

NHS TAYSIDE

PERTH & KINROSS HSCP

CONSULTANT PHYSICIAN - MEDICINE FOR THE ELDERLY

Applications are invited for a Consultant Physician to join the Medicine for the Elderly team in Perth and Kinross. This post gives the opportunity for the successful applicant to join an enthusiastic, friendly and growing team. There are excellent links to our colleagues in the health and social care partnership allowing for the ongoing development and further integration of our health and social care services.

The appointee will join the department of MFE in PRI. The MFE service delivers care in PRI and the surrounding community of Perth and Kinross. Areas of responsibility in PRI include our Acute Frailty Service in AMU, the Acute Frailty Unit (14 beds), an orthogeriatric medicine/acute ward (30 beds), an elderly rehabilitation ward (18 beds) and an acute geriatric medicine ward (16 beds). Community services include care for patients in our Community Hospitals in Crieff, Blairgowrie and Pitlochry and the integrated discharge and community teams. These all link in with our ambulatory care area of AMU where same day assessment and investigations can be performed.

We also have established outpatient services, including falls and movement disorder clinics in PRI. We work closely with our colleagues in Old Age Psychiatry, based at Murray Royal Hospital in Perth, and have strong liaison links on both sites. The liaison team will review people on a daily basis in PRI. The expansion of MFE services in recent years has been supported by the appointment of specialty doctors, who form a strong part of our team and rotate through the different clinical areas, while the service continues to be consultant led.

MFE consultants are part of the medical receiving rota together with GIM colleagues at a frequency of 1:12. The acute take is split between the on call consultant and a GIM physician of the week, who also looks after any patients remaining in the acute medical unit after the post-take day. The frailty team take over the frail elderly patients and a cardiologist will take patients on a daily basis. The weekend on call is at a frequency of 1:6 and provided by two consultants with daily Cardiology consultant ward rounds of CCU and ward patients. The average daily take is 24 patients. There may be scope for GIM on call involvement.

The appointee for the post will work with the existing MFE consultants to manage the patient case-load, with an opportunity to develop a sub-speciality interest. We are a flexible group of colleagues who have always managed our roles to allow for this.

The department also has strong links with the University of Dundee Medical School, and undergraduates are attached to PRI throughout their training. Several of the consultants have leadership roles with the medical school, and there are opportunities to play a significant role in delivering teaching on the site. PRI has also regularly received positive feedback from trainees at all levels of seniority, and from external reviews of training, which has contributed to a positive and productive working atmosphere.

The successful candidate must hold MRCP and be on the Specialist Register in Geriatric

and General Medicine or be within six months of the anticipated award of CCT or CESR (CP) in Geriatric and General Medicine at the time of interview for the post.

The post is offered on the basis of 10 programmed activities in the first instance. However, applications are also welcomed from candidates who may be interested in working less than full time.

For informal enquiries please contact:

Dr Hamish Dougall, Clinical Director P&K HSCP by email Hamish.dougall@nhs.scot

Dr Neil Henderson, Clinical Lead for Medicine for the Elderly by email neil.henderson2@nhs.scot or 01738 623311 (switchboard) or

Amanda Taylor Senior Service Manager Older People, Palliative and Urgent Care by email amanda.taylor@nhs.scot

For further information on how to apply please visit www.jobs.scot.nhs.uk Applications in the form of a current CV, including names and addresses of 3 Referees should be submitted to medicalrecruitment.tayside@nhs.net quoting Reference Number You must also include the further particular forms available via the above website. NHS Tayside is an equal opportunities employer and positive about disabled people

NHS TAYSIDE

PERTH AND KINROSS HSCP

CONSULTANT PHYSICIAN - MEDICINE FOR THE ELDERLY

1 WTE – 10 PA's

JOB DESCRIPTION

1. INTRODUCTION

The district of Perth and Kinross is a large geographical area, with a combined urban and rural population of around 150,000. The population of older people is growing significantly and well above national rates. The specialist care provided to this population is based in Perth Royal Infirmary, a District General Hospital and the surrounding community hospitals.

The medical specialists for this elderly population are the geriatricians based in Perth Royal Infirmary. The service has expanded recently to guarantee comprehensive geriatric assessment on admission and continuity of care for older patients admitted to Perth Royal Infirmary with input to the community hospitals. The consultants contribute to the frailty team and unit, acute older in-patient care, orthogeriatric and short stay MFE, rehabilitation and assessment ward, community hospitals, clinics and community working. Our MFE consultants provide a proportionate part of the acute medical on call rota.

The post holder will complement the existing Medicine for the Elderly services and contribute to inpatient sessions with the existing geriatrician cohort. There will be the opportunity to develop an area of specialist interest. There is flexibility within the department to allow for development of a specialist interest. There is a great emphasis on working together as a team to provide and develop services to ensure the best quality of care possible to our patient population. The hospital is an integral part of Dundee University Medical School, with opportunities for participation in undergraduate teaching and high-quality research.

Perthshire has an attractive mix of heritage towns and villages centred on the historical city of Perth. The area has a beautiful and accessible landscape ranging from rolling farmland to beautiful lochs and mountains. There are numerous opportunities for outdoor sports such as mountain biking, hill walking, rock climbing, canoeing and skiing within a short drive. The city itself has an award-winning new theatre and a range of art galleries and restaurants. A wide range of highly ranked state and private schools are within the area. Perth's central position makes it accessible within an hour to Edinburgh (Edinburgh airport being only a 50-minute drive from PRI), Glasgow, Dundee, Stirling and St Andrews.

2. **PERTH & KINROSS Health and Social Care Partnership (HSCP)**

Perth & Kinross HSCP is responsible for delivering both inpatient and community-based health care to older people in Perth and Kinross and is an integral part of the NHS Tayside Delivery Unit. There are well-established partnerships across the public sector, including the local authority, with whom many innovative services have been developed. We also have strong links with the private and voluntary sectors with whom we partner in providing support to people in the communities we serve.

Perth & Kinross covers over 5,000 square kilometres. The area is defined into 4 geographical localities, Perth City, Northwest Perthshire, South Perthshire and Strathmore. Perth & Kinross has one main acute receiving hospital, Perth Royal Infirmary and four community hospitals. There is a community hospital in Northwest Perthshire (Pitlochry Community Hospital), two in South Perthshire (St Margaret's and Crieff Community Hospital) and one in Strathmore (Blairgowrie Community Hospital).



3. **SERVICE DESCRIPTION**

The National Records of Scotland indicate that in 2019 there were approximately 151,950 people living in the Perth & Kinross area. Perth & Kinross has one of the highest projected growth rates in Scotland with significant growth predicted in the number of older people. Currently 23% of the population is aged 65 or over. The population over 75 is expected to rise by 30% over the next 7 years. The rise in the elderly population is expected to have a major impact on the demand for specialist clinical services and community support.

Perth Royal Infirmary

This is the principal hospital in Perth & Kinross. Perth Royal Infirmary (PRI) is a District General Hospital. Older patients requiring specialist geriatric care are cared for by the geriatricians throughout their stay.

The recent addition of an acute frailty team ensures all frail, older patients admitted to PRI have a comprehensive geriatric assessment on admission. From there the person may be discharged or be looked after in the Acute Frailty Unit (AFU), an acute MFE ward or stepped down to a rehabilitation and assessment area such as Tay ward at PRI or one of the community hospitals. A recently transformed ward combines orthogeriatric care and short stay MFE and is undergoing active development. There is a stroke rehab unit on site with 22 beds cared for by 2 stroke physicians. There are falls, elderly assessment clinics and the Parkinson's service supported by an experienced Parkinson's nurse. There is also a Day Hospital area and gym.

The service is supported by a growing group of speciality doctors and clinical fellows.

The physicians have excellent and close working relationships with consultant colleagues across the hospital, including radiology. The hospital also plays a central role in undergraduate teaching to Dundee University Medical School.

4. **STAFFING WITHIN THE MEDICINE FOR THE ELDERLY AND STROKE SERVICE**

Dr Neil Henderson	Consultant Geriatrician and MFE Clinical Lead
Dr John Harper	Consultant Geriatrician
Dr Donna Clark	Consultant Geriatrician
Dr John Wilson	Consultant Geriatrician
Dr Louise Beveridge	Consultant Geriatrician
Dr Caroline McCormack	Consultant Geriatrician
Dr Miranda Tay	Consultant Geriatrician
Dr Fiona Tullo	Specialty doctor in acute MFE and Frailty
Dr Zahra Chaudhri	Specialty doctor in acute MFE and Frailty

Clinical fellows – 3 doctors working between the rehabilitation ward in PRI and the community hospitals.

Geriatric medicine and GIM doctors in training, IMT, GPST and foundation doctors work with us in our ward areas on rotation as part of their training programmes.

5. **DETAILS OF THE POST**

The post offered is a full time (8PA + 2 SPA) post in Medicine for the Elderly, NHS Tayside, although applications would also be considered from candidates who for may be interested in working less than full time. There is the opportunity to develop an area of specialty interest within geriatric medicine.

SPA 1 session = -clinical supervision 0.5 session

The second 0.5 session will depend on candidate preference of undergraduate teaching or quality improvement.

Job description

The successful candidate will be based on ward 1, an acute geriatric medicine assessment ward, and be responsible for the care of 15 patients (half the ward that is shared by another geriatrician) supervising the comprehensive geriatric assessment as part of the multidisciplinary team. There will be opportunities for clinic/specialty work (depending on experience and preference), participation in the acute general medical take, SPA and other non-clinical professional roles.

Job Plan - illustrative and can be adjusted based on preferences/individual circumstances.

Day	AM	PM
Mon	Ward round/MDM	Ward work/family meetings
Tue	Focused reviews/Admin	SPA
Wed	Ward round/MDM	Clinic/specialty work.

Thu	Focused reviews/Admin	SPA
Fri	Ward round/MDM	Unit meetings/ward work

The successful applicant will be responsible to the Medicine for the Elderly Lead, Perth Royal Infirmary.

6. **JOB PLANNING**

The Job Plan sets out the doctor's duties, responsibilities and objectives for each coming year. The Job Plan will include any duties for other NHS employers. A standard full-time job plan will contain ten programmed Activities. Subject to the provisions in Schedule 8 for recognising work done in Out of Hours a Programmed Activity will have a timetable value of four hours. Programmed Activities will be programmed as blocks of four hours or in half units of two hours each.

The duties and responsibilities set out in the Job Plan will include, as appropriate:

- Direct Clinical care duties
- Supporting Professional Activities
- Any additional NHS Responsibilities
- Any agreed External Duties
- Any additional Programmed Activities

7. **IT AND SECRETARIAL SUPPORT**

The post will include appropriate office and IT facilities, with secretarial support, based in Perth Royal Infirmary.

8. **CONTINUING EDUCATION**

Regular teaching sessions are held within the post graduate education programme at Perth Royal Infirmary. There is a video link with the educational postgraduate programme at Ninewells Hospital, Dundee. Morbidity and Mortality and Clinical Governance meetings are part of professional development. There is access to the extensive library within Ninewells Hospital. Achieving the required external CPD is supported and has always been achievable within the consultant group.

9. **TEACHING**

PRI is a teaching base for undergraduates from the University of Dundee Medical School. Fourth- and fifth-year students are attached to the unit and first and second years attend for regular teaching sessions. The Medicine for the Elderly Unit provides a lead for undergraduate teaching at the PRI.

10. **RESEARCH**

The potential for collaborative research is there due to the close links with the internationally recognised research base at the University of Dundee Medical School.

RESPONSIBILITY FOR RECORDS MANAGEMENT

All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.

SHORTLISTING CRITERIA FOR APPOINTMENT OF MEDICAL AND DENTAL STAFF

NHS Tayside is committed to the principle of equality of opportunity in employment and accordingly its advertising and recruitment literature will not imply that there is a preference for any one group of applicants, e.g. by the use of discriminatory job titles or material depicting or describing certain sexual or racial groups.

In general, the short-listing process will be conducted so as to give all candidates equal consideration against defined selection criteria. The following criteria will, therefore, be applied equally to all candidates irrespective of age, sex, religion, ethnic origin or disability and avoiding judgements on the basis of assumptions or stereotypes.

The following framework is suggested as a basis for preparing the short-listing criteria for use by the Clinical/ Group Director in conjunction with the Chairperson of the Appointments Committee. An alternative format may be used if this is felt to be desirable provided that the basic principles of objectivity and equality are observed.

Consultant Physician - Medicine for the Elderly, Perth & Kinross

	<u>CRITERION</u>	<u>EXPECTED MINIMUM</u>	<u>DESIRABLE</u>
1.	Length of Service	Appropriate time served to achieve consultant status	
2.	Qualifications Accredited by relevant Committee.	MRCP On specialist register for Geriatric and General medicine or be within six months of the anticipated	

		award of CCT or CESR (CP) in Geriatric and General Medicine at date of interview	
3.	Advanced clinical training and experience	Completed accredited training in General and Geriatric Medicine	
4.	Teaching experience	No particular requirements	Formal qualification in medical education and/or evidence of attendance at courses, meetings etc for undertaking educational activity
5.	Particular requirements and/or areas of special interest	No particular requirements	
6.	Research and publications.	Not essential	Evidence of presentations at National Meetings, publications in peer reviewed journals
7.	Management training	Completed management course at appropriate level	Evidence of participation in management activity
8.	Audit activity.	Evidence of role in local quality improvement activity	Evidence of lead role in completed and presented / published QI projects