YEVOIL DISTRICT HOSPITAL
NHS FOUNDATION TRUST

JOB DESCRIPTION

SPECIALTY DOCTOR IN
EMERGENCY MEDICINE DEPARTMENT

April 2015
1. **The Work of the Department**

We are a modern Foundation Trust, with a friendly supportive working environment; we have been repeatedly rated as one of the top-10 healthcare employers in the Country.

The department underwent a major rebuild in 2001 bringing it up to modern standards. It has a three bay resuscitation room; six “majors” bays equipped with central monitoring; five “minors” bays; an eye room and a paediatric room and a separate children’s waiting area. Ambulatory Emergency Care (AEC) is co-located with the Emergency Department (ED).

The ED has a four bay Clinical Decision Unit (CDU), where both short stay and certain protocol agreed overnight stay patients are admitted.

A purpose built x-ray room is housed within the department. More complex studies and scans are performed in the main radiology department a short distance down the corridor (two CT scanners and one MRI scanner available).

Our diverse patient-mix of approximately 46,000 attendances per year, and responsibilities as an accredited Trauma Unit, provide varied and interesting clinical challenges.

Eight members of nursing staff have been trained as Nurse Practitioners seeing mainly minor attenders. They are authorised to order a range of investigations and use agreed formulary.

It is an extremely exciting time to join Yeovil District Hospital as we are currently undertaking a review of our acute assessment and admission pathway. We have already made good progress in developing an Ambulatory Emergency Care (AEC) Unit, supported by Advanced Nurse Practitioners. We also have a dedicated Frail Older Persons Assessment Unit, which has strong links with the Emergency Department. The support and engagement of the Trusts management, at all levels, enables creative and rewarding leadership of the service; innovative thinking is encouraged.

**Staff**

*Consultants*
- Dr M Kane – Clinical Director
- Dr K Fernando – Clinical Lead
- Dr D Maritz
- Dr S Zomorrodian
- Mr P K Ancill – 0.5 WTE

1 Associate Specialists

9 Specialty Doctors

1 Specialty Training (VTS)

1 Trust Fellow

4 Foundation Year 2
1 Foundation Year 1

Matron
- Mrs Mandy Carney

Nursing Establishment
- 1 Nurse Consultant
- 2.2 Band 7 Senior Sisters
- 8 Band 6 Junior Sisters
- 28.5 Band 5 Staff nurses
- 4.6 WTE HCA's

Consultants Secretary
- Mrs S Charlton

Reception Staff
- 13 Receptionists

2. **The Job Itself**

This post of Specialty Doctor in Emergency Medicine is working in the Middle Grade rota. Although not a formal training post, the post holder will participate in the teaching programme, and encouraged to attend appropriate courses to further his/her career. There is a purpose built education and clinical skills centre within the hospital, available for use by all health professionals. The Trust offers a CESR programme for Specialty Doctors who wish to progress their career within Emergency Medicine, which includes additional study leave, and funding, secondment opportunities and extra remuneration.

There is a high level of Consultant supervision, and support, with regular Clinical Governance meetings. CME; audit and research interests will be encouraged.

Yeovil District Hospital is located within pleasant countryside, only two hours from London and less than one hour from the coast. Brand new single and family staff accommodation is located a few minutes away from the hospital.

Whether you are an established Specialty Doctor looking for a challenging new role, or if you think that life in a rural ED in one of the most beautiful parts of the UK might suit you, we’d like to hear from you for a no-obligation chat.

**The Candidate**

The successful candidate will have the necessary experience in Emergency Medicine to work the middle grade rota. They should have experience at SHO/ST2 level or equivalent in relevant specialties, for example orthopaedics medicine, geriatrics. Experience in paediatrics other specialties such as ophthalmology ENT and anaesthetics would be an advantage.

The candidate ideally should hold current ATLS and ALS or have arranged a place on the course. APLS, MIMMS and STAR would be an advantage.


Duties of the Post

The key duties included within the post are as follows:

- The examination, investigation, treatment and referral (as appropriate) of patients presenting to the Emergency Department.
- To oversee the work of junior doctors (F1, F2 and ST VTS) working in the department, to ensure that an acceptable standard of practice is maintained.
- To ensure that all medical staff have their appropriate breaks when acting as shift leader.
- To undertake on the floor teaching of medical and nursing students, junior medical and nursing staff in the department.

The middle grade rota consists of twelve sessions, including late shifts and night shifts including one session for CPD. The rota also includes one in three weekends.

The successful candidate will be expected to undertake Continuing Medical Education (CME), attending appropriate courses as necessary.

In addition, the successful candidate will be occasionally expected to undertake audit projects. These can be individual or in collaboration with other staff in the department. There is an expectation that the results of all audits are shared at multidisciplinary departmental meetings and where appropriate presentation to a wider audience will be encouraged. This may include outside presentations, poster presentations and publication.

The successful candidate will be expected to participate in regular appraisal and the Trust/Department Clinical Governance Programme.

3. Study and Training

Post holders are encouraged to attend courses and conferences and departmental meetings to meet CME requirements. The Trust allows study leave and expenses for this purpose at the authorisation of the Clinical Director in line with Trust Policy.

The Trust offers a CESR programme for Specialty Doctors who wish to progress their career within Emergency Medicine, which includes additional study leave, and funding, secondment opportunities and extra remuneration.

4. SAS Tutor

Our highly regarded SAS Tutor is Dr. Michael Fernando, a Consultant Paediatrician. Our SAS Committee Chairman is Mr Sanjit Das, a Specialty Doctor in Urology.

As an SAS Tutor, Michael can:
- Provide support, development and advise to all SAS doctors
- Facilitate the education, training and career progression for SAS doctors
- Provide support to those undertaking a CESR applications via the GMC
- Arrange training days, group sessions and presentations on various topics. For example, over the last year the following have been arranged: Human Factors, Legal Aspects of Medicine, facilitation of formal Endoscopy Training, Communication Training, Leadership Training via the King’s Fund.
• Access Trust study leave funding in addition to SAS funding.

Michael received excellent feedback through the SAS Doctors 2015 survey, with 100% of respondents reporting that they felt their career development was being encouraged by the trust. The feedback comments included:
• Fantastic SAS tutor, looks after SAS doctors well
• He has been exemplary in the role and really encourages good use of funding
• Thank you
• Michael is a very good SAS tutor. If he is willing to continue I think that would be a very good thing.
• Best thing about the SAS group is Dr Fernando as SAS tutor.
• I have really appreciated Michael's unfailing support and advice, and benefited from the group sessions and courses he has arranged. I think SAS doctors in Yeovil have an excellent tutor and I hope he continues in post for a long time to come.

5. **Main Conditions of Service**

a) The successful applicant will receive a gross salary based on an annual incremental pay scale code for Specialty Doctors, of MC46, as detailed in the National NHS Terms and Conditions in England for Speciality Doctors.

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](http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/pay-and-conditions-circulars/medical-and-dental-pay-and-conditions-circulars)

Please be aware that if you are currently in a Specialty Registrar post either run-through or locum post, that, in line with the Terms and Conditions of Service for Specialty Doctors time spent in the Specialty Registrar grade does not count towards incremental credit on the Specialty Doctor pay scale. If you are moving from a run through programme to the Specialty Doctor grade your basic salary will be matched to the nearest point of the Specialty Doctors pay scale subject to verification of previous NHS Service. Pay-banding supplements are not taken into account.

b) The post is permanent and is full time working a 9 person full shift rota with prospective cover for annual leave.

c) The post holder will undertake, exceptionally, to perform additional duties in occasional emergencies and unforeseen circumstances.

d) The appointee will be required to complete a medical questionnaire; following this; a medical examination and appropriate immunisations may be required.

e) The basic salary is for a whole-time appointment, contracted to 12 PA’s per week.

f) A job plan, which reflects accurately the duties and responsibilities of the post holder, will be agreed and reviewed annually by the supervising consultant. This job plan will reflect the needs of the department while providing a satisfactory professional balance to the post.
The post holder's professional progress will be reviewed annually by the supervisory consultant. CME and audit participation will be encouraged and study leave funding is available.

The post holder will need to supervise junior medical staff.

The post holder will be entitled to five weeks annual leave per year for two years, and six weeks annually thereafter.

Purpose built, off site, accommodation for Yeovil District Hospital staff members opened in August 2012 and is managed by the Yarlington Housing Group.

The Yarlington Housing Group has built 36 new homes near to the hospital especially for our staff. The development provides one and two bedroomed flats housing up to 70 doctors and other key staff members. The design for these homes enables each resident to have a private study/bedroom with an en-suite bathroom and provides a high standard of living accommodation. These residences are located just 1 mile or a 10 minute walk from the hospital.

For further details regarding this accommodation please contact Sarah Morgan, Yarlington Housing Group Accommodation Officer, on 01935 404522 or email hospital@yhg.co.uk. Alternatively you can view the details and pricing structure on the Yarlington Housing Group website www.yhg.co.uk by entering ‘Yeovil Hospital’ in the search box. Applications for this accommodation must be made direct to Yarlington Housing Group.

6. **Work Programme – Provisional**

The job plan is for 12 professional activities a week - this is split into 11 professional activities and 1 supporting professional activity.

7. **Other Facilities**

There is a Doctor's Mess within the hospital. Opposite the hospital there are tennis and squash courts and it may be possible to arrange membership for members of the medical staff.

A municipal sports complex with swimming pool and gymnasium is situated close to the hospital.

The hospital is situated within easy walking distance of the town centre.

8. **Conditions of Appointment**

The successful candidate should have acceptable references.

Specialty Doctors must have a minimum of 4 years experience since qualification, 2 of which musts be in the relevant specialty.
The appointment is subject to a satisfactory medical assessment carried out at the hospital’s own Occupational Health Department. The medical is on the basis of a questionnaire issued at the time of appointment to the post.

This post has been identified as one involving exposure prone procedures. As such, additional health clearance is required based on Department of Health guidance March 2007. In addition to TB, rubella, varicella and hepatitis B antibody status are now required.

All pathology specimens must be identity validated from a UK laboratory and samples must be obtained by Occupational Health staff or other officially designated department.

The appointment is also subject to satisfactory Criminal Records Bureau police clearance.

9. Arrangements to Visit the Hospital

For any enquiries please call Dr Meridith Kane, Clinical Director or Dr Katalin Fernando, Clinical Lead in Emergency Medicine on 01935 384388.

The information contained in this Job Description is accurate at the time of typing but may be varied from time to time by agreement.

SPECIALTY DOCTOR ED
April 2015
### POST OF SPECIALTY DOCTOR IN EMERGENCY MEDICINE DEPT

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>CRITERIA</th>
<th>WEIGHT</th>
<th>SCORE</th>
<th>HOW ASSESSED</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EDUCATION, QUALIFICATIONS AND TRAINING</strong></td>
<td>MBBS or equivalent</td>
<td>3</td>
<td>2</td>
<td>Certificates/ Application form</td>
</tr>
<tr>
<td></td>
<td>MRCP or equiv</td>
<td>2</td>
<td>3</td>
<td>Certificates/ Application form</td>
</tr>
<tr>
<td></td>
<td>Eligible for Full Registration with the GMC and hold a licence to practice</td>
<td>3</td>
<td>3</td>
<td>Application form &amp; Interview</td>
</tr>
<tr>
<td></td>
<td>Evidence of commitment to continuing Professional Development –willingness to undertake relevant courses.</td>
<td>3</td>
<td>3</td>
<td>Application form &amp; Interview</td>
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**Q, T & T total score:**

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<thead>
<tr>
<th>CATEGORY</th>
<th>CRITERIA</th>
<th>WEIGHT</th>
<th>SCORE</th>
<th>HOW ASSESSED</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXPERIENCE</td>
<td>Experience of working in the UK or EU or equivalent health care system other than a clinical attachment.</td>
<td>3</td>
<td>3</td>
<td>Application form</td>
</tr>
<tr>
<td></td>
<td>Minimum of 4 years experience post graduate training.</td>
<td>3</td>
<td>3</td>
<td>Application form</td>
</tr>
<tr>
<td></td>
<td>Minimum of 2 years exposure to Emergency Medicine (A&amp;E) in a specialist training programme or equiv</td>
<td>3</td>
<td>3</td>
<td>Application form</td>
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</table>

**Experience total score:**

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>CRITERIA</th>
<th>WEIGHT</th>
<th>SCORE</th>
<th>HOW ASSESSED</th>
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<tr>
<td><strong>SKILLS ABILITIES AND KNOWLEDGE</strong></td>
<td>Evidence of ability to communicate effectively in English, both written and oral.</td>
<td>3</td>
<td>3</td>
<td>PLAB, ILETS Application form &amp; Interview</td>
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<tr>
<td></td>
<td>Evidence of commitment to pursue a career in Hospital Medicine or General Practice.</td>
<td>2</td>
<td>2</td>
<td>Application form &amp; Interview</td>
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<tr>
<td></td>
<td>Evidence of ability to analyse and diagnose situations and prioritise and act accordingly</td>
<td>2</td>
<td>2</td>
<td>Interview</td>
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<tr>
<td></td>
<td>Evidence of ability to develop effective Partnerships and team building</td>
<td>2</td>
<td>2</td>
<td>Interview</td>
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</table>

**S, A & K total score:**
<table>
<thead>
<tr>
<th>AUDIT</th>
<th>Knowledge of multidisciplinary clinical audit principles and evidence of direct involvement in a specific audit in the last 18 months.</th>
<th>1</th>
<th>Interview</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit total score:</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>TEACHING</strong></td>
<td>Evidence of interest and experience in teaching appropriate to Medical students and Doctors in training and the multidisciplinary team (where required).</td>
<td>1</td>
<td>Interview</td>
</tr>
<tr>
<td>Teaching total score:</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Total Shortlisting Score:</strong></td>
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**Weighting:** Criteria in each area are ranked in order of importance 3 - 1, with 3 being essential.

**Shortlisting Criteria:** Each candidate will be scored against the person specification as follows:
- 3 points = fully meets or exceed the criteria.
- 2 points = significantly meets criteria although falls short on minor aspects.
- 1 point = partially meets criteria but falls short on key aspects.
- 0 points = does not meet criteria.

**NB:** SCORING ONLY TO BE COMPLETED AT SHORTLISTING STAGE.

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<th>Print Name:</th>
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<td>Date:</td>
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<td>Signature:</td>
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Appendix 1  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 2  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>
</tr>
</thead>
<tbody>
<tr>
<td>Yeovil Town</td>
<td><a href="http://www.yeoviltown.com/">http://www.yeoviltown.com/</a></td>
</tr>
<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>
</tbody>
</table>

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