

JOB DESCRIPTION

Consultant in Medicine for Older people- Specialist Parkinson's interest

Fixed term 24 months

Your career, starts with UHBW.

We are
**supportive
respectful
innovative
collaborative.**



We are UHBW.

JOB TITLE: Consultant in Medicine for Older People, specialist Parkinson's interest- Fixed term 12 months Maternity Leave

TEAM: Medicine

REPORTS TO: Dr Rachel Bradley

ACCOUNTABLE TO: Rebecca Maxwell, Interim Chief Medical Officer

GRADE: Consultant (£xxxxxx-£xxxxxx pa pro rota)

LOCATION: Bristol Royal Infirmary

LAST UPDATED: September 2024

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INTRODUCTION

University Hospitals Bristol and Weston NHS Foundation Trust is committed to provide patient care, education and research of the highest quality. In delivering this ambition, we will be guided by the following values:

- **Supportive**
- **Respectful**
- **Innovative**
- **Collaborative**

13,000 staff offer over 100 different clinical services across ten different sites. We provide general medical and emergency services to the local population of Weston, Central and South Bristol, and a broad range of specialist services across a region that extends from Cornwall to Gloucestershire, into South Wales and beyond.

Our staff have developed leading edge services such as cardiac surgery and bone marrow transplantation that have built an international reputation and are in demand by patients from across the country.

With strong links to the University of Bristol and University of West of England we are the major medical research centre in the region. The findings allow us to continually improve our patient care. Our academic links also make us the largest centre for medical training in the South West, attracting the highest calibre clinical staff from across the UK.

We aim to provide healthcare, research and teaching of the very highest quality and are recognised as one of the highest-performing Acute trusts in the country. UH Bristol & Weston was rated Good by the Care Quality Commission (CQC) following an inspection in November 2021. Please go to <https://www.uhbw.nhs.uk/p/about-us/cqc> for more information.

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching, and research every day.

Our vision is for Bristol and Weston, and our hospitals to be among the best and safest places in the country to receive care.

WHY UHBW? OUR STAFF BENEFITS:

WORKPLACE WELLBEING

The Workplace Wellbeing offer is a free, confidential package of support that anyone from UHBW can access, whenever helpful including the following:

- Yoga, running, singing, and more: Regular yoga sessions delivered by our Workplace Wellbeing Nurse; Trust Running Club; UHBW Choir
- Health Checks: 1:1 health check; Menopause 1:1 Check-in; Smoking guidance; Men's health MOT
- Physio Direct: fast-access physiotherapy support provided by Avon Partnership Occupational Health Service.

PSYCHOLOGICAL WELLBEING

Care first is an acknowledged leader in Employee Assistance Solutions. They have a proven track record in improving staff wellbeing, performance and attendance through working in active partnership with managers at UHBW. Care first provides high quality resources for our managers – to help them manage their teams, reduce conflict and solve people problems. Using our professional support services, the impact of employees' personal and work-related problems on your workplace will be significantly reduced.

FINANCIAL SUPPORT

Blue Light Card: Blue Light Card provides those in the NHS, emergency services, social care sector and armed forces with discounts online and in-store. Blue Light Card also works with small and large companies across the UK to get involved in supporting the Blue Light community through offering our members discounts through Blue Light Card.

Wage Stream: Track, manage and access your wages.

Integrating with NHS Electronic Staff Record, Wage stream gives insights into how much you have earned so far in a month, allows you to pre-arrange savings and even lets you access a percentage of your wages before payday for a small administration cost of £1.75.

PROFESSIONAL DEVELOPMENT

'Leading Together', the leadership, management and coaching framework offer for UHBW provides our employees with programmes to support personal development and career progression at all levels. Our leadership development recognises that a Compassionate and Inclusive approach leads to better employee experience and healthcare outcomes for our patients. The Leadership, Management and Coaching team can support with Team Development, coaching and mentoring opportunities and signpost national and regional leadership development offers.

FLEXIBLE WORKING

We are committed to supporting you by offering a range of flexible working arrangements to help you balance the demands of work and home life.

Our People Strategy outlines our ambition that together we will make UHBW the best place to work. We seek to encourage conversations about working flexibly and to create a culture where flexible working options are available to all.

Looking at the results from the most recent NHS Staff Survey staff told us we need to do more for staff to help balance home and work life.

SUPPORT FOR EMPLOYEES

Staff Networks: We recognise that the passionate and dedicated people who work for us are our greatest asset. Staff networks offer a safe place for under-represented and disadvantaged individuals or groups to come together and share experiences, discuss and support career and personal development opportunities and help change organisational culture to be more inclusive.

Our staff networks are available for all employees to join and become a part of an inclusive network. The Trust has the following staff networks that all employees are encouraged and supported to join:

- **ABLE+ Staff Network**
- **LGBTQIA+ Staff Network**
- **Women's Staff Network**
- **Race Equality & Inclusion Staff Network**

THE POST

The appointment will be subject to the Terms and Conditions of Service of Trust Grade Doctors (2017) and may be subject to amendment

An exciting opportunity to join the Medicine for Older People team here at the Bristol Royal Infirmary at UHBW, working alongside an established multidisciplinary team of 10 consultants, 1 specialty doctor and 1 associate specialist. The successful candidate will carry out their duties across the BRI site and will be required to participate in additional on-call commitments. Candidates wishing to work less than full time are welcome to apply. The successful applicant will have a specialist interest in Parkinson's and movement disorders

Job Purpose

DUTIES AND RESPONSIBILITIES

The Consultant post available is detailed below and will be available to start from November 2024 for a 24 month fixed term.

Core: The post holder will support the care of complex, frail older people through our front door frailty service, on our Medicine for Older People wards and through outpatient clinics. They will join a team of consultants well supported by a highly qualified multiprofessional team. They will contribute to the supervision of our junior medical staff, teaching to undergraduate medical students and welcoming professional visitors to our team. The model of care provided by our Medicine for Older People service continues to develop and expand which makes it an exciting time to join our team. The post holder will be expected to comply with all relevant Trust policies relating to administration of patient care. This will include working to set timescales for the triage of referrals, the completion of discharge summaries prior to patients being discharged, following the specific process for the management of patients that do not attend their appointment or admission and the completion of all paperwork deemed necessary to support the management of their patients within agreed timescales. Consultants are expected to work with the service managers and clinical colleagues to manage their caseload in a flexible way, to ensure both clinical, national and local priorities are achieved.

Outpatient clinic: The post holder will contribute to consultant led Parkinsons clinics. These clinics are well supported by both Specialist Registrars and Physician Associates. They are held at South Bristol Community Hospital each Friday morning or Wednesday afternoon at the BRI.

Links with community and system wide working: The team work collaboratively with the Medicine for Older People team at Weston General Hospital, with the teams at North Bristol Trust, Sirona Healthcare and Brisdoc. We are dedicated to supporting system wide working across health and care settings.

On call commitments: The post holder will be part of the 1:14 current consultant on call rota.

Clinical Management: The post holder is expected to take a full role in the delivery of the Trust wide agenda for Governance. The Trust believes in an open learning environment with clear risk management strategy that allows innovation and improvement in care whilst placing patient safety at the centre of our values. The post holder will take an active part in the department/specialty strategy.

Patient Care: The successful candidate will be expected to comply with all relevant Trust policies relating to administration of patient care.

Management and leadership responsibilities: The management responsibility of the post-holder will be to the Clinical Chair who is responsible to the Chief Executive and Trust Board

Clinical audit and clinical governance: The successful appointee is expected to take a full role in the delivery of the Trust-wide agenda for Governance. The Trust believes in an open learning environment with a clear risk management strategy that allows innovation and improvement in care whilst placing patient safety at the centre of our values. The Consultant will take an active part in the department audit arrangements.

Research and development: UHBW is a leading international centre for healthcare research and education and has a considerable reputation for innovative research and development. The appointee is welcome to contribute to the Trust's research portfolio through active participation in projects led by colleagues (internal and external), through supervising research performed by trainees and through initiating research projects which address local, national and international healthcare needs. Collaboration with Bristol Health Partners, which includes the Universities of Bristol and the West of England will be actively encouraged. The Trust supports involvement in high-quality commercially sponsored research studies which are of benefit to the Trust and the patients in its care. All research must be performed in accordance with the Research Governance Framework. The Trust's active Research and Development Office and the pan Bristol Research and Development Support Unit will support consultants involved with research, which provide high-quality training and guidance as well as support for individual projects.

Continuing Professional Development, Continuing Medical Education and Revalidation:

The Trust supports the requirements for continuing Medical Education and is committed to providing time and financial support for these activities. The post holder must be fully registered with the General Medical Council with a license to practice and is advised to maintain up to date membership with a recognized Medical Defence Organisation. The Trust is committed to supporting permanent consultants and those on short terms consultant contracts with the appraisal and revalidation process. UHBW is a designated body, Dr Becky Maxwell is the Interim Medical Director and Responsible Officer. In UHBW the Associate Medical Director in Revalidation and Administrator, works on behalf of the Responsible Officer in managing the appraisal system and revalidation process for doctors attached to our designated body. If you are successfully appointed to a post in UHBW, you will be contacted by the Revalidation Team once you have connected to UHBW as a designated body. You can contact the revalidation team at the following email address: MedicalAppraisals@UHBW.nhs.uk

Mentoring Support: Mentoring is available for our newly appointed consultants by way of helping them manage their own learning, maximise their potential, develop their skills and improve their performance. You will be able to benefit from this support. Equally, with appropriate experience and training, you may be expected to offer mentoring to the new consultants to the Trust. This will be based on a two-way partnership within agreed parameters, between mentor and mentee.

WORK PROGRAMME

An example work programme and job plan is detailed below. Agreement should be reached between the appointee and Clinical Chair with regard to the scheduling of the Supporting Professional Activities. Job plans are reviewed annually, and all consultants are reminded of the obligation to remain up to date with statutory and mandatory training.

Job plan

A formal job plan will be agreed following appointment. The job plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

Provisional assessment of Programmed Activities in Job Plan For a whole-time contract:

Direct Clinical Care: 8.5 PAs on average per week

(Includes clinical activity, clinically related activity, predictable and unpredictable emergency work)

Specific DCC activities for these posts may include:

- Patient ward rounds
- Clinical administration
- Parkinsons Outpatient clinic
- Attendance at weekly MDT's

Supporting Professional Activities: 1.5 PAs on average per week (pro rata for LTFT) (Includes CPD, audit, teaching and research)

EXAMPLE JOB PLAN- Consultant in Medicine for Older People

Day	Time	Location	Work	Categorisation	Number of PA's
Monday	09:00-13:00	Bristol Royal Infirmary	MDT Board round Ward Round	DCC	1
	13:00-17:00	Bristol Royal Infirmary	PD ward reviews Clinical admin Admin	DCC DCC SPA	0.25 0.25 0.5
Tuesday	09:00-13:00	Bristol Royal Infirmary	MDT Board Round Review of New/ Sick/Complex patients	DCC	1
	13:00-17:00	Bristol Royal Infirmary			
Wednesday	09:00-13:00	Bristol Royal Infirmary	MDT Board Round Review of New/ Sick/Complex patients	DCC	1
	13:00-17:00	Bristol Royal Infirmary	PD Ward Reviews Clinical admin	DCC DCC	0.5 0.5
Thursday	09:00-13:00	Bristol Royal Infirmary	MDT Board round Ward Round	DCC	1
	13:00-17:00	Bristol Royal Infirmary	Departmental Meetings Clinical Supervision Teaching	SPA	1
Friday	09:00-14:00	South Bristol Community Hospital (includes travel)	Outpatients specialty Clinic	DCC	1.25
	14:00-17:00	Bristol Royal Infirmary	Clinic Admin PD Ward reviews	DCC DCC	0.5 0.25
Predictable emergency on call work				DCC	1
Unpredictable emergency on call work					
TOTAL PAS: 10 (8.5 DCC inc 1PA for on call and 1.5 SPA)					

PERSON SPECIFICATION

Category	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> ▪ Full Registration and a licence to practise with the General Medical Council (GMC) ▪ Entry onto the General Medical Council (GMC) Specialist Register in Specialist Palliative Medicine or ▪ Eligible for specialist registration within six months of interview or ▪ Holder of Certificate of Completion of Training (CCT), or evidence of within six months of award of CCT or equivalent by date of interview 	<ul style="list-style-type: none"> ▪ Higher academic qualification e.g. MD, PhD or equivalent ▪ Educational Supervisor accreditation ▪ Advanced communication skills training ▪ Good Clinical Practice training
Experience	<ul style="list-style-type: none"> ▪ Evidence of thorough and broad training and experience in medicine for older people ▪ Able to take full responsibility for delivering service without direct supervision ▪ Proven ability to work well within a multidisciplinary team and support others to flourish ▪ Ability to respond sensitively to the individual needs of patients and to the needs of carers, relatives and friends ▪ Specialist interest in Parkinsons and Movement disorders 	<ul style="list-style-type: none"> ▪ Ability to lead clinical care across professional and organisational boundaries ▪ Evidence of special interest and expertise that complements those of other consultants in the department and is consistent with the Trust's service strategy ▪ Experience of drafting or contributing to multi-professional/multiagency clinical guidelines or care pathways
Clinical Knowledge and Skills	<ul style="list-style-type: none"> ▪ Knowledge of NHS priorities with reference to specialty ▪ Ability to organise efficient and smooth running specialist service. Proven ability to organise and prioritise workload ▪ Broad range of IT skills 	<ul style="list-style-type: none"> ▪ Specific skills or qualifications in relation to Parkinsons and movement disorders
Clinical Governance and Audit	<ul style="list-style-type: none"> ▪ Understanding of clinical governance and the individual responsibilities it implies ▪ An understanding of and a proven ability to apply research findings to individual patients or populations of patients ▪ Knowledge of the principles of clinical audit and quality improvement with evidence of participation with particular reference to medicine for older people and Parkinson's disease ▪ An understanding of the importance of continuous professional development and lifelong learning and evidence of participation in continuing professional development (CPD) scheme. 	<ul style="list-style-type: none"> ▪ Demonstrate experience as lead for clinical governance ▪ Lead for improvement initiative at local or regional level
Research	<ul style="list-style-type: none"> ▪ Knowledge of the principles involved in research ▪ Evidence of involvement in research ▪ Interest in clinical research and an ability to apply research outcomes to clinical problems 	<ul style="list-style-type: none"> ▪ Ability to increase the academic profile of the department ▪ Proven participation in clinical research ▪ Publications in peer reviewed journals ▪ Experience in supervising undergraduate/postgraduate research projects ▪ Experience of patient and public involvement in service co-design

PERSON SPECIFICATION

Category	Essential	Desirable
Teaching and Training	<ul style="list-style-type: none"> ▪ Ability and commitment to teach in a clinical and academic setting ▪ Ability and commitment to teaching undergraduates and postgraduate medical staff ▪ Experience of supervising trainees ▪ Ability and commitment to teaching to a multidisciplinary team 	<ul style="list-style-type: none"> ▪ Formal teaching qualification ▪ Experience in developing, implementing and evaluating undergraduate/postgraduate training ▪ Ability to teach advanced communication skills
Management and Leadership	<ul style="list-style-type: none"> ▪ Evidence of management training and evidence of learning from it ▪ Ability to motivate, inspire and support multi-professional teams and be able to work effectively within such teams ▪ Ability to cope with and effectively organise the workload of a consultant ▪ Ability to take on responsibility and show evidence of leadership 	<ul style="list-style-type: none"> ▪ Demonstration of knowledge of NHS management structures ▪ Management experience ▪ Experience working at system level and working with colleagues across health and care settings ▪ Experience and ability to lead a team effectively through change ▪ Ability to support advanced practitioners from other professional groups develop new skills
Interpersonal, communication and team working skills	<ul style="list-style-type: none"> ▪ Excellent ability to communicate effectively with patients, relatives, clinical colleagues, support staff and other colleagues ▪ Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries ▪ Ability to develop effective working relationships on an individual and multiprofessional basis with all levels of staff both within and across divisions ▪ Ability to be a flexible team member and be skilled at encouraging and giving feedback 	<ul style="list-style-type: none"> ▪ Experience working at system-level and working with colleagues across health and care settings
Behaviours and values	<ul style="list-style-type: none"> ▪ Be able to demonstrate a commitment to the four Trust values ▪ Reflect Trust values through examples in clinical practice 	

DIVISION OF MEDICINE

The Trust structure is based on six autonomous Clinical Divisions:

- Medicine and Emergency Care
- Surgical Division
- Women's and Children's Services
- Specialised Services
- Diagnostic and Therapy Services
- Weston General Hospital

A clinical chair supported by a Divisional Director who leads each Division. The Divisions are supported by a seventh Division – Trust Services – which comprises of a number of corporate functions including Finance, IM&T, and Human Resources.

Medicine for Older People

Our friendly and dynamic team consists of 10 consultants, 1 specialty doctor and 1 associate specialist across Medicine for Older People and we have established services in Parkinsons, Movement Disorders, Orthogeriatrics, Bone Health (BHOP), a Rapid access clinic for older people (RACOP) and Cardiology Liaison (PULSE). We are rapidly developing our services in front door frailty, frailty at home, NHS at home and frailty same day emergency care (FSDEC).

The specialty includes a 25 bedded Older Persons Assessment Unit (OPAU), two general medicine for older people wards and two no criteria to reside wards.

The Movement Disorder service is a small, dynamic, Geriatrician led service. We have three consultants in the department who specialise in Movement Disorders, one Physician's Associate and one Specialist Pharmacist, alongside a specialist Multi-disciplinary Team of Allied Health Professionals. We have regular twice monthly MDT's with our colleagues in Older Age Psychiatry with special interests in Parkinsons, and are currently running a joint movement disorders/psychiatric clinic once a month as a successful pilot. We participate in monthly regional wide Palliative Care MDT's with our neighbouring Trusts and community colleagues, who we work very closely with. We have access to DAT scans on site and close links with our neurology colleagues at the Brain Centre in NBT who provide the regional tertiary services such as advanced therapies and botox injections. We are also supported by a community team of Parkinson's Practitioners.

We run two clinics a week, one is an MDT clinic held off site at the South Bristol Community Hospital and one from the BRI site. We run an inpatient liaison service for patients with Movement Disorders across the Trust and cohort our complex patients on A524, our acute Care of the Older Persons bed base.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System
- Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use

Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovate their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Safeguarding Children and Vulnerable Adults:

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Workplace health and wellbeing:

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

Health and Safety:

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

Job Description completed/reviewed by: Managers name:

All job descriptions are subject to review. Post holders are expected to be flexible and be prepared to carry out any similar or related duties which do not fall within the work outlined. The Line Manager, in consultation with the post holder will undertake any review.

The NHS Knowledge and Skills Framework (the NHS KSF) defines and describes the knowledge and skills which NHS staff need to apply in their work in order to deliver quality services. It provides a consistent, comprehensive and explicit framework on which to base review and development for all staff. Closely aligned with this job description is a KSF profile supporting the effective learning and development of the post holder in a variety of ways.