

Whittington Health NHS Trust

**JOB DESCRIPTION FOR THE POST OF
SENIOR CLINICAL FELLOW (ST3+) IN
EMERGENCY MEDICINE**

November 2023



SUMMARY

We are recruiting Senior Clinical Fellows in Emergency Medicine, to work in our Emergency Department. This post would be suitable for either a doctor working at senior registrar level, or for a doctor working at junior registrar level, who wish to gain experience and to develop their skills in Emergency Medicine.

A doctor working at senior registrar level would be expected to lead the department overnight, and supervise the junior team with on-call consultant support. A doctor working at junior registrar level would be expected to support the senior registrar or consultant to lead the department, providing support and assisting with supervision of junior doctors.

The post will be for 12 months duration subject to performance review and extension beyond this is possible depending on staffing requirements.

The successful applicant will join a committed team in a forward thinking Emergency Department. The post will offer a wide range of experience in all aspects of both Adult and Paediatric Emergency Medicine.

The post holder will assess patients and initiate treatments and management plans. They will be expected to work in all areas of the department i.e. Majors, Resus, Urgent treatment Centre, Paediatrics and the ED short stay unit. As well as seeing their own patients the post holder will also be required to supervise junior doctors and provide clinical support. They will also provide leadership support in terms of managing flow through the department.

There is shop-floor consultant cover Mon – Fri (08:00-22:30) and at weekends (12:00-20:00), with telephone cover at all other times.

The successful applicants will be working alongside other doctors, Advanced Clinical Practitioners (ACPs) and Emergency Nurse Practitioners (ENP) on the rota to provide 24 hour care, and will also take part in departmental teaching events and quality improvement projects.

The Emergency Department Consultants are committed to the supervision and development of this post. All post holders will have a Consultant allocated as their Educational Supervisor for the duration of the post. Their educational supervisor will assist them in fulfilling any educational needs or competencies they may require. We also offer weekly middle- grade teaching and will assist with the attainment of relevant life support courses.

The post is suitable for anyone planning a career in Emergency Medicine. If so, we will help you get either the MRCEM or FRCEM examination (if that is what you want). Consultants have also trained and worked in the Australian system (with experience of the FACEM examination) and training in Europe (with experience of the EBEM examination, running courses to prepare candidates for this).

However, the post will also suit you if planning a career in any acute specialty or general practice, or if you have followed a conventional career path to date and want to consolidate

your clinical skills at a more senior level. Whatever: we'll offer career support and guidance.

WHITTINGTON HEALTH

Whittington Health delivers acute and community based health services to a population of 443,000 people. The organisation is the biggest employer in the area, with over 4,000 staff. It delivers healthcare not only on the acute hospital site which has 420 beds, but also from a variety of other venues and through visits to people's homes. We want to ensure that all our patients and service users receive treatment and care in the most appropriate environment for their health needs.

Whittington Health as an Integrated Care Organisation (ICO) offers greater opportunities to work across the boroughs to address the health needs of the local population. By integrating our hospital and community teams, we aim to improve the quality of care to our patients and service users whilst reducing costs by working closely together.

Whittington Health also works with other health, social care and voluntary sector partners to support patients and service users from their initial appointment whether it be with a community health team or at the hospital, all the way through to treatment and tailored after care.

Whittington Health is one of the three main teaching campuses for the Royal Free and University College Medical School, and is also a centre for postgraduate education. The Whittington Education Centre houses a Simulation suite and 13 multi-use seminar rooms.

The Whittington Hospital is located in a beautiful part of inner North London, surrounded by green spaces such as Hampstead Heath and Waterlow Park. The picturesque village of Highgate is just up the hill, and the vibrant nightlife of Camden and cafés and shops of Upper Street are nearby. Central London is less than ten minutes away by tube and there are many places to live within a short commute of the hospital.

THE EMERGENCY DEPARTMENT

Whittington Health's Emergency Department (ED) serves the culturally and socially diverse North London inner city populations of Islington and Haringey. We see over 110,000 new attendances per year across the full spectrum of presentations. Around 20% of attendances are children.

In 2011 the Emergency Department opened its co-located Urgent Care Centre, and more recently the Trust has led the way in Ambulatory Care, with the establishment of a new service that has received national acclaim. The Emergency Department has a Clinical Decision Unit with well-established pathways and a multidisciplinary team. There is a dedicated Children's Emergency Department and Children's Ambulatory Unit.

The department is part of the North East London Urgent and Emergency Care Network, and is a designated Trauma Unit, as part of the North East London and Essex Trauma Network.

The Emergency Department forms part of a “hot floor” encompassing the ED, Ambulatory Care, Acute Admissions Unit, ICU, and Theatres. We have a four bay Resuscitation area with one bay equipped for paediatrics. The Majors area has 15 cubicles and there is a separate area, or Urgent Treatment Centre, for minor injuries and primary care. The Children’s Emergency Department has dedicated cubicles, a high dependency area, a treatment room and a separate children’s waiting room. An eight bed area adjacent to Majors houses the Clinical Decision Unit.

The department has its own dedicated imaging suite with plain radiography, CT and ultrasound. There is dedicated “hot-seat” Consultant Radiologist presence during office hours, and we have recently updated our bedside ultrasound machine with a state of the art device. A PACS system and dedicated high resolution screens allow for digital radiology viewing. There is an Electronic Patient Record system for patient tracking, electronic notes, ordering and data collection. The department is equipped with a blood gas analyser and pneumatic specimen transport system for priority turnaround on laboratory investigations.

CONSULTANTS

DR DUNCAN CARMICHAEL FRCEM – Clinical Lead
DR RACHEL LANDAU FACEM FRCEM
DR ERUM JAMALL FRCPC – Paediatric Lead
DR HEIDI EDMUNDSON MBCHB FRCEM
DR NATHALIE RICHARD FRCEM
DR SAZIA SAMAD FRCEM
DR NORA BRENNAN FRCEM
DR LUCY PARKER FRCEM NCEL TPD for Higher Trainees
DR ELISHA STAUN FRCEM
DR FIRAS ABOU-AUDA FEBEM (LOCUM)
DR VANESSA GEORGOULAS FCEM(SA) (LOCUM)

SENIOR COVER

At present there is Consultant presence in the Emergency Department from 0800-2230, seven days a week. On-call consultant support is available 24/7

MANAGEMENT STRUCTURE

The Emergency Department is part of the Emergency & Integrated Medicine Integrated Clinical Service Unit (ICSU). The ICSU includes other departments delivering acute, unscheduled and urgent care, such as Ambulatory Care, the acute medical wards and community nursing. This allows for close working and innovation across the acute

pathway. This is one of six ICSUs that make up the clinical management structure of the Trust.

The Emergency Department & Urgent Treatment Centre is led by a multidisciplinary senior team, and decisions are made at a monthly Senior Team Meeting, chaired by Dr Duncan Carmichael, Clinical Lead.

INFORMAL VISITS

Applicants for the post are welcome to visit the Trust or call for further information. Arrangements can be made with:

Dr Duncan Carmichael, Clinical Lead Emergency Department, 020 7288 3863
duncan.carmichael@nhs.net

Dr Elisha Staun, Consultant in EM, Recruitment Lead
elisha.staun@nhs.net

UNIVERSITY COLLEGE LONDON (UCL)

University College London is a world leader in Clinical Education, with UCL Faculty of Medical Sciences playing a significant part in providing this excellence, with ambition to expand and further consolidate its role in the field. With a highly rated Medical School (UCLMS), a robust strategic alliance with the Institute of Education (IOE), and a central role within both the Academic Health Sciences Centre (UCL Partners), and Health Education London; UCL is uniquely placed to ensure excellence in the delivery of Clinical Education.

UCL MEDICAL SCHOOL (UCLMS)

<http://www.ucl.ac.uk/medicalschool/>

UCLMS is responsible for the management and administration of Medical Education at UCL and is recognised as a major UK centre of excellence in medical education and assessment. The divisional objective is to become a new medical school in our traditional researched based university environment. We will build on our excellence in research and medical education to become one of the best, and most highly rated medical schools in the world, employing innovative, contemporary and evidence based teaching methods.

The Whittington is one of the three main home campuses (with Royal Free Hospital and UCLH). In the clinical years (years 4-6) we host over 130 students in years 4 and 5 at any one time for their clinical placements. We offer many special study components throughout the entire UCL years (1-6).

We expect all Consultants at the Whittington to get thoroughly immersed in undergraduate teaching and assessment. There are many pathways to further the medical education training and scholarship for those committed and interested.

Teaching takes place in all clinical areas within Whittington Health and also in the undergraduate centre, clinical skills centre and the library.

UNDERGRADUATE MEDICAL EDUCATION FACILITIES

The Whittington Hospital hosts students from UCL with over 300 students on site at any one time during the academic year. There are numerous teaching facilities spread throughout the hospital for tutors to use.

The Undergraduate Centre is based on Level 3 Highgate Wing and hosts a student common room and three seminar rooms. The Whittington Health Library is based on level 1 in the Highgate Wing and is an excellent teaching resource with 24 UCL/Whittington computers and a seminar room, and is open every weekday with extended hours until 7pm Monday to Thursday. The Clinical Skills Centre is based on Level 1 in the hospital and has numerous clinical skills teaching rooms and a large lecture theatre seating 150. Tutors can also book seminar rooms in the Whittington Education Centre with rooms based within the centre and throughout the hospital.

If you would like to become further involved with teaching please feel free to contact the Undergraduate Centre staff or Site Sub Dean on Level 3 Highgate Wing.

The history of Whittington Health

Medical services have been delivered on the Whittington Hospital site for over 500 years. In 1473 a leper hospital was founded, which later cared for the poor chronic sick transferred from hospitals in the centre of London. In 1848 a smallpox and vaccination hospital was built on the St Mary's site and independently managed hospitals were opened on the Highgate site in 1866 and the Archway site in 1877. In 1900, the Highgate Hill Infirmary opened adjacent to the smallpox hospital and the two soon merged, with the smallpox hospital becoming a nurses' home. In 1946, the hospitals on all three sites were brought together with a total of almost 2000 beds. Following the introduction of the NHS in 1948, they jointly became the Whittington Hospital.

The organisation today

Whittington Health was launched on 1 April 2011 as a new organisation comprising The Whittington Hospital NHS Trust and NHS Islington and NHS Haringey.

The Whittington Hospital and the community health services in Islington and Haringey are award winning organisations, delivering acute and community based health services to a population of 443,000 people. The organisation is the biggest employer in the area, with over 4,000 staff. The organisation delivers healthcare not only on the acute hospital site which has 420 beds, but also from a variety of other venues and through visits to people's homes. We want to ensure that all our patients and service users receive treatment and care in the most appropriate environment for their health needs.

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Whittington Health is one of the three main teaching campuses for the University College Medical School.

The UCL Whittington Campus

University College London (UCL)

University College London (<http://www.ucl.ac.uk>) is one of the UK's premier universities. The School of Life and Medical Sciences (SLMS) brings together 4 UCL Faculties in a major biomedical research center which is a leader in medical and health research with one of the largest and most renowned groupings of academics in biomedical, life and population health sciences.

UCL Medical School (UCLMS), in the Faculty of Medical Sciences, is one of the most highly rated medical schools in the country whose goal is to produce the UCL Doctor: a highly competent and scientifically literate clinician, equipped to practise patient-centered medicine in a constantly changing modern world, with a foundation in the basic medical and social sciences. The School has an internationally acknowledged faculty of education and research leaders, a committed team of NHS based teachers and a distinguished cadre of academic staff who are at the forefront of international research in biomedical sciences, medical education and clinical medicine. The School is committed to excellence in undergraduate and postgraduate education and has a strong reputation for teaching informed by cutting-edge research and for promoting scholarship and excellence in medical education delivery and research.

UCL at The Whittington Hospital Campus

For several decades the Whittington has taught undergraduate medical students and has always been highly regarded for the educational experience it offers. We are now teaching over 200 students on this Campus with the support of an undergraduate office situated within the student hub. The undergraduate medical curriculum is a six year course with an intercalated BSc for all non-graduates

Terms and conditions of service

This post is subject to the Terms and Conditions of Whittington Health and in particular to the Pay and Conditions of Service relating to Medical & Dental Staff. Copies of these may be seen in the Human Resources Department. The appointment is superannuable, unless you choose to opt out of the National Health Service Superannuation Scheme.

The salary for this post is £55,329 or £63,152 (dependant on experience) per annum plus £2,162 London Weighting Allowance. This is exclusive of any additional allowances that may be payable. Part time staff will be paid pro rata.

Offers of employment are subject to the Occupational Health Service clearing you as fit for the post. If successful you will be given a health questionnaire which should be completed fully and mailed to the Occupational Health Service by return of post; you will not be able to take up employment with the Trust until clearance has been given.

Because of the nature of the work of this post, it is exempt from the Section 4(2) of the Rehabilitation of Offenders Act (1974) by virtue of the Rehabilitation of Offenders Act (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions including those which for other purposes are “spent” under the provisions of the Act and in the event of employment any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to application for positions to which the order applies.

Annual Leave

Annual leave is given in accordance with the Terms and Conditions of Service relating to Medical and Dental staff. Annual leave for part time staff is given on a pro rata basis.

Study Leave

Study leave is given in accordance with the Terms and Conditions of Service relating to Medical and Dental Staff.

Continuing Professional Development

Whittington Health values and supports the continuing professional development of its entire medical and dental staff.

Clinical Governance

All staff with clinical responsibilities are expected to work within the clinical governance arrangements agreed by the Trust. This is through an established framework through which clinical staff are continuously accountable for improving the quality of services and

safeguarding high standards of care by creating an environment in which excellent care will flourish. All clinical staff are expected to maintain appropriate knowledge about, and involvement in, agreed strategies and programmes to continually improve their standards of clinical care through:

- Patient and user involvement
- Risk and complaints management
- Clinical effectiveness and audit programmes
- Continuous Professional Development
- Clinical research in accordance with DOH Governance requirements

Personal Conduct

All staff within the Trust are expected to treat other members of Whittington Health staff with courtesy and respect. The Trust's rules and policies including the disciplinary procedure apply to all staff without exception.

Revalidation and Registration

It is the responsibility of all medical staff registered with the professional body to:

- Act within the Professional Bodies Code of Practice
- Maintain their own work profile to ensure revalidation standards are met,
- To ensure they are appropriately connected to a designated body and comply with requirements for annual appraisal to enable revalidation
- Medical staff must comply to undertake annual job planning and declare private practice and conflicts of interest in their job plan.

Equal Opportunities

Our latest policy known as "Promoting Equality, Diversity and Human Rights" outlines the Trust's commitment to ensuring that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty, age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable.

For more information about our policy and commitment to equality, click: <http://www.whittington.nhs.uk/default.asp?c=10505&q=equality> "

Infection Prevention & Control (IPCC)

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies, especially hand hygiene, the trust dress code, and IPC policies.

Working Patterns

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 9 pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.

Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.

Health & Safety Policy

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Safeguarding

To comply with the Trust's Safeguarding Children and Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults This will require you to:

- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.

- Ensure you are familiar and comply with the Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

Whittington Health is committed to safeguarding all children and vulnerable adults and expects all staff and volunteers to share this commitment.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal.

Confidentiality

You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

Whittington Vision and Goals

We have an excellent reputation for being innovative, responsive and flexible to the changing clinical needs of the local population. We are treating more patients than ever before and are dedicated to improving services to deliver the best for our patients.

Our vision

Helping local people live longer, healthier lives.

Our goals 2019 - 2024

We have developed four key strategic goals to make sure we continue to support people to live longer, healthier lives.

- Deliver outstanding safe, compassionate care.
- Empower, support and develop staff.
- Integrate care with partners and promote health and wellbeing.
- Transform and deliver innovative, financially sustainable services

Whittington Values

Our values underpin everything we do. Our staff are committed to delivering the following

values in everything they do.

Our ICARE values have been created by our staff and are embedded in the organisation.



Carbon Reduction

All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style.

You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.

**PERSON SPECIFICATION FOR THE POST OF SENIOR CLINICAL FELLOW (ST3+)
IN EMERGENCY MEDICINE**

	ESSENTIAL CRITERIA	DEMONSTRATED BY
Eligibility	Applicants must have full GMC membership.	Eligibility Checking
Qualifications	The applicant must have achieved a primary medical qualification as recognised by the General Medical Council. The applicant shall have completed at least four years' full-time postgraduate training (or its equivalent) at least two of which will be in a specialty training programme in a relevant specialty or shall have equivalent experience and competencies	Eligibility Checking
Clinical Knowledge and Skills	Completion of Foundation programme or equivalent experience.	Application Interview
Experience & Attributes	Experience of 2 years or more working in Emergency Medicine. Has worked at registrar level in the Emergency Department	Application Interview
Life support courses	To have up to date ALS.	Application Interview
	DESIRABLE CRITERIA	DEMONSTRATED BY
Life support courses	To have up to date APLS and ATLS.	Application Interview
Experience in an Acute Specialty in the UK	3/12 experience in UK ED or equivalent.	Application Interview
Teaching experience	Any teaching experience or completion of relevant courses.	Application Interview

Understanding of patient flow through an ED	Shows understanding and commitment to patient flow through an ED and also of the national 4 hr target	Interview
Show an interest in Emergency medicine or related specialties	Demonstrates a passion for emergency medicine such as conference attendance / relevant audits or related specialties	Application Interview