

# Job description

## POST

Consultant in Frailty and Geriatrics - Reporting to Dr Gunaratnam  
Gunathilagan Clinical Lead for HCOOP & Acute Frailty

## SALARY

£105,504 - £139,882 per annum  
(pro rata where applicable)

## CARE GROUP

Queen Elizabeth, The Queen Mother Care Group  
Medical Director – Dr Jonathan Purday

## BASE

Queen Elizabeth, The Queen Mother Hospital,  
Margate

## CONTACT

Dr Gunaratnam Gunathilagan via [g.gunathilagan@nhs.net](mailto:g.gunathilagan@nhs.net)

## Hello.

The post holder will be a part of our team, ensuring and patient that the highest standards of care, in accordance with the National Service Framework for Frailty and Geriatric Medicine and relevant NICE guidance are provided to patients.

We are seeking a consultant in Frailty to be a robust part of our emergency department and frailty assessment unit alongside our other consultants. This will lead away from age related services towards an acute frailty service. Alongside this is an agreement to further implement an Acute Physician led AMU model supported by specialty in reach rotas. As part of this it is planned to change HCOOP referral from an age criterion to a frailty one.

We offer removal expenses, up to 32 days' annual leave and active support for study, quality improvement and patient safety work as part of our 'We care' improvement journey, and medical education and research.

## About East Kent Hospitals

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We're on an exciting journey of transformation. With a new Medical School at the centre of our community, a focus on research, clinical leadership and making our trust a rewarding and friendly place to work, there's never been a better time to join us.



# Consultant in Frailty and Geriatrics

## Job plan (illustrative)

Please see attached job plan. The plan is a guide and therefore open to negotiation following a period of induction and thereafter will be reviewed on annual basis within the job planning cycle. The 10 PAs contract will include both direct clinical care (DCC) and supporting activity (SPA). Extra PAs may be available to applicants for personal or professional reasons to work more than 40 hours per week.

	<b>AM</b>	<b>PM</b>
<b>Monday</b>	Board Round Ward Round In-Reach into ED to identify Frailty patients	SPA/Admin 1:2
<b>Tuesday</b>	Ward Round In-Reach into ED to identify Frailty patients	Acute Frailty SPA/Admin
<b>Wednesday</b>	Board Round/Admin Ward Round In-Reach into ED to identify Frailty patients	Outpatients/Clinical Admin
<b>Thursday</b>	Board/Ward Round In-Reach into ED to identify Frailty patients	MDM SPA/Admin
<b>Friday</b>	Board Round/ Ward Round In-Reach into ED to identify Frailty patients	On Call 1:10 SPA/Admin
<b>Saturday</b>		On Call 1:10
<b>Sunday</b>		On Call 1:10

We would require post take/on call duties one day every other week on a rotational basis, which is negotiable and on call 1 in 10 weekends.

We will work with you to shape the ideal job plan upon successful appointment, and review it with you after three months and then annually – so you can keep the perfect fit.



We will also provide the essential resources to support you in your duties, including administrative support.

## Role specific duties

Acute Geriatric services are provided on all 3 main Trust sites. Our Geriatricians are responsible for providing emergency care of the older person from ED/ emergency floor through to discharge. The sites operate an age-related take (over 75 admitted under HCOOP) at admission, but are implementing frailty identification early in the emergency pathway to enable prompt CGA initiation, working closely with an established Integrated Discharge Team and our community partners.

The Consultant will have a continuing responsibility for the care of patients under our Frailty Model and to undertake the administrative duties associated with their care. They will be expected to co-operate with the Clinical Director and Care Group Management on organisational and budget issues.

The on-call commitment and acute hospital sessional commitment to medicine and rehabilitation will be organised with the Consultant's colleagues to ensure both delivery of this goal and continuity of responsibility for inpatient care.

In addition to general medical and rehabilitation duties there are flexible commitments, including administration, management, committee work, pastoral visits, relative interviews etc. Appropriate acute skills are required in view of the acute admissions under the age-related policy.

The HCOOP Directorate has a strong history of Clinical Leadership, and we will encourage new colleagues to develop their Leadership and Management skills with education programs and mentorship.

## Acute Frailty

Currently the Trust has Acute Frailty services at the QEQM and William Harvey Hospital sites. Where possible, frail patients with acute medical illnesses are admitted directly to a Frailty ward from A&E, which is where you will be based. This allows for comprehensive assessment and seamless rehabilitation goals from admission to discharge, and a reduction in the risk of functional decompensation as a consequence of illness. The wards are supported by daily board rounds led by a Consultant and strong multidisciplinary team. At QEQM, a team of therapists proactively manage frail patients from the point of admission through to discharge, irrespective of which ward area they are admitted to. This prevents duplication of assessments and reduces delays.

## Falls and Orthogeriatric Services

The department provides a multidisciplinary, multi-agency falls prevention service across acute sites. The service has been operating since 2002 and has grown considerably.

There is a fully active Fracture Liaison Service seeing all appropriate patients presenting with a low impact fracture. This is run by Nurse Consultant and three further Falls and Osteoporosis nurses. The nurses also work closely with the falls medical team to provide a comprehensive in hospital falls prevention service. There is presently consultant led falls clinics on 3 sites led by 6 consultant geriatricians. The Falls Clinics



incorporate the syncope service and works closely with cardiology department in this regard. There is also nurse led falls clinics on the three main sites in conjunction with the fracture liaison service.

The team provide Ortho-geriatrics on the QEQM and WHH sites where hip fracture care is centred.

The service provides a comprehensive osteoporosis service with Specialist Osteoporosis Clinics and close links with the Osteoporosis Unit providing DEXA scanning. Patients have access to all osteoporosis treatments including IV zoledronic acid, denosumab and teriparatide if fitting the criteria.

## Dementia

We are proud to have a Dementia Team, comprising of a Matron and 2 Band 6 nurses supported by Clinicians. They provide proactive advice and support in the management and on-going care of patients with delirium and dementia, assisted by a strong Liaison Psychiatry team. We have successfully embedded new assessments and care pathways, with success in the delivery of the National Dementia CQUIN.

## Movement Disorders Services

Alongside this post there are two other consultants that work closely with Neurology Team and 4 PD specialist nurses to support Clinic based Movement Disorder Services and inpatient liaison. There are close links with regional Neuroscience centre at Kings Hospital in London.



## Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- Comply with GMC guidance, all clinical risk management processes and national and local infection control policies and procedures
- Audit your clinical outcomes, report clinical incidents and alert the trust to risk
- Participate in annual appraisal and work to foster good team relationships
- Communicate effectively with all other medical and service departments within the hospital, and with GPs and other hospitals, to ensure continuous care for each patient
- Undertake non-emergency work during premium time as required
- Respond to patient complaints in line with our complaints policy
- Support the Trust's financial sustainability by collaborating with your clinical and operational directors on budget issues
- Help us keep services running smoothly by giving eight weeks' notice of annual and study leave.

## Teaching

We're passionate about teaching, so you'll play your part in teaching the next generation of doctors, nurses and other clinical staff. We'll ask you to help recruit junior staff and supervise their education, including their educational contracts, regular appraisal, study leave, annual leave and rotas – and make sure you keep up-to-date on educational development. If you're a new consultant, you'll be asked to enrol on an approved educational supervisor accreditation course by our medical educational department.

## Research

We are one of the most research-active acute Trusts in the region and we encourage all newly appointed Consultants to take on the role of Principal Investigator, with full training and support.

## Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.



## Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	Professional qualifications Full GMC Registration Specialist Registration or will obtain within 6 months of interview date.	Higher Degree (MD /PhD or equivalent) in Geriatric Medicine	Application Form and Interview
Skills and experience	Experience in Frailty and Emergency Department Pathways		Application Form and Interview
Clinical governance	Experience in Audit Experience in service improvement		Application Form and Interview
Personal/professional attributes	Adheres to GMC code of conduct Upholds Trust Values		Application Form and Interview
Other requirements	Candidates must be able to demonstrate the ability and willingness to travel effectively between sites		Application Form and Interview



## The small print

The post will be appointed to under the Terms and Conditions of Service for Hospital Medical and Dental Staff. You are required to be fully registered with the General Medical Council and on the Specialist Register or eligible for inclusion on the Specialist Register within six months of the date of interview.

The passing of a medical examination is a condition of employment.

You will be required to reside not more than 30 minutes away from your base, unless specific approval is given by the Chief Executive and Chief Medical Officer. You will need to be able to be contacted by the Trust at all times .

Every Consultant must adhere to the Trust policies and procedures including documentation of all activity both in outpatients and theatre.

## How to apply

For more information or to arrange to visit us, please contact Dr Gunaratnam Gunathilagan via [g.gunathilagan@nhs.net](mailto:g.gunathilagan@nhs.net)

## About Queen Elizabeth the Queen Mother Hospital

The Queen Elizabeth The Queen Mother Hospital in Margate is a vibrant district general hospital and specialist centre for gynaecological cancer, providing emergency and elective services and comprehensive trauma, orthopaedic, obstetrics, general surgery and paediatric services within a coastal and rural geography. It has modern operating theatres and an ITU, a Cardiac Catheter Laboratory, a Renal satellite service and Cancer Unit, and co-located adult and elderly mental health facilities. It has a well-equipped postgraduate teaching centre and staff accommodation, and will host the Clinical Trials Unit for Kent, currently under development. The site has attracted national investment, with funding to expand its busy emergency floor.

Margate and its surrounding coastal towns and villages provide beautiful beaches, charming places of historic interest and stunning countryside. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

## Grow your career in the Garden of England

At East Kent, we will do all we can to help you grow a career around you, your family, your location and your interests.

We offer flexible and fulfilling career solutions that work for you and unique opportunities to innovate and inspire – all in a county where you can enjoy your life to the full, whatever your interest.

