

Associate Specialist – Emergency Medicine

JOB DESCRIPTION

DETAILS OF THE POST

Associate Specialist 4 – Emergency Medicine

Background Information of the Trust

Wrightington, Wigan and Leigh NHS Foundation Trust is a major acute trust serving the people of Wigan and Leigh. Innovative and forward thinking, the trust is dedicated to providing the best possible healthcare for the local population in the Wigan Borough and surrounding areas. The Trust aims to continuously provide safe quality care to all patients. Over £220 million is spent each year on a diverse range of reputable general and specialist acute services.

Recently voted Provider Trust of the Year at the recent HSJ Awards, Wrightington Wigan and Leigh NHS Foundation Trust is innovative, ambitious, forward thinking and committed to providing the best possible care for our patients. The most recent initiatives ‘Christies at Wigan’ and investment into the award winning Diagnostics and Treatment Centre at Leigh Infirmary mean you will be joining a Foundation Trust at its most exciting and energetic best.

The Trust has three hospital sites, a state-of-the-art outpatient’s center and offices located at Buckingham Row in Wigan town center.

Location & Environment

Wrightington, Wigan and Leigh NHS Foundation Trust is situated to the West of Manchester. The Trust services a stable population of 310,000 and is coterminous with the Wigan Metropolitan Borough. The area is served by a single CCG which is the major purchaser of services.

Wigan is a pleasant mixed urban – suburban and rural area on the north western edge of Greater Manchester conurbation with easy access to excellent residential, recreational and general amenities. It is renowned for its friendly people, its rugby league and football team. It is surrounded by pleasant countryside and is well connected by regional and national motorway network. It is within easy reach of Manchester and Liverpool as well as the Lancashire holiday resorts, The Lake District and the North Wales. There is a fast inter-city rail service to London, Glasgow, Edinburgh and Manchester International Airport is within easy reach.

Hospital Facilities

A comprehensive pattern of health care is offered via the hospitals and supporting community facilities.

The Royal Albert Edward Infirmary (RAEI) lies a mile north of Wigan town centre in pleasant suburban surroundings. Leigh Infirmary lies 8 miles to the east towards Manchester, whilst Wrightington Hospital, 5 miles Northwest, is in more rural surroundings.
In addition to all the usual specialities, visiting consultants in neurology, nephrology, neurosurgery, oncology, plastic surgery, radiotherapy, and cardio-thoracic surgery hold regular consultative clinics in the Trust's hospitals.

Royal Albert Edward Infirmary (also known as Wigan Infirmary)

This hospital has 513 inpatient beds. Inpatient facilities include all the acute beds for general medicine, paediatrics, general surgery, ENT, urology, orthopaedics, ophthalmology and oral surgery. General Medicine, surgery and trauma have established emergency assessment units.

There have been several major developments in the past 15 years with more planned in coming years.

Wrightington Hospital

Wrightington Hospital has an international reputation as a Centre of Excellence for Orthopaedics, specialising in joint replacement surgery of both upper and lower limbs and the medical management of Rheumatic Diseases. The most commonly used form of hip replacement was developed by Professor John Charnley in Wrightington in the 1960s.

Wrightington Hospital services a supra-regional population with the Wigan, Bolton and South Lancashire CCGs acting as the major purchasers, but with services provided to the majority of districts in the North Western Region and some much further afield. The hospital has 105 beds.

Leigh Infirmary

Leigh Infirmary concentrates on non-acute care and mental illness. Developments at Leigh include new out-patient accommodation, rehabilitation and an endoscopy suite associated with the day surgery unit, a new dermatology suite, and upgraded cardiology facilities.

EMERGENCY MEDICINE

The Emergency Medicine Department at Royal Albert Edward Infirmary (RAEI) serves a catchment population of over 310,000 and treats over 90,000 new patients a year. The Emergency Medicine Department at Wigan has been considerably expanded and upgraded with significant increase in Medical and Nursing staff in recent years.

Following a successful recruitment drive, the Emergency department now has 10 fully established WTE Consultant, providing shop floor cover for 16 hours per day. There is extensive support to the middle grades with five speciality doctors achieving membership exams within the last 2 years. Currently Wrightington, Wigan and Leigh (WWL) NHS Foundation Trust is the best performing Trust across the North West for the National 95% A&E target.

All successful candidates will be encouraged to complete MCH in Emergency and Trauma medicine and will be supported to progress through examinations held by the Royal College of Emergency Medicine. Personalised educational supervision and support is provided with regular appraisals by the ED Consultants. Protected teaching, journal club and TAR (teaching, audit and research) is incorporated into the rota.
Departmental Colleagues

Consultants x 10

- Mr. A Abbasi (Clinical Director)
- Dr. V Ameh
- Dr. Wayne Heaven (Locum)
- Dr. Shariq Ahmed
- Dr. S Khan
- Dr. I Razzaq
- Dr. S Nasir
- Mr Hamid Chattha
- Dr Khurram Parvez
- Dr F Irshad (Locum)

Specialty Doctors

- Dr Zahid
- Dr F Bin Rashid
- Dr Zaidi
- Dr Saddique
- Dr Kashif Malik
- Dr Raj
- Dr D’Souza
- 5 Locums

ST1/2s x 14: Full time training posts

- Modern Matron
- Over 46 wte trained Nursing staff.
- Care Workers
- Secretaries x 2.5 wte
- Rota coordinator

DUTIES OF THE POST

The Associate Specialist is responsible to the Consultants and the Trust for:

a) The initial management and primary care of patients presenting in the Department, however referred. It is expected that such work will be carried out to the highest clinical standards at all times and in accordance with accepted good medical practice and the various clinical policies of the Service.

b) Arranging for the follow-up of patients they treat in the Department - including the follow-up of any investigations performed and the taking of appropriate action in accordance with the results of these.

c) Transmission of relevant clinical information on patients to other medical, technical and nursing staff either within the Department, within or without the hospital or at any other hospital, regarding patients under care or those referred to other places for further treatment or follow-up.

d) Initial management of fractures including reduction and immobilisation.
e) Performing of minor surgical procedures and operations.

f) Supervision of nursing staff in matters relating to the treatment of patients.

g) Maintenance of adequate and proper records on patients for both clinical and audit purposes (including data input into the computer system) and for the furnishing of letters, reports and other documentation as required for medical, legal and statutory purposes.

h) Instruction of nursing staff and, from time to time, medical students and ambulance personnel under training within the Department.

i) Coding diagnostics and treatment of patients on the information system

Administrative

The post holder will be expected to complete all the administrative work related to the job.

Clinical Governance

There is a well-structured programme of clinical governance within the department. The Clinical Governance meetings are held every month and outcomes and actions are reported to the Medical Division’s Quality Executive Committee (DQEC) which then reports to the Trust Board. The Trust chair of clinical audit and effectiveness co-ordinates the production of an annual audit cycle from the directorates, emphasising the multi-disciplinary teams and team working. The Trust is committed to continuous quality improvement and would expect all staff to embrace the tenets of clinical governance.

The Trust is committed to allowing time and providing funding for continuing professional development, and supports research activity. Participation in continuing professional development is mandatory. The post will be subject to annual appraisal and job plan review. Appropriate time will be made available for this activity.

Teaching & Training

Departmental/Hospital induction on the first working day is mandatory for all employees of WWL.

Following this initial period, tutorials and meetings on relevant subjects are held on a weekly basis with cover being provided by middle grade and locum doctors to facilitate attendance.

The Trust has a flourishing Medical Institute adjacent to the acute trust with regular meetings throughout the week. Other clinical departments conduct training programmes which Accident and Emergency trainees are encouraged to attend as appropriate to their needs and rota commitments.

Audit/Study Leave/Teaching

All A&E Doctors are encouraged to take part in audit; and to also make use of the 10 days per year study leave. The Trust supports study leave for CPD and provides assistance with funding up to an agreed limit.

There is a post-graduate centre and medical reference library on the Wigan site.
Educational opportunities are offered for this post, at both a formal and informal level.

**Annual Leave**

Annual leave entitlement will be in line with the Whitley Council terms and conditions. Application for annual and study leave should be submitted to the Clinical Director for approval at least six weeks in advance.

**Terms and Condition of Service**

The appointment is subject to terms and conditions of service of the Medical and Dental Staff Whitley Council and the General Whitley Council.

**Informal enquiries/visits**

Informal enquiries to the hospital are encouraged and may be made direct with:

Mr A Abbasi, Consultant Emergency Medicine, Clinical Director through Secretary Lynn Barton on tel number 01942 822436

NOTE: This job description is not intended to be a complete list of duties and responsibilities.
# PERSON SPECIFICATION – ASSOCIATE SPECIALIST

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<tr>
<th>Qualifications and attainments</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment method</th>
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<td>MB or equivalent medical qualification</td>
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<td>MRCS A&amp;E/ MRCEM</td>
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<td>10 years of post graduate experience</td>
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<td>A/I</td>
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<tr>
<td>4 years experience as Registrar/SPR/Specialty Doctor (Staff Grade)</td>
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| Eligibility | Eligible for full registration with the GMC at time of appointment.

Evidence in line with GMC standards in *Good Medical Practice* including:

- Good clinical care
- Maintaining good medical practice
- Good relationships and communication with patients
- Good working relationships with colleagues
- Good teaching and training
- Professional behaviour and probity
- Delivery of good acute clinical care

Eligibility to work in the UK. | | A, HS |

| Fitness to practice | Applicant’s knowledge is up to date and is fit to practise safely | A, R, HS |

<p>| Language Skills | All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication and | A |</p>
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<tr>
<th>Health</th>
<th>Meets professional health requirements (in line with GMC standards in <em>Good Medical Practice</em>)</th>
<th>A, P, HS</th>
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<td>Application completion</td>
<td><strong>ALL</strong> selections of application form <strong>FULLY</strong> completed</td>
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<td>Clinical Skills</td>
<td><strong>Acute care safe</strong>: up-to-date ALS/ATLS/APLS. Out of hours experience relevant to the job.</td>
<td>A, P, C, I, R</td>
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<td><strong>Relevant specialty clinical knowledge</strong>: capacity to apply sound clinical knowledge relevant to the job.</td>
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<td><strong>Clinical judgement</strong>: experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.</td>
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<td><strong>Practice skills</strong>: shows aptitude for practical skills, required in the job including safe general anaesthesia, regional anaesthesia, ability to establish invasive monitoring and interpretation of results.</td>
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<td>Proven ability to work effectively in different clinical settings required in the job.</td>
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<td>Commitment to clinical governance/ improving quality of patient care</td>
<td><strong>Clinical governance</strong>: Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical errors.</td>
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<td><strong>Audit</strong>: evidence of active participation in audit.</td>
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<td><strong>Teaching</strong>: evidence of interest and experience in teaching where required in the job.</td>
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<td><strong>Appraisals</strong>: Fully up to date</td>
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<td><strong>Research skills</strong>: demonstrates understanding of the principles of research, evidence of relevant academic and research achievements.</td>
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<td><strong>Teaching</strong>: evidence of experience in teaching where required in the job.</td>
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<td>Personal Skills</td>
<td>Team working: demonstrated experience working in a team, values the input of other professionals in the team.</td>
<td>Leadership skills: experience in leadership</td>
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<td>Managing others and team involvement: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.</td>
<td>Demonstrates skills needed for effective delegation within the team: 360° feedback</td>
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<td>Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks and adapt to</td>
<td>Driver with valid licence</td>
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<th>Communication skills</th>
<th>Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.</th>
<th>360° feedback Patient survey feedback and reflections.</th>
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<td>Empathy and sensitivity: capacity to listen and take in others’ perspectives.</td>
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<td>Works in partnership with patients: always considers patients preferences when discussing treatment options.</td>
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<td>Always considers the full impact of clinical decisions on the patients. Practice shared decision making.</td>
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<td>Directs and supports patients to access the information they need to support decision making.</td>
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<td>Probity</td>
<td>Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</td>
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<td>Commitment to ongoing Professional Development</td>
<td>Learning and personal development: demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job.</td>
<td>Extracurricular activities/achievements relevant to the job Speciality exams</td>
<td>A, I, P</td>
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**Key**
- A Application Form
- HS pre employment Check and Health Screening
- I Interview
- P Portfolio
- C Other documented evidence eg Certificate, exam
- R References