

RECRUITMENT INFORMATION PACK

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**Locum Consultant in Pre-hospital
Emergency Medicine**



Job particulars

Job Title	Locum Consultant in Pre-hospital Emergency Medicine
Pay Band	YM37 (3PAs)
Location	The Royal London Hospital - Helipad
Reports to	Dr Anna Dobbie – HEMS Clinical Lead
Responsible to	Dr Tom Hurst - Medical Director London's Air Ambulance Charity

Job purpose

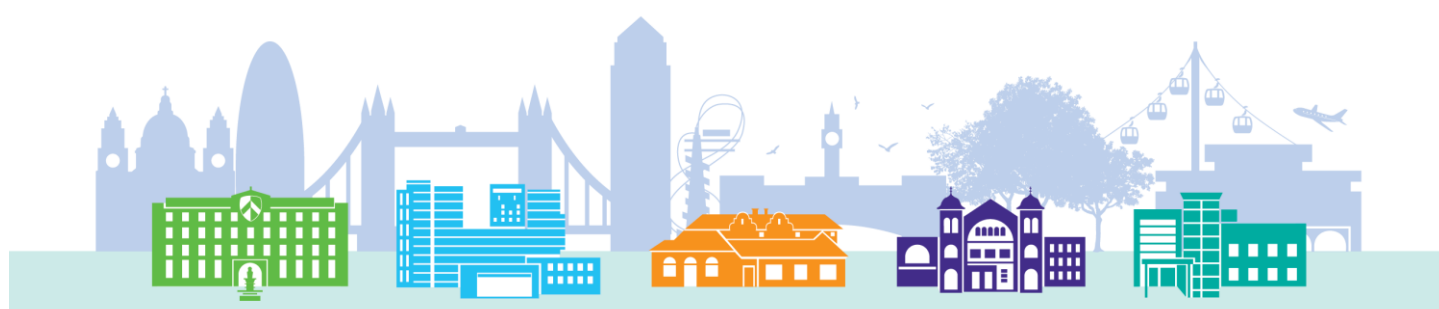
These roles in the pre-hospital service are for fixed terms of seven and ten months from May 2024. The consultant roles have been developed to build on the established service and to work towards delivery of our vision of consultant delivered pre-hospital critical care for severely injured patients in London. The role is primarily to deliver high quality clinical trauma care and training. This will build on the international reputation of London's Air Ambulance for clinical excellence in pre-hospital trauma care.

Background - London's Air Ambulance

The department of pre-hospital care has been established for more than thirty years and is recognised as a leader in high quality care, training, clinical governance, and pre-hospital service development. Clinicians from around the world have trained with us and many are leaders in pre-hospital care, trauma, and acute care nationally and internationally. The service also has a Pre-hospital Emergency Medicine Training programme.

The pre-hospital care service is usually delivered by helicopter during daylight hours and by rapid response vehicles during the night. Resources are dispatched based on set criteria agreed with the London Ambulance Service (LAS) following analysis by a flight paramedic based in the LAS Emergency Operations Centre (EOC). The service is currently targeted to the care of severely injured patients.

The duty medical team consists of one or more flight physicians in pre-hospital care, and one or more flight paramedics employed by the London Ambulance Service. Successful applicants will join our team, taking part in an ambitious and exciting transformation agenda, which will focus on the needs of patients in decades ahead. The focus of the Consultant role will remain one of expert clinical delivery of a prehospital trauma service.



The service works closely with all elements of the London trauma system. This network is believed to be the largest of its kind in the world.

Key working relationships

Professional relationships with key partners, employees and boards.

Pre-hospital care is delivered by multi-professional teams and good working relationships with all key agencies and individuals involved in delivering care are essential for these posts.

The current Barts Health team consists of eighteen NHS consultants, all of whom currently undertake additional duties in their parent specialties of emergency medicine, intensive care medicine, anaesthesia, and surgery. In addition, appointees will work closely with the Barts Health Service Manager, and the Lead HEMS Paramedic (clinical liaison officer) provided by the London Ambulance Service. Important relationships exist between the inter-professional helipad team including HEMS pilots, fire-crew and driving standards manager; these key individuals are employed by the London's Air Ambulance charity. It is anticipated that appointees will create and develop constructive working relationships with members of the wider charity team and London Ambulance service, in accordance with the principles outlined by a tripartite service level agreement.

Appointees are expected to maintain and develop key working relationships with colleagues in all relevant hospital departments, and with NHS organisations within the wider pan-London trauma system and other key clinical networks. In addition, appointees will represent the pre-hospital service where appropriate at a local, regional, national, and international level, working synergistically with relevant learned societies, including Royal Colleges and guideline development groups.

Supervision, continuing professional development, definition of core standards and mentoring will be coordinated by the Medical Director and Clinical Lead for Pre-hospital care with peer support from the existing consultants.

In addition to Consultant level practitioners, the medical team includes six full-time 'flight physicians in pre-hospital care,' including one FTE subspecialty trainee in Pre-Hospital Emergency Medicine (PHEM). Most of these clinicians undertake 6-month rotational secondments with the service.

The role is responsible to the Clinical Lead and accountable to the Medical Director

Main duties, responsibilities, and results areas

- The main responsibility of postholders will be to deliver, in partnership with the ambulance service, high quality pre-hospital care to patients of all ages.



- The postholder will be expected to supervise, train, and provide feedback to training doctors and paramedics.
- The postholder is expected to follow the values and behaviours frameworks of Bart's Health and London's Air Ambulance. They are expected to make a positive contribution to the culture of the service.
- The work location will be that served by London Ambulance Service with supporting missions to neighbouring areas. Shifts will usually start and finish at the Royal London Hospital.
- The postholder will be expected to undergo an induction period after appointment and participate in and run training and exercises in clinically relevant areas.
- The postholder will ensure that they participate in continuing professional development in pre-hospital practice and incorporate pre-hospital medicine as part of their annual appraisal. A role specific annual review may be required and will be conducted by the medical director, lead clinician or a nominated member of the consultant group.
- The role will include practice and training in major incident management. This may involve multiagency training to prepare for the full spectrum of major incidents in the capital. The role includes the provision of the on-scene medical advisor role while on duty or in the period before or after rostered shifts.
- The appointee will be expected to act in accordance with National standards, local protocols, and standard operating procedures to provide the best possible healthcare for patients in accordance with the guidelines Good Medical Practice set out by the General Medical Council.

The appointee is expected to work independently and with others, to learn lessons from patient experiences as part of a robust and internationally recognised clinical governance system where there is an intense focus on patient safety. Participation in governance activity is a key part of the role and it is expected that the appointee will have a high regard for patient safety initiatives in this demanding area of clinical work.

Appointees will be expected to attend to patients across the spectrum of pre-hospital presentations with a focus on the critically injured, and including patients of all ages including children and infants.

After appointment, successful applicants will be expected to undertake a robust induction programme which will have a focus on several areas including clinical scenario-based training, non-clinical leadership, and team development. Participation in exercises and events related to team performance is an important part of this role.



Post-holders are expected to engage in duties related to major incident planning and preparation in accordance with objectives strategically agreed with allied organisations. It is possible that appointees will play a key role in the major incident response in London. While the focus of this post is on clinical delivery, appointees will be encouraged and expected to contribute to teaching of training of clinicians within the service including clinicians within the inter-disciplinary team. This will include the direct clinical supervision of junior staff.

The appointee will be expected to act in accordance with National standards, local protocols, and standard operating procedures to provide the best possible healthcare for patients in accordance with the guidelines Good Medical Practice set out by the General Medical Council.

The appointee will be expected to participate in an appraisal specifically with this service in addition to any other NHS appraisal process.

Proposed job plan

The post offers 3 Programmed Activities that contribute to an 18-week rolling rota requiring 1 in 9 weekend working.

Consultant clinical shifts will cover the hours of 07:00-01:00hrs. The shift pattern consists of two shifts per day; Medic 1 (06:30 to 19:00) & Medic 3 (14:00 to 01:00).

The clinical commitment is annualised with a 'self-rostering' group event allowing for flexible management of shift patterns but with quarterly consumption of all PAs into the rota system thus ensuring a fair distribution of annualised shifts.

Post holder will be expected to attend clinical governance days and D&D and undertake educational supervision as part of the SPA component of the role. Attendance at the regular training, update and bespoke courses organised by the service is encouraged.

Typical commitment	
2.7 DCC	1 x Medic 1 or Medic 3 shift per week
	2 x Medic 1 shifts 1 in 9 weekends
	2 x Medic 3 shifts 1 in 9 weekends
0.3 SPA	Clinical Governance Activity (50 hrs/yr.)
	Includes the supervisions of CGD (Clinical Governance Day), D&D, educational supervision, and proportionate service development projects.

The 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.



The post holder might be required to work across the Trust under exceptional circumstances throughout the duration of his/her contract.

Working conditions

Criteria	Description
Physical	<i>Appointees will be expected to maintain physical fitness levels commensurate with the demands of working in the prehospital environment.</i>
Emotional	<i>As Standard for a medical consultant</i>
Working Conditions	<i>Pre-hospital care is recognised as having specific challenges related to the immediacy and acuity of the work.</i>
Mental	<i>Appointees will expect to spend the majority of their time working in the pre-hospital environment with the expectation of variable and difficult environmental conditions on occasion.</i>

Code of Conduct for NHS Managers

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). www.nhsemployers.org/. This supports us to develop a sustainable workforce and bring the very best out in people.

Safeguarding adults and children

Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). www.nmc-uk.org/

Person specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<p>MBBS or equivalent</p> <p>FRCEM, FRCA, FRCS, FFICM or equivalent</p> <p>GMC (General Medical Council) specialist registration</p>	



	<p>Demonstrable knowledge of contemporary acute trauma care and prehospital care.</p> <p>Demonstration of the ability to work in the LAA Prehospital system at consultant level with appropriate supervision experience</p>	
Experience	<p>Have at least 18 months experience of working in prehospital care</p> <p>Able to demonstrate currency with the London HEMS system as a doctor, within the past 5 years.</p> <p>Experience aligned with current recommendations for sub-specialist GMC registration by the Intercollegiate training board for training in pre-hospital emergency medicine.</p>	<p>An appropriate and credible post to compliment this role</p> <p>Undertaken a recognised training programme in pre-hospital emergency medicine</p> <p>A six month secondment with another UK HEMS/ pre-hospital service</p> <p>Six months' experience in an international HEMS/ pre-hospital/ retrieval service</p>
Knowledge	<p>Ability to apply research outcomes to clinical problems encountered in prehospital care</p> <p>Commitment to maintain high quality documentation and data systems for audit, governance, and research</p> <p>Experience of teaching and training undergraduates, junior doctors, and allied professionals</p> <p>Have a demonstrable commitment to prehospital trauma quality improvement or quality assurance</p>	<p>Ability to describe personal contributions to the development of the pre-hospital care specialty through publication, or dissemination of materials to the wider clinical community</p> <p>Evidence of innovative approaches to healthcare</p> <p>Experience of clinical guideline development</p>



	<p>Demonstrates a deep understanding of prehospital governance with evidence of engagement and leadership in clinical governance.</p> <p>Able to provide evidence of clinical audit and demonstrate understanding of impact and challenges this brings</p>	
Skills	<p>Comprehensive set of skills relevant to the care of sick and injured patients in the pre-hospital environment</p> <p>Portfolio evidence of competence in the independent delivery of safe pre-hospital anaesthesia</p> <p>Evidence of excellent presentational and verbal skills</p> <p>IT skills and computer literacy</p> <p>Ability to manage time well</p> <p>Ability to motivate and inspire others</p> <p>Ability to avoid, mediate and resolve situations potentially leading to conflict</p> <p>Evidence of ability to integrate well into a team, to demonstrate effective leadership and to contribute positively to the culture of the service.</p>	
Other	<p>Demonstrate an understanding of non-technical skills related to patient safety</p>	



	<p>Demonstrate a robust history of reflecting and learning from patient experiences with peer and senior review</p> <p>Be conversant with terms and concepts related to risk management systems</p> <p>Self-motivated with an enquiring, critical approach to work</p> <p>Ability to work under pressure</p> <p>Caring attitude to patients</p> <p>Able to start post in May 2024 or as close as possible to this date</p>	
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