

Consultant Candidate Pack



About us:

North Bristol NHS Trust is a centre of excellence for healthcare in the South-West in several fields and is also one of the largest hospital trusts in the UK. We have links to the University of Bristol, the University of Bath, and the University of the West of England. Our annual turnover is £870 million, and we have 12,000 staff delivering healthcare across Southmead Hospital Bristol, Cossham Hospital, Bristol Centre for Enablement and



within the local community of Bristol and South Gloucestershire. We aim to deliver excellent clinical outcomes and a great experience for everyone who uses our services: exceptional healthcare, personally delivered. We treat some of the most difficult medical conditions, in an increasingly complex patient population.

Our vision is to realise the great potential of our organisation by empowering our skilled and caring staff to deliver high-quality, financially sustainable services in state-of-the-art facilities. Clinical outcomes will be excellent and with a spirit of openness and candour we will ensure an outstanding experience for our patients.

Our hospitals



- Southmead Hospital Bristol
- Cossham Hospital
- Bristol Centre for Enablement
- Frenchay – Brain Injury Rehabilitation Unit

Our vision, mission, and values

NBT Cares is the focal point for our new Values. Cares stands for Caring, Ambitious, Respectful and Supportive

- Caring – because it underpins everything we do for our patients and the way we care for one another
- Ambitious – because it signals that we always want to improve what we do on behalf of our patients and one another
- Respectful – because every individual has an important role to play
- Supportive – because we're a team and deliver together

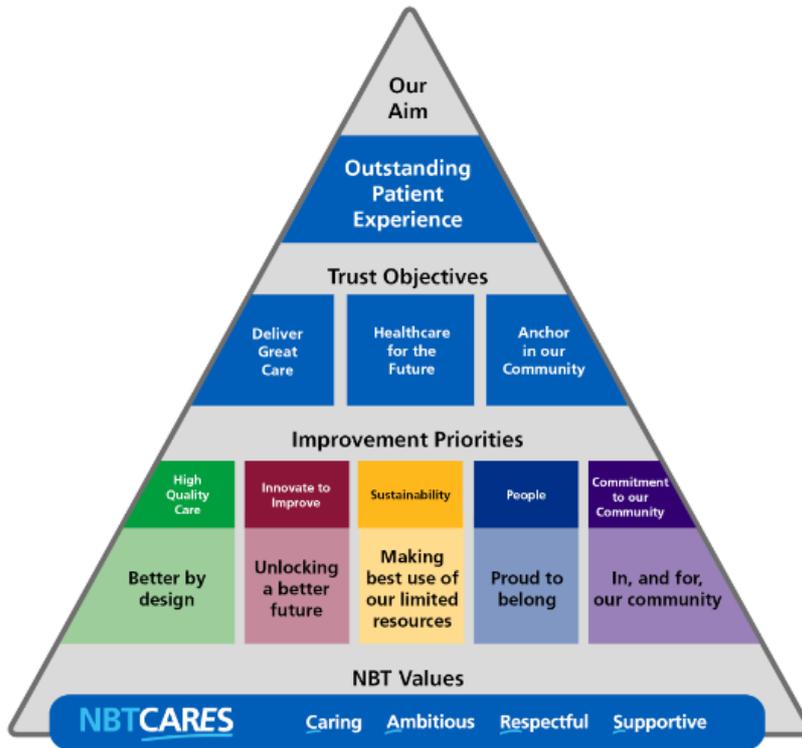
Our values:



Our Trust Strategy:

Our new Trust strategy launched in February 2023, and Patient First is the approach we are adopting to implement this strategy. The fundamental principles of the Patient First approach are to:2023 Trust Strategy. The Patient First approach is about what we do and how we do it and for it to be a success, we need you to join us on the journey.

- have a clear strategy that is easy to understand at all levels of NBT
- reduce our improvement expectation at NBT to a small number of critical priorities
- develop our leaders to know, run and improve their business
- become a Trust where everybody contributes to delivering improvements for our patients.



Where are we now

As evidenced by our response to the Covid-19 pandemic we, as a nation, have never been more-proud of the NHS. This pride is very much felt here at NBT, not only in our services but in the high standards of care provided and the staff who deliver them. We launch this Quality Strategy after a period of sustained and widespread improvement. This was highlighted in 2019 when we achieved an overall 'Good' rating from the Care Quality Commission, we were also rated as 'Outstanding' in the Caring and Well Led domains. All our clinical core services are rated as 'Good' with End-of-Life Care rated as 'Outstanding.'

Ratings for the whole trust					
Safe	Effective	Caring	Responsive	Well-led	Overall
Good ▲ Sept 2019	Good ▲ Sept 2019	Outstanding ▲ Sept 2019	Requires improvement ▼▼ Sept 2019	Outstanding ▲ Sept 2019	Good ▲ Sept 2019

The rating for well-led is based on our inspection at trust level, taking into account what we found in individual services. Ratings for other key questions are from combining ratings for services and using our professional judgement.

Our culture of continuous improvement has led to many examples of excellent services and teams and recognition of these are given in many ways, the most prominent of which is our annual Exceptional Healthcare Awards. We will continue to build on our philosophy of sustained improvement and continue to demonstrate high quality, safe care with excellent patient outcomes and feedback. Continuous improvement will be underpinned by an open and fair safety culture in which everyone is comfortable with speaking up when things are not right, learns when things do not go to plan and from practice that results in excellence. Our learning will be strengthened by working in partnership with patients, carer givers and families to reduce any future harm.

Education, training, and development

As a responsible employer we care deeply for the people who work here and are committed to ensuring we have a highly skilled and motivated workforce. Not only is this the right thing to do, but it is also fundamental to our success. We will continue to embrace our responsibility for developing the workforce of the future in collaboration with other local care providers, the Universities and Health Education England. We want this to be the start of an ongoing conversation with our workforce and we will:

- Continue our roles in undergraduate and postgraduate training of health care professionals, providing high quality clinical placements and excellent teaching facilities
- Work with others to establish new roles that increase the opportunities people have, to join the health workforce and make maximum use of available skills
- Expand our excellent apprenticeship programmes
- Support and promote the continuous development of all our staff so that each can maximise their potential

Continuous improvement

We cannot predict all the changes required of our services in the years ahead and so we must continue to invest in the capability of our people to enable them to address new challenges as they arise. We must create an organisation that is agile in responding to new challenges.

We are proud of our culture which encourages our workforce to continually improve and expect to continuously innovate what we do in the years ahead. Effective working in complex teams is a core reason for our recent successes at NBT. We will continue to develop team working capabilities using our award winning Perform methodology.

We intend that this will be embedded in every part of our organisation. We will develop high levels of capability by using data to identify challenges that require action and to support effective change. We will bring together the change management expertise in the Trust to maximise the transformation resource available to our services.

The capability in the Programme Management Office and the Quality Improvement team will be continuously reviewed to ensure that we have the correct mix of skills for delivering the improvements we need.

Research & Digital Transformation

We are a well-established research centre with a multidisciplinary infrastructure that supports a broad range of clinical research. Working collaboratively with care providers across the geographical areas, we seek to ensure that everyone we meet has equal access to research, conscious of inclusivity, minimising environmental impact, developed, and delivered by a highly skilled, committed workforce. Delivering excellent clinical research is important for us as it supports improving patient outcomes as well as attracting and retaining talented staff. We will continue to:

- Increase our capability to deliver research that is important to, and prioritised by, patients
- Continue to be a key contributing member of Bristol Health Partners and the West of England Clinical Research Network to enhance our combined strengths.
- Ensure access to cutting-edge treatments with appropriate safeguards that improve patient outcomes
- Provide support and expertise for clinicians who wish to develop their own research

Improve patient safety and care by rapidly adopting evidence-based research outcomes Innovation and technology in the future the adoption of technology and digital solutions will be fundamental to our transformation. The road to embracing digital since has seen us:

- Remove digital friction, implement enabling technologies, ensure technology is aligned to roles, and enable high quality data at the point of care.
- Digitise patient interactions, and the automation of related processes, enabling the sharing our data across the system.
- Reflect our growing wealth of data back to decision-makers at all levels of the Trust through self-serve Business Intelligence.

A huge amount has been delivered, notably the launch of CareFlow Connect & Vitals in 2020, and a CareFlow Patient Administration System in July 2022 – all which support a new electronic patient record for NBT. With the Trust recently approving a 2-year extension of this strategy, the immediate future is likely to be as momentous as we launch a joint single digital maternity system with University Hospitals Bristol & Weston Foundation Trust (UHBW), and also introduce CareFlow Medicines Management which will bring many safety benefits through electronic prescribing.

This transformation is enabled by the Trust's IT Division, but clinically led – in particular, through NBT's four senior informatics officers. This ensures that clinicians both understand and embrace digital innovation, whilst ensuring it's informed and driven by the needs of staff and patients with a focus on standardisation, integration, and interoperability.

Longer term, our digital transformation will be defined through Bristol's two acute Trusts working to a single vision – an 'Acute Provider Collaborative' - led by the Joint Chief Digital Information Officer for both NBT and UHBW.

Employer of choice

There is no part of society that the NHS does not reach, and we should never underestimate the responsibility we have to the people we serve and care for. At the same time, we are nothing without the people who work for us. Without the vast array of skills and capabilities of our staff we would not be able to provide the very personal care we do or achieve the bold ambitions we have set out in our strategy. We can only be successful by continuing to employ talented people with a commitment to providing excellent care. We need to recognise that working in a busy hospital can be tough and the wellbeing of the people who work here can be challenged. If we want our staff to feel healthy, happy, and well, we need to be totally committed to creating an environment for work that allows our people to thrive and deliver their very best for our patients.



As a large and established employer, we seek to provide a great place to work. To achieve that it is important we recognise that people are leading increasingly busy lifestyles with many conflicting demands. People want to work more flexibly and the idea of a set working base with set working patterns is increasingly outdated.

We will continue to work with our staff to ensure an appropriate balance between flexibility in employment options and the need to provide 24/7 services. We strive to support our staff to make working at NBT fit well with their lives, be that by:

- Providing onsite childcare services
- A comprehensive travel to work offer
- Onsite facilities for staff including catering and fitness classes
- Hospital Arts and Sustainability programmes

Our ambition is to become a truly inclusive Trust, where people feel a sense of belonging and identity. To achieve this, we have adopted an approach called Valuing You through which we will create equality of opportunity for all. We will provide a broad training and development offer for all our staff, so they are supported in their continuous development. Our comprehensive health and wellbeing offer is key by supporting our staff to be fit and healthy themselves, so we can provide better care for our patients. We recognise the pressure inherent in providing health care and we will continue to improve the support we provide for our staff's health and wellbeing, building on the programmes we have already established

As a new consultant within NBT will ensure that you receive a comprehensive induction and onboarding programme which will include access to a mentor, and our New Consultant Programme, where we will give you the opportunity to network with other consultants who are new to the Trust, meet and develop key working relationships with members of the Office of the Medical Director as well as other Executive members.

In addition, we offer all our consultants a generous study leave package comprising of up to 30 days over three years and up to £1000 per year study leave budget.

Job Description

Job Title: substantive Consultant Geriatrician

Pay Scale: Medical and Dental Consultant

No of PAs: 10

Responsible to: Specialty Lead

Professionally accountable to: Clinical Director

Base/Department: Geriatric Medicine

Locations: Southmead Hospital

Job Plan: An indicative job plan is contained below.

Summary of the role:

The post holder will be responsible for the clinical management of patients under their care, and, in liaison with consultant colleagues, continuity of care when the post holder is absent.

Diagnosis and management of older patients presenting to the Trust with a wide range of conditions. Continuing responsibility for the care of patients in liaison with Consultant colleagues.

The post holder will be based in a "base ward" (or service) (9a, 9b, 28b, 32a) based in Brunel Building), with a weekly commitment to acute medical admissions.

Additional speciality interest time as per candidate (subject to agreement with clinical lead after appointment, e.g. movement disorders, surgical liaison, orthogeriatrics, community, falls, dementia) amounting to approximately 2 clinical sessions.

Outpatient clinics: as per subspecialty interest, typically 1 week

All departmental consultants (including those working on LTFT basis) participate in a weekend on-call rota working on the AFU, on a 1 in 8 basis. Two consultants are on duty each weekend, alternating their duties between one weekend day working 08:00-12:00, and one weekend day working 08:00-20:00. Weekend duties are compensated for with midweek days in lieu of weekend days worked. Midweek twilight sessions (Monday-Friday) on the AFU are also included in the job plan, on a 1 in 16 basis.

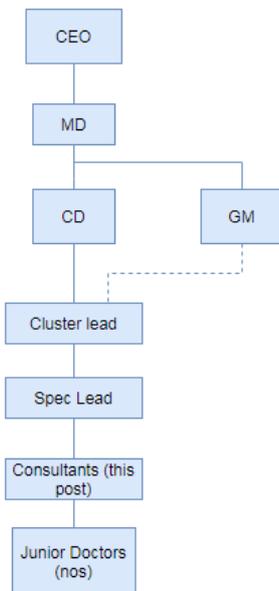
The Department:

The **Medicine for Older People** department holds a weekly staff educational meeting, a Consultant-led Radiology meeting, and regular departmental consultant meetings, with two monthly clinical governance sessions. Consultants do not work in isolation, and are partnered in pairs in each base ward area at any one time, allowing opportunity for collaborative working and mutual support. The department takes part in regular presentations at the Grand Round and has a well-established postgraduate and undergraduate medical training programme.

The department provides undergraduate teaching for third/fourth/fifth year Bristol medical students and contributes to medical school examinations.

Team structure:

The appointee will be contractually accountable to the North Bristol NHS Trust for the provision of services. The appointee will be managerially responsible to the Chief Executive through the Clinical Director. All consultants are required to undergo an annual appraisal carried out in accordance with the Trust policy. Consultants are also required to take an active and co-operative approach to their job planning, which will be reviewed on an annual basis by their Clinical Director.



Medicine Divisional Management Team

Clinical Director – Dr Jarrod Richards

Divisional Operations Director – Ben Hewlett

Divisional Director of Nursing – Annie Langford

Deputy Divisional Director of Nursing – Gemma Stafford

Specialty Management Team

Dr Anna O’Brien – Specialty Lead

Bev Davies – Matron

Christina Fletcher - General Manager

Alexandria Davis – Support Manager

Consultant Geriatricians

Dr Sue Wensley- Chief Clinical Information Officer

Dr Seema Srivastava

Dr Jarrod Richards – Clinical Director

Dr Sarah McCracken – Trust end of life Lead

Dr Katherine Walsh – Orthogeriatrics Lead

Dr Katie Rainey

Dr Ed Richfield

Dr Mark Devine

Dr Philip Braude

Dr David Shipway – Deputy Clinical Director

Dr Heather Woodcraft

Dr Tom Mayes

Dr Amy Crees

Dr Andrea Joughin – Clinical Governance Lead

Dr Daniel Thornton – Education Lead

Dr Emma Mitchell

Dr Rachel Fewkes – Trust Support Lead

Dr Sarah-Jane Bailey

Dr Frances Parry

Dr Frances Rickard

Communications and Relationships:

The post holder will be expected to have excellent communication skills, both written and verbal, to enable effective communication about medical topics with patients and colleagues. The post holder will be empathetic and sensitive to patients needs and able to explain things clearly – particularly complex or sensitive information. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service. The post holder will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.

Responsibility for Patient Care:

The post holder will have continuing responsibility for the care of patients in his or her charge and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.

Responsibility for financial / physical resources and policies:

The post holder will be expected to adhere to Trust policy and procedures as well as contributing to policy and service development. The post holder should have enough understanding of NHS financial management to provide the best service possible. They will minimise waste, improve services, and promote effective use of resources available.

The Post holder should understand the roles and policies of local and where relevant national agencies involved in healthcare.

Responsibility for People Management:

The Post Holder will be expected to provide compassionate leadership to their clinical teams. This may include multi-agency teams within Primary and Secondary Care. They will be responsible for the supervision of junior staff within their team and will lead by example and with compassion.

Teaching and Supervision of Junior Medical Staff & Students:

We aim to support the development of all our doctors, whilst maintain an environment where patient and staff safety is paramount. A key element of that is ensuring high quality clinical and educational supervision. The postholder will be responsible for the professional supervision and management of junior medical staff. Where appropriate, the postholder will be named in the educational contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers. Time will be allocated within job plans to support this activity.

Partnership working:

The post holder will be required to work in partnership with colleagues of all disciplines, external stakeholders, and service users, to ensure the creation of a quality service. They will commit to shared goals in the department by building effective teams, valuing the roles and contribution of others.

Equality and Diversity:

At NBT our culture is one of true inclusivity and aims to positively eliminate discrimination by promoting a diverse and inclusive culture. As a minimum the post holder will ensure that their own actions support diversity and equality and they will comply with policies, accept differences, and treat all with dignity and respect.

Personal Development:

At NBT we are committed to supporting all staff with their personal and career development and developing our aspiring leaders. Access to relevant study leave will be available, subject to discussion and agreement of the department clinical lead.

Main conditions of service:

This appointment is subject to the terms and conditions – Consultants (2003) and any current amendments. The post holder will be expected to be aware and comply of local policies and procedures as well as comply with all Trust standing orders and standing financial instructions. All offers of employment are subject to pre-employment clearances.

Job Plan:

A formal job plan will be reviewed between the Post Holder and Specialty Lead within three months after commencement in post. The exact timetable will be flexible, arranged in discussion with the Specialty Lead.

The job plan will be reviewed prospectively and at least annually. This will be a positive agreement that sets out a consultant's duties, responsibilities, and objectives for the coming year. An indicative job plan is included in this document:

Pre-interview visits:

Prospective candidates are encouraged to visit the Trust and meet members of the management team prior to interview (subject to Covid restrictions). Appointments can be made for a visit at any point prior to the date of interview.

Please contact:

Anna O'Brien – Clinical lead

Tel no: 01174146445

Draft job plan – Consultant in Care of the Elderly

(to be confirmed and agreed with post holder within three months after commencement)

Representative JOB PLAN

Day	Time	Location	Work	Type	No. of PAs
Monday	0800-1200	Brunel	Base Ward Round	DCC	1.0
	1200-1300	Brunel	SPA time	SPA	0.25
	1300 -1600	Brunel	Subspecialty interest	DCC	0.75
Tuesday	0800-1200	Brunel	Acute Geriatrics (post-take)	DCC	1.0
	1200 -1300	Brunel	SPA time	SPA	0.25
	1300-1600	Brunel	Acute Geriatrics (post-take)	DCC	0.75
Wednesday	0800-1200	Brunel	Base Ward Round	DCC	1.0
	1200-1400	Brunel	SPA time	SPA	0.5
	1400 -1700	Brunel	Clinic	DCC	0.75
Thursday	0800-1200	Brunel	Acute Geriatrics (post-take)	DCC	1.0
	1200 -1300	Brunel	Departmental Teaching	SPA	0.25
Friday	0800-1200	Brunel	Base Ward Round	DCC	1.0
	1200 -1300	Brunel	Medical grand round	SPA	0.25
	1300 -1600	Brunel	Subspecialty interest	DCC	0.75
Total PAs			Base ward 3.0 DCC Acute Geriatrics 2.75 DCC Specialty Interest 1.5 DCC Clinic 0.75 Out of Hours 0.5 DCC Supporting Activities 1.5 SPA		10
Saturday	08:00-2000	Brunel	1 in 8 weekends	DCC	
Sunday	0800-1200	Brunel	1 in 8 weekends		0.41 DCC
Twilight Duties	1600-2000	Brunel	1 in 16 midweek evenings	DCC	

On Call Availability Supplement

Rota Frequency (Schedule 16, para 5) the number of consultants on rota)

Frequency of Rota Commitment	Value of supplement as a % of WT basic salary (please tick appropriate box)	
	Category A	Category B
High Frequency: 1:1 to 1:4	8.0%	3.0%
Medium Frequency: 1:5 to 1: 18	5.0%	2.0%
Low Frequency: 1:9 or less	3.0%	1.0%

PERSON SPECIFICATION

Assessment at Shortlisting stage			
Category	Essential	Desirable	Scoring Matrix
<u>Qualifications And Registration</u>	<p>MRCP</p> <p>Maintain Full registration with the GMC.</p> <p>Applicants must be on the specialist register for General Medicine & Geriatric Medicine via the CCT or CESR route-Specialist Registrars not on the register should be within 6 months of CCT.</p>	Higher academic qualification (e.g. MD or MS).	Qualifications
<u>Training And Experience</u>	Recent experience and familiarity of UK hospital systems and practices (or equivalent).		Experience
<u>Further Training, Management, Audit</u>	<p>Evidence of recent CME/ reasonable training progression at this stage of career.</p> <p>Experience in audit project and written up</p>	Completion of a general management course or programme.	Knowledge
<u>Research, Teaching, Publications</u>	Proven teaching ability.	<p>Proven track record in research.</p> <p>Evidence of relevant publications in peer reviewed journals.</p> <p>Demonstration of involvement in clinical directorate management.</p>	Skills
<u>Leadership and Teamwork</u>	<p>Proven ability to build and maintain effective teams</p> <p>Have a positive attitude towards members of the wider healthcare team</p> <p>Evidence of good organizational and compassionate leadership skills</p> <p>Evidence of positive development and change management</p> <p>An understanding of positive leadership in the context of healthcare.</p> <p>Ability to inspire, motivate and develop junior medical staff.</p> <p>Ability to work independently as well as part of the Medical Directorate. To balance individual requirements against those of the Directorate and Trust as a whole.</p>		

<u>Communication skills</u>	<p>Is empathetic and sensitive to the needs of others including patients and colleagues.</p> <p>An ability to explain complex and sensitive information, sometimes under stressful circumstances to others.</p> <p>Must be able to influence and persuade effectively.</p> <p>Must have excellent written and verbal communication skills in order to write and present management reports as required.</p>		
<u>Other</u>	Ability to fulfil all the duties of the post, including on-call commitments.		