

WHIPPS CROSS UNIVERSITY HOSPITAL NHS TRUST

**TRUST DOCTOR (EQUIVALENT TO FY2)
BASED IN THE CLINICAL DECISION UNIT OF THE
EMERGENCY DEPARTMENT**

Full time – 12 Fixed Term Post

Barts Health NHS Trust is one of Britain's leading healthcare providers and the largest Trust in the NHS. It was created on 1 April 2012 by bringing together three Trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust. The new Trust has a turnover of approximately £1.1 billion and approximately 15,000 employees.

Together our hospitals - Newham University Hospital in Plaistow, St Bartholomew's (Barts) in the City, The Royal London in Whitechapel, The London Chest in Bethnal Green and Whipps Cross in Leytonstone - deliver high quality clinical care to the people of east London and further afield.

The hospitals offer a full portfolio of services that serve the needs of the local community, and are home to some of Britain's leading specialist centres including cancer, cardiac, trauma and emergency care. Barts Health also has one of the UK's busiest children's hospitals and internationally renowned surgical facilities.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve – one dedicated to ending the historic health inequalities in east London. We will build an international reputation for excellence in patient care, research and education. And as members of UCL Partners, the largest academic health sciences system in the world, we will ensure that our patients are some of the first in the country to benefit from the latest drugs and treatments.

We are looking for the best talent to lead our ambitious new healthcare organisation. In return, the Barts Health will provide unsurpassed professional development opportunities, enabling investment in a range of new initiatives that would mean:

- doctors and nurses in training will be able to gain experience in different hospitals along the whole patient pathway;
- there would be greater opportunity for career progression – we could retain good staff who might otherwise leave to gain promotion;
- becoming world-class will enable us to recruit some of the best doctors and researchers in the world – who can share their knowledge and experience;

- success breeds success. An organisation that is recognised as a world-leader will find it easier to recruit more staff, meaning we can work to reduce the number of persistent vacancies;
- joining forces with other partners in an Academic Health Science System will mean that staff would be better able to secure funds and pool their talents to develop new technology, techniques and treatments.

Job Description

Job title:	Trust Doctor (FY2 Equivalent) in EM - CDU
Clinical academic group:	ECAM
Board/corporate function:	
Salary band:	FY2 Pay scale
Responsible to:	Consultant Emergency Physician on Duty/On call
Accountable to:	Clinical Lead in Emergency Medicine
Hours per week:	40 hours per week 6 months contract with a review after 6 months in post

Location:	A&E Whipps Cross
Budgetary responsibility:	N/A
Manages:	Direct reports: Clinical Lead
	Indirect reports: Duty on-call ED Consultant

Aim of the role

To provide clinical care to patients attending the ED Clinical Decision Unit, whilst also using the post as a learning forum to maintain good medical practice, and to strive towards maintaining one's own personal development through learning, teaching and managerial opportunities.

The duties of the post are subject to review from time to time in the light of changing requirements of the service. The post holder may be asked to perform exceptional irregular commitments outside of normal rostered duties as are essential to maintain the emergency medical service.

Key working relationships

This role will work with a multidisciplinary work-force, including nursing, Allied health care professionals and support services.

The Emergency Medicine team comprises of:

Mr Imran Zia , Clinical Director
Amutha Anpananthar (Paeds EM)
Dr Kausikh Nandi (Paeds EM)
Mr Tony Sebastian
Dr Furqan Ahmed
Dr Puneet Sharma
Dr Joy Okolo
Dr Goran Ali
Dr Sathish Deverapalli
Dr Samuel Ghani

DEPARTMENT JUNIOR AND MIDDLE GRADE STAFFING

9 Higher Training Registrars (ST3/4) or equivalent
8 Junior Registrars (above FY2 Level)
14 FY2 or Equivalent

Main duties and responsibilities

CLINICAL

- To review, investigate, manage and refer patients presenting via the Emergency department to the CDU (mixed bed/reclining chair 12 hour stay ward).
- To undertake ward rounds with the middle grade or Consultant of the day within the CDU.
- At times of quieter activity you may be asked to work in the main Accident and Emergency Department

ADMINISTRATIVE

- To **ensure** that each patient within the proceeding 24 hours has a completed discharge summary.
- To discharge patients to GPs or offer patients for admission to the appropriate admitting officer.
- To organise return visits to special clinics run within the Trust i.e. ENT/TIA & fracture clinics.
- To liaise with other agencies to arrange the appropriate safe discharge of patients.

TEACHING

To attend weekly FY2 teaching meetings as per the A&E teaching and audit programme. These will last 1-2 hours and attendance is compulsory. This is paid teaching time. There is no study leave budget for this post.

RESEARCH

You will be encouraged to be self-directing and engage in Independent Research, Trauma Audit and Clinical Audit.

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the postholder.

Rota and Salary

The Rota will require the post holder to work 7.5 hours per day Monday to Friday with 5 hours on a Saturday and Sunday every 4 weeks. This post does not attract a banding supplement.

Effort, skills and working conditions

Physical skills	<i>The post holder; - Will be required to be mobile and be able to respond rapidly to different areas of the ED. - Be able to type and use a computer keyboard etc</i>
Physical effort	<i>That which would be reasonably expected of any doctor working in a busy ED within the UK</i>
Mental effort	<i>That which would be reasonably expected of any doctor working in a busy ED within the UK</i>
Emotional effort	<i>That which would be reasonably expected of any doctor working in a busy ED within the UK</i>
Working conditions	<i>Those that are typically seen within a UK ED</i>

Performance management and appraisal

All staff are expected to participate in individual performance management process and reviews.

Personal development and training

Barts Health NHS Trust actively encourage development within the workforce and employees are required to comply with trust mandatory training.

Barts Health education academy aims to support high quality training to NHS staff through various services. The Trust is committed to offering learning and development opportunities for all full-time and part-time employees.

No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience.

Health and safety at work

The post holder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the Trust to reduce HCAIs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.

All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

Confidentiality and data protection

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

Conflict of interest

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

Equality and diversity

The Trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You will be responsible for ensuring that the Trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

NHS managers' code of conduct

As an NHS manager, you will be expected to follow the code of conduct for NHS managers (October 2002).

Budgetary management

If you have responsibility for a budget you will be expected to operate within this and under the trust's standing financial instructions (available in the intranet's policies section) at all times.

Barts Health values based leadership

Our leaders ensure a focus on health where patients are at the centre of all we do. They work to create a culture where innovation is promoted and encouraged. They lead by example and demonstrate value based decision making as being integral to the ways of working within the Trust.

Barts Health leaders are role models who demonstrate those attitudes and behaviours which will make us unique. Our leaders are passionate about delivering high quality patient care, take pride in the work that they do to and are committed to the delivering the Barts Health NHS Trust 10 pledges of:

1. Patients will be at the heart of all we do.
2. We will provide consistently high quality health care.
3. We will continuously improve patient safety standards.
4. We will sustain and develop excellence in research, development and innovation.
5. We will sustain and develop excellence in education and training.
6. We will promote human rights and equalities.
7. We will work with health partners to improve health and reduce health inequalities.
8. We will work with social care partners to provide care for those who are most vulnerable.
9. We will make the best use of public resources.
10. We will provide and support the leadership to achieve these pledges.

Our leaders are visible leaders who believe in spending time listening and talking our staff, patients and partners about the things that are important to them and the changes they would like to make to continuously improve patient care.

Barts Health leaders work with their teams to develop organisational values, embed them in our ways of working and create the cultural changes required to ensure that we consistently provide an excellent patient experience, regardless of the point of delivery, in an environment where people want to work, regardless of where they work or what they do.

Person Specification

Post	Trust Doctor (FY2 Equivalent) in Emergency Medicine - CDU
Dept/ward	A&E

Essential = E Desirable = D		E or D	Application form	Interview
Qualifications and knowledge	MB ChB or equivalent Full GMC Registration	E		
	MRCP(UK)Part I or equivalent MRCS Part A and B or equivalent MCEM Parts A and B or equivalent	D		
Experience	Medical knowledge commensurate with grade	E		
Skills	Understanding of ALS principles	E		
Personal and people development	Good communication skills both written and verbal.	E		
	Able to work within a multidisciplinary team	E		
Communication	Commitment to quality care	E		
	Ability to organize ones CPD	E		
	Enthusiasm in teaching junior doctors, medical students and nurses	D		
	Involvement in clinical audit	D		
Specific requirements	The post holder will be required to work shifts, on call, flexible hours.	E		