CRITERIA**

**SECTION 1:** The following are **ESSENTIAL** criteria which will be measured at shortlisting stage and may be further explored at the interview / selection stage. You should therefore make it clear on your application form how meet the following criteria. Failure to do so may result in you not being shortlisted.

<b>Factor</b>	<b>Criteria</b>	<b>Method of Assessment</b>
<b>Qualifications/ Registration</b>	Hold or be eligible for Full GMC registration and Licence to Practise  Be on or be eligible to be on the GMC Specialist Register for Acute Medicine or General Internal Medicine via: <ul style="list-style-type: none"> <li>• CCT (proposed CCT date must be within 6 months of interview date), or</li> <li>• CESR, or</li> <li>• European Community Rights</li> </ul> Hold MRCP(UK) or equivalent	Shortlisting from Application Form
<b>Other</b>	Hold a current full driving licence, which is valid for use in the UK, and have access to a car on appointment. <i>This criteria will be waived in the case of applicants whose disability prohibits driving but who have access to a form of transport approved by</i>	Shortlisting by Application Form

	<i>the Trust which will permit them to carry out the duties of the post</i>	
<b>SECTION 2:</b> The following are <b>ESSENTIAL</b> criteria which will be measured during the interview/ selection stage:		
<b>KNOWLEDGE AND SKILLS</b>	<p>Appropriate knowledge base and ability to apply sound clinical judgement to the management of the full spectrum of patients with acute illness</p> <p>Understanding of the issues facing Acute Medicine</p> <p>Understanding of clinical governance</p> <p>Understanding of service development</p> <p>Knowledge of teaching</p> <p>Understanding of revalidation / appraisal</p> <p>Good communication / interpersonal skills</p>	Interview
<b>SPECIAL APTITUDES</b>	Good teamwork / leadership skills	Interview
<b>DESIRABLE CRITERIA</b>		
<b>SECTION 3:</b> the following will <b>ONLY</b> be used where it is necessary to introduce additional job related criteria, and is dependent upon the number of applications received. You should therefore make it clear on your application form how you meet these criteria. Failure to do so may result in you not being shortlisted.		
<b>Factor</b>	<b>Criteria</b>	<b>Method of Assessment</b>
<b>Qualifications</b>	<p>Higher Qualifications, for example MSc, MD, PhD</p> <p>Publications/ Presentations</p> <p>Research</p> <p>Experience of Same Day Emergency Care (Ambulatory Emergency Care)</p>	Shortlisting by Application Form
<b>Professional or Clinical</b>	Applicants hold current ALS certification	Interview

**THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER**

## Job Description

**Title:** Consultant in Acute Medicine (2 posts)

**SPECIALTY:** Acute Medicine with opportunity to pursue a special interest

**BASE:** South West Acute Hospital, Enniskillen

**RESPONSIBLE TO:** Clinical Lead

## JOB SUMMARY

The Consultant is at the heart of the medical workforce in the Acute Medical Unit at the South West Acute Hospital.

Our goal is to provide safe, effective, high quality, patient-centred care in a timely, cost-effective and sustainable manner.

We are excited to have secured support to grow our Consultant workforce incrementally to provide extended 'shop floor' cover across the week. These 2 new Consultant posts represent the first phase of this initiative.

The on call frequency will be 1 in 16 with prospective cover.

Special interests which can be supported include same day emergency care, gastroenterology, cardiology, endocrinology and diabetes mellitus, respiratory medicine, geriatrics and stroke medicine, intensive care medicine and medical education / simulation.

We aim to provide you with an excellent work life balance in a welcoming rural community where you may treat your neighbours, friends and colleagues.

We actually enjoy going to work and we enjoy ourselves while we're there.

We encourage you to join us in our journey to be the best rural Acute Medical Unit in the UK and beyond.



## **THE WESTERN HEALTH AND SOCIAL CARE TRUST**

The Western Health and Social Care Trust provides health and social care services across a geographical area extending to approximately 5,000 square kilometres in the west of Northern Ireland.

The Trust aims *'to provide high quality patient and client-focused health and social care services through well trained staff with high morale'*.

Further information can be found at <http://www.westeritrust.hscni.net/>

## **COUNTY FERMANAGH**

The South West Acute Hospital is located in Enniskillen, the County town of County Fermanagh. County Fermanagh, in the South West of Northern Ireland, is an area of outstanding natural beauty that is often described as *'Northern Ireland's Lake District'*. Enniskillen itself is set on an island between Upper Lough Erne and Lower Lough Erne and is less than 1 hours drive from the Donegal coast and less than 2 hours drive from both Belfast and Dublin.

Further information can be found at <http://www.fermanaghlakelands.com/>



## **THE SOUTH WEST ACUTE HOSPITAL**

The South West Acute Hospital, which opened in June 2012, is a new district general hospital with up to 312 inpatient and day case beds. It provides services to a widely dispersed population of approximately 132,000 people in a predominantly rural area that forms the southern sector of the Western Health and Social Care Trust.



The South West Acute Hospital is networked within the Western Health and Social

Care Trust with Altnagelvin Area Hospital, located approximately 60 miles away in Londonderry, and also with regional centres located approximately 85 miles away in Belfast.

The South West Acute Hospital provides emergency medicine, acute medicine, general internal medicine, gastroenterology, cardiology, endocrinology and diabetology, respiratory medicine, geriatric medicine, stroke medicine, obstetrics and gynaecology, paediatric medicine, general surgery and critical care services. It has 24/7 biochemistry, haematology and blood bank services and radiology services including x-ray and ultrasound, CT and MRI scanning.

## **ACUTE MEDICINE**

The South West Acute Hospital has in the region of 7,000 medical admissions per year. Due to its rural location it receives the full spectrum of patients with undifferentiated acute illness.

In general terms the Acute Medical Unit consists of 20 single rooms, a 4 chair Same Day Emergency Care (Ambulatory Emergency Care) bay and a separate assessment / procedure room.

The Acute Medical Unit clinical decision maker workforce comprises 2 Consultants, supported by 4 Trust doctors along with junior doctors supporting the medical take, 1 Advanced Nurse Practitioner and 1 Physician Associate.

There are currently 2 Consultants in Acute Medicine who provide the senior tier of medical cover. These are:

- Dr Shiva Sreenivasan
- Dr Shaahid Valley

There is Consultant cover on the 'shop floor' until 5pm weekdays. There is a medical Consultant on call, from the wider medical Consultant body, at all other times who is available if required.

We are excited to have secured support to grow our Consultant workforce incrementally to provide extended 'shop floor' cover across the week. These 2 new Consultant posts represent the first phase of this initiative.

The wider medical Consultant body includes:

The Acute Medical Unit participates in the Society for Acute Medicine Benchmarking

- Dr Michael Geoghegan    Gastroenterology / GIM
- Dr Monica Monaghan    Cardiology



- Dr Marek Oshodi                      GIM
- Dr Emma McCracken                Endocrinology and Diabetes Mellitus
- Dr Edward McKeever                Endocrinology and Diabetes Mellitus
- Dr Terence McManus                Respiratory Medicine
- Dr Brian Gallen                       Geriatrics and Stroke Medicine / GIM
- Dr Breffni Keegan                   Geriatrics and Stroke Medicine / GIM
- Dr Mark Roberts                      Geriatrics and Stroke Medicine / GIM
- Supported by a further 12 locum Consultants

The Acute Medical Unit participates in the Society for Acute Medicine Benchmarking Audit (SAMBA), frequently has poster presentations at the Society for Acute Medicine national conferences and regularly submits publications to PubMed listed journals. Our Consultants are encouraged and supported in contributing to these activities.

## **ROLES AND RESPONSIBILITIES**

- To provide leadership of the Acute Medical Unit by overseeing, prioritising and delegating the workload to ensure the provision of safe, effective, high quality, patient-centred care in a timely, cost-effective and sustainable manner.
- To undertake the initial assessment, diagnosis, treatment and ongoing care of all acutely ill patients referred for assessment / admission.
- To participate in the supervision and training of medical students, (trainee) Physician Associates, (trainee) Advanced Nurse Practitioners, junior medical staff and nursing staff.
- To participate in the multidisciplinary teaching programme in the Acute Medical Unit.
- To maintain a close and supportive working relationship with medical, nursing, allied health professional and management colleagues.
- To participate in clinical governance and service development activity in line with Acute Medical Unit and Western Health and Social Care Trust requirements.
- To participate in CPD activity, appraisal and revalidation in line with Royal College of Physicians, Western Health and Social Care Trust and General Medical Council requirements.

## **WHY YOU SHOULD JOIN US**

Our goal is to provide safe, effective, high quality, patient-centred care in a timely, cost-effective and sustainable manner.

We aim to provide you with an excellent work life balance in a welcoming rural community where you may treat your neighbours, friends and colleagues.

We are a friendly, enthusiastic and progressive rural hospital, where you will be able to enhance your clinical skills by practicing medicine in a well-supported environment.

Special interests which can be supported include same day emergency care, gastroenterology, cardiology, endocrinology and diabetes mellitus, respiratory medicine, geriatrics and stroke medicine, intensive care medicine and medical education / simulation.

We actually enjoy going to work and we enjoy ourselves while we're there.

We encourage you to join us in our journey to be the best rural Acute Medical Unit in the UK and beyond.

## **SUPPORT**

Induction and mentoring are provided for new Consultants.  
Standard office accommodation, IT systems and secretarial support are provided within the Acute Medical Unit.

There is an excellent postgraduate education centre within the South West Acute Hospital

## **JOB PLAN**

An illustrative job plan is shown below.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	On call
AM PAs	11.00 - 13.00 SPA* SPA x 0.5 PA	09.00 - 12.00 PTWR / daily reviews 12.00 - 13.00 MDT virtual ward round DCC x 1.0 PA	09.00 - 12.00 PTWR / daily reviews 12.00 - 13.00 MDT virtual ward round DCC x 1.0 PA	09.00 - 13.00 SPA* SPA x 1.0 PA	09.00 - 12.00 PTWR / daily reviews 12.00 - 13.00 MDT virtual ward round DCC x 1.0 PA			
PM PAs	13.00 - 13.45 Lunch 13.45 - 19.00 Clinical leadership / support and patient related administration such as reviewing laboratory / imaging reports and communicating with GPs DCC x 1.5 PAs	13.00 - 13.45 Lunch 13.45 - 17.00 Clinical leadership / support and patient related administration such as reviewing laboratory / imaging reports and communicating with GPs DCC x 1.0 PA		13.00 - 17.00 SPA* SPA x 1.0 PA				
On call PAs								2.0 PAs

**AVERAGE PAs = 10 PAs (7.5 DCC PAs + 2.5 SPA PAs), which includes 2.0 PAs for unpredictable emergency on call work.**

**On call availability supplement = 3%.**

While the illustrative job plan is for 10 PAs, up to 3 additional PAs will be available by mutual agreement upon taking up post.

\* SPA activity includes continuing professional development, appraisal and revalidation, clinical governance, teaching and service development in line with the WHSCT's *'Consultant job planning - supporting professional activities March 2023'* policy document which will be provided to prospective applicants upon req

## **MAIN CONDITIONS OF SERVICE**

### **REMUNERATION**

**This post will be subject to the Consultant Terms and Conditions of Service (Northern Ireland).**

### **REGISTRATION AND DEFENCE**

Registration with the GMC must be maintained. Health and Social Services Employers have assumed responsibility for claims of Medical/Dental negligence against Practitioners occurring in the course of their health service employment. Practitioners are advised to maintain their defense body membership in order to ensure that they are covered for any work, which does not fall within the scope of the indemnity scheme.

### **PENSION**

You will now be automatically enrolled into the Pension Scheme as of your start date.

### **ANNUAL LEAVE**

Annual Leave: 6 weeks plus 2 days leave per annum, arranged with Consultant colleagues and with the agreement of Clinical Lead.

### **TEACHING**

The successful candidate will be expected to be involved in the teaching of undergraduate medical students and the training of junior medical staff.

### **REVALIDATION**

Commitment to the revalidation process ensuring that medical staff are keeping up to date and are fit to practice as per the standards defined by the GMC in Good Medical Practice.

### **MENTORING**

All newly appointed Consultants will be issued with an individualised Induction Programme and Trust Induction as it is mandatory for all aspects of the induction programme to be undertaken. Arrangements are also in place to seek advice from senior management and specialist staff within the specialty team.

### **HOME LOCATION**

A Consultant is required to reside within a reasonable distance of their principal place of work, to be agreed with the employing organization and must be contactable by telephone.

### **PRIVATE PRACTICE**

Schedule 6 of the Consultant Terms and Conditions of Service (Northern Ireland) 2004 will apply.

### **MEDICAL**

Appointment will be subject to a successful pre-employment health assessment. The candidate shall be required to produce a Certificate of Medical Fitness for Exposure Prone Employment.

### **CONSULTANT INTERVIEWS**

Canvassing, either directly or indirectly, will be an absolute disqualification.

We will review this Job Description and it may include any other duties and responsibilities we determine in consultation with the jobholder. We do not intend it to be rigid and inflexible but rather to provide guidelines within which the jobholder works. Changes in relation to the duties and responsibilities will only take place following consultation and agreement with the post-holder (which should not be unreasonably withheld).

## **GENERAL DUTIES**

1. Employees of the Trust will be required to promote and support the mission and vision of the service for which they are responsible.
2. At all times demonstrate practice the HSC values of Working Together, Excellence, Openness & Honesty and Compassion
3. Develop and maintain good communication with all levels of management and build partnerships with the wider HPSS, NHS and external organisations in the promotion of the Trust.
4. Carry out their duties and responsibilities in compliance with health and safety policy and statutory regulations.
5. Participate in grievance and disciplinary processes as required.
6. Promote equality of opportunity through his/her own actions and ensure this policy is adhered to by staff within your area of responsibility.
7. At all times provide a caring service and to treat those with whom they come into contact in a courteous and respectful manner
8. Carry out their duties and responsibilities in a manner which assures patient and client safety

## **GENERAL RESPONSIBILITIES:**

### **HSC Code of Conduct for Employees**

The Code sets out the standards of conduct expected of all staff in the Western Health & Social Care Trust and presents standards of conduct and behaviours required during and after employment with the Trust. Professional staff are expected to follow the code of conduct for their own professions as well as this code.

### **Service Quality**

Western Health and Social Care Trust is committed to providing the highest possible quality of service to all patients, clients and community through supporting and contributing to Trust quality initiatives. Employees are expected at all times to provide a caring service and to treat those with whom they come into contact in a courteous and respectful manner.

### **Personal & Public Involvement**

Staff members are expected to involve patients, clients, carers and the wider community where relevant, in developing, planning and delivering our services in a meaningful and effective way, as part of the Trust's ongoing commitment to Personal and Public Involvement (PPI).

Please use the link below to access the PPI standards leaflet for further information.

### **Conduct**

Employees must at all times abide by Trust policies and procedures and the terms of their contract of employment. They must conduct themselves with impartiality, integrity, objectivity and honesty and maintain high standards of personal and professional accountability.

### **Performance**

Employees are expected to demonstrate commitment to the Trust by ensuring regular attendance at work and efficient completion of duties.

### **Risk Management**

Employees must ensure that they comply with any risk management responsibilities specific to their post, and as set out in the Trust's Risk Management Strategy.

### **Governance**

The Trust is committed to the development and implementation of systems under Integrated Governance to ensure continuous improvement in the quality of services provided. Employees will be expected to co-operate and work with such systems.

### **Records Management**

All employees of the Trust are legally responsible for all records held, created or used as part of their business within the Trust including patient/client, corporate and administrative records whether paper based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exceptions, under Freedom of Information Act 2000, the Environmental Information Regulations 2004 and Data Protection legislation. Employees are required to be conversant with the Trust's policy and procedures on records management and to seek advice if in doubt.

### **Confidentiality**

All information concerning patients and staff must be held in the strictest confidence and may not be divulged to any unauthorized person.

### **Equality & Human Rights**

Employees must ensure that equality and human rights issues are addressed within the post holder's area of responsibility in accordance with the Trust's Equality Scheme.

### **Health and Safety**

Employees should note that under Health & Safety at Work Legislation they are required to take all reasonable steps while at work to ensure their own health and safety and the health and safety of those who may be affected by their acts or omissions at work.

### **Smoking, Alcohol & Health**

The Trust operates policies on smoking, alcohol and health.

### **Environmental Cleanliness**

The Trust promotes a culture of cleanliness and has adopted a partnership and collaborative approach that recognises cleanliness as the responsibility of everyone, cascading throughout every level of the organisation.

**Infection Prevention & Control**

The Trust operates a zero tolerance policy to preventable healthcare associated infections and the post holder is required to comply with all extant infection prevention policies, guidelines, protocols and procedures.

**The Trust is an Equal Opportunities Employer.**

*The duties and responsibilities outlined in the above job description are not intended to be definitive nor restrictive, and may be amended to meet the changing needs of the Trust.*