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Betsi Cadwaladr
University Health Board



Betsi Cadwaladr University Health Board in partnership with Swansea bay university health board

Senior Clinical Fellow in Adult Critical Care Transfer and Retrieval (ACCTS- North Cymru)

JOB DESCRIPTION

Title of Post:	Senior Clinical Fellow in Adult Critical Care Transfer
Location:	Ysbyty Glan Clwyd/ACCTS North, Bangor
Nature of Appointment:	Full Time
Job Plan: *illustrative: open to negotiation & subject to requirements	<ul style="list-style-type: none"> • 50% in Transfer & Retrieval • 50% in Critical Care* or Anaesthesia * • Professional development and teaching built in to each of the above.
Remuneration	Commensurate with experience on national pay scales.
Responsible To:	Dr. Venkat Sundaram Clinical Lead for Intensive Care Dr. Gareth Mula Clinical Lead for Anaesthetics & ICU Dr. Michael Slattery, Clinical Lead for ACCTS Cymru.
Accountable To:	Professor David Lockey
Employing Authority:	SBUHB
Commencing:	Commencing August 2024.

1. INTRODUCTION

These are posts based in North Wales, combining sessions in transfer and retrieval medicine, critical care and/or anaesthesia.

The job is suitable for doctors who have completed core training in the Adult Critical Care Transfer Service Cymru (ACCTS), intensive care or anaesthesia and have a minimum of 18 months of experience in anaesthesia. The job plan is a 50/50 split between transfer & retrieval medicine and critical care / anaesthesia.

There are around 600 critical care (Level 2 and Level 3) transfers in Wales per annum. It is anticipated that the number of transfers will increase over the coming years as various regional networks become established and mature, as well as an increasing demand for critical care services more generally. The service is intended to address the challenge that Health Boards face in releasing trained medical staff from clinical duties to facilitate these transfers. It will also ensure that Wales has a reliable, high-quality transfer service, with robust governance structures providing the safest movement of the critically ill throughout Wales.

The Adult Critical Care Transfer Service (ACCTS) will primarily be tasked to the remaining group of patients under the care of the Critical Care Network who require inter-facility transfer. This will be a combination of time critical transfers along with urgent transfers for patients requiring specialist intervention, repatriation, or moves for network capacity reasons.

ACCTS is a road-based service deploying with dedicated critical care transfer vehicles and equipment. The critical care transfer physician will deploy in a team alongside a support worker and a retrieval and transfer practitioner drawn from a pool of nurses, operating department practitioners and paramedics with extensive intensive care experience and specific training in inter-facility critical care transfer.

The post is designed to provide equivalent experience to a Deanery post: all doctors will be entitled to the same teaching and training opportunities as a deanery trainee. Previous successful applicants have negotiated with their deanery for some of the post to count as out of program training.

JOB DETAILS

Job Plan

This is a full-time post with out of hour's commitments. Remuneration will be commensurate with individuals' experience. The job plan is negotiable, depending on individual's interests and service requirements, and split into 2 components. As an example a typical job plan will include:

- Approximately 50% of shifts will be with ACCTS-North
- Approximately 50% in Critical Care or Anaesthesia
- Professional development and teaching built in to each of the above.

The appointment is subject to the national Medical and Dental Terms and Conditions of service.

On-call rotas in Critical Care / Anaesthesia will be pro rata for 1 in 8. Annual leave will accrue under standard NHS conditions.

The departments of Anaesthesia and Intensive Care at Glan Clwyd Hospital are seeking to recruit clinical fellows to start in August 2024, for an initial period of one year. A training program is offered with a view to some candidates staying on for a further 2 years to complete the core training curriculum in anaesthesia, to allow application for entry into specialist training in Anaesthesia or Intensive Care Medicine. (Extensions are subject to further interview)

We aim to offer as much value, experience, and career development as possible from these posts, in addition to the clinical training on offer there are extensive opportunities to be involved in research and teaching at both undergraduate and postgraduate level. Glan Clwyd Hospital is situated adjacent to the A55 in the centre of North Wales and is easily commutable from Cheshire, Wirral, Merseyside, and South Manchester with ample free parking for staff on site.

Intensive Care Medicine

Training in a broad range of critical illness is available; our ICU covers the regional cardiac arrest/PCI centre and a range of surgical specialties including Maxillofacial, Vascular, General surgery and others. We can also have a FICE/CUSIC accredited trainer who will mentor those who wish to train in ultrasound or echocardiography. Research experience is also available; we are currently participating in active studies, and this is likely to increase over the coming months. A regular program of teaching is in place covering both specialties and aiming to help those preparing for the primary FRCA, which is required for entry into both anaesthesia and ICM specialist training. Those with no prior experience in the specialties will be required to attend a 2-day introductory course within the first few weeks in post which does not count towards study leave.

Accommodation

Some single and family accommodation is available on site although this cannot be guaranteed; there is also a healthy rental market in the area surrounding Glan Clwyd to meet a full range of accommodation needs.

Prior experience

Experience working in the NHS is highly desirable, as is completion of UK Foundation year 1 and 2 training. An interest in career development in anaesthesia, ICM, or other acute specialties. Experience in anaesthesia and covering on-call rotas for anaesthetics would also be an advantage but is not essential. Current ALS certification should either be held at the time of application or undertaken immediately after commencement in post.

Interested candidates are strongly encouraged to contact the department for discussion or to arrange a visit when submitting their application.

On-call / Out of hours commitments

On call work will involve covering either the 3rd on call (ICU doctor with full airway training) or 4th on call (ICU doctor with basic airway training). Both of these rotas provide 24/7 cover. Consultant cover on the ICU has changed rapidly during the Covid-19 pandemic and now consists of 2 consultants present 0800-2000 7 days a week and 1 consultant overnight who remains resident if needed.

All posts involve working a 1 in 8 pattern of on call:

- Long days 0830 to 2100
- Nights 2030-0900

The above is in addition to standard days 0800 to 1700 in ICU or operating theatres. ICU fellows will have opportunities to spend days in theatre to increase their airway skills, and subject to the needs of the services it may be possible for ICU fellows to rotate to theatres for a dedicated 3 month block to acquire their anaesthetic IAC (initial assessment of competency) which requires a higher standard than the ICU initial assessment and prepares our trainees for going onto anaesthetic on call. This combines to create a working pattern of 2 weekends in 8, (nights, days) with compensatory weekdays off. Base salary is supplemented by 50% in respect of unsocial hours commitment, and 10 days of funded study leave are available per year.

Contact details

To discuss these posts prior to application or interview contact

Dr. Venkat Sundaram Clinical Lead for Intensive Care

Venkat.Sundaram@Wales.nhs.uk or

Dr. Gareth Mula Clinical Lead for Anaesthetics & ICU

gareth.mula@wales.nhs.uk or

Glan Clwyd Anaesthetic Office 01745 448788 ext. 6343 weekdays 9am-4pm

1.1. ACCTS North

The Adult Critical Care Transfer Service will operate from two bases, one located in Ysbyty Gwynedd Bangor and the other in Cardiff. Each base will have a dedicated road transfer platform, driver, and equipment.

The transfer team will activate for

Critical inter-hospital transfers of patients under the care of the critical care network:

- Time Critical transfers in partnership with EMRTS
- Requiring intervention at a specialist centre
- Repatriation
- Network capacity transfers
- Other transfers as deemed appropriate

1.1.1. Base of Operation

ACCTS North, Ysbyty Gwynedd, Bangor, North Wales.

1.1.2. Main Purpose

- To support transfer and retrieval requests from the Welsh Critical Care Networks.
- To plan, coordinate, and deliver high-quality, safe, and effective care during inter-facility transfer.

1.1.3. Main Duties and Responsibilities

The critical care transfer physician has an advanced level of relevant knowledge and skills in order to support the assessment, care and management of critically ill or unwell patients.

Successful candidates will be deployed within this role as part of a multidisciplinary team configuration: predominantly by road, but also on occasion by air. Therefore, the

role requires the practitioner to be able to operate comfortably and effectively in these environments and undergo further training applicable to these aspects of the role.

1.1.3.1.Pre Operational Training

- Statutory and mandatory training
- Familiarisation with Clinical Standard Operating Procedures (CSOP) and Operational Standard Operating Procedures (OSOP)
- Familiarisation with and competence in operating clinical equipment and critical care transfer vehicles
- Familiarisation with and competence in operating Critical Care Network transfer trolleys and within Welsh Ambulance Service emergency vehicles
- Familiarisation with the EMRTS Critical Care Hub (ECCH), located within the Welsh Ambulance Service South East Clinical Contact Centre (CCC)
- Familiarisation with information technology and informatics provision in support of coordination, scheduling, clinical records, audit and research
- Familiarisation with formal medical passenger (Med Pax) briefings specific to the Wales Air Ambulance aircraft.
- Simulation-based training and supervised clinical practice to ensure competency as an effective assistant in the delivery of appropriate care interventions as part of a Critical Care Transfer team
- Introduction to Crew Resource Management (CRM)

This list is indicative rather than exhaustive and may be adapted as the service continues to develop. Training will be tailored to the needs of the individual practitioner, acknowledging that some items may have already been undertaken in whole or in part within other similar organisations.

1.1.3.2.Transfer Response

- Timely response to transfer requests from the critical care network made via the EMRTS Critical Care Hub (ECCH) and/or the duty transfer coordinator.
- Participate in multidisciplinary handover in the referring unit, taking responsibility for the patients ongoing nursing care needs throughout the transfer
- Provide and/or support appropriate assessment, stabilisation and clinical intervention in the referring hospital as part of the Critical Care transfer team, prior to transfer, in line with the Critical Care clinical and equipment standard operating procedures.
- Moving and handling equipment modules and patients with relevant monitoring, ventilator, infusion pumps between land ambulances and various aircraft.

- Demonstrate vigilance and attention to detail in the provision of continuous support and monitoring during transfer.
- Be able to deal with the physical, mental and emotional demands of the job. There is a requirement to carry heavy items of equipment and be able to carry out manual handling tasks as required by the role.
- Transfer medicine requires very high levels of flexibility in approach and the ability to concentrate for prolonged periods.
- Transfers missions are often unpredictable in nature and duration, and clinical urgency may necessitate undertaking them in all weathers. There may be occasion when the mission is of a prolonged nature and may infrequently result in shift over runs. In these cases, adequate compensatory rest will be ensured before the individual(s) embark on their next duty period.

1.1.3.3.Operational

- Working closely with the duty co-ordinator and practitioner in planning and executing the safe and efficient transfer of critically ill patients that meet the Service criteria for dispatch
- Coordinated activity in line with the Adult Critical Care Transfer Service standard clinical and operational operating procedures.
- Liaison with ECCH, relevant hospitals and Ambulance Service assets, as required throughout the shift.
 - Input of mission and patient data to a clinical database
 - Post mission evaluation reporting and feedback to referring hospital
 - Appropriate handover at the end of shift to oncoming Retrieval and Transfer Practitioner
 - Critical incident reporting
 - Asset liaison and facilitation of a hot debrief should an incident produce an immediate risk that requires immediate attention
 - General care and cleaning of medical equipment and monitoring used in clinical operations
 - General care and cleaning personal protective equipment used in clinical operations
 - Daily, weekly and monthly checks of equipment, drugs and monitoring in accordance with agreed team checklists and standard operating procedures
 - Daily checks of communication equipment in accordance with agreed team checklists and standard operating procedures
 - Maintenance of accurate stock record in terms of consumables and drugs.
 - Controlled drug documentation in line with Service controlled drugs procedures
 - Familiarisation and understanding of clinical and operational crew briefs as they are produced.

1.1.3.4.Governance

- Full participation in clinical governance activities at an independent practitioner level
- Regular attendance at scheduled clinical governance meetings
- Participation in post mission debriefs, incident reviews and case reviews
- Participation and assistance in clinical audits including data collection. Team members with an interest in setting up and running clinical audits will be given support as required
- Participation and assistance in equipment evaluation
- Participation in clinical trials. Team members with an interest in setting up and running a clinical trial will be given support as required
- Maintenance of information governance standards and patient confidentiality
- Timely compliance with response to complaints in lines with appropriate complaints procedures and information governance standards
- Appropriate and timely cooperation with both NHS and non-NHS organisations related to investigations of incidents in line with appropriate investigation procedures and information governance standards

1.1.3.5.Continuous Professional Development

- Commitment to self-directed learning in clinical and non-clinical aspects of the role
- Maintenance of clinical competencies, necessary qualifications and experience
- Maintenance of a logbook of clinical and operational activity
- Familiarisation and understanding of current and new standard operating procedures
- Attendance at training sessions as directed by the Critical Care Transfer Service

Continued appointment to the Critical Care Transfer Service will be subject to successfully completing annual performance reviews and specific milestones in relation to the following elements:

- Successful completion of the initial pre-operational training phase as outlined above and progression to initial supernumerary / supervised clinical exposure
- Critical care transfer physician training programme. This will require a logbook of clinical cases and procedures, alongside clinical shifts in both hospital and transfer settings focussing on acquisition, development and retention of specialist skills to support transfer and retrieval practice.
- Qualification milestone. Completion of portfolio and a relevant external summative assessment as defined by the service. The Diploma in Retrieval and Transfer Medicine (DipRTM) RCSEd is the ACCTS preferred qualification,

but this will be considered on an individual basis and dependent on availability of this very popular examination.

- Consolidation phase. Continued clinical practice, increasing role in educational and clinical supervision, identification of specialist and advanced practice areas of interest and progress towards development.
- Each critical care transfer physician receives an annual study budget to facilitate the undertaking of examinations and courses of relevance. Courses applied for will need to be agreed by Adult Critical Care Transfer Service management and be relevant to the role

1.1.3.6.Training and Assessing

- Participation in the training of fellow operational team members, newly recruited operational team members and any trainee who undertakes shifts in a training role.
- Supervision of approved third parties cleared to go on missions by the Adult Critical Care Transfer Service management team.
- Supporting workplace-based assessment (WPBA) for practitioners, clinical fellows and trainees within the individual practitioner's sphere of competence
- Engaging in 360-degree feedback to support appraisal and revalidation of self and others
- Supporting external training courses and programmes as defined by the service

1.1.3.7.Other Duties

- Carry out general base duties as required and ensure the daily efficient running and daily activity of the base
- Willingness to be contacted out of duty hours when deemed necessary to facilitate a safe and efficient running of the service
- Willingness to attend the base for operational reasons out of duty hours if available under rare and exceptional circumstances
- Participation in training events for external agencies during organised specific training sessions
- Support of the selection process for new operational staff and trainees

1.1.3.8.Critical care transfer physician rota

- 12-hour operational duty periods, 7 days a week. Timings are planned to be 08:00-20:00 as a resident shift. Regional variance in demand requires different duty patterns between the North and South Wales bases.
- During transfer shifts, after base duties are completed and only if there are no transfers pending, the team will be expected to report to the critical care unit and assist in daily tasks. They must remain contactable and immediately available to respond to transfers.

Educational opportunities

ACCTS-North is governed by EMRTS. All successful candidates will be invited to attend all EMRTS clinical governance and educational activities. There are 12 EMRTS National Clinical Governance days per year. There will also be an opportunity to attend EMRTS CPD sessions, including Major Incident exercises.

As well as being taught, postholder will be required to be active participants in providing teaching and training to junior doctors, medical students, nurse clinicians, paramedics and other pre-hospital staff. Training facilities are available at the Helimed 61 base.

Quality Improvement Projects

We are particularly keen to foster a close working relationship between the Emergency and Critical Care Units, as well as with the Prehospital teams. We will be looking to support projects that enhance this relationship, and as a post holder you will be ideally placed to spot gaps in our systems and come up with solutions to improve patient care in the hospital. Previous post holders in similar schemes have developed posters/abstracts from this activity.

1.2. Continuing Professional Development

Senior Clinical fellows are encouraged to attend relevant CPD courses and must maintain a record of CPD activities. Support is available to help with annual appraisal and revalidation requirements. There is also full access to the services at the hospital post-graduate department including the grand round programme and the hospital library and IT suite. Study leave of a minimum of 10 days per year for Senior Clinical Fellows will be provided and funded.

2. GENERAL REQUIREMENTS

This post is subject to the Terms and Conditions of Employment of the Betsi Cadwaladr University Health Board (BCULHB) and Swansea Bay University Health board (SBUHB)

2.1. Competence

You are responsible for limiting your actions to those that you feel competent to undertake. If you have any doubts about your competence during the course of your duties you should immediately speak to your line Manager/Supervisor. Please note this is particularly important in the Prehospital component.

2.2. Registered Health Professional

All employees of the Organisation who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.

2.3. Supervision

Where the appropriate professional organisation details a requirement in relation to supervision, it is the responsibility of the post holder to ensure compliance with this requirement. If you are in any doubt about the existence of such a requirement speak to your Manager.

2.4. Risk Management

It is a standard element of the role and responsibility of all staff of the Organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

2.5. Health and Safety Requirements

All employees of the Organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Organisation to meet its own legal duties and to report any hazardous situations or defective equipment.

2.6. Flexibility Statement

The content of this Job Description represents an outline of the post only and is therefore not a final list of duties and responsibilities. The Job Description is therefore intended to be flexible and is subject to review and amendment in the light of changing circumstances, following consultation with the post holder.

2.7. Confidentiality

All employees of the Organisation are required to maintain the confidentiality of members of the public and members of staff in accordance with Organisational policies.

2.8. Record Keeping

All employees are responsible for ensuring Departmental and Organisational Records are created and maintained in accordance with the Organisations Policy. This includes records relating to patient health, financial, personal and administrative records, whether paper or computer based. All staff have a responsibility to consult their manager if they have concerns regarding correct record management policy.

2.9. Safeguarding Children

The Service is committed to safeguarding children; therefore all staff must acquire level 2 safeguarding children training.

2.10. Infection Control

The post holder is required to comply with current procedures for the control of infection and is required to attend any compulsory infection control training provided.

2.11. Non-smoking policy

All Critical Care Transfer Service bases, Welsh Ambulance Service and Health Board sites, including buildings and grounds are smoke free.

3. ENQUIRIES:

Interested candidates are encouraged to contact us at the e-mails listed below. Site visits to the Anaesthetic and Critical Care units are welcome by pre-arrangement.

Dr Mike Slattery

michael.slattery@wales.nhs.uk

Person Specification – Critical Care Transfer Physician

Criteria		
Qualifications & Training	Essential	Desirable
Full GMC registration with license to practice and up to date appraisal / revalidation.	✓	
Completed intermediate level training / Stage 2 training in Anaesthesia/ICM OR ST5 equivalent practice		✓
Substantive Consultant post within Wales		✓
Successful completion of relevant life support/resuscitation/trauma courses previously	✓	
A British driving license	✓	
Diploma in Retrieval and Transfer Medicine		✓
Clinical fellowship in a Retrieval System (Overseas/Military/UK)		✓
Higher Degree (MD/MSc)		✓
Post graduate qualification in medical education		✓
Experience in FAST scanning or bedside echocardiography		✓
Knowledge & Skills	Essential	Desirable
Competence in management of acute illness and injury in adults	✓	
Competent in the assessment, resuscitation and stabilisation of critically unwell patients including emergency anaesthesia, ventilation and invasive monitoring	✓	

Sound judgement and decision making	✓	
Ability to manage complex work and prioritise effectively	✓	
Good understanding of the principles of clinical governance	✓	
Previous attendance on an EMRTS/ACCTS clinical attendant scheme, and/or prior engagement with the EMRTS service. (Such as attendance at EMRTS governance days, training events etc.)		✓
Evidence of relevant teaching/instructing in critical care or transfer		✓
Experience (Should be within 5 years)	Essential	Desirable
Demonstrate interest in and understanding of transfer medicine	✓	
Experience of extensive inter- and intra-hospital critical care transfers	✓	
Experience of critical care transfer and retrieval and/or pre-hospital emergency medicine in dedicated service	✓	
Experience using simulation for education		✓
Willingness to undergo further training in critical care transfer	✓	

Willingness to undertake the Diploma in Retrieval and Transfer Medicine	✓	
Experience in post-graduate / multidisciplinary education	✓	
Prior experience working in within a trauma centre (experience of major trauma, major haemorrhage, massive transfusion)		✓
Prior experience with evidence of working within an established pre-hospital aeromedical or road-based service		✓
Prior experience with evidence of working within an established secondary retrieval service		✓
Experience as a clinical tutor or lecturer at post graduate level		✓
Personal Attributes	Essential	Desirable
Robust and demonstrable level of physical fitness	✓	
Build appropriate to height and conducive to working in the transfer and retrieval environment	✓	
Robust level of mental fitness and ability to cope with stressful situations	✓	
Be comfortable operating in the confined space and motion of the transfer/retrieval environment	✓	
Good communication and organisational skills.	✓	
Ability to lead a multi-disciplinary team in both the hospital and transport environments	✓	

Ability to work as part of a multi-disciplinary team in both the hospital and transport environments	✓	
Ability to maintain CPD to a high standard	✓	
A commitment to developing the service, in particular to developing relationships with hospitals and ambulance service in Wales.	✓	
Able to travel to more than one ACCTS base for training, supervision and currency shifts if required	✓	
Prepared to work at more than one ACCTS base		✓
Ability to speak Welsh		✓