

JOB DESCRIPTION

Job Title:	Consultant – Emergency Medicine
Special Interest	Emergency Medicine
Number of hours:	Full time
Location:	Conquest Hospital (with cross site working when needed)
Professionally accountable to:	Clinical Lead- Dr Danielle Vidler
Responsible to:	Clinical Lead- Dr Danielle Vidler
Responsible Officer:	Chief Medical Officer

About the Trust

We are proud to provide ‘Outstanding’ care and be a great place to work

At East Sussex Healthcare NHS Trust (ESHT) we provide safe, compassionate and high quality hospital and community care to the half a million people living in East Sussex or visiting our local area.

We are one of the largest organisations in East Sussex with an annual turnover of £476 million. Our extensive health services are provided by over 7000 dedicated members of staff working from two acute hospitals in Hasting and Eastbourne, three community hospitals in Bexhill, Rye and Uckfield, over 100 community sites across East Sussex and in people’s own homes.



In 2020 the Care Quality Commission (CQC), the health and care regulator, rated us as 'Good' overall, and 'Outstanding' for being caring and effective. Our acute hospital at Hastings and our Community Services are also rated 'Outstanding'. Our acute hospital at Eastbourne is rated 'Good'.

Our two acute hospitals have Emergency Departments and provide care 24 hours a day, offering a comprehensive range of surgical, medical, outpatient and maternity services, supported by a full range of diagnostic and therapy services. At Eastbourne hospital we provide a centre for urology and stroke services, while at Hastings we provide a centre for trauma services and cardiology is provided across both sites.

We have around 800 beds and over 112,000 inpatient spells each year. During 2021/2022, we saw 150,000 attendances at our Emergency Departments and there were over 420,000 outpatient attendances.

At Bexhill Hospital and Rye, Winchelsea and District Memorial Hospital we offer a range of outpatients, day surgery, rehabilitation and intermediate care services. At Uckfield Hospital we provide day surgery and outpatient care. We also provide rehabilitation services jointly with East Sussex County Council Adult Social Care from Firwood House in Eastbourne and Bexhill Health Centre.

In the community we deliver services that focus on people with long term conditions living well outside hospital, through our Integrated Locality Teams working with district and community nursing teams. Community members of staff also provide care to patients in their homes and from a number of clinics, health centres and GP surgeries.

To provide many of these services we work in partnership with East Sussex County Council, commissioners and other providers across Sussex, as part of a locally focused and integrated health and social care system.

We aspire to provide locally based and accessible services that are Outstanding and Always Improving and our values shape our everyday work. Working together we drive improvements to care, services and the experience of local people and members of staff.

The Trust is keen to develop its staff, postgraduate medical and nurse training takes place on both the main sites. Modern, up to date learning resource centres are available on both hospital sites along with many other training opportunities. Both hospitals already have educational links for undergraduate medical students with London Medical Schools.

1. Job Purpose:

To support developments within the Emergency Departments, East Sussex Healthcare Trust requires further Consultants in Emergency Medicine. The post holders will assist in the provision of high quality emergency service as part of the development of a multi-disciplinary team approach to care within the speciality.

The appointees will be based either at the Conquest Hospital, Hastings or Eastbourne District General Hospital. The appointees will be expected to provide cover at either hospital if the need arises.

2. Key Specialty Information:

East Sussex Healthcare Trust supports 2 Emergency Departments which are based at Hastings and Eastbourne. Hastings being a designated Trauma Unit A total of over 130,000 new patients attended the emergency departments at East Sussex Healthcare Trust in 2020/2021. The patients tend to have a greater dependency and complexity than the national average due to the demographic and social characteristics of the local population.

It is the policy of East Sussex Healthcare NHS Trust to develop Urgent Care facilities in the way that best fits the needs of the local population and health economy.

East Sussex Healthcare NHS Trust is accredited to support Specialist Registrar training. Both sites are members of TARN, and have active trauma committees with a dedicated Trauma Audit coordinator. Both hospitals run ATLS courses.

Both Emergency Departments are funded to provide a 24/7 E.N.P. service on both sites.

The Conquest hospital is an Associated University Hospital. Both sites support placements for medical students for Guys, Kings and St Thomas (GKT) and the medical school at Brighton.

Emergency Medicine is part of the Urgent Care Division.

The Conquest hospital is a trauma unit and has medical and major surgical specialties, Obstetrics and Gynaecology and Paediatrics. EDGH has medical specialties and stroke unit, ENT and Urology. Cardiology with cathlab facilities is available at both sites.

Conquest Hospital

The ED has a dedicated radiology room supporting PACS, near patient testing including ABG analyser and haematology analyser. The unit has recently implemented Nervecentre Electronic Health Record Systems. The main radiology department with 2 x 24hour multi slice CT scanners are situated next to the ED. An MRI suite is available within the radiology department. There is 24/7 interventional radiology service

The ED has 18 majors cubicles, There is separate fast tract area for minors patients and separate paediatric assessment area and a resuscitation area supporting 4 bays.

The resuscitation area has recently been upgraded. Each bay has new monitoring equipment with end tidal CO2, its own ventilator and defibrillator. 2 Sonosite ultrasound equipment and the ultrasound service is developed within the department.

The major's area is equipped with a new monitoring system which allows monitoring of up to 5 cubicles via a central station. The ENT/ Ophthalmology cubicle is fully equipped including a slit lamp and fibre optic light source.

The 6 bedded and 3 chairs Clinical Decision Unit for Emergency Department patients are located adjacent to the Emergency Department.

The psychiatric liaison team is based within the ED and provides assessment for patients attending with mental health problems. A separate psychiatric interview room is provided in the department.

The ED benefits from excellent support by the rehabilitation team, comprising physiotherapists, occupational therapists and social workers as well as a frailty team to support ED at the front door.

There is a colocated UTC on both sites that provides GP cover from 10:00-22:00 as well as an ENP service. LIVI virtual GP service is available to support redirection at the front door.

There is an opened plan office for consultants. There is a new seminar room equipped for teaching and training purpose.

Office space and secretarial support will be provided for the successful applicants.

Consultants:	Title:
Dr Jose Almaraz	Chief of Urgent Care
Dr P G Cornelius	ED Consultant.
Mr G Youssef	ED Consultant
Mr. M. Alam	ED Consultant
Dr D Vidler	ED Consultant
Dr A Kumar	Locum ED Consultant

The successful applicants will be encouraged to develop an area of specialist interest within the Emergency Department

ED medical staff:

- 1 associate specialist
- 4 Emergency medicine SpR, part of the KSS Deanery rotation
- 12 Emergency medicine speciality doctors
- 19 SHO's/Trainees, including 2 CT trainees, 3 FY2 doctors, 3 GP trainees and several LAS FY2 posts.
- 3 trainee advance clinical practitioners (ACP)

There is 24 hours middle grade cover.

There is consultant cover in the department from 08:00 – 24:00

ED Nursing staff:

- 1 Head of Nursing
- 1 General Manager
- 1 Clinical Practice Facilitator
- 8 Senior Sisters
- 8 Sisters/Charge Nurses
- 31 Staff Nurses
- 12 Health Care Assistants

JD- Consultant Emergency Medicine

Revised June 2023

Emergency Department, Eastbourne District Hospital

The ED has a dedicated radiology room supporting PACS and near patient testing including ABG analyser and haematology analyser. The unit has recently implemented Nervecentre Electronic Health Record Systems. The main radiology department with 2 x 24hour multi slice CT scanners are situated next to the ED. An MRI suite is available within the radiology department. There is 24/7 interventional radiology service.

The ED has 19 major cubicles and a resuscitation area supporting 5 adult trolleys and 1 paediatric bays.

The resuscitation area has recently been upgraded. Each bay has new monitoring equipment with end tidal CO2, its own ventilator and defibrillator. 2 Sonosite ultrasound equipment and the ultrasound service is developed within the department.

The majors' area is equipped to provide cardiac monitoring for 10 cubicles. The Ophthalmology cubicle is equipped with a slit lamp.

The psychiatric liaison team is based within the ED and provides assessment for patients attending with mental health problems. A separate psychiatric interview room is provided in the department.

There is a collocated UTC on both sites that provides GP cover from 10:00-22:00 as well as ENP service. LIVI virtual GP service is available to support redirection at the front door. Adjacent to the ED is a 10 bed Clinical Decision Unit.

The ED benefits from excellent support by the rehabilitation team, comprising physiotherapists, occupational therapists and social workers as well as a frailty team to support ED at the front door.

There are offices for consultants, senior nurses, secretarial staff and middle grades.

ED Medical Staff

Consultants:	Title:
Dr Shayma Habeeb	ED Consultant
Mr U Shanker	ED Consultant.
Mr S Shubber	ED Consultant
Dr Z Atesli	ED Consultant
Dr Omar Imtiaz	Locum ED Consultant

ED Medical staff:

1 associate specialist
2 Emergency medicine SpR, part of the KSS Deanery rotation
9 Emergency medicine speciality doctors
19 SHO's/Trainees
clinical 5 trainee advanced practitioners (ACP)
There is 24hr middle grade cover.

ED Nursing staff:

1 Head of Nursing
1 Clinical Services Manager
1 Clinical Practice Facilitator
8 Senior Sisters
8 Sisters/Charge Nurses
33 Staff Nurses
16 Health Care Assistants

3. Job Plan

The timetabled job plan will be 10 PA's, comprising of 7.5 direct care sessions and 2.5 SPAs. It is anticipated that when all posts are filled the timetabled PAs of all consultants will allow shop floor cover for the following hours:-

There is consultant cover in the department from 08:00 – 24:00

On Call

1:6 weekdays (Site based)

1:6 weekends (Site Based). It is expected to work 1:6 weekends early shift (08:00-16:00) with on call, and 1:6 weekends covering the late shift 14:00 – 22:00

Other Commitments

The SPAs will be used for non-clinical administrative duties, audit, research, clinical governance, teaching and training, reflective practice, and for ongoing revalidation requirements. The 2.5 SPA time is also subject to additional responsibilities being undertaken.

Below is a sample job plan but there will be a requirement to work one late shift a week and 1:6 late weekend shifts upon agreement of the job plan.

Monday	AM	Off
	PM	SPA (0.5)
Tuesday	AM	DCC – CDU ward round
	PM	DCC – ED shop floor
Weds	AM	SPA (1)
	PM	DCC – ED shop floor
Thurs	AM	DCC – ED shop floor
	PM	DCC – shop floor + on call (stay on shop floor until 7pm)
Friday	AM	DCC – shop floor
	PM	SPA (1)
SAT		DCC 8-4 1in 6 + on call
SUN		DCC 8-4 1in 6 + on call

4. Responsibilities of the Post

The post holder will be managerially accountable to the Divisional Director and professionally accountable to the Medical Director. The successful candidate will be expected to agree a formal job plan with the Divisional Director and Medical Director, indicating the number of programmed activities, within 1 month of taking up post.

The post holder will be expected to cross-cover essential services when his/her consultant colleagues are on leave. On rare occasions, the postholder may be required to cover consultant duties on the sister site.

5. Main Conditions of Service

- a) These will be in accordance with those approved by the Trust, as detailed in the Medical and Dental Terms and Conditions.
- b) Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for this post. If such a person is appointed, modification of the job plan will be discussed on a personal basis in consultation with consultant colleagues.
- c) The new consultant will be required to reside not more than ten miles or 30 minutes travelling time by road from their base hospital, unless specific approval is given to a greater distance.
- d) The appointment is subject to a satisfactory medical report from the Trust's Occupational Health Consultant.
- e) You will be paid in accordance with the Terms and Conditions for Consultant Medical Staff, and assimilated to the salary scale taking account of all relevant Consultant service.
- f) Annual Leave must be applied for at least 8 weeks in advance and approved by the Clinical Unit Lead. The annual entitlement is 32 days per year.

All medical staff under contract to East Sussex Healthcare NHS Trust will comply with local policies and procedures, copies of which are available on the Trusts Internet site, from the Human Resources Department or from the Clinical Unit General Manager. In addition, medical staff are required to attend all relevant Mandatory training sessions.

6. Special Duties Required of this Post

- **Clinical Governance**

The appointee is expected to be committed to the improvement of quality of clinical care in the Directorate and to participate in incident reporting, risk management and directorate clinical governance meetings.

- **Appraisal**

The appointee is expected to compile an annual portfolio with evidence of continuing professional development in accordance with the Trust's appraisal process. He/she will be expected to participate in annual appraisal by the Clinical Director or other designated consultants and to produce a personal development plan which will be shared with the Medical Director and Chief

Executive. The appraisal process will also be part of the information used to revalidate consultants by the GMC.

- **Audit**

The department has an active audit programme, all appointees will be expected to contribute, initiate and supervise audit projects. He/she will liaise with the audit speciality lead consultant. All audit projects, including Trust directed audit, are approved by the Clinical Effectiveness and Audit Committee. Participation in national audit is encouraged.

- **Research**

The Universities of Sussex and Brighton are actively developing research interests and expertise in a number of areas of medical and health service related research and encourage academic and research links with the Trust. East Sussex Healthcare NHS Trust has developed close ties with the new medical school at Brighton and are hosting clinical placements for medical students and from Guys', Kings and St Thomas (GKT).

- **Continuous Professional Development/Continuous Medical Education**

Taking study leave is a necessary part of continuing medical education/CPD. Applications for study leave must be submitted six weeks prior to the dates requested. There is a study leave entitlement of 10 days a year or 30 days over any three year period. Study leave is agreed by the Clinical Director and should be linked to the individual's personal development plan. Evidence of CME participation will become part of the post holder's portfolio.

Visits to other hospitals/working with colleagues are encouraged as an important part of CPD.

- **Teaching**

The postholder will be expected to participate in clinical teaching of undergraduate and junior medical staff within their supporting Professional Activities as required by the Clinical Unit. If there is a specific interest or need, a more extensive teaching role can be developed within the Clinical Unit structure and under the direction of the Specialty College Tutor. The Brighton and Sussex Medical School, which opened in 2003, will present opportunities for participation in undergraduate education. There will also be opportunities for Senior Lecturer posts, in some specialities, to be offered in the future.

- **Educational Supervision**

Consultants are required to supervise the education of doctors in training, and will be required to complete the Qualified Educational Supervisor Programme within 12 months of appointment or obtain exemption from this. The post holder will be involved with teaching and training junior doctors and should help with both their professional and personal development. Consultants must ensure that junior doctors in their care are not overwhelmed by clinical commitments or overburdened by responsibilities inappropriate to the experience required. Consultants are also responsible for the assessment and appraisal of trainees under their supervision and must keep the clinical and/or college tutor aware of problems that may arise.

Our Values

Our Values with the involvement of many people from across the organisation are:



Executive Team Structure



FACTS AND FIGURES

Every year at ESHT

150,000 attendances at our Emergency Departments
 2,939 babies were born in our hospitals
 50,000 people had planned surgery, 90% of these were day cases
 24,000 cancer referrals were made to us
 420,000 outpatient appointments, of these over 285,000 were consultant-led
 290,000 x-ray and scans
 1,200,000 calls were answered by our switchboard teams

For further information visit the Trust website, www.esht.nhs.uk

For further information and visits, please contact:

Dr Danielle Vidler on danielle.vidler@nhs.net

Person Specification for Consultant in Emergency Medicine

Attributes	Essential	Desirable
Qualifications Higher Qualifications Registration	MBBS or equivalent qualification Fellowship of College of Emergency Medicine or equivalence Full Registration with GMC and name on specialist register or CCT within 6 months of interview	Other higher qualifications
Training and Experience	Wide experience in all aspects of Emergency Medicine ALS Provider ATLS Provider Paediatric Life support Provider	Experience in Acute Medicine Completion of other courses relevant to speciality. ALS, ATLS Instructor Paediatric Life Support Instructor
Administration & Management	Understanding of NHS management structure and the principles of Clinical Governance	Management course and/or qualifications.
Audit Research & Publications	Thorough understanding of principles of medical audit. Evidence of completed audit project. Understanding of the role of research in Emergency Medicine	Publication of original research and audit projects.
Personal skills Personal attributes	Effective communicator, able to work in a multi-disciplinary team Leadership qualities Familiarity with information technology and general computer skills. Ability to work with colleagues in other specialities to develop local services. Professional attitude towards work, and good record of attendance	Good presentation skills. Demonstration of management of change in clinical practise and commitment to integration of Emergency and Acute Medicine.
Teaching	Enthusiasm for teaching medical staff, nursing staff and students and other professional groups.	Qualification in Medical Education

