



Hull University
Teaching Hospitals
NHS Trust

JOB DESCRIPTION

Job title:

Clinical Fellow

Speciality:

Stroke Medicine

Health group:

Medicine Health Group

Contact details:

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**Remarkable people.
Extraordinary place.**

**BETTER
BRIGHTER
GREENER
FAIRER**

THE TRUST

Hull University Teaching Hospitals NHS Trust is one of the largest acute trusts in the North of England with two hospitals serving a local population of 600,000, increasing to 1.2 million for tertiary services. The services provided by the Trust are split across Hull Royal Infirmary, situated close to Hull city centre, and Castle Hill Hospital, in Cottingham on the outskirts of the city. The Trust has an annual budget of £500m, employing over 10,000 staff who provide a wide range of emergency, inpatient and outpatient services.

WELCOME

Hull University Teaching Hospitals NHS Trust is an organisation that will always care about you and your career.

From the day you arrive, you will join a great team that has made a solid commitment (and a unique set of promises) to ensure your continued enjoyment and growth.

We'll make sure we invest in your continued development and enable you to deliver great care to your patients. We will empower you to be accountable for your services and make sure you always feel part of a team that seeks to deliver new ways of working.

We are a teaching trust that works closely with our partners in education, commissioning and across health care in a great place to work, live and unwind.

We are a trust that typifies this extraordinary place and reflects its remarkable people.

Join us and make a difference. You'll love it.

We promise.

OUR VALUES

GREAT STAFF

- Honest, caring and accountable culture
- Valued, skilled and sufficient workforce

GREAT CARE

- High quality care
- Great clinical services
- Partnership and integrated services

GREAT FUTURE

- Research and innovation
- Financial sustainability
- Estates and Infrastructure
- Digital development
- Environmental sustainability

HULL YORK MEDICAL SCHOOL PARTNERSHIP

Hull York Medical School is a partnership between the Universities of Hull and York and the NHS in North and East Yorkshire, and Northern Lincolnshire. The school performs well in league tables in recognition of its excellent undergraduate medical curriculum and research, judged to be of high international quality. With a distinctive and innovative approach to training doctors for the health services of the 21st century, HYMS aims to influence positively the recruitment and retention of doctors in the region and the quality of local health services.

HYMS offers a five year programme using contemporary learning and assessment methods in an integrated structure to some 140 students each year. The programme features a modern learning environment and high quality clinical attachment opportunities. There is a strong focus on learning in community settings, including primary care, and on working collaboratively with other health professionals.

EDUCATIONAL FACILITIES

Medical Education at Hull University Teaching Hospitals NHS Trust is accessible to all health care professionals and offers a broad range of training and support. The Medical Education Centre provides a modern, flexible arena in which professionals can train in a supportive environment. The Centre contains a 190 seat auditorium and three large seminar rooms. The Lecture Theatre at Castle Hill Hospital comprises of a 70 seat lecture theatre with modern audio-visual equipment.

The Hull Institute of Learning and Simulation (HILS) is able to offer practical skills rooms including ward areas, operating theatre and simulation suites. Each room has been built with a high level of flexibility and all can be customised to the user's needs. In addition, the Suture Centre based at Suite 22 at Castle Hill Hospital is an ideal training venue for all wet lab and surgical skills training. This facility comprises of 10 surgical stations all with wall mounted monitors, large presentation screen plus a preparation area and a procedural simulation room.

Library and Knowledge Services provide a highly rated service, with access to over 10,000 texts both online and physically. The libraries are accessible 24/7 and PCs are available to access online resources.

THE LOCAL AREA

Hull is a thriving university city with excellent shopping, leisure facilities and dining experiences. It is surrounded by attractive villages and countryside, and is in easy reach of the East Yorkshire coastline and the Yorkshire Wolds. The minster towns of Beverley and York are both within easy travelling distance. Hull and the East Riding of Yorkshire offer a diverse and impressive range of housing choices, offering great value for money as house prices are generally cheaper than other parts of the UK.

The area provides a broad range of educational opportunities close to the University, including a number of Further and Higher Education Colleges. A number of schools and academies in Hull and the East Riding have been rated Outstanding by Ofsted, and the area also offers a good choice of independent schools with boarding and day school options.

There are an increasing number of direct inter-city trains to London and regular services to other major centres. The M62 motorway provides fast communications within Yorkshire and links up directly with the A1 and M1 North/South motor routes. Humberside Airport provides a reliable service to several European cities.

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THE SERVICE AND THE ROLE

Neurosciences Department

The Neurosciences group lies in the Specialties subunit within the Medicine Health Group. Neurosciences include Neurology, Stroke and Neurophysiology. Since October 2021, the Neurology department at Hull University Teaching Hospitals (HUTH) merged with the Neurology department of the North Lincolnshire Goole and Grimsby Hospitals (NLAG) and is now known as Humber Neurology services. The stroke service is based at Hull Royal Infirmary and provides a comprehensive sub-regional stroke service supporting referrals from our partners at York hospitals and Northern Lincolnshire and Goole hospitals. We provide services across the whole spectrum of stroke care including access to thrombectomy and neurosurgical support for appropriate patients. There are also links with the specialist neuro-rehabilitation service at Castle Hill hospital.

Work Pattern

Your work pattern will be issued with your offer letter, confirming your shifts and any pay enhancements

The Role

This is a one year clinical fellow appointment at registrar level to cover for a current vacancy in the registrar rotation.

The stroke service at Hull Royal Infirmary provides its service across two wards with an bedded HASU and acute stroke unit based on Ward 110 and a stroke rehabilitation unit based on Ward 11 which is also shared with neurology in-patient services. The stroke service is a comprehensive stroke service with an extended weekday thrombectomy service provision (8-7 weekdays) supported by a team of 6 stroke physicians (expansion of the stroke consultant numbers is planned).

The hyperacute service is supported by a team of stroke nurse co-ordinators 24/7 helping facilitate patient assessment and treatment. This continues to develop and will support the delivery of a number of hyperacute stroke research trials.

The service takes referrals for thrombectomy from our partners at York and Scarborough foundation hospitals and also Northern Lincolnshire and Goole foundation hospitals. We also support patients requiring neurosurgical treatments following either ischaemic or haemorrhagic stroke. In addition we support the treatment of complex patients with a range of intracranial arterial diseases supported by our interventional neuroradiology colleagues.

We also provide a specialist vascular service that includes surgical revascularisation (endarterectomy) and also endovascular interventions with stenting for appropriate patients.

Whilst the clinical fellow posts are not formally approved training posts, the post holder will have consultant-led education and supervision and will be supported in their professional development. Ideally applicants should have completed MRCP. Applicants should be competent clinicians and have experience in general and geriatric medicine. Experience in stroke is desirable but not essential. Training will be provided and appropriate candidates will be encouraged to develop skills relevant to stroke management. The stroke unit provides patients with a 24/7 access to highly specialist dedicated stroke staff, direct admission to HASU beds which ensures that patients are cared for by specialist staff from the minute they arrive. The Unit is well coordinated with multidisciplinary care specifically for stroke patients. There are rehabilitation facilities as well as 7-day TIA clinics.

The post holder will participate in the care of stroke patients across the whole stroke pathway including assessment of TIA patients, assessment of patients for thrombolysis and thrombectomy, management of patients in the HASU and also acute stroke unit. They will also support patients during rehabilitation preventing and managing medical complications alongside aiding patient and family decision making. Support for the out-patient follow up of patients following discharge will also form part of the role.

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There are weekly educational sessions, morbidity and mortality reviews and also review of thrombolysis and thrombectomy decision making which the clinical fellow will be expected to play an active role in organizing. They will also play an active part in the weekly MDT meeting.

As a university teaching hospital, we support education of medical students and the clinical fellows will be expected to support education of students during their posting on the stroke unit.

Support for stroke research studies as an associate PI will also be expected with research trials across the spectrum of stroke care.

ADDITIONAL INFORMATION

Revalidation/CPD

The Trust is committed to supporting the requirements for continuing education and professional development. An appraisal review will be undertaken annually by a trained appraiser and clear objectives agreed. The appraisal process is carried out according to GMC guidance in preparation for revalidation.

Supervision

During clinical work the post holder will, at all times, be under the supervision of a named Consultant. The nature of any clinical supervision would largely be determined by a combination of the post holder's established clinical abilities and the degree of difficulty in any given clinical situation.

Study Leave

As a commitment to CPD the Trust offers 10 days Study Leave and an allowance of £500 per 12 month period.

Flexible Working

Any doctor who wishes to work part time (Less Than Full Time) will still be eligible to be considered for the post. If such a person is appointed, modifications of the work pattern will be discussed on a personal basis following consultation with the clinical supervisor.

Audit

There are full facilities and support for audits. Audits are done from an agreed plan set departmentally on a yearly basis.

Research and Development

Our vision is to empower our workforce to engage in research, apply the latest research findings, and enhance clinical practices for improved patient care. Our collaboration with the University of Hull and Hull York Medical School has led us to conduct research across multiple clinical areas, backed by around 75 key staff members. Our successful partnerships with pharmaceutical and medical technology industries, collaborators and funders are evident in our management of around 500 ongoing research studies at any point in time.

Conditions of Service

The post holder must live within 30 minutes travelling time of base hospital.

TRUST POLICIES

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Equality, Diversity and Inclusion

The Trust is committed to building a workforce which is valued and whose diversity reflects all communities from which it serves. Evidence shows that a diverse and inclusive workforce has a positive impact on not only staff but also on patient experience and outcomes.

If you have a disability, long term condition or are neurodiverse, we have a Staff Disability Network, which is run for staff by staff. It's a safe place that offers support, advice and can help you navigate the workplace, so that you can come to work with the things in place you need to have a great day at work. We also offer a staff adult special educational needs services that can help with everything from dyslexia through to ADHD support in the workplace.

Health and Wellbeing

The Trust wants our staff to feel well supported in their roles, so we offer a wide variety of health and wellbeing activities, including support for both your mental and physical health. As well as direct support from your clinical manager, our UP! Health and Wellbeing Programme information is accessible via the Trust intranet (Pattie). We have an Occupational Health Team, which you can self-refer to for support on a range of physical and mental health issues. The Trust also offers specific mental and emotional wellbeing services including in-house staff support clinical psychologists, counsellors and personal coaches.

For staff who need extra support when dealing with tough situations we have a Trauma Risk Incident Management (TRiM) Service, which confidentially supports staff individually or in groups through structured peer support. This ensures that we support you early, and the service is designed to help you to understand your responses and find ways, if needed, to get support in a timely manner. We also have a pastoral/chaplaincy team who can visit staff in their place of work or meet with teams and individuals to support on the day to day challenges or when things get really difficult. They are available across both sites and also directly support our 24/7 staff support hotline.

Health and Safety

In addition to the Trust's overall responsibility for your health and safety you have a personal responsibility for your own health and safety. As such you are required to inform your line manager of any safety issues that you identify, that could affect you or others in the workplace. You must co-operate with management and colleagues at all times in achieving safer work processes and work places, particularly where it can impact on others.

As a Trust employee you will be trained in the correct use of any equipment provided to improve safety and health within the Trust. You are required to use the equipment when necessary and as instructed which will include checking the equipment is safe to use, prior to its use and must report any defects immediately to your line manager.

You are responsible for the implementation and adherence to Trust safety policies and procedures for areas within your remit. You are required to ensure suitable and sufficient risk assessments are completed for all areas within your remit. The controls identified must be evaluated and implemented where necessary. You are required to review all risk assessments periodically and particularly when staffing and/or equipment changes, monitoring the effectiveness of any control measure implemented. You are to ensure suitable and sufficient equipment is provided to sustain the health and safety of staff, patients and visitors to areas within your remit.

Infection Control

In addition to the Trust's overall responsibilities under The Health and Social Care Act 2008 Code of Practice for healthcare, including primary and adult social care on the prevention and control of infections (revised December 2010) for your safety, you have a personal responsibility to ensure your work adheres to this Code in the delivery of safe patient care within the organisation. This code relates to ALL Trust staff and contractors working within the organisation who are employed to ensure this level of care is provided.

As an employee you will be trained to ensure adherence and compliance to the various Infection Control policies within the Trust.

Sustainability

To actively support the Trust's goals for sustainability by encouraging and adopting sustainable ideas and practices.

Safeguarding

The Trust has a duty and is committed to safeguarding all service users and provide additional measures for adults and children who are less able to protect themselves from harm or abuse. As an employee* you have an individual responsibility to contribute to the detection, reporting and prevention of abuse to safeguard those in our care (Section 11 Children Act, 2004, Human rights Act 1998, Equality Act 2010 Mental Capacity Act 2005 Care Act 2014) and are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person or adult at risk. The Trust will assist you in this process by providing training, guidance and advice. There are corporate safeguarding teams who can be contacted for advice, support and safeguarding supervision. All concerns must be reported as per Trust Safeguarding Policies which are available on the Trust Intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.



PERSON SPECIFICATION

Requirement	Essential	Desirable	How Assessed
Qualifications	<ul style="list-style-type: none"> • Hold medical qualification registered with the GMC • Hold of license to practise with the General Medical Council 	<ul style="list-style-type: none"> • MRCP, MD or equivalent Higher Degree or evidence of relevant research • Experience of teaching basis clinical skills to undergraduates • Experience of teaching lay groups and paramedical staff • Experience of clinical research 	<ul style="list-style-type: none"> • CV • Application Form • Interview
Mentoring and Teaching	<ul style="list-style-type: none"> • Experience of teaching undergraduate and post graduate trainees • Ability to teach clinical skills • Experience of undertaking audits and presenting their findings • Experience of supervision of postgraduate trainees • Ability to critically review research 	<ul style="list-style-type: none"> • Experience of supervising medical and non-medical trainees • Publications in peer review journals 	<ul style="list-style-type: none"> • Interview
Personal Development Drive	<ul style="list-style-type: none"> • Commitment to continuing professional development 		<ul style="list-style-type: none"> • Interview
Problem Solving	<ul style="list-style-type: none"> • Ability to apply research findings to clinical problems. 		<ul style="list-style-type: none"> • Interview
Leadership	<ul style="list-style-type: none"> • Is able and willing to show leadership and take initiative • Capable of building trust and confidence • Strategic thinker • Enquiring, critical approach to work • Willingness to undertake additional professional responsibilities to local, regional or national levels. • Ability to organise and manage the department targets • Ability to contribute to change management agenda and take a leading role 	<ul style="list-style-type: none"> • Familiarity within issues of service organisation and development 	<ul style="list-style-type: none"> • Interview

Requirement	Essential	Desirable	How Assessed
Team Work	<ul style="list-style-type: none"> • Works effectively with others towards shared goals, welcoming diverse perspectives • Co-operates with colleagues from all disciplines • Ability to work in a multi-disciplinary team • Willingness to work with consultant colleagues and management to maintain and develop a comprehensive service. 		<ul style="list-style-type: none"> • Interview
Communication	<ul style="list-style-type: none"> • Communicates with and relates to others effectively 		<ul style="list-style-type: none"> • Interview
Self awareness	<ul style="list-style-type: none"> • Is open to different ideas and is willing to learn and develop • Seeks new and better ways to do things 		<ul style="list-style-type: none"> • Interview
Clinical practice/ competence	<ul style="list-style-type: none"> • Ability to demonstrate clinical experience and skills in stroke • Knowledge of good medical practice and the General Medical Council requirements • Is able to work effectively in spite of pressures • Demonstrates a sound knowledge of clinical governance practice 	<ul style="list-style-type: none"> • Experience of working in a comprehensive stroke service 	<ul style="list-style-type: none"> • Interview
Work Ethic	<ul style="list-style-type: none"> • Works diligently and efficiently to deliver high quality service • Is positive and well-motivated • Takes responsibility for delivering results • Adheres to high ethical standards • Personal Time Management skills 		<ul style="list-style-type: none"> • Interview

Requirement	Essential	Desirable	How Assessed
Patient experience	<ul style="list-style-type: none"> • Contributes to improving patient's experience • Involves patients in decisions about their care • Ability to work in partnership to deliver a patient centered service • Demonstrate an understanding and willingness to embrace user involvement 		<ul style="list-style-type: none"> • Interview
Organisational awareness	<ul style="list-style-type: none"> • Understands the wider organisation and understands and values the need for efficient use of resources 		<ul style="list-style-type: none"> • Interview
Personal Attributes	<ul style="list-style-type: none"> • Able to make own arrangements for travel between working sites. 		<ul style="list-style-type: none"> • Interview