

Job Description

Role Title: Senior Clinical Fellow in Renal Medicine

Grade: Senior Clinical Fellow (MT04)

Contract: 12 Months

Responsible to: Dr Hemali Kanji – Clinical Lead, Renal Medicine

Accountable to: Dr Ali Assad, Medicine Group Clinical Director

Location: UHCW Renal Department

Key working relationships:

Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



Net Zero and Sustainability.

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

Terms and Conditions

Appointments at University Hospitals Coventry and Warwickshire NHS Trust will be made in accordance with the locally agreed terms and conditions for Clinical Fellows. A copy of these terms will be issued to all successful applicants on appointment. The post holder will also be required to act in accordance with local policies agreed by the Trust.

Job Summary

Based at UHCW, the post holder will have responsibility for the care of renal inpatients, day cases and ward attendees as part of a team of junior doctors based in the Renal Department. This includes 1 in 7 resident renal on call weekends and evenings. Other essential duties include supervising and teaching junior trainees, undertaking practical procedures (especially insertion of vascular catheters for acute haemodialysis and renal biopsies) and participating in a wide range of clinics including general nephrology, acute transplantation, dialysis (HD, PD) and transition.

Main duties

The UHCW Renal Department is a very busy and active department currently providing a comprehensive Renal Service to Warwickshire. Service provision includes an acute nephrology service and outpatient service for neighbouring hospitals including Rugby, Warwick, Stratford and GEH. 5 Satellite dialysis units are also operated within the area. All aspects of renal disease are referred and treated.

The post holder will be part of a junior doctor team. Their role will rotate through the duration of their contract with responsibility in different areas. The ward registrars are responsible for the day to day care of the patients on the renal ward, nephrology patients on the transplant ward and any outliers under renal care in the hospital. There are daily Consultant ward rounds per week, with handover meetings every morning and afternoon. The ward doctors are expected to attend a daily morning board round with the ward MDT.

The on call registrar is based on the ward area to review admissions or referrals to the unit. They have the support of a F2/IMT, a triage nurse and the on call renal consultant (physician of the week – POW). The on call registrar is responsible for reviewing referrals to the renal team from other departments and discussing referrals from other hospital or satellite dialysis unit.

The registrar allocated to transplantation is responsible for the care of acute renal transplant patients and live donors. They are required to attend three acute transplant clinics a week as well as relevant transplant ward rounds and MDTs.

The other registrars cover outpatient clinics, procedures or CPD activities. Outpatient clinics are held at the UHCW, Rugby, Warwick, Stratford and GEH and cover general nephrology, haemodialysis, peritoneal dialysis and transition clinics.

The post holder will be expected to become competent in practical procedures such as vascular catheterization (temporary and tunnelled) and renal biopsy (native and transplant). There is an opportunity to be trained in medical PD catheter insertions.

The post holder will participate in a 1 in 7, weekend renal on call/evenings and will be responsible for supporting the resident F2/IMT out of hours and providing renal advice for other trust departments, other hospitals and satellite dialysis units.

Training & Induction

The post holder will be allocated an Educational supervisor within the department for the duration of this post, who will conduct appraisals and assessments and co-ordinate your training within the department.

The post holder will receive a local induction both to the hospital and to the renal unit.

Tuesday mornings are dedicated to renal MDT meetings for all renal doctors, which include histopathology, transplant listing, M&M and management meetings. We expect junior doctors to attend. There is also dedicated weekly registrar lead teaching for registrar that follows the renal curriculum.

The trust has a large modern library facilities and an education/conference centre within the hospital, with state of the art I.T. facilities.

The post holder will receive experience and training in both general and specific renal topics.

General skills include:

- Breaking Bad News
- Symptom Control and Supportive therapies
- End of life care -Liaison with primary care
- Multidisciplinary care and MDT meetings
- Audit -Use of IT in medicine
- Managing acute renal patients

Specific renal experience includes:

- Management of acute kidney injury (causes, investigations/treatment)
- Management of chronic kidney disease and its complications
- Principles of haemodialysis and peritoneal dialysis
- Haemodialysis and peritoneal dialysis access related problems
- Home Haemodialysis -Complications of dialytic therapies
- Transplantation acute and chronic care, including donor and recipient work up for transplantation
- Immunosuppression and its complications
- Plasma exchange (indications/prescription/complications)
- Electrolyte disorders

Practical Skills

Most important is insertion of temporary central venous lines for haemodialysis access(femoral and jugular approach). There will also be the opportunity to learn tunnelled vascular catheter insertion and renal biopsies.

Person Specification

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Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Full GMC registration with a licence to practice. • MBBS or equivalent. 	<ul style="list-style-type: none"> • PLAB (if applicable).
Experience	<ul style="list-style-type: none"> • Higher professional training in Renal Medicine. • Demonstrable skills and significant experience of Renal Medicine. 	
Knowledge	<ul style="list-style-type: none"> • Able to demonstrate appropriate level of clinical knowledge. • Willing to seek timely assistance from senior colleagues when appropriate. • Knowledge and use of evidence-based practice. • IT skills - Effective, confident presentation ability. • Experience in and outside speciality. 	
Skills	<ul style="list-style-type: none"> • Management of ward patients. • Out-patient clinic experience. • Understanding of clinical risk management. • Manage/prioritise time. • Manage information effectively. • Prioritise clinical need. • Organise ward rounds. • Ability to maximise safety and minimise risk. • Monitor developing situations and anticipate issues. • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity. 	
Personal qualities	<ul style="list-style-type: none"> • Ability to function successfully under pressure. • Able to adopt the objectives of an existing team. • Evidence of participation in audit - Good oral and written communication skills. • Publications - Prizes and honours. • Logical thinking, problem solving and decision making. 	

Commitment to Trust Values and Behaviours	<ul style="list-style-type: none"> • Must be able to demonstrate behaviours consistent with the Trust's values. <i>(As detailed in UHCW's Values in Action document below)</i> • Applicants applying for job roles with managerial responsibility will be required to demonstrate evidence of promoting equal opportunities through work experience. 	
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Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.
- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.

Our values in action

We live our values in action in our work with patients, visitors and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

