

Additional Information in relation to clinical element of post

(this document supplements the information provided in the Job Details for the post of Clinical Lecturer in Care of the Elderly.

GENERAL INFORMATION: The Belfast Health Care Trust

The Belfast Health and Social Care Trust was established in April 2007 and comprises the Belfast City Hospital, Mater Hospital, Musgrave Park Hospital, Royal Hospitals and South and East Belfast, and North and West Belfast Health and Social Services Trusts.

Hospital Profiles

Musgrave Park Hospital is the Regional Orthopaedic Unit for Northern Ireland. The Musgrave Park Regional Orthopaedic Service is the largest in the British Isles with 29 consultant orthopaedic surgeons and staff. On site is the Queen's University of Belfast's Department of Orthopaedic Surgery which is the largest academic unit in Orthopaedics in the British Isles with an international reputation and an extensive research output.

The Royal Group of Hospitals is the largest hospital complex in Northern Ireland, comprising the Royal Victoria Hospital, the Royal Jubilee Maternity Hospital (RJMh), the Royal Belfast Hospital for Sick Children (RBHSC) and the School of Dentistry. It provides virtually all referral services in Northern Ireland and undoubtedly the vast majority of local research. Major re-developments of the Royal Group of Hospitals are underway, which includes the Royal Belfast Hospital for Sick Children. A new Critical care Building with ED is in phased opening. The Royal Hospitals play a major role in clinical education, training and research, with most academic departments linked to the Queen's University of Belfast Medical School on the Royal Hospital's complex – medicine, surgery, ophthalmology, child health, obstetrics and gynaecology, and pathology.

Belfast City Hospital (BCH) is a major teaching hospital, most of which is housed within the Tower (opened in 1985). The Northern Ireland Cancer Centre opened on the campus in March 2006. A strong strategic focus on molecular medicine, cancer and renal services has enabled the development of a vigorous research programme, together with a large Cancer Clinical Trials Unit. There is a modern radiology department and substantial AHP Services (e.g. Physiotherapy, Podiatry, Occupational Therapy, Speech & Language Therapy, Nutrition & Dietetics, etc) and a comprehensive range of pathology.

The Mater Hospital is a long established general hospital with teaching status affiliated to the Queen's University of Belfast. A new state of the art ward block, the McAuley Building, was opened in January 2002. The X-Ray Department is sited in the Dempsey Building, which was opened in 1991. The Dempsey Building also houses the Accident & Emergency Department, the Operating Theatres, the Intensive Care/High Dependency Unit, the Outpatient Department and the Maternity Unit. The main Psychiatric Unit occupies a separate building next to the Dempsey Building. There is also a Psychiatric Day Hospital on a separate site, approximately one mile from the main hospital.

A summary of the services across the different hospitals is provided in the table below:

Site	General Services	Specialist Services
Belfast City Hospital	A&E (temporarily closed) Anaesthesia (including critical care) Pain Management	Adult Cystic Fibrosis Breast Services (including reconstructive surgery) Cardiology Dermatology Gastroenterology Geriatric Medicine Gynaecology & Gynaecological Oncology Haematology Haemophilia Service Medical Genetics Medical Oncology Nephrology (including Renal Dialysis) Radiotherapy Respiratory Medicine Rheumatology Transplant Surgery Urology
Mater Hospital	A&E Acute & General Medicine Anaesthesia (including critical care) Pain Management	Surgical specialties, including Hepatobiliary, Ophthalmology, Gynaecology, Psychiatry
Musgrave Park Hospital	Anaesthesia Pain Management	Regional Orthopaedic unit Rheumatology Rehabilitation Regional Acquired brain injury unit Care of the elderly unit
Royal Hospitals	A&E Acute & General Medicine Anaesthesia (including critical care) Pain Management	Recognised trauma centre Dermatology Paediatrics (RBHSC) Obstetrics & Gynaecology (Royal Jubilee Maternity Hospital) School of Dentistry Regional services include: neurosciences, medical and surgical cardiology, thoracic surgery, ophthalmology and specialised endocrinology, ENT, general surgery, vascular surgery, hepatology

The Belfast HSC Trust functions through a series of Directorates. Older People's Services is part of the Social and Primary Care Directorate.

Care of the Elderly Services

The Belfast Health and Social Care Trust is responsible for ensuring that the population of the Greater Belfast area receives a comprehensive range of medical services for older people. In addition the Belfast Trust provides Regional Stroke services. All age Mental Health Services are provided with Geriatric Medicine Services within the Adult Social and Primary Care Directorate.

The provision of Care of the Elderly Services within the Belfast HSC Trust is currently undergoing modernisation and development to meet service needs and improve quality of care. There is a strong community based ethos and well developed multi-disciplinary methods of working.

Currently, Inpatient Elderly Care Services are provided across 3 acute sites - Royal Victoria Hospital (RVH), Belfast City Hospital (BCH) and Mater Hospital, as well as a non-acute site - Musgrave Park Hospital. Stroke services are based on the RVH site. On the Belfast City Hospital site there is a Direct Assessment/ Admissions Unit (BCH Direct) for frail older people. There are also 72 acute elderly care beds in 3 wards. The Mater site has an 18 bedded elderly care unit. On the Musgrave Park Hospital site, the Meadowlands Unit has 2 wards providing rehabilitation for older patients from the greater Belfast area.

There is a strategic imperative to provide services closer to the patient's own home and to avoid unnecessary hospital admissions. To this end, an Acute Care at Home (ACAH) service has been established and there are plans to extend this to a full 7 day service.

The Trust in association with the Integrated Care Partnerships has established this team involving geriatricians, GPs, old age psychiatry, nursing, PT, OT and other healthcare professionals. The team works to provide care for frail older people with an acute illness, who might otherwise be admitted to hospital. The team currently takes new referrals Monday to Friday.

A range of specialist and general clinics are provided across the four hospital sites. These include falls, osteoporosis, movement disorder and memory clinics. The Meadowlands Ambulatory Care Centre (MACC) provides a community facing hub for assessment and treatment of older people who do not require admission, including those with falls and osteoporosis.

Belfast City Hospital (BCH)

On the BCH site there is a Direct Assessment/ Admissions Unit ("BCH Direct") for frail older people. There are also 72 acute elderly care beds in 3 wards. BCH Direct is now the main pathway for admissions to Care of the Elderly wards on the BCH site BCH, but a small number of patients continue to be transferred from ED and AMU on the RVH site.

Royal Victoria Hospital (RVH)

The RVH site has a large Acute Medical Unit (AMU). A Clinical Assessment unit (CAU) has also been established on the RVH site to provide rapid assessment of patients who present to ED, but who may not require admission if timely assessment and investigations can be carried out on the day of presentation.

Stroke services are also provided on the RVH site. The stroke unit includes 6 hyper-acute beds that are used in the delivery of thrombolysis which is provided 24 hours a day. A regional thrombectomy service is also provided within hours. The 6 hyper-acute beds are housed within a 34 bedded acute stroke unit. The stroke service is provided by 6 full time stroke consultants and 1 consultant who works between Elderly Care and Stroke teams.

Mater Hospital

The Mater site has an 18 bed elderly care ward which also accommodates a small number of stroke patients. Patients are generally received from North Belfast and south Antrim areas. An OPALS service operates on the Mater site in liaison with the general physicians.

Musgrave Park Hospital

The unit on the MPH site comprises of 2 wards providing rehabilitation for older patients from the greater Belfast area. Wards 1 and 2 are 24 bed general rehabilitation and fracture rehabilitation wards. The unit is supported by a comprehensive multidisciplinary team with access on site to radiological services including ECHO, CT and MRI. The Meadowlands Ambulatory Care Centre

(MACC) provides a community facing hub for assessment and treatment of older people who do not require admission, including those with frailty, falls, dementia and osteoporosis.

Intermediate Care

There is a diverse range of intermediate care services delivered by the Trust for patients from the greater Belfast area. Facility based and home based rehabilitation is delivered across the city. Community stroke and fracture teams work across the city providing early supported discharge.

Acute Care at Home

The Trust, in association with the Integrated Care Partnerships, has established an Acute Care at Home team involving geriatricians, GPs, old age psychiatry, nursing, PT, OT and other healthcare professionals. The team works to provide safe and effective care for frail older people with an acute illness, who might otherwise be admitted to hospital. The team is continuing to expand and develop and is open to new referrals Monday to Friday although it is planned to extend this to 7/7 in the near future. At present the caseload of the team is increasing as staff recruitment and training progresses. When the team is operational and fully staffed it is hoped that the patient referrals will be around 60/week. The team is working with the IHI Triple Aim methodology principle of start small and scale up and this number may change based on further learning and service development.

The consultant role within the team involves direct patient contact with clinical assessment and development of a clear management plan in collaboration with the team, primary care and patient/carers. There is further leadership of weekly multidisciplinary team meetings and participation in twice daily handovers. The consultant role involves teaching and clinical support to all members of the team including allied health professionals.

OPALS (Older Persons Assessment and Liaison Service)

This currently operates on the Mater site and provides a consultant led Comprehensive Geriatric Service to suitable acute medical inpatients with the aim of streamlining the patient journey through the system and expediting referral to appropriate services e.g. Inpatient Rehabilitation, Community Rehabilitation, Falls Service, Intermediate Care, Step Down services. Patients on the RVH site requiring further inpatient rehabilitation are assessed via a rehabilitation referral pathway, supported by staff from Meadowlands.

Outpatients

A range of specialist and general clinics are provided across the four hospital sites. These include falls, osteoporosis, neurovascular, movement disorder and memory clinics. An opportunity exists with this post to support the development of an individual applicants specialist interest and in particular an interest in movement disorder would be welcomed.

Fracture Rehabilitation/ Osteoporosis

These services are based at RVH (assessment) and Musgrave Park Hospital (rehabilitation). Osteoporosis services also operate from Musgrave Park Hospital.

Consultant and Associate Specialist Staffing in Elderly Care – BHSCT

CONSULTANT	LOCATION.	SPECIAL INTEREST
Dr Laurence Burke	BCH	Acute elderly care / Foundation Training
Dr Amanda Crawford	MPH / RVH	Falls / Rehabilitation / fracture liaison / Clinical lead Falls and MACC
Dr Cecilia Cullen	MPH	Fracture Rehabilitation / Falls
Dr Patricia Fearon	RVH	Stroke
Dr Patricia Gordon	RVH	Stroke
Dr Dominic Hart	BCH / Community	Acute elderly care / Community
Dr Mark Henry	BCH / MPH	Acute elderly care / Rehabilitation
Dr Enda Kerr	RVH	Stroke / Education
Dr Suzanne MacNair	BCH / MPH	Acute Elderly care / Fracture Rehabilitation and MPH Clinical Lead
Dr Mark Magorrian	Mater / RVH	Acute Elderly Care / Stroke
Dr Catriona McCullagh	MPH	Rehabilitation / Osteoporosis
Dr Bernadette McGuinness	BCH/QUB	Memory, hypertension / Academia
Dr Jim McIlmoyle	RVH	Stroke
Prof Gary McVeigh	BCH / QUB	Pharmacology
Prof Peter Passmore	BCH / QUB	Memory, hypertension / Academia
Dr Cathy Patterson	RVH	Stroke
Dr Richard Plumb	BCH / QUB	Pharmacology / Education
Dr Jan Ritchie	BCH / Community	Acute and Community / Clinical Lead
Dr Gerallt Roberts	BCH / RVH	Acute elderly care / Stroke
Dr Mark Roberts	BCH	Acute elderly care / Quality Improvement
Dr Ruben Tauro	BCH	Acute elderly care
Dr Paul Turkington	BCH	Acute elderly care / Clinical Director
Dr Ivan Wiggam	RVH	Stroke / Clinical Lead

Non Consultant Career Grade

Specialty Doctor in Stroke Medicine
 Specialty Doctor in Elderly Care Medicine
 Specialty Doctor in Elderly Care Medicine
 Specialty Doctor in Elderly Care Medicine
 Specialty Doctor in Elderly Care Medicine
 Specialty Doctor in Elderly Care Medicine

Dr Karen Adams
 Dr Jonny Baillie
 Dr Ayanda Baird
 Dr Joyce Cheng
 Dr Karla Harpur
 Dr Lyndsey Spratt

CLINICAL JOB SUMMARY / MAIN PURPOSE

This post will provide subspecialist interest in the field of dementia and memory services and in addition will provide acute Geriatric care within the Acute Care at Home Team (ACAH) providing acute elderly care services to patients in their own homes.

The post holder will be responsible for clinical leadership, alongside colleagues and the clinical director and Clinical Leads, in moving forward the development of elderly care services across the Trust, including Memory services and the ACAH team.

The post holder will have clinical responsibility primarily within the memory services and ACAH team, though cross cover for other colleagues may be occasionally required, and workforce arrangements will be kept under review with future service developments.

Within ACAH this new post holder will work alongside 2 WTE consultant colleagues already in post, a specialty doctor, General Practitioners, old age psychiatry, nursing, PT, OT and other healthcare professionals. The team works to provide safe and effective care for frail older people with an acute illness, who might otherwise be admitted to hospital. It is hoped that the consultant work force will be expanded to provide a 7/7 acute care at home service (4 WTE in total) to support increased commitment to acute care.

The post holder will provide 2 outpatients clinics per week, aiming to deliver 84 clinics per year.

The current on call rota (1:12) will involve seeing all new patients admitted to the Belfast City Hospital (BCH) and Musgrave Park Hospital (MPH) sites at weekends and provision of cover for approximately 72 in-patient beds on the BCH site and 48 beds on MPH site. Weekend cover is supported by 1 medical ST3+ and 2 F2/CT doctors on the BCH site and one CT doctor on the MPH site. The consultant will normally see around 10 new patients and 10 review patients per weekend day (in total). Most reviews are carried out by junior medical staff, supported by the consultant as required. When recruitment of new consultants to support ACAH is complete, it is envisaged that 4 consultants may transfer to a community on call rota (1:6) along with GP colleagues. The new post holder will take on 0.5 WTE responsibility on the on call rota (approx 1:24)

The post holder will ensure delivery of a high quality service to his/her patients in line with the Trust's key strategic objectives. This will involve a close working relationship with consultant colleagues, managers, and other departments within the Trust, community staff and General Practitioners.

Main Duties / Responsibilities

The postholder will:

1. Have clinical leadership responsibilities in Care of the Elderly Services.
2. Be responsible for the delivery of a high quality service to his/her patients in line with the Trust's key strategic objectives. This will involve a close working relationship with Consultant colleagues and managers, other community staff and General Practitioners.
3. Provide clinical leadership within a multi-disciplinary and multi-agency environment, within the Trust.
4. Work as a member of a team of highly motivated and dedicated geriatricians to provide advice on planning, monitoring, resource allocation and service development to the Senior Management Team within Elderly Care Services.
5. Join a consultant elderly care on-call rota within the Belfast Trust. The Trust will ensure that working arrangements do not contravene the European Working Time Directive.
6. Participate in training of junior medical staff and medical students, ensuring this is of the highest quality.

Managerial Responsibilities

The post holder will:

1. undertake administrative duties associated with the care of his/her patients and the running of the department in conjunction with colleagues
2. respond to Priorities for Action, regional and commissioners' strategies and Trust and service group management plans.
3. support the Belfast Trust reform and modernisation agenda, particularly relating to, unscheduled care arrangements. To support the delivery of access targets and emergency care reforms within the Belfast Trust.
4. provide high quality, cost-effective care.
5. delegate appropriate responsibility and authority to the level of staff within his/her control, consistent with effective decision making, while retaining overall responsibility and accountability for results.
6. take such action as may be necessary in disciplinary and grievance matters in accordance with the procedures laid down and approved by the Trust.
7. identify objectives with the Clinical Director and agree an action plan ensuring personal development.
8. participate in the selection and appointment of staff in accordance with hospital procedures

Professional Responsibilities

The Post holder will:

1. deliver a high standard of inpatient and outpatient care.
2. through leadership, encourage and maintain multi-disciplinary work within his/her workplace.
3. liaise with medical practitioners and other health care professionals in order to ensure a high standard in provision of services.
4. be expected to liaise with medical staff within and across Boards in matters concerning DHSSPSNI planning, teaching and further education.
5. be expected to engage in medical and clinical audit and resource management in order to further develop and further the evolution of his/her services. Audit is encouraged and time will be made available for this activity.
6. assist with the provision of teaching, clinical supervision and appraisal of doctors in training.
7. contribute to undergraduate medical teaching within the directorate.
8. provide cover for colleagues when they are on professional or annual leave. Colleagues are not expected to provide cover for extended periods of sick leave.
maintain his/her own continuing professional development (CPD) in line with the Trust's Strategy on Clinical governance. Reimbursement of expenses for study and professional leave will be in line with nationally agreed terms and conditions of service.
9. participate in a joint clinical academic appraisal process.
10. participate in the Trust's Revalidation protocol. Revalidation is the process by which licensed doctors are required to demonstrate on a regular basis that they are up to date and fit to practise. Licensed doctors have to revalidate, usually every five years, by having regular appraisals with their employer that are based on core guidance for doctors "Good Medical Practice", and other related guidance defined by the GMC. To support this process, appraisal portfolios are designed to meet the GMC supporting information requirements, with evidence of and reflection on Continuing Professional Development, Quality Improvement Activity,

Significant Events, Feedback from Colleagues, Feedback from Patients and Review of complaints and compliments. The Responsible Officer within the Trust is required to make a recommendation to the GMC regarding each medical consultant for whom the Belfast Trust is the designated body. This recommendation will inform the revalidation decision which will be made by the GMC.

11. participate in integrated Annual Job Planning. The Trust has indicated that it will move towards a Team approach to Job planning in the near future.
12. maintain registration with the General Medical Council and a License to Practice.

ADDITIONAL INFORMATION

Equality

Employees of the Trust are required to comply with the Trust's Equality Scheme. A full copy of this scheme is available in the Human Resources Directorate, Employment Equality Team.

Ionising Radiation Regulations

The Ionising Radiation (Medical Exposure) Regulations (2000) require that any person clinically or physically directing a procedure which involves exposure to radiation should have appropriate training. This can be provided locally as necessary.

Records Management

All employees of Belfast Health & Social Care Trust are legally responsible for all records held, created or used as part of their business within the Belfast Health and Social Care Trust, including patient/client, corporate and administrative records whether paper based or electronic and also including e-mails. All such records are public records and are accessible to the general public, with limited exceptions, under the Freedom of Information Act 2000, the Environment Regulations 2004 and Data Protection Act 1998. Employees are required to be conversant with the Belfast Health and Social Care Trust policy and procedure on records management and to seek advice if in doubt.

Environmental Cleaning Strategy

The Trusts Environmental Cleaning Strategy recognizes the key principle that "Cleanliness matters is everyone's responsibility, not just the cleaners" Whilst there are staff employed who are responsible for cleaning services, all Trust staff have a responsibility to ensure a clean, comfortable, safe environment for patients, clients, residents, visitors, staff and members of the general public.

Infection Prevention and Control

The Belfast Trust is committed to reducing Healthcare associated infections (HCAIs) and all staff have a part to play in making this happen. Staff must comply with all policies in relation to Infection Prevention and Control and with ongoing reduction strategies. Standard Infection Prevention and Control Precautions must be used at all times to ensure the safety of patients and staff. This includes:-

- Cleaning hands either with soap and water or a hand sanitiser at the appropriate times (WHO '5 moments');
- Using the correct '7 step' hand hygiene technique;
- Being 'bare below the elbows' when in a clinical environment;
- Following Trust policies and the Regional Infection Control Manual (found on intranet);
- Wearing the correct Personal Protective Equipment (PPE);
- Ensuring correct handling and disposal of waste (including sharps) and laundry;
- Ensuring all medical devices (equipment) are decontaminated appropriately i.e., cleaned, disinfected and/or sterilised;
- Ensuring compliance with High Impact Interventions.

Values

The Belfast Trust aims to recruit staff not only with the right skills but also with the right values to ensure the delivery of excellent patient care and experience. Staff will be expected to be committed to provide safe, effective, compassionate and person centred care by:-

- Treating Everyone with Dignity and Respect
- Displaying Openness and Trust
- Being Accountable
- Being Leading Edge
- Maximising Learning and Development

By embedding the above values we will make a significant contribution to the delivery of the Trust's Vision.

Personal Public Involvement

Staff members are expected to involve patients, clients, carers and the wider community where relevant, in developing, planning and delivering our services in a meaningful and effective way, as part of the Trust's ongoing commitment to Personal Public Involvement (PPI).