

JOB DESCRIPTION

1. General Information

JOB TITLE:	Clinical Fellow (Junior or Senior dependent on experience)
GRADE:	Clinical Fellow /Trust Doctor CT1-3 or higher
DEPARTMENT:	Emergency Department
HOURS:	Full-time or flexible time
RESPONSIBLE TO:	Clinical Director

Guy's & St Thomas NHS Foundation Trust

Guy's and St Thomas' NHS Foundation Trust is one of the largest hospital trusts in the country, with a staff of 12 000 and a turnover of over approximately £1b. The Trust comprises two of London's oldest and best known teaching hospitals, with long histories dating back almost 900 years, and they have been at the forefront of medical progress and innovation since they were founded. Now, together with King's College Hospital NHS Foundation Trust, South London and the Maudsley NHS Foundation Trust and King's College, London Guy's and St Thomas' is part of King's Health partners, one of five Academic Health Science Centres in England.

As well as providing a full range of hospital services for our local communities in Lambeth, Southwark and Lewisham, the Trust provides specialist services for patients from further a field, including cancer, cardiothoracic, renal and children's services. Guy's is also home to the largest dental hospital in Europe. As major teaching hospital, the Trust is closely involved in the education and training of tomorrow's doctors, nurses and other health professionals.

Organisational Values:

The post holder will:

- **Put patients first** - consider the patient's needs and wishes in all that they do
- **Take pride in what they do** – strive for highest standards on own work and challenge colleagues to do the same
- **Strive to be the best** – in terms of patient care & teamwork
- **Act with integrity** - maintain the privacy & dignity of patients, work with integrity and be trustworthy, be accountable for own work
- **Respect others** – patients, visitors and colleagues. Actively give and receive feedback.

Main place of employment

Emergency Department, St Thomas' Hospital

Staffing in the department

The current medical staffing of the Emergency Department is as follows

Consultants:

Dr Michelle Boyle (Clinical Service Lead)
Dr Matt May (Frequent Attenders and SEL ICS Clinical lead)
Dr Katherine Henderson (Governance & Mortality, Clinical Director)
Dr Jamal Mortazavi (Medical Education and Head of School)
Dr Laura Hunter (Toxicology, Research and Education lead)
Mr Oliver Grant (Ortho and UCC, Governance lead)
Dr Emily Wilson (PGME, Operations Lead)
Dr Chris Jones (Joint Specialty tutor, wellbeing and workforce lead)
Dr Rocio Santamaria (Joint Specialty tutor)
Dr Peter Jaye (Medical Simulation)
Dr Koorosh Alaghmand (Critical Care)
Dr Savvas Pappasavvas (Simulation and Mental Health)
Dr Shum Dev (Medical Education and Trauma)
Dr Holly Gettings (ID, global medicine and Major incidents)
Dr Shalini Panchal (Adults and PEM)
Dr Maja Gavrilovski (Resus, sedation and prehospital)
Dr Komal Solanki (Silver Trauma)
Dr Simon Eccles (politics)
Dr Matt Blundell (Toxicology, POCUS)
Dr Pippa Alamango (NIV, Clinical Fellow Lead)
Dr Michael Trauer (POCUS)
Dr Maryann Noronha (POCT, Radiology and rota lead)
Dr Ling Harrison (Major Incident, Public Health)
Dr Cressida Blanshard (ACCS lead, wellbeing)
Dr Arjun Thaur (Frailty, POCUS)
Dr Georgina Blanco (Vulnerable adult lead, addictions care, clinical fellow & recruitment lead)
Dr Ifan Akbarkhan (UGME lead)
Dr Johnny Green (Toxicology and violence and aggression lead)
Dr Juan Rosales (UCC and sports medicine)

Specialist Registrars (or ST 4-6 equivalents),

Senior and Junior clinical fellows

CT3 Emergency Medicine

Foundation year 2 in Adult Emergency Medicine

ACCS trainees at ST1 level

GP VTS Trainees

GPs with an extended role

Physician Associates

Advanced Nurse Practitioners

Emergency Nurse Practitioners

Key Persons

At the introductory morning you will be assigned one of the consultants as your Educational Supervisor.

Director of Postgraduate Medical Education

Dr Claire Mallinson
(020 7188 7262)

Confidential independent personal counselling, available to all staff: 02071884160

2. Purpose of the role

We are looking for doctors to join our large friendly team and contribute ideas about improving patient care. This post will give you non shop floor time. You will have the equivalent of 2 days a fortnight to follow the special interest or boost your CV depending on personal career needs/interest/development of training). It is useful for those wishing to take some time out of training from anytime after F2 to those wanting a break before continuing into higher specialty training. Atypical, flexible or individualised rotas are possible.

The EM team is friendly, hard working and very supportive. The department was rated as Outstanding by the CQC. We strive to deliver great patient care by working together as a great team. Each post is initially for 6 months with the possibility of an extension if desired.

These posts are useful for doctors needing competencies in ACCS /Emergency Medicine training. We consider them developmental so encourage work-based assessments, enrolling for an e-portfolio or doing exams. When on duty the Clinical Fellow, with other more senior Emergency Medicine speciality trainees, assists the Consultants in direct patient management and supervising the work of the junior (FY2) medical staff. We all work hard but are very supportive and keen to help progress careers.

Flexible working

For the right person it would be possible to devise an individualised rota but a contribution to out of hours including nights and weekends work is essential.

Educational Program

Clinical Fellows will be given the opportunity to attend appropriate specialist courses including ATLS, ALS, APLS, and to attend appropriate conferences within a set study leave allocation.

The post holder will be expected to attend and present at a variety of educational meetings:

- Morning handover
- Weekly departmental middle grade teaching programme
- Weekly governance, operational and faculty meetings
- FY2, medical student and nurse teaching
- Daily consultant lead ward round on CDU
- Hospital Grand Rounds

The post offers regular teaching sessions and including specific exam-oriented teaching. The department has excellent experience with the RCEM examinations, and previous post holders undertaking the exams have had high success rates.

Research within the Department

We have an active research portfolio within the Emergency Department which we encourage our Clinical Fellows to engage in. This enables interested individuals to develop skills relevant to research and explore development of personal research projects.

Timetable and Salary

The Emergency Department operates a full shift system, which is fully compliant with the European Working Time Directive. We use self-rostering of an annualised rota which enables doctors to work flexibly and ensure that having time off when you need it is always possible with planning. All shifts are either 9 or 10.5 hours in length. There is no on-call commitment to the Emergency Department but rotas may need to be amended to cover unexpected sickness.

Salary is in accordance with the national salary scale.

Leave

Annual Leave: 27 or 32 (depending on experience) working days per annum plus Bank/Public Holidays

All requests for annual leave must be approved in advance by the Consultant Middle Grade Representative.

Study Leave: 10 days per annum at the discretion of Consultant Middle Grade representative, and subject to the needs of the department but freely granted!.

The post holder is required to follow Trust policies and procedures which are regularly updated including:

Confidentiality / Data Protection / Freedom of Information

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in Infection Control 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 Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within Trust buildings and vehicles.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

PERSON SPECIFICATION

CLINICAL FELLOW IN EMERGENCY MEDICINE

	ESSENTIAL	DESIRABLE
Education/Qualifications	<ul style="list-style-type: none"> GMC Registration / Eligible for GMC registration. MB BS (or equivalent) ALS provider 	<ul style="list-style-type: none"> BSc, BMedSci (or other intercalated degree), other degrees/qualifications. ATLS/APLS Provider. Intermediate FRCEM or MCEM or equivalent.
Previous experience	<ul style="list-style-type: none"> Prove track record of hospital medicine in the NHS, with experience in EM Short term locums & clinical attachment are not acceptable and will not be considered. This is ONLY suitable as a first UK post IF the candidate has worked for a minimum of 12 months in EM fulltime. Candidates will not be shortlisted unless they fulfil the criteria above Any EM trainees from recognised overseas training programmes will be considered for shortlisting whether they have yet worked in the UK or not. 	<ul style="list-style-type: none"> Additional experience in emergency medicine. Additional experience in one or more of other related specialties (acute medicine, orthopaedics, cardiology, ITU, anaesthetics, plastics or primary care). Research experience, education programme development, ultrasound qualification as appropriate
Skills/Knowledge/Ability	<ul style="list-style-type: none"> Evidence of experience in performing procedures relevant to emergency medicine: venous cannulation, phlebotomy, fracture manipulation Evidence of keeping up to date with topics relevant to EM practice- courses/teaching sessions attended. Correctly written personal statement about why this job and where it fits in to career plans 	<ul style="list-style-type: none"> Evidence of a quality improvement or audit project involvement Idea of a particular area of interest to pursue while in this post
Additional Information	<ul style="list-style-type: none"> Record of audit of a clinical pathway of direct relevance to EM practice 	<ul style="list-style-type: none"> Previous audit projects with closure of loop documented. Additional team organisational experience (can be non medical)