

**Medical Training Initiative Renal Post (ST3 equivalent) in General
(Internal) Medicine & Renal Medicine**



1. JOB DETAILS

Medical Training Initiative Renal Post (ST3 equivalent) in General (Internal) Medicine & Renal Medicine. The Medical Training Initiative (MTI) is a national scheme designed to allow a small number of doctors to enter the UK from overseas for a maximum of 24 months, so that they can benefit from training and development in NHS services before returning to their home countries. The MTI scheme is sponsored by The Academy of Medical Royal Colleges.

2. INTRODUCTION

Dorset County Hospital, which was built in 1991, acquired Foundation Trust status on 1st June 2007. This will support our vision to be a major acute Centre providing the highest quality care to the people of West Dorset and South Somerset, by improving links into our communities; increasing our ability and confidence to plan future developments; providing new ways to raise funds to pay for the buildings and equipment we need; providing scope to introduce new ways to reward and develop our staff and giving us the freedom to make quick decisions to exploit opportunities as they emerge.

3. THE HOSPITAL

The Trust has a track record of achievement and is an organisation committed to the delivery of high quality services:

- Waiting times, which have traditionally been among the shortest in the country, achieved consistently on a month by month basis;
- Excellent access to emergency services;
- Maintaining an excellent environment in a modern hospital.
- Recently obtained NHS Improving Quality award for Seven Days Service Improvement Programme
- Establishing Acute Hospital in the Community (Acute Hospital at Home)
- Pilot site for 7 Day services

The Trust provides excellent facilities to a largely rural population of 220,000 concentrated in Weymouth and Dorchester.

The Trust currently employs around 2,500 personnel, treating more than 100,000 patients each year and provides the following services:

- Emergency Department with Trauma status
- Acute Medicine
- Renal Unit – Regional Renal Service for the whole County of Dorset covering Poole and Bournemouth and serving some parts of South Somerset
- General Surgery and Urology
- Breast Surgery
- Day Surgery
- Endoscopic Unit
- Chemotherapy Suite
- Acute Oncology Ward and services
- Palliative care
- General Medicine and Elderly Care
- Respiratory, Gastroenterology and Diabetes / Endocrine
- Dermatology
- Stroke Unit
- Critical Care Unit, including ICU and HDU
- Orthopaedics and Trauma
- Emergency Medicine

- Ophthalmology
- ENT Surgery
- Obstetrics and Gynaecology
- Paediatrics
- Special Care Baby Unit – 9 cots
- Diagnostic imaging including spiral CT, MRI and Nuclear Medicine
- Pathology, including histopathology, haematology, clinical pathology and microbiology



- Orthodontics and Community Dentistry
- Neurology and Clinical Neurophysiology

Some services are provided locally by visiting clinicians.

The hospital is recognised as a Cancer Unit within the Dorset Cancer Network for the provision of services for patients with Breast, Colo-Rectal, Urological, Upper Gastro-Intestinal, Lung and Hematological Malignancies. While most Chemotherapy is given locally, the Radiotherapy Centre is in the Cancer Centre at Poole.

Palliative Care Services are provided in partnership with our own Consultant and the local hospice (Joseph Weld) where there are 18 beds. This service supports patients with malignant and

non-malignant diseases within the Hospital and we now have a hospital based Consultant on site.

Dorset County Hospital is the hub of the district's inpatient facilities and a number of community hospitals are situated in the surrounding major towns providing some ongoing rehabilitation care for patients. These are located in:

Weymouth Community Hospital

3 wards with a total of 53 beds
 DSU 8 lists per week
 1 General X-ray room and 1 Ultrasound room

Bridport Hospital

48 beds – 1 Theatre – Outpatient facilities
 DSU 3 lists per week
 1 General X-ray room and 1 Ultrasound room

Blandford Hospital

48 beds – 1 Theatre – Outpatient facilities
 DSU 3 lists per week
 1 General X-ray room and 1 Ultrasound room
 1 mobile C arm

Yeatman Hospital, Sherborne

64 Beds – 1 Theatre – Outpatients facilities
 1 General X-ray room and 1 Ultrasound room

Portland Hospital

15 Beds – Outpatient facilities and Minor Injuries Unit
 1 General X-ray room

4. THE LOCALITY

West Dorset has outstanding scenery and a rugged coastline is a most enjoyable part of the country and covers a large geographical area (670 square miles), characterised by a number of small towns, each with a distinct identity. The coastline is protected by World Heritage as a site of outstanding natural beauty. The majority of people live in the south of the area in and around Weymouth, Portland and Dorchester and the remainder of the population lives in the centres of Lyme Regis, Bridport, Sherborne, Blandford, Sturminster Newton and Shaftesbury.

The main employers in Dorset include the public services (county and district councils), armed forces, tourism, light and service industries, Retail and Tourism.

Dorset has very good state schools at all levels, and there are a number of private schools in Sherborne, Blandford, Poole and Bournemouth.

Further information is available from www.dorset-cc.gov.uk

DORCHESTER

The traditional county town of West Dorset made famous by the novels of Thomas Hardy and by historical characters such as Judge Jefferies, the reputedly satanical judge featured in John Meade Faulkner's novel, Moonfleet is where Dorset County Hospital is sited. The hospital is a short walk away from the town centre.

Maiden Castle, a mile out of the town centre, is the largest Iron Age fort in Europe, and its breathtaking outline can be seen against the pink sunsets that are a regular feature here. Later the Romano-British town of Durnovaria was established as the capital of the Durotriges and was one of only 18 walled roman towns. Dorchester is a quiet centre, although with the influx of people relocating from London, Essex, the Midlands and Home Counties, new shops and restaurants are starting to open, adding to the mix of modern and traditional. New developments such as Poundbury in Dorchester have an exciting mix of residential and commercial property and many new and successful businesses have been started in recent years.

LOCATION OF WORKING SITES /BASE

Acute Care is delivered on the main Dorchester Hospital Site and is based in the Prince of Wales Ward. The hospital is close to the Town and is on one site. It is easily accessed by bus and rail networks and there is parking on site.

Occasionally renal STRs will need to do a nephrology clinic at the Derwent Unit in Royal Bournemouth Hospital on Tuesday mornings or at the Yellow clinic in Poole Hospital on Thursday mornings.

5. THE MEDICAL DIVISION

Consultant	Specialty	No. of Ass. Specs	No. of Staff Grades/ Specialty Doctors	No. of SpRs	No. of CT	No. of FY2	No. of FY1
CARDIOLOGY							
Dr T Edwards Dr S Winterton	Cardiology		1	2	1	1	3

Dr F Witherow Dr J Iqbal							
EMERGENCY MEDICINE							
Dr R Wharton Dr R Torok Dr F Cartwright Dr S Cheung Dr K Samarasingha Dr T Ribbons	Emergency Medicine		7			6	
GENERAL MEDICINE							
Dr H Proeschel Dr C Sixsmith Dr P Bruce-Jones Dr J Richards	Elderly Care / Stroke			3	2	1	4
Dr A Macklin Dr A Ghaffar Dr M L Wong Dr F Wotherspoon	Endocrinolo gy + General Medicine			1	1	1	2
Dr S Bridger Dr J Shutt Dr J Jupp Vacant post	Gastroenter ology + General Medicine			1	1	1	2
Dr G Phillips Dr W McConnell Dr M Docherty	Respiratory + General Medicine			2	1	1	2
RENAL MEDICINE							
Dr D Warland Dr J Taylor Dr N Hateboer Dr C Weston Dr L Karamadoukis Dr P Murray	Renal Medicine + General			3	2	1	2
ACUTE MEDICINE							
Dr P Andrews Dr J Richards Dr A Ghaffer Dr M L Wong Dr F Wotherspoon Dr P Murray	Acute Medicine		1			1	1

Visiting consultants:

Dr Page and Dr Gregory – Neurologist, Poole Hospital

Dr Osborne – leads a team of 4 oncologists from Poole Hospital

Mr Woo – Respiratory Surgery, Southampton University Hospital

Inpatient medical care is provided from within 7 medical wards as well as a 6 bedded coronary care unit, and a 21 bedded stroke unit with acute stroke beds, and rehabilitation beds. There is a fully-equipped catheter laboratory where a full range of cardiac interventions are offered including primary angioplasty, pacing and cardiac devices and a second catheter laboratory will open in 2015. There is also a fully equipped endoscopy suite, a 6 bedded ITU and a 4 bedded HDU. The Medical Day Unit is open 5 days per week.

The new appointee will be expected to take a full part in the teaching activities of the Department and the Trust. There is a program of tutorials, case presentations, and bedside teaching and journal clubs for junior medical staff organised by the College Tutor and to which all consultants contribute. Wednesday afternoons from 2-4 pm are set aside by the whole Medical Division for teaching.

ACUTE MEDICINE

The service is based on the Ilchester Integrated Assessment Unit, which currently has 15 short stay beds, 4 winter capacity beds, 12 assessment beds and provides an ambulatory clinic/service which is in the process of being developed in line with appropriate ambulatory care pathways. There are embryonic plans to redesign the service during 2015/16 to incorporate a unified service for emergency admissions across ED, medicine and surgery on IIAU. A short stay (48 hour) ward is envisaged.

The ambulatory care service will expand supporting a hub and spoke principle to support GPs, and patients remaining in the community.

A virtual ward (acute hospital in the home) is in place, and expected to lead to further integration of care within the community.

RENAL MEDICINE

The Dorset County Hospital (DCH) Renal unit opened in April 1996. It serves the population of Dorset (circa 766,000) and since April 2008 also of South Somerset (circa 162,000).

The primary Renal ward is Prince of Wales (POW) located at DCH with a bed capacity of 13 inpatient beds, 2 acute haemodialysis stations and a procedure room for day case procedures. The main renal unit is also based in DCH and has 11 haemodialysis stations. There are 3 satellite units located at the Royal Bournemouth Hospital with 10 haemodialysis stations, a Fresenius unit at Tower Park in Poole with 22 stations, a B Braun unit at Yeovil and a KC dialysis centre in Southbourne.

In April 2015 our prevalent RRT population was 276 Hospital HD, 5 Home HD, 31 APD, 8 CAPD and 346 Transplant patients. Renal Transplantation is provided by Southmead Hospital, with simultaneous kidney-pancreas transplants undertaken by the Oxford Transplant Unit. In 2011/12 the renal transplant rate for Dorset was 27 per million of population. Patients are usually referred back to the Dorset Service within a few weeks post transplantation.

The Renal Unit is currently staffed by six consultant nephrologists:

Dr David Warland – Clinical Lead
Dr Jo Taylor – Royal College Tutor
Dr Charlie Weston
Dr Nick Hateboer
Dr Lazarus Karamadoukis
Dr Paul Murray

The consultants rotate every three weeks to cover POW, G(I)M, East Dorset (Poole and Bournemouth), South Somerset (Yeovil) and float (covers annual leave). Dr Hateboer is responsible for the Yeovil dialysis unit and Dr Murray for the Poole dialysis unit.

There are three STR, one CT and one F2 doctors.

There is a team of renal secretaries, each responsible for a geographical area rather than consultants. They are led by Jo Davenport who acts as the Renal Administrator.

The Kidney Care Service (KCS) is divided geographically to cover the East and West sides of the County of Dorset. It is responsible for the care of low clearance, conservative management, peritoneal dialysis and transplant patients. It also provides dialysis education, peritoneal dialysis training and manages ESA in the community. The KCS provide these services by visiting patients at home or in outpatient clinics sited at Bournemouth, Dorchester, Poole and Yeovil. In addition, there is a transplant nurse specialist, a quality and practice development nurse and an AKI nurse specialist at the Royal Bournemouth Hospital. Our patients are also supported by a renal counsellor and a team of renal social workers.

The renal dietetic service is provided by three renal dietitians in Dorset based on POW and by two renal dietitians in the Yeovil dialysis unit. The Dorset renal dietitians provide cover for POW in 3 week blocks to coincide with the consultant cover. One of the Dorset renal dietitians is present at the nephrology outpatient clinics at DCH, RBH, peritoneal dialysis clinics and the low clearance clinics at Poole unit, on a rotational basis. The PGH clinic may be covered, but not on a regular basis. Each Dorset Renal dietitians is responsible for a haemodialysis unit and attend the QA once a month at the respective units. Renuka Coghlan is responsible for the DCH unit, Wendy Cuthbert for the Poole unit and Lisa McGilligan for the RBH unit. The dietitians also provide input to patient and staff education sessions.

Renal access surgery is provided by Mr. Metcalfe and Mr. Watson in Dorset County Hospital, and Mr. Lee in the Royal Bournemouth Hospital. The Renal Service is supported by Dr Ward and Dr Tippett who provide interventional radiology at Dorset County Hospital. Interventional radiology is also available at the Royal Bournemouth Hospital, but procedures need to be arranged by Mr Lee. A renal vascular MDT meeting takes place every two weeks at DCH with participation of the RBH team by videoconference. There is a urology team at DCH but we also work closely with the urology teams in Bournemouth and Yeovil. The Dorset nephrology service undertakes approximately 150 renal biopsies per year that are processed and reported by Dr Tasos Chatzitoliou at Southmead Hospital. Dr Chatzitoliou visits DCH every few months for a renal histopathology meeting.

Technical support to our haemodialysis units and home dialysis patients is provided by Fraser Gilmour and Ian Powell.

DCH Renal Unit RRT Population Growth							
	2009	2010	2011	2012	2013	2014	2015
HD	211	228	244	260	239	269	280
PD	55	58	55	48	53	44	45
Transplantation	247	266	286	302	295	324	343
Total	513	552	585	610	587	637	668

6. MANAGEMENT STRUCTURE

Chief Executive	Patricia Miller
Director of Nursing	Alison Tong
Chief Operating Officer	Interim Robert McEwan
Director of Finance	Libby Walters
Director of Workforce and Organisational Development	Mark Warner
Medical Director	Mr. Paul Lear
Divisional Director for Medicine	vacant
Divisional Manager	Sarah Knight

The Trust has 4 Clinical Divisions: Medical Services, Surgical Services, Family Services, and Clinical and Scientific. Each Division is headed by a (Clinical Divisional) Director and a Divisional Manager. The Senior Management Team meets monthly and includes both the Divisional Directors and the Divisional Managers.

Each Division is responsible for delivering high quality patient treatment and care within the resources allocated to it. All medical staff within the division is expected to take an active part in its affairs.

7. CLINICAL TRAINING AND EXPERIENCE

This rotational post will be agreed with the applicant to suit both the development of the individual and the business needs of the Division

The STRs work a shift system on call for the General (Internal) Medicine acute intake. The on call Specialist Trainee is responsible for supervising the medical intake and for first-line management of medical emergencies, under supervision of the Consultant on-call.

8. RENAL TIMETABLE

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
0830-0900	Vascular Access meeting ¹	Medical Handover ³	Medical Handover ³	Medical Handover ³	Medical Handover ³
0900-1300	Consultant WR at POW / DCH Nephrology Clinic	STR/CT/F2 WR at POW or Royal Bournemouth Hospital Nephrology Clinic	Consultant WR at POW	STR/CT/F2 WR at POW or Poole Hospital Nephrology Clinic	Consultant WR at POW
1300-1400			Grand Round, Medical Tutorial		
1400-1430	Ward work and procedures		Teaching and Specialty Cases	Ward work and procedures	Ward work and procedures
1430-1500	Transplant Review Meeting ²				
1500-1700	Ward work and procedures / other meetings ^{4,5}		Ward work and procedures		

¹ The Vascular Access Meeting happens every 2nd Monday and takes place at the Fortunswell Ward MDT room.

² The Transplant Review Meeting happens at room 6 in the Education Centre

³ The Medical Handover happens every day at the OPAU office, Day Lewis ward.

⁴Renal Business Meeting – second Monday of each month in the Education Centre

⁵Renal Audit/MDT Meeting – third Monday of each month in the Education Centre

9. POSTGRADUATE EDUCATION

The Thomas Sydenham Education Centre is a new facility located at Dorset County Hospital.

Associate Director of Education
Associate Director of Education
Library & Informatics Manager

Dr Will McConnell
Mrs. T Jackson
Mrs. Julia Denham/Mrs. Pat Gallagher

The successful candidates will be offered the opportunity of continuing professional development, including training in non-clinical aspects of the post. The STRs and this post holder will be responsible for the supervision and training of the junior staff as well as presenting cases and teaching as part of the medical directorate education program

All staff shall undergo annual basic life support, fire and manual handling training.

10. ADMINISTRATIVE

As appropriate to An STR.

11. ABSENCE OF COLLEUGUES

Sickness for period of up to 3 days and annual leave absences will be covered internally.

12. MAIN CONDITIONS OF SERVICE

The conditions of appointment are those set out in the Terms and Conditions of Service of Hospital Medical Staff. The post is whole time and the salary scale is £30,002 - £39,693 per annum for a standard working week of 40 hours.

Banding supplements will be paid in accordance with the New Deal. The pay banding supplement is 1A (50%). Banding supplements may be altered in light of changing working patterns.

13. OTHER FACILITIES

The hospital is situated on a bus route and within a few minutes' walk from the town centre and railway station. Car parking is available by permit.

There is limited single and married accommodation available for which there is a charge.

14. CONDITIONS OF APPOINTMENT

Full with the General Medical Council is obligatory and must be maintained throughout the period of the appointment.

15. 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.

16. EQUAL OPPORTUNITIES

Dorset County 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.