



Royal College
of Physicians

Approved

NHS

Liverpool University Hospitals
NHS Foundation Trust

**Consultant Geriatrician with Specialist Interest in Acute Frailty Care and Clinical
Lecturer**

10.375 PA's



The New Royal Liverpool Hospital Site Opening September 2022

LIVING OUR VALUES





Liverpool University Hospitals NHS Foundation Trust is entering a very exciting time especially for the Geriatrics department at the Royal Liverpool and Broadgreen Sites. We recently moved into our brand new, state of the art hospital at the Royal Liverpool site in September 2022. This will join the ongoing development of the world leading innovation of the Knowledge Quarter in Liverpool including the new RCP North at the Spine building.

With the move to the new hospital and in recognition of the increased demand for specialist services for frail older people this is an opportunity for us to expand our dynamic team which aims to provide quality, person centred care for older people in Liverpool. Including support our Acute Integrated Frailty Services, our expanding nationally recognised surgical liaison services, and to help support other medical specialties with frail older specialties.

We are looking for enthusiastic, innovative, dynamic consultants to join our team to continue to help realise these aspirations. The jobs offered are standard full time 10PA posts with on-call commitments but we would welcome applications for less than full time working will be considered. We are also open to consider job sharing and flexible working and encourage good work life balance.

This role is for a consultant to support acute frailty services and general geriatric ward cover at the Royal Liverpool and Broadgreen sites.

1. The Trust

The Royal Liverpool Infirmary was so named by Queen Victoria in 1851. The first ever district nursing service was set up there on the advice of Florence Nightingale. From the 1st October 2019 this became part of a city wide merged Liverpool University Hospitals NHS Foundation Trust this now includes Aintree University Hospital, Broadgreen Hospital, Liverpool Dental Hospital and the Royal Liverpool University Hospital.

Bringing together a combined workforce of over 12,000 staff, the Trust has become the largest NHS employer in Merseyside and Cheshire. As well as providing general hospital services to the local population, the Trust provides a range of highly specialist services to more than two million people in the North West and beyond.

This merger has been driven by clinicians, who for a long time have recognised that a union of the Trusts will enable significant changes that will transform the way healthcare is delivered. The aim is to address the current levels of variation and fragmentation that exists between acute hospital services in Liverpool, and to ensure that all services are of the highest quality. The new Trust will also seek to influence the wider determinants of health by closer involvement in employment, housing and education, and to be part of a first class research



and scientific development partnership with Higher Education and business enterprise across the city and beyond.

These changes, which will take place over the next few years, through a phased approach, building on the skills and talents of a fantastic workforce, to spread best practice, deliver innovation and provide sustainable services for patients. This will be achieved by reconfiguring services, centralised where necessary, local where possible and focusing on staff; with an ambition to be the best place for staff to train and work.

Description of Medicine for Older People and Stroke

The Department of Medicine for Older People is a well-established department with a dynamic group of Geriatricians who deliver specialised services for older people and continually develop newer evidence based models of care delivery.

The department has established working at all sites of the trust (other than dental) with a community team also.

The directorate provides specialist care in Falls, Dementia, Movement Disorders, Frailty and Community Geriatrics. The department also has strong liaison services in orthogeriatrics, surgical liaison, emergency liaison, and developing oncology liaison, and medical specialty liaison.

The department has a purpose built multidisciplinary assessment areas at the Broadgreen site for outpatient clinics for general geriatrics alongside specialist clinics including; Falls and Movement Disorders.

There are Integrated Frailty units and teams at both acute sites. The Frailty teams provide an in reach service into Emergency assessment areas and identifies patients for intervention and admission to the Frailty Unit.

There are general geriatric wards at the three trust sites with the Broadgreen site ideal for patients who need longer periods of re-ablement and have complex discharge planning needs

Community Geriatricians have been working between primary and secondary care to provide a seamless service for our older patients. The Community Geriatricians work with a multidisciplinary team in the community through an integrated care service called the “Virtual Ward” with outreach clinics, Community MDTs and close working with community matrons and General Practitioners. Commissioners are supportive and committed to develop the Community Geriatrician service further to develop our integrated care model with increasing services around patients domicile. Advance care pathways and models of supported living for patients in the community are being developed.

Our expanding surgical liaison team is well established in supporting the surgical teams with the nurse specialist and has been nationally recognised for achievement of NELA assessments being top nationally.



The criteria for admission into the department are not dictated by age alone, although the vast majority of patients are over the age of 65 with multiple co-morbidities, but younger patients who could benefit from services offered have access to them, particularly patients suffering from strokes.

The department has its own dedicated nursing, secretarial and managerial staff and is supported by a strong multidisciplinary team philosophy. Support services include physiotherapists, occupational therapists, speech therapists, psychologists and dieticians. There is a Nurse Consultant for Delirium and Dementia. There are ANP nurse support for many wards and services. There are strong specialist nurse teams in frailty and specialist nurses in falls and movement disorders.

Consultant Staff

Fatima Hussain- Geriatrician

Mark Johnston- Surgical Liaison Lead

Matthew Tedford- Clinical Director
Geriatric Medicine Royal and Broadgreen
Site

Richard Harris- Frailty/ Surgical Liaison

Alison Diack- Frailty Lead

Nadine Carroll- Falls/ Surgical Liaison

Mohammad Somauroo- Community
Geriatrics/ Frailty

Philomen Sanmuganathan – Geriatrician

Aishling Murray- Movement Disorders

Aravind Manoj- Geriatrician

Glyn Scott- Movement Disorders

Frailty Service

The trust developed frailty services at both acute sites these are integrated with the emergency services. The services are consultant lead and include MDTs comprising ACPs/ ANPs, junior medical staff, specialist therapies, and have community services for discharge support.

We have been running discharge to assess models since 2014 and are developing expanded ambulatory care pathways, same day emergency care and direct access for patients from primary care and ambulance services.

2. Responsibilities:

General:



- The post holder will work alongside other geriatricians to develop innovative 7 day services for older people, both within the hospitals and community.
- They will work with colleagues across sites to develop a seamless, equitable service.

Frailty:

- The successful applicant will be expected to work along with other geriatric team to continue to develop and provide an innovative acute frailty service with commitment to continue to improve quality of care for older frail people and provide CGA with the MDT.
- They will have sessional work to support the acute frailty services in the emergency areas. The job plan will develop as the service develops supported by the senior leadership team.

Geriatric Wards:

- The post holder will have sessional work on the general geriatric wards and rehabilitation wards where they will work alongside the Geriatrics consultants to deliver comprehensive geriatric assessment to patients requiring in patient care. These sessions will involve responsibility for leading MDT based CGA care on this ward.
- The in-patient wards comprise 14 beds with on average 2-4 new admissions each day
- The post will be supported by trainees/ junior doctors and Advanced Nurse Practitioners at the Broadgreen and royal Liverpool sites predominantly. There will also be STR support on a sessional basis.

Outpatient Clinic:

- The out-patient work will be supported in our MDT geriatric outpatient department with support from nurses and therapy staff. The ratio from new to follow up will be developed as this is a new clinic as previous colleague passed follow ups to other colleagues. There are ambitions to develop rapid access frailty services as an alternative to admission.

Clinical Lecturer Activity:

- The job includes 2 sessions weekly dedicated to medical education for both undergraduate and post-graduate medical education for the trainees working in geriatrics, frailty, and the wider trust for dissemination of up to date, evidence based care for frail older people and frailty syndromes. This is a new role and will be developed in partnership with colleagues and the geriatric MDTs.



3. Job Plan / Weekly Programme

Sample Timetable*

*the elements will remain but the specific days may vary depending on needs.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM 9-1pm	Ward MDT and Ward round Geriatric Ward DCC: 0.75PA Associated Admin DCC: 0.25PA	Frailty in reach DCC: 1PA	Ward MDT and Ward round Geriatric Ward DCC: 0.75PA Associated Admin DCC: 0.25PA	Frailty in reach DCC: 1PA	Ward MDT and Ward round Geriatric Ward DCC: 0.75PA Associated Admin DCC: 0.25PA
PM 1pm-5pm	Core SPA Clinical Lecture/ Teaching Activity 1 PA	Admin work DCC 0.5PA Core SPA Educational supervisor SPA 0.5PA	Core SPA Clinical Lecture/ Teaching Activity 1 PA	Frailty Inreach DCC 0.75PA Admin associated with Frailty work DCC: 0.25	Frailty in Reach DCC 0.75 Associated Admin DCC: 0.25PA
DCC			7.5		
SPA (core)			2.5		
On Call			0.375		

In addition to fixed sessions, other duties include administration, clinical governance, continuing medical education, preparation for appraisal and revalidation and research. The appointee will be required to actively participate in medical audit.

Sessions may change according to need and in response to service changes after due discussion with the Clinical Director. The job plan will be reviewed after 3 months.

Newly appointed consultants have 1.5 SPAs for core activities. Additional SPA being discretionary/performance managed against clearly agreed set objectives. Additional SPA will be identified following discussions between the new appointee and the Clinical Director, taking into account the experience of the appointee and the requirements of the Care Group. within this job plan an additional 0.5 SPA is identified for Clinical/Educational supervision..

IT access, office space and secretarial support will be provided.

On-Call



Cover for the Department of Medicine for Older People and Stroke on-call rota is on a 1 in 8 basis, with prospective cover expected (0.8PA). The frequency of on-calls may alter over time as arrangements for emergency medicine are under regular review.

A system of consultant led daily post-take ward rounds is in place. On-call attracts 0.8PA remuneration, and there is an on-call supplement of 5%. Time off in lieu of working the weekend would be considered.

Weekend working is 1 in 8 this comprises daily weekend sessional work 9am to 4.30pm.

5. Teaching / Education

The new Consultant will be expected to assist in training junior doctors and nurses within the department. Liverpool University has a self-directed learning curriculum for undergraduate students.

There are in excess of 600 students placed with the Trust each year, with students offered special study modules and placements in years 2, 3, 4 and 5. Staff involved in teaching medical students acquires Honorary Lecturer status. There are structured postgraduate teaching programmes including Paediatric Membership courses.

6. Audit/ Research/ Post Graduate Meetings

The new Consultant will be expected to take an active role in audit, and clinical governance activities according to Royal College Guidelines. This includes keeping up-to-date with Continuing Medical Education (CME) and Continuing Professional Development (CPD) and undertaking annual appraisal. The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities. There is a monthly Grand Round currently held virtually.

7. Continuing Professional Development

The Trust supports the requirements for Continual Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Consultants are expected to maintain their personal portfolios in accordance with the requirements of the Royal College of Paediatrics and Child Health, or the Royal College of Physicians, including the acquisition of the appropriate CPD points. The Trust has introduced an Appraisal system for all consultants which includes a review of Continuing Professional Development. The appointee will be expected to undertake revalidation as determined by the G.M.C. The successful candidate will be offered a mentor.



8. Liverpool

Liverpool is an old established port City which has experienced major revitalisation in recent years. The City is a cosmopolitan and vibrant centre for industry and commerce.

The City of Liverpool is compact and is served by excellent links to both the motorway network and rail services. It is within easy reach of Liverpool and Manchester airports. Most of its suburbs are within 30 minutes travelling of the city centre. Liverpool has also been awarded the prestigious honour of being the European Capital of Culture 2008.

The City has historically been a centre for the arts and sport. Liverpool's theatres, concert halls, museums and art collections are nationally acclaimed. Art galleries, include the Walker and Tate. The Philharmonic Hall is home to the Royal Liverpool Philharmonic Orchestra. The City is also alive with a huge variety of independent theatre groups, musicians and artists and is of course famous for "The Beatles".

As well as its two premieriership football teams, Liverpool is home to first class county cricket. The Grand National has made Aintree race course world renowned. The City also has unrivalled facilities for participative sport at all levels.

Liverpool is rightly famous for its two cathedrals, but it is also home to two major universities with a rich and varied academic community. The City can offer a range of excellent schools in both the independent and state sectors.

The City's recent renaissance, centred around the re-development of the docks and inner city, has also made Liverpool a centre for tourism with millions of visitors each year coming to enjoy the City and the surrounding area. Liverpool is within easy reach of the national parks of North Wales, the Peak District and the Lake District, as well as the Lancashire and Welsh coasts and historic cities such as Chester and Lancaster.

There are excellent schools for both genders, including a variety of denominational schools, both in the private and public sectors. Very good housing in pleasant suburbs near the sea and in rural areas are available, the cost of which is rather less than the national average.

9. Main Conditions of Service

The appointment is subject to the Trust terms and Conditions of Service and those of the Hospital Medical and Dental Staff (England and Wales) and the General Whitley Council conditions of Service as amended from time to time. The successful candidate will be required to maintain their private residence in contact with the public telephone service and such residence must not be more than a 10-mile radius from the hospital, unless specific approval is given by the Trust to a greater distance.

Additional Responsibilities



Infection control and prevention responsibilities

All medical/dental staff must co-operate with infection control measures which are in place throughout the Trust and comply with any guidance and best practice relating to infection control. The post holder will:

- Act as a role model for junior medical staff along with the ward manager to promote hand hygiene compliance and implementation of high impact interventions.
- Oversee root cause analyses and encourage participation of junior medical staff and multidisciplinary review process.
- Support non-confrontational challenge so that staff are advised by their peers where non-compliance with standards of best practice has been observed.
- Support publication of infection control audit results on notice board in clinical areas for staff & patients.

Confidentiality

Confidentiality/Data Protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours). All staff should ensure that they are familiar with and adhere to all Trust privacy, confidentiality and security policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action taken.

Health and Safety

All employees have a duty to take reasonable care to avoid injury to themselves or to others and to co-operate with the Trust in meeting its statutory requirements. All staff will:

1. Take care of own safety and others who may be affected by their actions or omissions.
2. Adhere to Trust and Directorate Health & Safety policies and use any equipment or personal protective equipment provided to ensure safety.
3. Co-operate with their managers to maintain safe systems and safe workplaces.
4. Report any accidents, incidences or ill health and any failings in the premises, equipment or personal protective equipment.
5. Not interfere with any equipment provided to ensure Health & Safety.
6. Not attempt to carry out tasks or repair beyond their competence.

Safeguarding Children and Vulnerable Adults

All trust employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults. Familiarisation with and adherence to trust Safeguarding policies is an essential requirement of all employees, as is participation in related mandatory/statutory training.



Freedom of Information

In accordance with Freedom of Information and other associated legislation, the Trust may be required to make public recorded information available upon a request, or do this as part of a publication scheme. Please note, that in your public role, your name or job role may be contained in a document that is published in accordance with such legislation

IT Skills

All staff are expected to have or to gain a minimum of basic level IT skills to enable them to use the Trust IT systems to support Trust services and needs. All staff should be familiar with relevant IT systems and security policies and procedures.

Records Management

All staff are personally responsible for record keeping. A record is anything that contains information in any medium e.g. paper, tapes, computer information, etc. which have been created or gathered as a result of any NHS activity. All individuals within the Trust are responsible for any records they create or use. Please ensure that records are retained in accordance with the Records Management Policy and are stored in a manner that allows them to be easily located in the event of a Freedom of Information (FOI) request.

Information Quality

All staff must ensure complete and accurate data is collected to the highest standard at all times. Data collection should be supported by adequate documentation and processes should be regularly reviewed. Staff should ensure that processes conform to national standards and are fit for purpose. All staff should comply with the Information Quality Policy.

Change of Job Description

The duties outlined above are not intended to be exhaustive and may change as the needs of the department alter in line with current agendas. This job description will be subject to periodic review and amendment in accordance with the needs of the Trust.

10. Contacts

Dr Mark Lawton

Divisional Medical director- Medicine

PA Tracy Jordan 0151 706 4115 / 0151 529 6237

Matthew Tedford



Clinical Director-Geriatric Medicine Royal and Broadgreen Sites

matthew.tedford@liverpoolft.nhs.uk

0151 282 6494

Dr Alison Diack

Frailty Services Lead

0151 282 6874

Person Specification

	Essential	Desirable
Qualifications	MB ChB (or equivalent) MRCP (or equivalent)	Fellowship of the Royal College of Physicians Higher degree such as MD or PhD
Registration	Full registration with the GMC and licence to practise (or eligible for) On GMC specialist register for Geriatric and General Medicine or Eligible for specialist register in Geriatric and General Medicine	
Clinical Experience	CCT in Geriatric and General Medicine (or equivalent training) or within 6 months of attaining one at time of interview.	Evidence of continuing medical education Geriatric and General Medicine experience across the specialties and for the duration required for CCT.



Teaching & training Experience		<p>Evidence of training & education (PGCE)</p> <p>Evidence of delivery of education, both undergraduate and postgraduate</p>
Knowledge		To have a good understanding of 'Good Medical Practice' from the GMC
Audit Experience		<p>Proven track record in significant audit</p> <p>Publication of audit results</p>
Research Experience		<p>Involvement in research</p> <p>Publication of research</p>
Managing Self		<p>Ability to offer expert clinical opinion on clinical conditions of adult patients and in particular, older patients. Ability to offer management of long term conditions.</p> <p>Ability to advice on efficient and smooth running of the department of medicine for the elderly.</p> <p>Ability to take responsibility, make decision, exert appropriate authority.</p> <p>A commitment to the highest standards in clinical care and service and personal development.</p> <p>Must be able to demonstrate and model the key Trust Common Purpose 'Getting it right for every patient every time' and the Trust values of</p> <ul style="list-style-type: none"> - Delivering safe compassionate care - Improve through learning and innovation - Communicate honestly and



		<p>openly</p> <ul style="list-style-type: none"> - Work as a team - Use resources wisely - Value each other
Working with others		<p>Positive approach to lessons learnt</p> <p>Excellent communication and knowledge sharing, both within the multidisciplinary team and externally, and with patients, carers and healthcare professionals as appropriate.</p> <p>Committed to improving the patient healthcare experience and improving Trust performance.</p> <p>Projects a positive image and able to challenge negativity, internally and externally.</p> <p>Empathic and sensitive approach to patient needs.</p>
Managing Others		<p>Demonstrates an understanding of management and the specific management issues within a NHS Foundation Trust.</p> <p>Demonstrates ability to work in a multi-disciplinary team with the ability to lead and manage conflict.</p> <p>Committed to the delivery of operational targets.</p> <p>Develops, supports and motivates trainee medical staff</p>
Leading People		<p>Experience of implementing service change to enhance the quality of patient care.</p> <p>Ability to provide consultant level leadership</p> <ul style="list-style-type: none"> - Experience of and ability to work in multi-disciplinary teams - Evidence of leadership skills within multi-disciplinary teams. - Ability to organise own workload and prioritise clinical needs -



<p>Leading People cont'd</p>		<ul style="list-style-type: none"> - Understanding of NHS, Clinical Governance and risk management - Able to assess, contain and manage clinical risk and support colleagues in managing risk - Ability to act as mentor to junior medical staff - Act as a role model - Able to demonstrate management skills <p>Demonstrates an approach based on critical enquiry, evidence based practice and the development of practice based evidence.</p> <p>Strong but collaborative leadership abilities, within the multidisciplinary team, across the Trust and in an interagency context.</p> <p>Good leadership skills with the ability to adapt and innovative and lead change within the healthcare system.</p> <p>Shows enthusiasm for the development of the service and an ability to think strategically.</p>
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