

Consultant Physician in Older People's Medicine



Acute Services
in Ayrshire
and Arran



WELCOME & INTRODUCTION



Dear Prospective Applicant,

We are delighted to invite you to consider joining our team at NHS Ayrshire & Arran, where we are dedicated to providing outstanding care and support to our ageing population. As Associate Medical Director, I am reaching out to you because we recognise the profound impact a committed and skilled specialist in older people's medicine can have on our community.

We pride ourselves on fostering a collaborative and innovative environment where every team member is empowered to make meaningful contributions. Here, you will find the opportunity to work alongside a diverse group of professionals who share your commitment to excellence and compassionate care.

Together, we aim to enhance the quality of life for our older people ensuring they receive the dignity and respect they deserve.

We offer a supportive work culture, opportunities for continuous professional development, and the chance to be at the forefront of advancements in patient care. Your expertise and dedication will influence the future of the specialty and also profoundly benefit the lives of countless individuals and their families.

We believe that your skills and passion can make a transformative difference here at NHS Ayrshire & Arran. Join us in our mission to deliver unparalleled care and become a key part of a team that values your contributions and supports your growth.

We look forward to receiving your application and the possibility of welcoming you to our team.

Warmest regards,

***Elaine
Spalding***

DR ELAINE SPALDING MD FRCP
CONSULTANT PHYSICIAN &
NEPHROLOGIST
ASSOCIATE MEDICAL DIRECTOR
MEDICAL SPECIALTIES
NHS AYRSHIRE & ARRAN



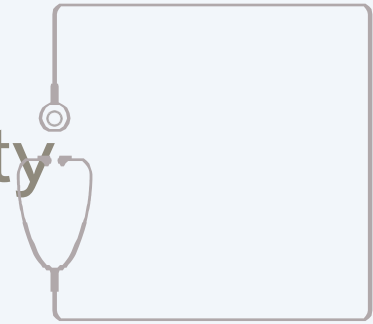
JOB DESCRIPTION



Table of Contents

- 1 Introduction to specialty
- 2 Specialty facilities, resources and activity
- 3 Future plans for the specialty
- 4 Post details
- 5 Further information about visiting
- 6 About Ayrshire and Arran

Introduction to specialty



Health and social care staff in Ayrshire and Arran are working together to transform care and support services to improve the health and wellbeing of local residents. We have made significant progress in the implementation of health and social care integration and are continuing to build on our new Model of Care for older people and adults who have complex needs. We know that if we invest in high quality joined up care for older people, we can improve health and societal outcomes for them and their carers, as well as wider benefits within our health and social care systems for all. Caring for Ayrshire places the individual at the heart of decision-making about their assessment, treatment, care and support and aims to deliver acute care with Hospital at Home, and rehabilitation and care at home or in a homely setting to maximise independence, health and wellbeing. We recognize that for people in our communities to age well a grassroots approach to healthy ageing is needed. Significant steps in this journey of change have already been made. A local example of this in action is the creation of 'Ageing Well in South Ayrshire' which is part of the UK Age Friendly Community Network.

The future models of care will require strong relationships to be built across disciplines and across sectors within defined localities. Consultants will engage more frequently with primary care and community staff as well as consultant colleagues in the acute hospitals.

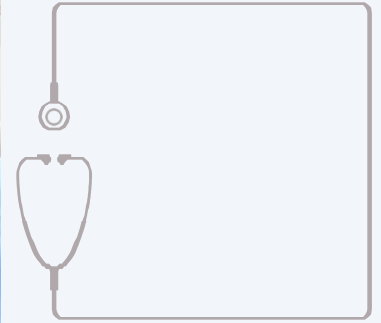
Redesign of the patient journey based on patient need is considered integral to achieving these ambitions. Managing frailty in the acute setting with early comprehensive geriatric assessment and exerting influence on the subsequent patient journey will be of seminal importance. This will be achieved through the further development of an experienced multi-disciplinary team that will have a full understanding of patient need and supporting services to enable older people to receive quality assessment and treatment within their usual place of care, facilitate early discharge, develop new pathways of care, and support decision making in other specialties.



Therefore, we are seeking an experienced clinician with an ambition to deliver innovative services for older frail people who will help to provide senior clinical leadership within the multi-disciplinary team and deliver these changes as part of our transformational approach to service delivery. Further development of established links within Health and Social Care Partnerships and with Primary and Community Care services will be essential for delivery of a successful model of care. Commitment and additional support will be provided from the wider managerial team.

A further sub-specialty interest can be agreed depending on individual interests and service needs, although this is not essential. Existing sub-specialty areas include medical education, Hospital at Home, orthopedics and trauma, pre- and peri- operative medicine, and movement disorders. As we evolve our current clinical directorate arrangements for Older People's Medicine, there will be the opportunity to contribute to the wider transformation agenda, working alongside clinical leaders from other disciplines, from the three Health and Social Care partnerships and with colleagues based at University Hospitals Crosshouse and Ayr.





Specialty Facilities, Resources and Activity

Facilities

Older People's Medicine provides a range of assessment, treatment, rehabilitation, care and support services for older people across Ayrshire.

In-patient services are principally provided from University Hospital Crosshouse, East Ayrshire Community Hospital and Ayrshire Central Hospital for North and East Ayrshire residents, and from University Hospital Ayr and Biggart Hospital for South Ayrshire residents.

A brief description of the services provided on each of these five sites is outlined below:

University Hospital Crosshouse (UHC) Frailty Service

- 11 beds in Acute Frailty Unit co-located with the Combined Assessment unit - this is consultant led, with Acute Care of the Elderly (ACE) practitioners and a training grade doctor.
- 22 Acute Frailty beds
- 30 Active Beds for patients awaiting supported discharge
- Pan-Ayrshire Pre-operative assessment Frailty service for people referred for planned care procedures.

Ayrshire Central Hospital

- Woodland View – two purpose built wards with 60 beds that are used flexibly for Intermediate Care, rehabilitation, palliative care and Hospital Based Complex Clinical Care.
- Weekly Older People's Clinic for planned care

University Hospital Ayr (UHA) Frailty Service

- 8 beds in Acute Frailty Unit co-located with the Combined Assessment unit - this is consultant led including a Nurse Consultant in Frailty with ACE practitioners and a training grade doctor.
- 24 Acute Frailty beds
- 24 Active Beds for patients awaiting supported discharge.

Biggart Hospital, Prestwick

- 108 beds in 4 wards currently configured as follows:
 - -78 rehabilitation (3 wards, including Stroke Rehabilitation)
 - -30 beds for Hospital Based Complex Care/palliative care
- Falls and Movement Disorder Clinics



East Ayrshire Community Hospital [EACH] Cumnock (GP led)

- 12 beds for Older People (East Ayrshire residents)
- 24 bedded GPUnit
- 20 bedded Elderly Mental HealthUnit
- Day Hospital
- Out Patient Department

Community

Hospital at Home 7 days a week. Senior clinical input Mon-Fri by Consultant, Nurse Consultant and GP with Extended Role (GPwER). Service covers South and East Ayrshire area. Advanced Practitioners, band 5 nursing staff, and Band 4 Assistant Practitioners 0800-2030hrs.

Inpatient Services:

Other inpatient services for older people are provided at Community Hospitals in Cumnock, Girvan and Arran. These hospitals are being developed as local hubs to co-locate a range of in-patient, rehabilitation and community health and social care services. No direct consultant input is required at these sites.

Specialty Teaching

There will be opportunity for the post holder to be involved in specialty specific teaching and training at both undergraduate (Universities of Edinburgh, Glasgow, and West of Scotland) and postgraduate level with tutorial based and clinic sessions for FY2, GPST, CMT and higher specialty trainees all rotating through the department, in addition to supporting pan-Ayrshire multidisciplinary training events. These currently run twice yearly with full occupancy attendance figures and high feedback ratings.




Future Plans for the Specialty

- The Acute Frailty Pathway at the University Hospitals of Ayr and Crosshouse has recently been established, working closely with Emergency Medicine Consultants, Acute Medicine Consultants and other practitioners with specialist knowledge of Older People's Medicine. There will be opportunities to contribute to the ongoing development of this service. Leadership in developing stronger links with Intermediate Care services will be required. The post holder will contribute to the Acute Frailty service specifically for the assessment and management of people with frailty, supported by a multi-disciplinary specialty workforce.



- Hospital at Home Ayrshire started in January 2022. This is a 7 day service and is supported by Healthcare Improvement Scotland. We plan to expand both its geographical reach and team size, and have recently been successful in obtaining additional funding from Healthcare Improvement Scotland to support our expansion plans. Any new consultants would be welcome to contribute to this workstream. The aim is to expand coverage of the service to include those people living within North Ayrshire.
- Community Hospital redesign. We have 4 community hospitals in NHS Ayrshire and Arran which work to provide quality, locally based care and treatment using growing interdisciplinary teams. Further details of these hospitals are listed above. Work is progressing to re-shape the models of care provided.

Close working relationships will be necessary with staff working in teams supporting the Acute Frailty Pathway for the ongoing treatment of people initially assessed as acutely unwell.



Input to the Combined Assessment Unit is currently Monday-Friday but we plan to extend the Consultant Geriatrician cover to 7 days – in line with the input from the Acute Care of the Elderly (ACE) Practitioners. This activity will maximise throughput and will be linked closely to the acute assessment work associated with this new post. The ultimate goals will be to provide a greater proportion of care at home or in a homely setting. The development of a whole hospital Frailty Liaison Team will allow input to all MDT meetings and daily huddles for those patients who need single organ specialty treatment.

This will develop in parallel with rehabilitation, treatment and support in community beds (step up and step down model) for patients who have predictable rehabilitation, care and support needs that do not require urgent access to specialty interventions on the acute site but whose care needs are unlikely to be met at home in the short term.

The 'Reshaping Care for Older People' Scottish Government initiative led to many positive developments in Ayrshire and Arran to enable older people to remain in their own homes. These include development of Intermediate Care and Re-enablement Services, additional Nurse Specialists, allied health professionals and home carers. The Directorate aims to work closely with the services and offer specialist clinical advice, education and training to the teams. The successful applicants will have the opportunity to lead further development of these services, including the expansion of our Hospital at Home model in which comprehensive assessment and treatment by a specialist MDT offers prompt access to interventions that can be delivered at home as an alternative to hospital.

Underpinning the new models of care is the need to develop workforce capacity and capability to provide integrated rehabilitation, care and support at home to improve confidence and function, support carers, reduce risk of admission or readmission, and enable people to remain at home when this is in line with their preference for end of life care.

Post Details

The post holder will be accountable to the Associate Medical Director who will agree the Job Plan.

They will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, they are expected to observe NHS Ayrshire and Arran's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of NHS Ayrshire & Arran.

They will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of patients to be able to make contact with the post holder when necessary.

Where the post holder has responsibility for the formal training and supervision of Junior Medical Staff they will be expected to devote time to this activity on a regular basis and in accordance with the standards set out by the GMC. In addition, he/she will be expected to ensure that Junior Staff have access to advice and counselling. The post holder may wish to augment any formal role in Educational Supervisor to include responsibility for higher specialty trainees (ST4- ST7).

Resources

The post holder will have access to such general administrative support as is required for the discharge of his/her duties and responsibilities.

This will include the provision of adequate secretarial and clerical support and the availability of office accommodation, equipment etc. The post holder will receive support from such other professional staff as are employed within NHS Ayrshire and Arran and are deployed to his/her area of patient care.

Duties and Responsibilities

The successful candidate will work as a member of the Older People's Medicine team in Ayrshire. The main duties and responsibilities of this post include:

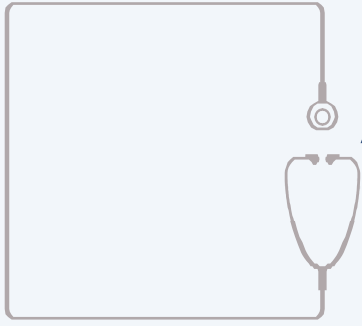
- Delivery of high quality, efficient and responsive clinical care to the patients and population of Ayrshire & Arran.
- Responsible for inpatient ward rounds in the acute frailty ward at University Hospital Crosshouse or Ayr, Woodland View or Biggart Hospital as agreed during the job planning process. The post holder will work with Hospital at Home and Health and Care partnership staff to identify the most appropriate pathway of care for the patient for effective treatment and safe, supported discharge home without unnecessary delay.
- Responsible for sessions of ward round activity in acute frailty unit (UHC or UHA as agreed)
- Provision of outpatient activity aligned to service requirements and sub-specialty interest
- Professional supervision and management of Junior Medical Staff.
- Support the development of interdisciplinary assessment and treatment pathways and processes for older patients within the Combined Assessment Units, working closely with a specialist Medicine for the Elderly practitioner and local Intermediate Care services.
- Responsibilities for carrying out teaching, accreditation and examination duties as required, and for contributing to undergraduate and postgraduate medical education. The post holder will be expected to comply with College recommendations on Continuing Medical Education.
- Compliance with NHS Ayrshire and Arran's Policies on Clinical Governance.
- Compliance with NHS Ayrshire and Arran's policies on Health and Safety.
- Requirement to participate in medical audit and continuing medical education.
- The successful applicant will be encouraged to participate in research and to develop a relevant subspecialty interest, subject to resources and local priorities.



Person Specification

	Essential	Desirable	How or where to be judged
Qualifications and Training	<p>Full GMC registration with current licence to practice</p> <p>New Consultants to be within 6 months of anticipated award of CCT or CESR at time of Interview</p> <p>Dual Accreditation in GIM</p>		Application
Experience	As above	Interest and experience in movement disorders or other sub specialist interest	Application and Interview
Human Factors	<p>Ability to communicate effectively with all levels of staff and patients.</p> <p>Excellent team working skills</p> <p>IT Literacy</p> <p>Excellent written and verbal communication skills</p>		Application and Interview

Understanding the objectives of NHS A&A	Committed to supporting delivery of NHS A&A's Caring for Ayrshire strategy		Interview
Teaching and Education	Experience of: <ul style="list-style-type: none"> - Clinical supervision of doctors in training - Teaching undergraduate and other health professionals 		Application and Interview
Clinical Audit and Risk Management	Demonstrate experience of clinical audit and evidence-based practice Key principles of Clinical Governance and Data Protection	Understanding of risk management and patient safety initiatives	Application and Interview
Research and innovation	A commitment to delivering service improvement and/or participating in clinical research	Evidence of helping to deliver service improvement or evidence of interest in research	Application and Interview
Understanding of GMC Requirements	Knowledge of "Duties of the Doctor"	Understanding of revalidation	Interview



Annual Appraisal and Job Planning

You shall also be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants. The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan.



General Provisions

The post is within the Care of the Elderly Directorate which is a pan-Ayrshire service. The post holder will be accountable to the Associate Medical Director who will agree the job plan.

There will be flexibility around additional Programmed Activities which may be required, and the implementation of the Job Plan, subject to further discussion with candidates.

Subject to the provision of the Terms and Conditions of Service, the post holder is expected to observe NHS Ayrshire & Arran's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of NHS Ayrshire & Arran.

The post holder is required to comply with NHS Ayrshire & Arran's Health and Safety Policies.

Terms and Conditions

The terms and conditions of service are those determined by the New Consultant Contract (Scotland) 2004. The posts are offered on a 10 programmed activity basis initially (including 2 SPAs), but opportunities may exist for Extra Programmed Activities to be undertaken subject to service requirements and in accordance with national terms and conditions of service.



Further Information and Visiting

NHS Ayrshire & Arran Board believe that our staff are our greatest resource and are committed to improving staff experience in the knowledge that if this is good, it will have a positive impact on the patient experience. Safe, healthy, valued, respected and supported staff deliver higher quality of care to patients. Sustaining a culture of wellbeing, positive relationships and performance in such an environment is a key priority for the Board.

Informal visits and enquiries are encouraged and the existing team would value the opportunity to meet with prospective applicants to discuss the opportunities that the post offers. Visits can be arranged through:

Dr Elaine Spalding, Associate Medical Director



Tel: 01563 827891



elaine.spalding@apct.scot.nhs.uk

Mrs Debbie Hardie, Divisional General Manager, Medicine



01563 827173



debbie.hardie2@apct.scot.nhs.uk



“Situated on the beautiful Clyde Coast, Ayrshire & Arran is a great place to live and work.”


AYRSHIRE & ARRAN



Ayrshire & Arran is a mecca for all golfers with over forty quality courses, including three Open Championship courses. It is also home to some of the most prestigious heritage and visitor attractions that Scotland has to offer.

Ancient castles, beautiful country parks and gardens, bustling market towns and award-winning visitor attractions are all to hand and set in awe-inspiring scenery.

The spectacular granite mountains, ancient stone circles and the sheltered waters of the Firth of Clyde act as a magnet for walkers, cyclists, fishermen and sailing enthusiasts alike. It is also the birthplace of world-renowned poet Robert Burns, and there are plentiful reminders of the man and his world to explore here.



Ayrshire has the benefit of allowing you to have the best of both worlds: it is an easy commute from Glasgow and the wider central belt with an excellent network of transport links throughout Scotland, and is also steeped in countryside, rolling hills and stunning beaches.

There are UK and international flights available from Glasgow Airport, as well as a range of services from Glasgow Prestwick Airport.

Should you wish to relocate to Ayrshire, you will find that property prices are much more affordable than in other parts of the UK and that there are some truly stunning houses and excellent communities to make a home and raise a family. Local educational standards are very high at primary and secondary level and private education is available in the area.

The seaside towns of Ayr, Girvan, Irvine, Prestwick and Troon attract many visitors and have an abundance of restaurants, bars, cafes and leisure facilities. There are more than 80 fine hotels, several country parks, more than 40 castles, and close to 50 golf courses including three Open Championship courses at Prestwick, Turnberry and Royal Troon.

You will find a diverse cultural scene with theatres, halls, pubs, galleries and sports fields hosting orchestras, major gigs, classical recitals, kids shows, old-style variety shows, Highland Games and festivals such as Burns an a That, the Kilmarnock Edition, Marymass, Darvel Music Festival and Septembayr.