

JOB DESCRIPTION

1. General Information

JOB TITLE: Geriatrics Clinical Fellow - Onco-geriatrics liaison (GOLD)

GRADE: SpR ST3+ Geriatric Medicine

DEPARTMENT: Department of Ageing and Health and Oncology-Haematology

HOURS: Full-time 40 hours per week

RESPONSIBLE TO: Dr Danielle Harari, Lead for GOLD (Geriatric Oncology Liaison Development)

ACCOUNTABLE TO: Dr Rebekah Schiff, Clinical Lead Ageing and Health

Guy's & St Thomas NHS Foundation Trust

Guy's and St Thomas' is one of the largest hospital trusts in the country, with a staff of almost 11,000, a turnover of over £600 million and 900,000 patient contacts a year

The Trust comprises two of London's oldest and best known teaching hospitals. The hospitals have a long history, dating back almost 900 years, and have been at the forefront of medical progress and innovation since they were founded. Both hospitals have built on these traditions and continue to have a reputation for excellence and innovation.

We are part of King's Health Partners Academic Health Sciences Centre (AHSC), a pioneering collaboration between one of the world's leading research-led universities and three of London's most successful NHS Foundation Trusts. Our AHSC is one of only five in the UK. It consists of King's College London, and Guy's and St Thomas', King's College Hospital and South London and Maudsley NHS Foundation Trusts. King's Health Partners includes seven hospitals and over 150 community based services, is responsible for seeing 2 million patients each year, has 25,000 employees and 19,500 students, and a £2 billion annual turnover. It brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver groundbreaking advances in physical and mental healthcare. See www.kingshealthpartners.org

Organisational Values:

The post holder will:

- **Put patients first** - consider the patient's needs and wishes in all that they do
- **Take pride in what they do** – strive for highest standards on own work and challenge colleagues to do the same
- **Strive to be the best** – in terms of patient care & teamwork
- **Act with integrity** - maintain the privacy & dignity of patients, work with integrity and be trustworthy, be accountable for own work
- **Respect others** – patients, visitors and colleagues. Actively give and receive feedback.

Geriatric-Oncology Fellow post

GOLD (Geriatric Oncology Liaison Development) is an innovative onco-geriatrics liaison service providing comprehensive geriatric assessment (CGA) for older people undergoing cancer treatment in the outpatient setting. GOLD aims to improve the overall care of older people undergoing cancer treatment, improve fitness and support during and beyond cancer treatment, improve tolerance to treatment as well as better inform cancer treatment decision-making using CGA.

The post holder will work within the Department of Ageing and Health and Oncology-Haematology at Guys & St Thomas' NHS Foundation Trust. The post holder will participate in outpatient clinics and multidisciplinary team meetings. There will be no out of hours duties for GOLD. There is an expectation that the post holder may participate in occasional general medicine out of hours on call, if there are gaps in cover.

The post holder will work in CGA clinics delivering comprehensive assessments to older patients undergoing cancer treatment under supervision and guidance of the GOLD geriatricians together with Advanced Nurse Practitioners. The post holder will gain clinical experience in delivering CGA in a liaison model with transferable skills to all types of geriatrician liaison work. There will be the opportunity to develop core geriatrics skills such as comorbidity, falls and continence management as well as specific skills related to applying CGA principles to older patients with cancer receiving different treatments and the unique challenges this brings.

As GOLD is a developing service, the post holder will have the opportunity to develop their service development skills to expand the service reaching increasing numbers of older patients with CGA needs in cancer services. There will be the opportunity to develop leadership skills and a number of opportunities in research or teaching/training depending on the post holder's interests and aspirations.

Background and Rationale for geriatric-oncology liaison and GOLD service

Two-thirds of cancers in the UK are diagnosed in people aged 65+. Survival is poor among older people compared to other countries. Older patients may have comorbidities, functional impairments, and psychosocial factors that can shift decision-making for cancer treatment (surgery, chemotherapy and radiotherapy) toward more conservative treatment [NCIN(2015), Wildiers]. Crucially, such wider needs can be optimised and supported if identified early, improving cancer treatment tolerance and survival [Kalsi, McCorkle, Caillet].

NHSE's current plan *Taking the Cancer Strategy Forward* highlights key measures below relevant to this and our proposed project:

- Recommendation 41 To pilot a comprehensive care pathway for older patients
- Recommendation 42 To research outcomes for older people

Generally UK NHS cancer services when making treatment decisions undertake little standardised assessment beyond performance status assessment.[DOH(2012)] Performance Status is a spot observation of physical function; level 2 ('requires some assistance') in an older patient may in fact relate to a number of treatable conditions (e.g. arthritis). While 1 in 4 of older cancer patients do have 3+ comorbidities [Wildiers], if these issues are properly identified, assessed and optimised using comprehensive geriatric assessment (CGA), clinical outcomes for those undergoing treatments such as chemotherapy and surgery can be improved [Kalsi, Mccorkle]. CGA is a 2 step process where 1)patients are screened for comorbidities, functional and psychosocial difficulties and 2)interventions to address findings identified through screening are put in place. CGA is increasingly recognised as an important part of the cancer pathway by oncologists in scientific literature [Wildier, Caillet, Extermann, Blanc].

The GOLD team at GSTT characterised older people undergoing cancer treatment and showed high levels of medical, functional, psychosocial and coping difficulties that were not being systematically addressed.[Whittle] This was followed by a pilot of CGA in patients 70+ delivered via geriatric-oncology liaison which showed benefit in reducing systemic chemotherapy toxicity, improving treatment tolerance and enabling a higher percentage of patients to complete cancer treatment as planned.[Kalsi]

2. Job Summary

This is a 1 year post suitable for existing StRs in Geriatric Medicine. Part-time or job share applications are welcomed. The Geriatric-Oncology fellow will work with the GOLD Advanced Nurse Practitioners and Consultants to meet the purpose of the role as described below.

Purpose of role:

Clinical assessment of older patients (70+) undergoing cancer treatment in CGA clinic This GOLD clinic is generally a one-stop visit in order to set the optimisation care plans for oncologist doctors and nurses, GPs, allied health, social services and the patient.

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- Pulling together the various care issues from different health care providers for patients in order to explain their co-existing conditions (and medications) to them
- Providing holistic support for individuals (and family/friends where relevant) who have often only recently been diagnosed with cancer
- Developing proactive case-finding pathways to identify patients needing CGA clinic being seen in cancer services
- Linking up with POPS service (Proactive Care of Older People undergoing Surgery) - the geriatric liaison service for people undergoing cancer (and other) surgeries
- Developing communication processes with oncology

- Multidisciplinary liaison in oncology MDMs, clinics
- Training health care professionals in cancer services with emphasis on comorbidity management

The Geriatric-Oncology fellow will have specific role in comprehensive assessment of older people with cancer, specifically those undergoing chemotherapy, radiotherapy and other non-surgical treatment modalities. He/She will work to embed the geriatric-liaison service into routine care for older people undergoing treatment for cancer. The post holder will be experienced in Older Person Management and be able to provide expert professional advice to staff.

He/She will build effective relationships with outside agencies including general practitioners, community nurses and therapists, social services, the voluntary sector organisations. He/She will ensure good communication with the patient and carers and provide health related information.

Example Timetable

9am – 5pm Mon –Fri working pattern

	Mon	Tues	Weds	Thurs	Fri
AM	MDM and admin	MDM and admin	GOLD CLINIC	Project work (teaching/research)	Admin MDM
PM	GOLD CLINIC	GOLD CLINIC	Service development 4pm CME	GOLD CLINIC (alternate weeks) Service development (alt wks)	GOLD CLINIC

3. Department of Ageing and Health

The Department of Ageing and Health is a dynamic department right at the centre of Acute Medical, Surgical and Specialist Patient Services at Guy's many new service delivery models in Geriatric medicine, and as a consequence is an ideal place to work as a Geriatrician. The department provides specialist services for older people within its own inpatient unit at St Thomas' Hospital, across multiple areas of the acute Trust; surgery, orthopaedics, acute medicine and oncology. It has its own specialist outpatients based at Guys. Community working is a long established tradition for the department that is rapidly expanding. A newly established front door Acute-OPU was recently opened to further complement the departments care of older adults.

The Department of Ageing and Health is part of the Acute Medicine directorate. The clinical lead for Ageing and Health is Dr Rebekah Schiff.

- Oncology older adults CGA clinic (GOLD)
- Older persons inpatient unit (OPU); three wards (28 beds each) at St Thomas' Hospital (9th floor North wing)
- Ortho-geriatric liaison.
- Older Persons Assessment and Liaison team ('OPAL') – assesses all acute medical inpatients aged 70+
- Proactive care for Older People undergoing Surgery service ('POPS')
- Geriatrician input to the Amputee Rehabilitation centre
- Older person's assessment unit (OPAU) at Guy's Hospital (the venue for a number of the specialist services described below)
- Continence Service for Older People
- Southwark & Lambeth Integrated Falls Service (SLIPS)
- SLMS memory service
- TALK phone advice service and associated urgent appointments
- Comprehensive Geriatric assessment clinics
- Heart failure for older people clinic
- POPS clinics
- Bone Health clinic
- Various general geriatric, GIM and specialist clinics at St Thomas' including movement disorders and syncope, Whittington Centre and Pulross Intermediate Care Centre
- The consultants also provide 3 of the Trust's 12 acute admitting General Medicine teams
- Acute-OPU; frailty unit within the Emergency floor
- Locality Geriatrician roles throughout Lambeth and Southwark;
- cMDTs
- virtual clinics
- sessions with social services
- Sessions within Residential and nursing homes and at "Panel"
- Medical care of residents of the NHS nursing home, Minnie Kidd House
- Consultant MDMs and ward-rounds at Pulross Intermediate Care Centre, Brixton (bed-based, GP-supervised IC beds)

- Consultant input to the Lambeth and Southwark Domiciliary Intermediate Care teams.
- Consultant input to GSTT@ home service
- Associated clinical governance, operational development and managerial roles within Adult Local Services

Consultant Medical Staff appointed

Dr Philip Braude 2017

Dr James Fleet 2017

Dr Tania Kalsi 2017

Dr Judith Partridge 2014

Dr Peter Diem 2013

Dr Nigel Beckett 2012

Dr Ajay Bhalla 2008

Dr Jonathan Birns 2008

Dr Frances Dockery 2008

Dr Jugdeep Dhesi 2005

Dr Rebekah Schiff 2005

Dr Thomas Ernst 2005

Dr Danielle Harari 2000

Dr Mark Kinirons 1996

Dr Adrian H Hopper 1989

Dr Anthony G Rudd (Stroke) 1988

Clinical Governance:

All medical and dental staff are expected to take part in clinical governance activity, including clinical audit, clinical guideline and protocol development and clinical risk management. They will be expected to produce evidence of their contribution in these areas and their audit of their own clinical work as part of their appraisal.

Mutual Obligation to Monitor Hours:

There is a contractual obligation on employers to monitor working hours through robust local monitoring arrangements supported by national guidance, and on individual doctors to co-operate with those monitoring arrangements.

European Working Time Directive (EWTD):

All posts and working patterns are under constant review in line with EWTD guidelines

Educational Programme:

This post has been assessed as providing an excellent Out of Programme training opportunity by the Deputy Head of the London School of Medicine and South East London Geriatrics TPD. As such, the post-holder would be supported in a prospective application to the JRCPTB for time in the post to be accredited towards their training.

Appraisal:

All medical and dental staff are required to undertake appraisal.

Other: The list of duties and responsibilities given above is not an exhaustive list and you may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required from time to time.

This job description reflects core activities of a post at a particular time. The trust expects that all staff will recognise this and adopt a flexible approach to work. All staff are expected to contribute to the smooth running of their clinical service as required; in particular, to comply with the policies and procedures, Standing Orders and Financial Regulations of the trust.

Study Leave:

Study Leave will be granted at the discretion of Danielle Harari.

Terms and Conditions of Employment:

This post is exempt from the Rehabilitation of Offenders Act 1974 and this means that any criminal conviction must be made known at the time of application.

Additional Information:

The post holder is required to follow Trust policies and procedures which are regularly updated including:

Confidentiality / Data Protection / Freedom of Information

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person, those staff will be liable to disciplinary action up to and including dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information. Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

Information Governance

All staff must comply with information governance requirements. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs. **All post holders must comply with Trust infection screening and immunisation policies** as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

Flexible Working

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

The Trust is committed to providing a healthy and safe environment for staff, patients and visitors. Staff are therefore not permitted to smoke on Trust property or in Trust vehicles

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

**PERSON SPECIFICATION
GOLD clinical fellow**

	ESSENTIAL	DESIRABLE
Qualifications and Training:	Full GMC Registration Specialist Registrar in Geriatric Medicine	
Clinical Experience:	Comprehensive clinical experience in General Medicine & Geriatric Medicine	Other relevant clinical experience to compliment
Knowledge and Skills:	<p>Ability to work as an effective member of a multidisciplinary team</p> <p>Clinical, managerial and leadership skills in specialty</p> <p>Ability to manage change and develop working relationships locally, regionally and nationally</p> <p>Up to date knowledge of current clinical and professional issues</p> <p>Experience of audit, research & evidence based care</p> <p>An understanding of resource management</p> <p>Knowledge of quality standards & NICE recommendations/NSF</p> <p>Excellent verbal, written, interpersonal & communication skills</p> <p>Listening / counselling skills</p> <p>Time management and organisation skills</p> <p>Evidence of teaching skills</p> <p>Experience in patient advocacy</p> <p>Demonstrate an understanding of: the National agenda for speciality.</p> <p>Proven ability to critically analyse data and to analyse complex problems and to develop and successfully implement practical, workable solution to address them</p> <p>IT Skills</p> <p>Ability to think and plan strategically, tactically and creatively, and to prioritise</p>	Clinical experience in oncology

	<p>work programs in the face of competing demands</p> <p>A strong sense of personal and team accountability coupled to clear understanding of the boundaries around delegated authority</p> <p>Ability to collaborate constructively with internal and external partners to create condition for successful partnership working</p> <p>Ability to be intellectually flexible and to look beyond existing structure, ways of working, boundaries and organisation to produce more effective and innovative service delivery and partnership</p> <p>Sound political judgment and astuteness in understanding and working with complex policy and diverse interest groups, and common sense in knowing when to brief “up the line”</p> <p>A commitment to improving patient services through an ability to sustain a clear performance focused on achieving demanding goals</p>	
Research:	<p>Understanding of the principles and applications of clinical research</p> <p>Ability to carry out audit and research</p> <p>Ability to conduct & evaluate own projects successfully</p>	Evidence of original research
Other:	<p>Evidence of understanding of and adherence to the principles of <i>Good Medical Practice</i> set out by the General Medical Council</p> <p>Evidence of contribution to effective clinical audit and clinical risk management</p>	<p>Experience in clinical guideline development</p> <p>Appraisal training</p>