

Job Title:	Consultant Geriatrician Hospital at Home
Reports to (job title):	Medical Lead
Line Manager to:	

Job purpose

The Consultant Geriatrician for Hospital at Home (H@H) will provide strategic clinical leadership, specialist expertise in frailty and geriatric medicine, and senior medical oversight to support the development, sustainability and governance of Hospital at Home services across Bath & North East Somerset, Swindon and Wiltshire (BSW).

The postholder will act as the senior clinical lead for H@H, supporting the delivery of safe, effective and evidence-based acute care within patients' usual place of residence as an alternative to hospital admission. The role will focus on service leadership, pathway development, clinical governance, and providing expert advice and guidance to multidisciplinary teams, rather than undertaking routine direct patient management or holding an individual caseload.

Working in partnership with the H@H leadership team, the Frailty Advanced Clinical Practitioner workforce, operational leads and wider system partners, the Consultant will support the establishment and continuous improvement of clinical models, standards and pathways that enable the delivery of acute hospital-level care at home. This will include providing senior clinical input into service design, complex case discussions, escalation frameworks, admission avoidance pathways and risk management processes.

The postholder will act as a key clinical advisor to the H@H service, providing expert guidance to multidisciplinary teams and supporting senior clinical decision-making for patients with frailty, complex comorbidities and acute illness when required. They will help develop workforce capability through education, mentorship and support for clinical staff, promoting best practice in frailty assessment, comprehensive geriatric assessment and home-based acute care.

A key responsibility of the role will be to strengthen integration between Hospital at Home, acute trusts, primary care, ambulance services, Integrated Neighbourhood Teams and community providers, ensuring aligned pathways and system-wide approaches to admission avoidance, early supported discharge and home-first care.

The Consultant will lead on clinical governance arrangements for the service, including quality improvement, audit, patient safety, clinical effectiveness and outcome evaluation. They will support the development of robust assurance processes and contribute to the strategic direction and future expansion of Hospital at Home services across BSW.

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Through clinical leadership, system collaboration and service transformation, the postholder will champion innovative models of frailty care, ensuring Hospital at Home services deliver high-quality, sustainable and patient-centred alternatives to hospital-based care.

Key Responsibilities

Clinical Leadership and Oversight

- Provide specialist geriatric and frailty expertise to support the strategic and clinical development of the Hospital at Home (H@H) service across BSW.
- Act as the senior clinical advisor for H@H, providing expert guidance and oversight to support the safe delivery of acute hospital-level care within patients' homes.
- Support the development and implementation of clinical pathways, standards, escalation processes and operating models for Hospital at Home services.
- Provide senior clinical advice and guidance to the H@H multidisciplinary team, including support for complex clinical decision-making where required.
- Promote the principles of Comprehensive Geriatric Assessment (CGA), admission avoidance, early supported discharge and home-first care across the service.
- Work alongside the Frailty Advanced Clinical Practitioner workforce to ensure robust clinical governance, best practice and effective management of clinical risk.
- Support the development of consistent approaches to the management of frailty syndromes, acute illness and complex older adults within the H@H model.

MDT and System Working

- Act as a senior clinical representative for Hospital at Home within BSW, fostering strong relationships across acute, community, primary care and urgent care services.
- Provide expert clinical input into Hospital at Home multidisciplinary team discussions and service-wide case reviews, supporting coordinated and integrated care delivery.
- Work collaboratively with:
 - Acute Trust frailty and specialist teams
 - General Practice and Primary Care Networks
 - Community and Integrated Neighbourhood Teams
 - Ambulance and urgent care services
 - Mental Health and Older People's Services
 - Care home providers and community partners
- Support the development of integrated pathways that enable safe admission avoidance, hospital substitution and early supported discharge.

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- Promote effective communication and collaboration across organisational boundaries to improve patient flow and outcomes.
- Contribute to system-wide frailty initiatives and strategic programmes that support the delivery of care closer to home.

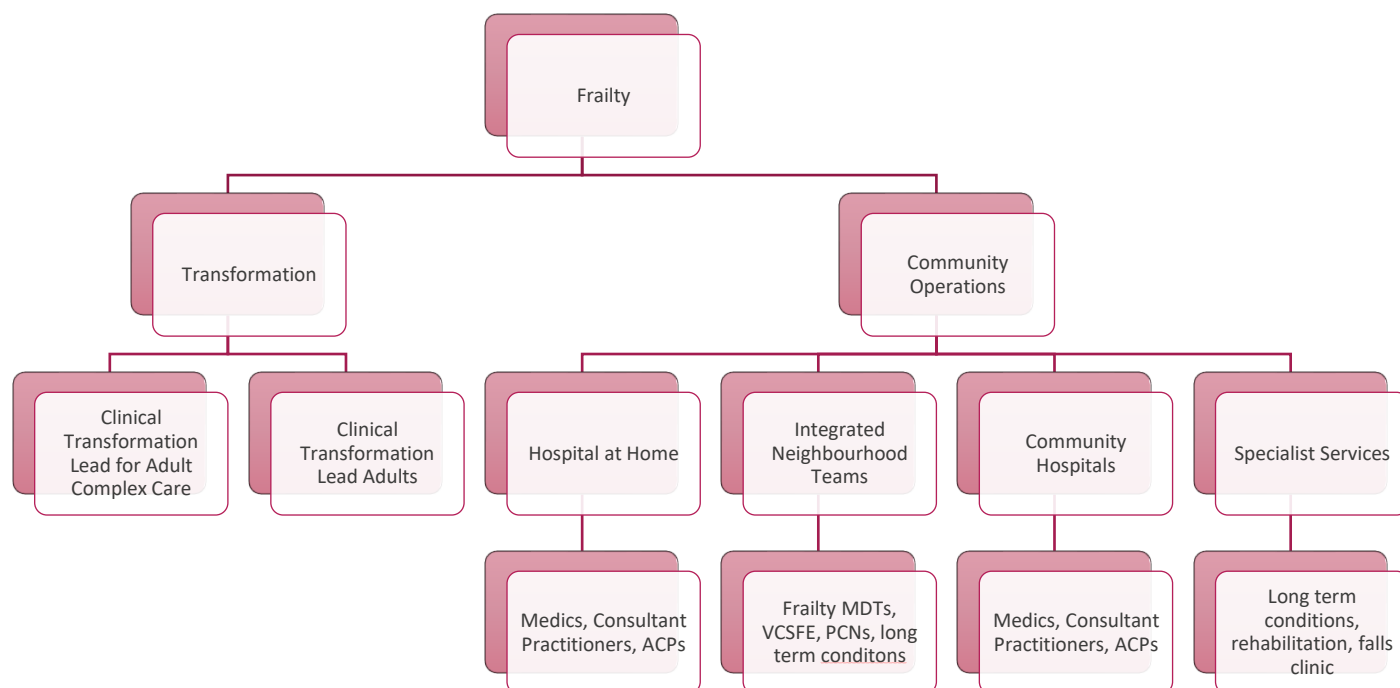
Leadership, Governance and Service Development

- Provide clinical leadership for the ongoing development, evaluation and transformation of Hospital at Home services across BSW.
- Lead on the development of clinical standards, governance frameworks, policies and protocols relevant to Hospital at Home and frailty services.
- Participate in clinical governance activities including audit, quality improvement, service evaluation, patient safety and learning from incidents.
- Support the development of key performance indicators, outcome measures and reporting mechanisms that demonstrate service impact and quality.
- Contribute to business planning, service redesign and strategic development of Hospital at Home services in line with local and national priorities.
- Champion innovation and evidence-based practice to support the continued growth and sustainability of Hospital at Home models.
- Provide professional leadership, mentorship and education to clinicians working within Hospital at Home, supporting workforce development and capability building.
- Engage fully in job planning, appraisal, continuing professional development, mandatory training and revalidation requirements.

Base

Working across BSW HCRG Care Group community services.

Frailty Structure



10 PAs (Programmed Activities)

- **6-8 PAs** – Direct Clinical Care (including associated administration time)
- **2-4 PAs** – Supporting Professional Activities (SPAs)

A job plan will be developed to set out the scheduled clinical and clinically related activities that take place at regular times each week. This will be reviewed and agreed with the postholder prior to commencement in post.

The timetable below is indicative only and may vary depending on the agreed working hours and pattern of work.

Day	Activity	Description	PA Allocation
Monday to Friday (08:00-20:00)	Direct Clinical Care	Hospital at Home clinical activity, including associated administration	7 DCC
Monday to Friday	Supporting Professional Activities	Training, service development, appraisal, revalidation, CPD and mandatory training	3 SPA
Total			10 PA

Administrative Support

The postholder will have access to shared administrative support, including medical secretarial provision alongside other medical colleagues, to assist with correspondence, scheduling, and general administration. Digital tools such as ambient voice technology and structured documentation systems will be available to support efficient clinical working. Administrative support will also be provided for clinic booking, preparation, and follow-up, including discharge processes, enabling the Consultant to focus on clinical leadership and delivery of Direct Clinical Care.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
• Inspire • Understand • Communicate	• Challenge • Improve • Learn	• Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or

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disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

The Regional Director and Deputy Director are managerially responsible for the services provided in BSW and the Senior Operational Lead is responsible for the provision of the service. The post holder will be responsible for the discharge of their contractual duties. The organisation will take direct responsibility for costs and damages arising from medical negligence in the treatment of NHS patients, where they (as employers) are vicariously liable for the acts and omissions of their medical staff.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- MRCP (UK) or equivalent
- Entry on the GMC
- One of CCT, CESR, European community rights in Geriatric Medicine
- Extensive medical experience at registrar or consultant level
- Knowledge and understanding of clinical governance

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- Experience of working with managers to improve patient experience and service delivery
- Experience in clinical audit
- Understanding of clinical research
- Proven ability to motivate, support and work within a multi-disciplinary team
- High professional and ethical standards
- Excellent written and verbal communication skills
- A commitment to continuous professional development
- Good IT skills
- Ability to balance competing pressures and proven ability to organise and prioritise workload, delegating as appropriate

Desirable

- Relevant higher degree (MD/PhD)
- Qualification in Teaching & Learning
- Experience working across organisational boundaries.
- Special interest or advanced experience in community geriatrics
- Involvement in service development and enacting change
- Ability to lead clinical services
- Involvement in research
- Experience in teaching particularly a multi-professional team
- Advanced leadership skills

Other requirements:

- Full UK driving licence with access to a vehicle for work purposes.
- Willingness to work across different Trust areas as required.
- Flexible availability to meet service demands.
- The role includes participation in an on-call rota to provide senior operational leadership and decision-making support outside of normal working hours, as required'

Employee signature

Manager signature

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