HAMAD MEDICAL CORPORATION

Family Medicine (FM) Consultant Posts in Emergency Medicine

Job Description/Person Specifications

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1. Hamad Medical Corporation Overview

HMC

Hamad Medical Corporation (HMC), the premier provider of secondary and tertiary care in Qatar, is one of the leading healthcare organizations in the Middle East. Managing three general hospitals, five specialist hospitals and operating the national Ambulance Service, HMC is committed to providing world-class quality patient care in a safe and healing environment. As the first public healthcare system outside the United States to achieve simultaneous Joint Commission International (JCI) accreditation for all its hospitals, HMC is also the first hospital system in the Middle East to achieve institutional accreditation from the Accreditation Council of Graduate Medical Education - International (ACGME-I).

To meet the healthcare challenges of Qatar’s growing population, Hamad has transformed into a thriving and integrated Academic Health System which will make significant, positive impacts upon patient care, medical education and medical research.

In addition to three general hospitals (Al Khor Hospital, Al Wakra Hospital and The Cuban Hospital) HMC also manages five specialist hospitals (Hamad General Hospital, Rumailah Hospital, Women’s Hospital, the National Center for Cancer Care and Research and Heart Hospital) which look after patients with the most prevalent conditions, including cancer, heart conditions, rehabilitation, and providing specialist treatment for women and children.

HMC Emergency

The Emergency Department at HMC’s Hamad General Hospital, led by Professor Peter Cameron, provides care to over 1,000 patients daily, making it one of the highest volume trauma and emergency departments in the world. It serves an extremely diverse multicultural population with over 122 different nationalities represented in the patient mix. Other Emergency Departments within the HMC network include Al Khor and Al Wakra which are located to the north and south of Hamad General Hospital.

HMC’s Emergency Medicine Residency and Fellowship training programs have evolved over the last ten years, producing high quality emergency physicians; the emergency medicine three–year fellowship program, started in 2013, offers subspecialty training in trauma and critical care, emergency ultrasound, pediatric emergency medicine, toxicology and pre-hospital care.
2. Summary of the Post

Family Medicine (FM) Consultants are required to join the team at the Emergency Departments of Hamad Medical Corporation.

Hamad Medical Corporation provides Secondary and Tertiary Level care for patients keen to expand the current Consultant numbers to provide modern world class quality care.

The successful Candidates will be based at one of the Emergency Departments at Hamad General Hospital (Tertiary Level), Al Wakra and Al Khor (Secondary Level). The Successful candidate would be encouraged to develop any area of expertise or sub-specialisation within Emergency Medicine.

The Departments forms part of an Academic Health Service with a Chairman, Vice Chairman, Clinical Operations, Vice Chairman, Education, and a Vice Chairman for Clinical Informatics and Quality; The Chairman and Vice-Chairmen are based at Hamad General Hospital. The Heads of the secondary care EDs are based at Al Wakra and Al Khor.
3. General Duties

Post: Family Medicine Consultant in Emergency Medicine

Location: Hamad General Hospital
Al Wakra general Hospital
Al Khor General Hospital

Responsibilities: To deliver a Consultant led Emergency Service.

To work with other Consultants in the Emergency Department to provide Emergency Care of the highest standards to the local population through clinical work, teaching and training, audit and management.

To provide safe and seamless transition of care back into the community or admit into hospital as appropriate.

To deliver and maintain the highest clinical standards in the management of patients presenting to the Emergency Department.

To contribute to the clinical and operational development of the emergency services.

Accountable to: The Chairman of the Emergency Department

Reports to: The Vice Chairman Clinical Operations (HGH)
Head of the Emergency Departments at Al Wakra and Al Khor on Operational issues

The Vice Chairman Education for Faculty and Training related issues

The Vice Chairman Clinical informatics and Quality for Quality and Information issues.

Works with: All Staff in the ED
## Person Specification

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<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>ASSESSMENT</th>
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| Qualifications and Training   | • Graduate of an accredited medical school with an MD or equivalent primary medical degree with full registration with current registration board  
• MRCGP, FRACGP or equivalent  
• Specialty board certification from a recognized training body such as, but not limited to, American Board from the US, CCT or CCST, Royal College certification from Australia and New Zealand | • MRCS, MRCP or equivalent  
• Evidence of Training in Acute Medicine or Emergency Medicine  
• Provider status in one or more life support courses (ALS, ATLS, APLS, PALS). | Application/CV/Certificated Evidence |
| Clinical Skills               | • Ability to manage unselected patients with minor illness independently. | • Experience/training in streaming/triaging patients                      | Interview/CV/Evidence             |
| Personal Skills               | • Good communication  
• Capable of working in a multidisciplinary team  
• Leadership and Management skills, able to lead and motivate a multidisciplinary team. Able to act as role model by maintaining high standards of performance and behavior  
• Able to direct and motivate in a high pressure environment  
• Able to organize self and others with demonstrable ability to prioritise work  
• Demonstrates knowledge and practical application of evidence based medicine | | Interview/CV/Evidence |
| Experience                    | • Broad knowledge and experience of Emergency Medicine  
• Must have worked in a substantive role in ED for at least 12 months | • Expertise in working at a middle grade level in the Emergency Department | Interview/CV/Evidence |
| Research Experience           | • Experience in research or published papers in area of special interest | | Interview/CV/Evidence |
5. Clinical and Academic

Job Plan

This is an Academic Institution. All GP Consultants are considered Faculty and will have both Faculty and Clinical duties. All GP Consultants will be required to do a 40 Hour work week. This is built into a rota pattern which requires on-site presence for all the clinical commitments. The typical clinical commitments will be incorporated into a shift pattern of working which is split into Direct Clinical Care (DCC) and Supporting Professional Activity (SPA). This ratio will be adjusted to reflect the management and/or Academic requirement.

GP Consultant Faculty:

DCC: 30 hours  SPA: 10 hours

All GP Consultants are expected to participate on the Clinical Rota. There is no on-call and no night duty. All Clinical (DCC) service and administrative (SPA) will be on-site.

An individual job plan will be agreed between the appointee and the Vice Chairman, Clinical Operations which will be agreed and reviewed within 3 months of appointment.

An individual Job plan will be agreed between the appointee and the Vice Chairman, Education and the Vice chairman, Clinical operations in the event of an Academic appointment.
Current Work pattern for GP Consultants

The current pattern of working on the rota involves clinical shifts in the morning and evening, as well as assigned Supporting Professional Activity (SPA) days. All SPAs are done on site and are grouped on Sunday, Tuesday and Thursday. Sundays are allocated for Specialists CME, Quality activity, Committee meetings and Consultant CME. Tuesdays are allocated for Residency training, Committee activity and Consultant CME, Thursdays are allocated for Fellowship training, Committee Activity and Consultant CME.

All other activity relating to mentorship, pastoral care, Appraisals, Annual reviews etc are performed during these SPA days.

6. Responsibilities

Clinical Responsibilities:

1. Assessment of patients principally with minor illness/injury in the See and Treat areas of the Emergency Department
2. Referring patients who require admission direct to inpatient specialty teams and/or the Short Stay Unit
3. Ensuring clinical records are clearly, correctly and accurately written/typed, dated and signed while on duty
4. Ensuring clear and accurate hand-over of all relevant information, with clinical responsibility, to colleague(s) Where possible and within the boundaries of patient confidentiality policies, keeping the patient and next of kin fully and regularly informed
5. Liaising with senior ED medical and nursing staff to optimise the flow of patients through the See and Treat areas and the rest of the department
6. Monitoring activity to ensure patient safety
7. Undertaking a role in the Hospital's Major Incident response, should this be required.

Medical Education & Teaching

1. The GP Consultant will participate in the professional supervision, support, organisation and delivery of formal teaching programmes for all staff
   i. Residents and Fellows.
   ii. Nursing staff.
   iii. Medical students.
2. Undertake appropriate ‘mentoring’, appraisal and Educational / Clinical supervision of junior medical staff.

Clinical Audit and Clinical Governance

1. Supervise / Participate in the Clinical Audit programme of the Emergency Department.
2. Participate in the Department’s Mortality and Morbidity program
3. Participate in the Department’s Clinical Governance program.
Policy, Planning and Management

1. Working closely with clinical and managerial colleagues to achieve and maintain a high quality clinical service
2. Engaging with the Clinical Governance structure and needs of the Division, and contributing to the development and implementation of the Department’s clinical governance programme (including attendance at departmental Clinical Governance and educational meetings, as appropriate)
3. Contributing to both clinical and organisational audit as appropriate
4. Contributing to the delivery of education and training for medical students, juniors doctors and nursing staff, as appropriate
5. Responding to patient complaints in accordance with HMC policy
6. Ensuring clear communication between all members of the multidisciplinary team, and with clinicians from other departments within HMC and outside
7. Developing a close working relationship with local GPs and the Primary Health Care Clinics
8. Liaising with senior ED medical and nursing staff, for example to agree common approaches by all staff in the management of patients and their families
9. Supporting clinical developments and - where appropriate - clinical research within the Department.

Continuing Professional Development

1. Participate in continuing professional development at local and national level
2. Fulfil CPD requirements.
3. Implement audit and research findings as appropriate in clinical practice
4. Prepare and participate in an annual appraisal in accordance with Trust policy
5. A willingness to undertake additional professional responsibilities at local, regional or national levels

Management

1. Support the Hospital to deliver quality patient care
2. Contribute to the development of clinical and organisational protocols and guidelines
3. Assist in the delivery of the annual plan and participate in the strategic planning of the service
4. Comply with all Hospital policies.
7. General Conditions of Employment

**Salary:** Appointment will be offered at an appropriate level on the Consultant’s scale.

**Benefits:**

- Annual air ticket (Business Class) for you, spouse and 3 children under the age of 18 years
- School assistance for 3 children (age 5 to 18 years)
- Conference entitlement every year (after completion of 18 months in service)
- Generous Annual Leave allowance
- Accommodation Allowance

**Responsibilities:** The list of duties given is not an exhaustive list and the post holder may be asked to undertake other duties in line with this grade of post as may be required by the Clinical Director from time to time.

**Annual Appraisal:** All Consultants in the Trust have an annual review of their job plans and appraisals with Vice Chairman, Clinical Operations, which incorporates CPD requirements.