YEOVIL DISTRICT HOSPITAL
NHS FOUNDATION TRUST

JOB DESCRIPTION

CONSULTANT IN CARE OF THE ELDERLY
WITH AN INTEREST IN FRAIL OLDER PERSONS’ ASSESSMENT
SERVICE (FOPAS) AND ORTHOGERIATRICS

January 2016
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</tbody>
</table>
Job Details

Job Title: Consultant Physician for Care of the Elderly with an interest in FOPAS and/or Orthogeriatrics

Professionally accountable to: Associate Medical Director
Managerially accountable to: Clinical Director

Job Purpose

- Older people are cared for in a 24 bed (+4 bedded Hyper-Acute Stroke Unit) on the 8th floor. These patients are admitted directly to the ward or transferred from the Emergency Admissions Unit. All these beds are for Acute Assessment and Rehabilitation (average length of stay 8 days). The ward is shared between 4 Elderly Care Consultants (2 x consultants with interest in Stroke Medicine and 2 with interest in general care of the Elderly and Orthogeriatrics) supported by 2 Specialist Registrars and Junior Doctors (2 FY1, 2FY2/GP trainees and Trust Drs). There are two weekly Multi-Disciplinary team meetings for both teams

- Orthogeriatric Ward – patients are cared for jointly between orthogeriatrician and the orthopaedic team supported by Specialty Grade Orthogeriatrician

- General Medical and specialty outpatient clinics

- Consultant on-call non-selective take rota (1:13 weekdays and 1:16 weekends)

- Medical education

The Elderly Care Department and Stroke Services

The Stroke team is currently part of the Elderly care team and both are fully integrated with General Internal Medicine.

The Elderly Care Ward (Yeovil District Hospital - Ward 8B)

There is a 12 bed Elderly Care ward on the 8th floor and an Orthogeriatrics unit on the 6th floor (12 beds). Patients are either admitted directly to the ward or transferred from medical or surgical units. All these beds are for acute assessment and rehabilitation (average length of stay 8 days). FOPAS is situated on level 2. The Stroke team has 12 beds on 8B and 4 hyper-acute beds in the CCU

Responsibility for care on the Stroke wards and the Elderly Care wards is shared between the 2 Stroke and 2 Elderly Care Consultants. They are supported by 2 F1, 2 F2 doctors, 2 Specialist Registrars and a trust doctor. There are weekly multidisciplinary team meetings.

The Queensway Day Hospital

There is a Day Hospital on the 2nd floor. It is a modern Day Unit with 30 places providing assessment and rehabilitation. In addition various therapeutic and diagnostic procedures are provided including: blood transfusions schemes, intra-articular injections, lumbar puncture and iron infusions. Within the Day Hospital there are facilities for ambulatory blood pressure monitoring and cardiac event recording (Recollect). Monthly Consultant lead clinics are held in the Day Hospital. There are Falls and Parkinson’s disease clinics already in place
FOPAS
The Day Hospital has recently been upgraded to house FOPAS (Frail Older Persons’ Assessment Service) – a dedicated service for older patients to help ease the burden on Emergency Department (ED). Paramedics and GPs can now bypass ED and send urgent cases straight to the service. Patients are seen by specialist dementia staff, senior doctors, nurses and therapists. The unit also has social workers who support the patients as they adjust back to life in the community. There is also a Rapid Access clinic run daily. The service provides efficient assessment and initial intervention of frail older people over a period of 4 hours during their stay and to avoid unnecessary hospital admissions
Patients with a predicted length of stay under 24 hours will be transferred to an appropriate ward bed after their initial assessment under the care of the Consultant for the FOPAS Unit. Those with a predicted length of stay over 48 hours will be transferred to an appropriate ward bed under the care of the Consultant on call for Medicine

Services Relevant to the Post

- Geriatric Medicine
- Acute Medicine
- ED
- Ambulatory Care
- Symphony Integrated Care Hub
- Clinical Investigations Department
- Radiology/Pharmacy
**Example Job Plan & Time Table (Provisional)**

<table>
<thead>
<tr>
<th>Consultant</th>
<th>Elderly Care (FOPAS/Orthogeriatrics)</th>
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<tbody>
<tr>
<td>Department</td>
<td>Medicine</td>
</tr>
<tr>
<td>Division</td>
<td>Urgent Care and Long Term Conditions</td>
</tr>
<tr>
<td>Start date</td>
<td>TBC</td>
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</tbody>
</table>

1. **Timetable of Scheduled Commitments**

<table>
<thead>
<tr>
<th>Day</th>
<th>Morning</th>
<th>Afternoon</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>Ward (1 DCC)</td>
<td>Teaching/Supervision of Juniors (0.5 SPA)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>SPA (0.5)</td>
</tr>
<tr>
<td>Tuesday</td>
<td>YDH CoE clinic (1 DCC)</td>
<td>FOPAS (1 DCC)</td>
</tr>
<tr>
<td>Wednesday</td>
<td>YDH CoE clinic 1:2 (0.5 DCC)</td>
<td>Clinical Admin (1 DCC)</td>
</tr>
<tr>
<td></td>
<td>SPA (0.5)</td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>Orthogeriatrics Ward cover (1 DCC)</td>
<td>Ward (1 DCC)</td>
</tr>
<tr>
<td>Friday</td>
<td>SPA (1 SPA)</td>
<td>FOPAS (1 DCC)</td>
</tr>
<tr>
<td>Saturday</td>
<td>ON CALL ROTA, POST TAKE WARD ROUND, DCC</td>
<td>ON CALL ROTA, POST TAKE WARD ROUND, DCC</td>
</tr>
<tr>
<td>Sunday</td>
<td>ON CALL ROTA, POST TAKE WARD ROUND, DCC</td>
<td>ON CALL ROTA, POST TAKE WARD ROUND, DCC</td>
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</tbody>
</table>
2. Explanation of Duties and Calculation of Weekly Remuneration (PAs)

### Direct Clinical Care

<table>
<thead>
<tr>
<th>Activity</th>
<th>Frequency and other information</th>
<th>Time (hrs/wk)</th>
<th>PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outpatient Clinic</td>
<td>Weekly</td>
<td>4</td>
<td>1.5</td>
</tr>
<tr>
<td>Ward round/ ward referrals</td>
<td>Twice weekly</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>FOPAS</td>
<td>Twice Weekly</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>Clinical Admin</td>
<td>Weekly</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Orthogeriatrics ward cover</td>
<td>Weekly</td>
<td>4</td>
<td>1</td>
</tr>
</tbody>
</table>

**Total Direct Clinical Care Programmed Activities**: 7.5

### Supporting Activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Frequency and other information</th>
<th>Time (hrs/wk)</th>
<th>PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>General SPA</td>
<td>Internal CPD including attendance at mandatory training, general administration relating to audit / clinical governance activity, job planning &amp; appraisal – including time for preparation and meetings relating to this activity, non-clinical administration (deal with correspondence, write reports, provide specialist advice, attend meetings) etc. Average 6 hours per week</td>
<td>2.5</td>
<td></td>
</tr>
</tbody>
</table>

**Total Supporting Professional Programmed Activities**: 2.5

### Additional NHS Activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Other information</th>
<th>Time (hrs/wk)</th>
<th>PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Additional NHS Programmed Activities</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### External Duties

<table>
<thead>
<tr>
<th>Activity</th>
<th>Other information</th>
<th>Time (hrs/wk)</th>
<th>PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Additional NHS Programmed Activities</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Total PAs**: 11 PA’s

(10 Programmed Activities plus 1 PA on call)

**Timetabled Flexibly Worked Activity**: Activities marked as *flexible* are grouped and timetabled as Flexibly Worked Activity

It is recognised that certain activities cannot be accurately timetabled on a weekly basis to occur at a specific time. These activities are marked as *flexible* and grouped and timetabled as Flexibly Worked Activity, and may be undertaken interchangeably to suit the service during the time scheduled in the timetable.

**Unscheduled Activity**: Activities marked as *unscheduled* are not timetabled

These activities may be carried out at a time to suit the service and individual but where such activity...
requires meeting with other individuals, it is expected that wherever possible such meetings be held at
times scheduled for other Flexibly Worked Activity, in which case displaced activity will be carried out at a
time to suit the individual. Should it be necessary to displace fixed clinical activity (DCC-CA), it must be
reinstated at a time to suit the service and the individual.

3. On-call activity

<table>
<thead>
<tr>
<th>On call rota</th>
<th>1 in 13 weekdays</th>
<th>Category A</th>
<th>On call supplement 3%</th>
</tr>
</thead>
</table>

Management Arrangements within the Trust

The major policy and strategic direction for the Trust is set by the Trust Board, comprising the Chairman, Chief
Executive and Executive and Non-Executive Directors.

There are 2 Strategic Business Units;

- Urgent Care & Long Term Conditions (General Medicine including visiting specialties, Emergency
  Medicine, Paediatrics, Cancer Services, Pharmacy, Radiology, Pathology)

- Elective Care (General Surgery including visiting specialties, T & O, Theatres, Endoscopy, Anaesthetics,
  ICU, Therapies, Obstetrics & Gynaecology, Access and The Kingston Wing; the Private Patients Ward)

Each headed by an Associate Medical Director. Clinical Directors are responsible to the Medical Director and
through him to the Trust Board.

Clinical Governance
The Trust operates a system of rolling Clinical Governance which includes audit work. All Consultants are
expected to attend a minimum of 75% of governance meetings.

Continuing Professional Development
All Consultants are expected to comply with the current CPD regulations and annual appraisal to maintain their
professional expertise. Arrangements are provided to ensure that they have the appropriate study leave. A system
for annual job planning is also in place.

Teaching
A major redevelopment of the Postgraduate Centre has been completed as a part of the development of the Yeovil
Academy with the Bristol Medical School. Included within this are 7 seminar rooms with full electronic support and
a 100-seat lecture theatre and expanded library and skills laboratory.

There is an active teaching programme in the Hospital. Junior staff are encouraged to obtain higher qualifications,
their training is a vital part of the work of the Department.

The appointee (in common with other senior members of the trust) will be expected to supervise the doctors in
training, to participate in teaching and be involved with the postgraduate programme generally.

Objectives and Appraisals
The Clinical Director will set a number of objectives in consultation with the post holder which should be achieved
over the following 12 months, with a review at the end of this period. These will be set within the context of the
Trust’s annual appraisal process. Consultant appraisals are a professional process of constructive dialogue, in
which the doctor being appraised has a formal structured opportunity to reflect on his/her work and to consider how
his/her effectiveness might be improved.
**Terms and Conditions of Service**

**Salary**
The successful applicant will receive a gross salary based on an annual incremental pay scale code for Consultants, of YC72, as detailed in the National NHS Terms and Conditions of Service for Medical Staff in England.

The salary and incremental increases are subject to annual review and in accordance with the National NHS Terms and Conditions of Service for Medical Staff in England. The details of the Terms and Conditions for Doctors can be found on the NHS Employers website:  [www.nhsemployers.org/your-workforce/pay-and-reward/pay/pay-and-conditions-circulars/medical-and-dental-pay-and-conditions-circulars](https://www.nhsemployers.org/your-workforce/pay-and-reward/pay/pay-and-conditions-circulars/medical-and-dental-pay-and-conditions-circulars)

**Pension**
There is the option of joining the NHS Superannuation scheme. Contributions start from 9.9% of gross salary. Employer contributions are 14% of salary.

**Annual Leave**
Entitlement is 32 days per year (based on a 5-day week) plus 8 bank holidays. The extra 2 days annual leave is in lieu of the extra statutory holidays. Additional leave for seniority will be taken in line with the Terms and Conditions of Service for Medical Staff.

**Sick Pay**
There is a sick pay scheme, the period of payment is made depending on the length of NHS service. The minimum is 1 months’ full pay and 2 months’ half pay; the maximum is 6 months’ full pay and 6 months’ half pay.

**Appraisal**
It is a contractual requirement that all consultants staff participate in the Trust’s appraisal process based on the nationally agreed model set out in Advance Letters (MD) 6/00 and (MD) 5/01. These have been incorporated within the Trust’s agreed policy on consultant appraisal.

**Outside Employment and Financial Interest**
The person appointed must declare to the Trust any outside employment and any financial interests of relationships that may affect the Trust’s policies or decisions. If Private Practice is carried out a maximum of 10 +1 PA contract will be offered. You will be expected to work 1 additional PA where offered to the basic 10 PAs per week.

**Hours of Work**
The post is full time and the post holder will be contracted for 11 PAs.

**Location**
The post is based at Yeovil District Hospital, and the appointee will be required to undertake some sessions at the other Hospitals within the Trust.

**Removal Expenses**
A Package of expenses is available to assist with the costs of removal. The amount of reimbursement will depend on individual circumstances and is paid in two instalments. Details of the provisions are contained within the Trust’s removal expenses policy.

The new consultant will be required to live within 10 miles of Yeovil District Hospital unless by prior agreement.

It is important that the successful candidate agrees the level of reimbursement of removal expenses with the Human Resources Manager before committing to expenditure.

**Study Leave**
The Trust wish all medical staff to keep fully up to date within their specialty and encourages doctors to take study leave on this basis. Guidelines for study leave for Consultants and other medical staff have been produced by the Trust which follow the National Guidelines. Study leave may be granted within a maximum of 30 days within any period of 3 years.
Commencement of Duties
This is a permanent post, available immediately. The appointee will be required to take up the post no later than three months from the date of the offer of an appointment unless a special agreement has been made between the appointee and the Trust. Candidates who are unable to take up the post within the specified period should indicate this on their application.

The person appointed to this post will have substantial access to vulnerable adults or children. Applicants are therefore advised that shortlisted candidates will be asked to complete a form disclosing any convictions, bind-overs or cautions, and to give permission in writing to a Disclosure & Barring Service check (formerly known as a CRB) to be carried in the event of a job offer. Refusal to do so will prevent further consideration of your application.

Attention is drawn to the provision of the Rehabilitation of Offenders Act 1974 (Exceptions) Orders 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allows convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

For Further Information or to Arrange a Visit
For further information on this post or to arrange a visit to the hospital please contact:
Drs M Qadiri and R Sofia - Consultants in Elderly Care & FOPAS on 01935 384344

Please note that Yeovil District Hospital NHS Foundation Trust is only able to reimburse expenses for one pre-interview visit for short-listed candidates.

Interview Arrangements
The interview date is TBC.

Health and Safety
Under the Health and Safety at Work Act 1974, as an employee, you must take reasonable care for the health and safety of yourself and for other persons who may be affected by your acts or omissions at work. The Act states that you must not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare.

You are also required to make yourself aware of the Trust’s health and safety policies and to report any accidents/ incidents.

Equal Opportunities
Yeovil District Hospital NHS Foundation Trust is committed to the development of positive policies to promote equal opportunities in employment. All employees have a responsibility to ensure that they understand the standards expected and that they promote and adhere to the equal opportunity measures adopted by the Trust.

This job description is subject to regular review – last reviewed January 2016.

Confidential and personal information related to staff, patients and the Yeovil District Hospital NHS Foundation Trust must not be disclosed within or outside the place of work, except in the proper discharge of duties.

The Trust operates a No Smoking Policy and Trust identity badges must be worn while on duty.

Communication and Working Relationships
An office, computer and secretarial support are allocated.

There are established pathways for expressing concerns about the performance of colleagues of any profession via the Matron, Clinical Director, General Manager or Medical Director. The Trust has a Whistle Blowing Policy.
### Persons Specification

<table>
<thead>
<tr>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td></td>
</tr>
<tr>
<td>MBBS and MRCP, or equivalent</td>
<td>An appropriate higher General Medicine medical qualification</td>
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<tr>
<td>Full GMC Registration with a licence to practise</td>
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<tr>
<td>Entry on the GMC Specialist Register via:</td>
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<tr>
<td>- CCT (proposed CCT date must be within 6 months of the interview</td>
<td></td>
</tr>
<tr>
<td>date)</td>
<td></td>
</tr>
<tr>
<td>- CESR</td>
<td></td>
</tr>
<tr>
<td>- European Community Rights</td>
<td></td>
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<tr>
<td><strong>Experience</strong></td>
<td></td>
</tr>
<tr>
<td>Depth and breadth of experience in General Internal Medicine and</td>
<td>Experience at locum consultant level.</td>
</tr>
<tr>
<td>Stroke/Elderly Care following completion of approved STR training</td>
<td></td>
</tr>
<tr>
<td>programme or equivalent.</td>
<td></td>
</tr>
<tr>
<td>Experience in a special interest that will complement those existing in</td>
<td></td>
</tr>
<tr>
<td>the department.</td>
<td></td>
</tr>
<tr>
<td><strong>Skills, Ability and Knowledge</strong></td>
<td></td>
</tr>
<tr>
<td>Willingness and ability to fulfil the key elements of the job description.</td>
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</tr>
<tr>
<td>Ability to cope with the demands of a DGH based Consultant.</td>
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<tr>
<td>Ability to lead and develop the service.</td>
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<tr>
<td>Ability to develop effective working relationships on an individual,</td>
<td></td>
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<tr>
<td>multiprofessional and team basis with all levels of staff.</td>
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<tr>
<td>Ability to communicate effectively.</td>
<td></td>
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<tr>
<td>Understanding of clinical governance and the individual responsibilities it implies.</td>
<td></td>
</tr>
<tr>
<td><strong>Audit</strong></td>
<td>Knowledge of multidisciplinary clinical audit principles and evidence of direct involvement in 2 specific audits in the last 18 months.</td>
</tr>
<tr>
<td><strong>Research</strong></td>
<td>Knowledge of principles of research and evidence of involvement in a research project in the last 2 years.</td>
</tr>
<tr>
<td><strong>Teaching</strong></td>
<td>Evidence of teaching appropriate to Medical students and Doctors in training and the multidisciplinary team.</td>
</tr>
<tr>
<td>Management</td>
<td>Ability to present effectively to an audience using a variety of methods.</td>
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<td>------------------------------------------------</td>
<td>-------------------------------------------------------------------------</td>
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<tr>
<td>Knowledge of the NHS plan/modernisation agenda and the implications for service development</td>
<td>Evidence of general management training and self-development in areas such as recruitment and selection, equal opportunities, leadership, planning and change management, appraisal. Evidence of ability to contribute to the strategic direction of the Trust.</td>
</tr>
<tr>
<td>Personal Qualities</td>
<td>Commitment to a career in Hospital Medicine.</td>
</tr>
<tr>
<td>Able to establish good working relationships with other members of the multidisciplinary team.</td>
<td>Able to organise own learning.</td>
</tr>
<tr>
<td>Flexible and adaptable to competing demands.</td>
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</tr>
<tr>
<td>Commitment to modern practices.</td>
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<tr>
<td>Special requirements</td>
<td>Driving licence or ability to travel between sites.</td>
</tr>
</tbody>
</table>

**Job Description Agreement**

Consultant Physician in Care of the Elderly and FOPAS

Name (print):

Signature: Date:
Appendix 1  The Department of Medicine

- Clinical Director: Dr J Gotto, MBBS BSc Hons MRCP – General Physician with an interest in Gastroenterology and Dr A Bickerton Consultant in Diabetes and Endocrinology.
- There are 21 Consultant Physicians (including Dr Gotto).
- Junior Staff:
  1 Associate Specialist in Care of the Elderly
  2 Specialty Doctors in Acute Medicine
  1 Specialty Doctor in Cardiology and GIM
  1 Specialty Doctor in Endocrine and GIM
  1 Specialist Training Grade 3 in Acute Medicine
  2 Specialist Training Grade 3 in Care of the Elderly
  1 Specialist Training Grade 3 in Cardiology
  1 Specialist Training Grade 3 in Gastroenterology
  1 Specialist Training Grade 3 in Respiratory
  1 Specialist Training Grade 3 in Rheumatology
  4 Specialist Training Grades (VTS)
  3 Foundation Year 2
  2 Core Training
  1 Trust Fellow
  10 Foundation Year 1
- Currently there are five dedicated medical wards at Yeovil District Hospital. The Medical Directorate runs a ward based system with Consultants and Junior Medical Staff being allocated to these and a number of outlying wards.
- An acute stroke unit has been developed on one of the wards. There is also a purpose-built Day Hospital on the main hospital site.
- Convalescent, long stay and General Practitioner beds are available at Wincanton and Crewkerne Hospitals.
- There is a modern 8-bedded Coronary Care Unit on Level 8 of Yeovil District Hospital with full facilities for monitoring and telemetry.
- A well-equipped ICU of 10 beds is situated on Level 5 adjacent to the Main Theatres and has level 3 patients supervised by Consultant Intensivists.
- The hospital also has facilities for:
  Non-invasive cardiac investigations & permanent pacemaker implantation
Bronchoscopy, lung function testing and sleep studies

Bone densitometry

Upper and lower gastrointestinal endoscopy

- The Department of Radiology has a Siemens MRI Scanner, Phillips CT Scanner, gamma camera, ultra sound scanning and digital angiography. There is an active Pathology Laboratory with a full range of diagnostic facilities.

- Each ward employs full time Ward Clerks to assist in obtaining notes and clerical duties.

- A Clinical Site Manager organises bed allocation between the hours of 9:00am and 9:00pm.

- There is a 24-hour porter service.

- There is a Clinical Investigations Department which offers a range of cardiology, respiratory and gastroenterology tests. This unit is staffed Monday to Friday between 9.00 am and 5.00 pm.

- There is a 7 days per week phlebotomy service.

- Night calls are routed wherever possible through the Night Co-ordinator on duty.

- There are Clinical Nurse Specialists in Respiratory Diseases, Diabetes, Rheumatology, Terminal Care and Alcohol & drug addiction, who visit the wards and liaise with all members of the medical and nursing staff about the care of patients. The Trust also benefits from the service of Stroke and Diabetes Nurse Consultants.

- The Hospice Nurses and Community Liaison Nurse who liaise with Junior Medical Staff and Consultants regularly visit the hospital.

- There is a Medical Social Worker attached to the medical wards for liaison.

Training for Junior Doctors

The practice of clinical medicine is a practical skill and traditional bedside teaching is still an important part of the training. In addition the following meetings are currently organised for junior doctors:

- X-Ray Teaching (run by a consultant Radiologist) 1 hour per week (Thurs 1-2pm)

- Journal Club and Medical Grand round 1 hour per week

- Medical Clinical Governance Monthly

- Respiratory teaching / training departmental Meeting 1 hour per week (Wed 1-2pm)

- In addition training is given on Cardio-pulmonary resuscitation at the beginning of a doctor’s appointment.

Yeovil Academy

There is an excellent Postgraduate library with a full range of current periodicals and standard textbooks with facilities for computer assisted data retrieval and reprint requests. This is staffed by a full time librarian. 3rd, 4th and 5th year medical students from the University of Bristol are placed in the Yeovil Academy at Yeovil District Hospital.

Cardiology

There is an eight bedded coronary care unit. The clinical investigations department provide exercise treadmill testing, transthoracic echocardiography, 24 hour ambulatory ECG, blood pressure monitoring and permanent
pacemaker insertion. There is also a three times weekly Rapid Access Chest Pain Clinic. Patients on the general ward are monitored by the coronary care unit staff through telemetry. The consultant cardiologists currently perform coronary angiography in other units on those patients referred to Yeovil Hospital. The department is supported by a Specialist Registrar.

**Gastroenterology**

Esophagogastroduodenoscopy, colonoscopy and ERCP are routinely performed in a purpose-built endoscopy suite. The Clinical Investigation Department provides oesophageal pH monitoring for the investigation of atypical chest pain. The department is supported by a Specialist Registrar and Nurse Endoscopist.

**Respiratory Medicine**

The Clinical Investigations Department provides the whole range of non-invasive investigations. In addition there are regular bronchoscopy sessions. The department is supported by a Specialist Registrar, specialist nurses and respiratory technicians. There is a fully supported Lung Cancer MDT with regular video-conferencing with the thoracic surgeons and oncologist/radiotherapist.

**Rheumatology**

The whole range of rheumatology services is provided. The unit has the latest generation bone densitometers being the first District Hospital in the UK equipped with mobile and forearm scanners for the assessment and research into osteoporosis and other metabolic bone diseases. The unit is supported by specialist nurses and a ST3 Grade Doctor.

**Diabetes and Endocrinology**

There are two diabetologist/endocrinologists undertaking an extensive range of specialist diabetes and endocrine services. In addition to general diabetes and endocrine clinics, specialist clinics include diabetic nephropathy clinic, diabetic foot clinic, type 1 diabetes clinic, rapid access diabetes and endocrinology clinic, young adult clinic, diabetes in pregnancy clinic, virtual diabetic retinopathy clinic and thyroid clinic. In addition, the diabetes inpatient service is undergoing rapid expansion with the support of a designated specialist nurse. The diabetes service is supported by specialist nurses, dieticians, chiropody and orthotic services. A Nurse Consultant in Diabetes works jointly in the Trust and Community. Dynamic endocrine function testing is performed regularly in the Queensway day hospital. There are regular chemical pathology and endocrine imaging meetings.

**Care of the Elderly**

There are three general physicians with interest in care of the elderly in post. Assessment and rehabilitation facilities are provided; these have expanded with the incorporation of a purpose built day hospital in the main hospital. The department is supported by physiotherapists, occupational therapists, a nurse consultant (stroke) and a clinical assistant, as well as two Specialist registrars. The Trust is working jointly with its local PCT to develop an integrated stroke service, with an Acute Stroke Unit on one of the medical wards.

**Emergency Admission Unit**

A 34 bedded Emergency Admission unit taking both Medical and Surgical patients. This unit takes direct GP referrals and patients from the Emergency Department. Stays in this unit are no longer than 48 hours. Medical Patients will be cared for by the Consultant Physicians for Acute Medicine the Middle Grade Doctor, the FY2 Doctor and the FY1 Doctors assigned to this unit.

**Support Services**

Department of Diagnostic Imaging provides an extensive range of services with state of the art gamma camera for radio isotope imaging, ultrasound, multi slice spiral CT and MRI scanners. The Somerset osteoporosis service
works closely with the department. There are telephone/computer links for CT and MRI scan images to be transmitted to the regional neurosurgical unit at Bristol.

Department of Pathology

The department has recently undergone massive expansion and upgrading. All aspects of pathology are available on site. The service is computerised with terminals on all wards allowing instant access to results 24 hours a day.

Emergency Medicine Department

The hospital has a major; 24 hour Emergency Medicine department run by 3 consultants in accident and emergency and has recently undergone a £1 million modernisation.

Other Departments

Other departments in this hospital include physiotherapy, occupational therapy, appliances, pharmacy, neurophysiology, dietetics, social services and speech therapy. The department of medicine looks to Bristol and Southampton for cardiac surgery. Frenchay hospital, Bristol for thoracic surgery and also the regional unit at Frenchay for neurosurgery.
Appendix 2  The Organisation: Yeovil District Hospital Foundation Trust

Our facilities, services and achievements

Yeovil District Hospital has enjoyed a stable and successful history; trusted and respected by our patients, staff and commissioners and well-rated by the Care Quality Commission and Monitor.

We are a District General Hospital, based in the market town of Yeovil, serving a population of around 185,000 people in South Somerset and Dorset.

Among our accolades, we have been repeatedly rated as one of the top-10 healthcare employers in the Country, are a leading-light in global stroke research and development, and have attracted national interest in our iCARE model which has established the principles of exemplary patient care and experience within our Hospital.

Yeovil Hospital at-a-glance facts:

- Strong-history as one of the top-ten healthcare employers in the country
- An NHS Foundation Trust since 2006
- Single-site hospital, providing some off-site clinical care in partnership
- Full-range of clinical services – including General Medicine, Cardiology, General Surgery, Orthopaedic Surgery, Trauma and Paediatrics – with an emphasis on enhanced recovery achieved through multi-disciplinary input and delivered through laparoscopic-techniques, day-surgery procedures, and patient-enabling support
- Full range of on-site diagnostics, including respiratory lab and bone densitometry
- Workforce of approximately 2,300
- Provide care for a population of about 185,000, primarily in south Somerset, North and West Dorset and parts of Mendip
- 345 beds and a private patients’ wing, the Kingston Wing.
- In 2011/12, there were 17,668 emergency admissions, 3,337 elective admissions, 16,765 day case admissions, 162,790 outpatients seen, 43,915 Emergency Department attendances; 1649 births, and 645 admissions to intensive care
- An excellent reputation for research activities, including the second-highest uptake for the global AVERT stroke trial.

Our future

While we enjoy stability, both in financial and operational performance, we are clear that the success of our past must be employed as a strong base from which to launch into an innovative and sustainable future.

We know that the role which an acute hospital plays within a wider care landscape must change in order to meet people’s aspirations for improved outcomes, greater independence into later life, and access to more care closer to home. We also know that the sustainability and continued quality of both the NHS and public-sector social care relies upon collaboration and creativity.

As with the rest of the South West, our population consists of more people aged 65+ and 85+ than the England average. In fact, our demography matches that forecast for England in the 15 years-time. This means the country’s
medical communities and policy-writers are looking to Trusts like ours to find solutions to tomorrow's problems today. This brings us challenges and opportunities in equal measure.

We must develop and deliver services across specialties which are capable of caring for patients with many co-morbidities, increasing complexity and acuity, and greater incidences of dementia. We will need to apply new techniques and service-models early, and establish innovative partnerships to enable skills, experiences, and resources to move with the patient to provide the right care in the right place.

This means we need brilliant people; those who are able to deliver exceptional care on the frontlines and as managers, providing our patients with the best possible experience and outcomes, and helping to build the NHS of the future.

Yeovil District Hospital NHS Foundation Trust has an active and well established Department of Research and over the last year record numbers of patients have welcomed the opportunity to take part in clinical research studies available here. Patients who are eligible for a research study and consent to take part are cared for by an experienced team of research staff who provide individual support throughout. There has been a year-on-year increase in providing access to new drugs and treatments across most disease areas, particularly the common cancers, diabetes, heart failure, arthritis and stroke.

Working for Yeovil District Hospital

The Hospital is one of the largest employers in the area with around 1,700 whole time equivalent staff. In 2011 the Healthcare 100 survey identified Yeovil District Hospital as the second best general hospital to work for in the UK, for the third year running. Yeovil is very proud to have scored in the top 20% of acute trusts in the annual staff survey, for the third year in a row, and was the top acute trust in the South West in terms of staff attitudes to working at Yeovil. Staff retention is excellent with over 85% of staff employed by the Trust for over a year.

Yeovil District Hospital recognises how important it is to involve both its staff and the local community in developing services for the future. Clinicians’ views formed the Clinical Services Strategy and are key to the Trust's Service Improvement Plans; to provide high quality safe services which make best use of our resources.

The Trust supports a rich, multi-cultural workforce representing some 40 nationalities and the Hospital has been used as an example of good practice across the region for equality and diversity by NHS Employers, who gave the Trust a top score and ‘Positively Diverse Lead Site Status’.

High quality training is also important to the Trust. YDH links with the Universities of Plymouth, Bournemouth, West of England and Bristol to train the healthcare professionals of the future in its prestige new learning centre, the Somerset Academy.

Neighbouring community hospitals

There are currently four local community hospitals run by NHS Somerset at Wincanton, South Petherton, Crewkerne and Chard. The majority of the beds are used for General Practitioner care.

There are minor injury units at Crewkerne and Chard hospitals and Wincanton Community Hospital which are run by GPs and nurses. Wincanton Community Hospital accommodates the Herridge Unit for rehabilitation of the elderly and South Petherton Community Hospital is being rebuilt.

NHS Dorset manages the Yeatman Hospital in Sherborne, which has a minor injuries unit and a surgical day ward with an operating theatre equipped for minor and intermediate day surgery.
Appendix 3  Supplementary Information for Candidates

About Yeovil

Situated on the Southern boundary of Somerset, bordering Dorset, Yeovil enjoys a prime position for accessing and enjoying some of the best countryside, coast and cities in the UK.

Yeovil itself is a vibrant market town with a population of around 40,000, and the population we serve is drawn from the town as well as the many rural and semi-rural conurbations which surround it.

Good public transport networks, easy motorway and A-road links, exciting urban neighbours in Bristol and Bath, and easy access to Bristol International Airport, means we can live amidst some of the country’s most beautiful countryside without compromising on access to the rest of the UK and beyond

Airports – Local airports providing access to European and international destinations are at Bristol, Southampton, Exeter and Bournemouth.

Living here - Whether buying or renting, the surrounding area offers something to suit every taste and budget; whether you prefer the tranquillity and community of village life, or more vibrant surroundings in one of our many nearby local towns.

With such choice, there is wide variety in house prices for buyers. However, prices for Somerset and Dorset are very attractive when compared to national averages.

Somerset average house price: £215, 400

Dorset average house price: £260, 800

Source: Land Registry of England & Wales (Dec 2012)

Useful website links:

<table>
<thead>
<tr>
<th>South Somerset District Council</th>
<th><a href="http://www.southsomerset.gov.uk/">http://www.southsomerset.gov.uk/</a></th>
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<tr>
<td>Yeovil Town</td>
<td><a href="http://www.yeoviltown.com/">http://www.yeoviltown.com/</a></td>
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<tr>
<td>Leisure &amp; Entertainment Facilities</td>
<td><a href="http://www.yeoleisurepark.co.uk">www.yeoleisurepark.co.uk</a></td>
</tr>
<tr>
<td>Estate/Letting Agency</td>
<td><a href="http://www.yell.com">www.yell.com</a></td>
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<td></td>
<td><a href="http://www.rightmove.co.uk">www.rightmove.co.uk</a></td>
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Schools & Higher Education

Parents moving into South Somerset, or those wishing to start a family, have a wealth of educational facilities on their doorstep. As well as a choice of state primary, secondary and further education facilities, the area also boasts a number of private schools with excellent reputations.

Access to academic excellence at a higher level is unparalleled, with both the University of the West of England (Bristol) and Bath University less than an hour away.
The website of Somerset County Council, our Local Education Authority, contains everything you need to start planning for the education needs of your family.

Useful website links:

<table>
<thead>
<tr>
<th>Somerset County Council – Find a School</th>
<th><a href="http://www.somerset.gov.uk/education-learning-and-schools/choosing-a-school/find-a-school/">http://www.somerset.gov.uk/education-learning-and-schools/choosing-a-school/find-a-school/</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yeovil, Somerset – All the Schools</td>
<td><a href="http://www.alltheschools.com/somerset/yeovil.htm">http://www.alltheschools.com/somerset/yeovil.htm</a></td>
</tr>
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Activities

After a busy week making a difference to the lives of your patients, you may feel you deserve some serious rest and relaxation; and based in or around Yeovil you couldn’t be in a better place.

Within easy reach are the Somerset levels and moors, and the golden-sand beaches of Dorset, with opportunities to enjoy a wide variety of activities such as sailing, climbing, and walking. Families are also catered for in abundance, with the renowned Longleat Safari and Wildlife Park and Cheddar Gorge, and Fleet Air Arm Museum close by, while for urban days-out Bristol and Bath offer superb shopping, along with global cuisine, arts and culture.

Meanwhile, gastronomes will find several Michelin-starred restaurants nestled in the surrounding countryside and cities.

For more information, follow: www.visitsomerset.co.uk