

East of England Fellowship Opportunity

Anaesthetics and intensive Care Medicine

Job Description



East and North Hertfordshire NHS Trust

Lister Hospital

Corey's Mill Lane, Stevenage, Hertfordshire, SG1 4AB - Telephone: 01438 314333

New QEII Hospital

Howlands, Welwyn Garden City, Hertfordshire, AL7 4HQ - Telephone: 01438 314333

Hertford County Hospital

North Road, Hertford, Hertfordshire, SG14 1LP – Telephone: 01707 328111

Mount Vernon Cancer Centre

Rickmansworth Road, Northwood, Middlesex, HA6 2RN – Telephone: 02038 262020

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Advert

Fellowship Opportunities

4 Posts to start August 2019 – x2 Anaesthesia & Critical Care Medicine, x2 Urology, General Surgery & Vascular Surgery

East & North Hertfordshire NHS Trust and Health Education England, East of England local office are pleased to announce the creation of a number of fellowship opportunities. These include:

Education/Simulation Fellow. The post holder will undertake 3 days clinical work combined with 2 days in education/simulation to include some education research and a Postgraduate Certificate delivered through the University of Cambridge

Quality Improvement/Leadership Fellow. The post holder will undertake 3 days clinical and 2 days in leadership / QI to include some external management/leadership training, delivered through the Business School in the University of Cambridge

These posts are full time, allowing you to continue clinical work alongside the development of skills in other areas and the opportunity to play a significant role in developing a range of exciting programmes across the east of England as well as undertaking relevant research in education, leadership or global health.

These roles are suitable for Junior Doctors who have either completed F2 or a Core Training Programme and who have an enthusiasm for one of the disciplines associated with the fellowship opportunities on offer.

Following the investment of £150 million in major new facilities at the Lister, along with a £30 million New QEII hospital built by the local clinical commissioning group, the East and North Hertfordshire NHS Trust has brought together all its specialist emergency and inpatient services at the Stevenage hospital. Our state-of-the-art clinical facilities include a major new Emergency Department, the Hertfordshire Cardiology Centre (which includes a 24/7 PPCI service), new scanning centre, McMillan chemotherapy unit, ward, endoscopy and theatre blocks.

The Trust has 355 training posts and there are active education centres run by the clinical tutors at Lister and Mount Vernon. Both hospitals have very close links with UCL Hospitals, the Royal Free, Imperial College School of Medicine (Charing Cross, Chelsea and Westminster, St Mary's and Hammersmith hospitals) and Cambridge University Hospitals (Addenbrookes) in respect of foundation posts, the teaching of medical students and rotational training posts.

Applicants must hold full GMC registration and licence to practice. Applications from those wishing to work part-time or job share are welcomed.

Applicants wishing to arrange an informal visit, please contact Mr Matthew Metcalfe, Consultant Vascular Surgeon, on 01438 284876

Please ensure to supply the names and addresses of referees. This must cover a period of 3 years with no gaps, one of whom must be your current employer.

The Trust

Vision, Values and Strategy

The scale of our ambition is reflected in a very simple vision statement

To be amongst the best

In our new service configuration, following the *Our Changing Hospitals (OCH)* programme, we are now working to improve our services to the point where we are delivering consistently amongst the best clinical and service outcomes in the country. We recognise that to be amongst the best, we also need to ensure we have the right culture and behaviours. To support this, we have developed clearly defined values that set out how we work as an organisation.

We expect all our staff across the Trust to demonstrate, promote and encourage these values.

Our values are:



We put our *patients* first, focussing on the patient to provide high quality care and a service that is tailored to the individual



We strive for excellence and continuous *improvement*, taking personal responsibility for making things happen and achieving results



We *value* everybody, considering and showing respect for the opinions, circumstances and feelings of colleagues and members of the public



We are *open* and *honest*, ensuring that we communicate with tact, diplomacy and transparency, that information is accurate and that others feel able to ask questions

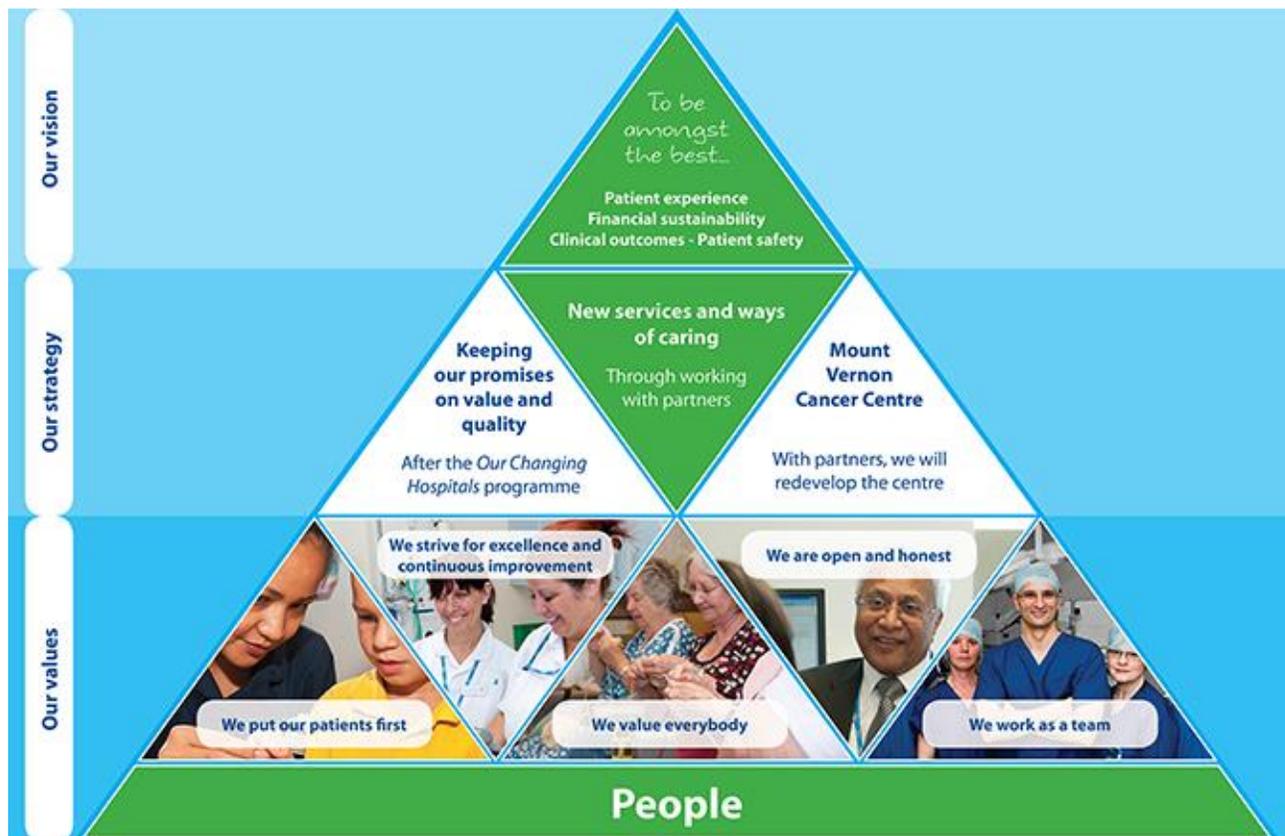


We work as a *team*, working effectively as a team member and developing strong working relationships to achieve common goals

Following the huge service changes that have taken place at our Lister and QEII hospitals in particular, we have engaged since with a broad range of local stakeholders - including our commissioners, public health and the Health and Wellbeing Board - to help shape our strategic direction. This work has resulted in us agreeing the following three strategic objectives for 2014 to 2019:

1. Delivery on the quality and value promises made to local people
2. Redevelop the Mount Vernon Cancer Centre
3. Work collaboratively with partners to integrate and improve services where that's in the interest of our patients

These objectives and how they link in with the Trust's vision and values are set out in the diagram below.



Our Services

Since East and North Hertfordshire NHS Trust was created on 1 April 2000, the Trust has undergone significant change.

By the end of 2014 the Trust had delivered one of the most complex service reconfigurations in the NHS – both to deadline and budget. Under the banner of the *Our changing hospitals* programme, this saw an investment of £150 million to transform the Lister in to the Trust's specialist emergency and inpatient hospital serving the local people of east and north Hertfordshire and parts of Bedfordshire (some 600,000 people).

The changes to the Lister were completed in October 2014, following which our colleagues in the local clinical commissioning group opened the £30 million New QEII Hospital in Welwyn Garden City, which provides a range of ambulatory care services such as outpatient clinics, diagnostics, endoscopy, and antenatal care, along with a 24/7 urgent care centre.

We serve a local catchment population of 600,000, employing some 5,000 staff and with a turnover of approximately £370m. We have some 700 beds, 17 operating theatres, 30 critical care beds and 38 wards. In the last year (2014/15) we cared for 34,565 inpatients and day cases, 130,124 emergency department attendances and 364,640 visits to our outpatient clinics.

Trust Sites

Lister hospital, Stevenage – this hospital is the Acute General hospital for emergency and inpatient care for East and North Hertfordshire and parts of Bedfordshire. All main acute specialties are available through the Lister, which has some 700 beds. The hospital provides certain subregional services including Renal, Plastics, 24/7 PPCI and is a Urological cancer centre which includes first-class robotic surgery. The Trust’s headquarters is based here.

The New QEII hospital, Welwyn Garden City – The services at this hospital, which opened in June 2015, are now mainly ambulatory care and include a 24/7 urgent care centre, outpatient services, blood tests, radiology imaging (x-ray, CT, MRI), endoscopy, antenatal clinics and a breast cancer unit.

Hertford County hospital, Hertford – This is also an ambulatory centre, with large volume outpatient and diagnostic services being provided through the hospital to the people of east Hertfordshire. It is housed in a new hospital building that was opened in late 2004.

Mount Vernon Cancer Centre, Northwood, Middlesex – On Hertfordshire’s borders, the cancer centre is on the Mount Vernon hospital site (which is run by the Hillingdon Hospitals NHS Foundation Trust). The centre, which has been managed by the Trust since April 2005, provides specialist cancer services to patients from across Hertfordshire and Bedfordshire, as well as much of North-West London and parts of the Thames Valley. The centre has 65 beds.

Mental Health and Community Services

Mental health services in Hertfordshire are provided by Hertfordshire Partnership NHS Foundation Trust, with the Lister and QEII sites both having acute mental health units. A broad range of community services are provided through Hertfordshire Community NHS Trust, which was formed in October 2010.

History

Short Chronology	
2015	June - The opening of the new £30 million QEII.
2014	The opening for use of the Lister’s new emergency department, ward block and day surgery/endoscopy complex.
2013	September - The full transfer of the former Surgicentre (run by Clinicenta Ltd.) to the Trust’s management on the behalf of the local NHS, when it was renamed the Treatment Centre.
2012	June - The official opening of the Diamond Jubilee maternity Unit by Her Majesty Queen Elizabeth II.
2011	October - The opening of the second phase maternity service at Lister. September - The opening of a new multi-storey car park at Lister. September - The phased service commencement for the Surgicentre (independent sector treatment centre) on the Lister site treating the majority of the Trust’s adult day case and short stay surgical specialty cases as well as adult ophthalmology services.
2010	December - The opening of the first phase maternity service at Lister.
2009	April – The final negotiations between the NHS in Hertfordshire and private sector provider Clinicenta (a wholly owned subsidiary of Carillion plc) regarding the creation of an independent sector treatment centre (ISTC) on the Lister site.
2008	July – Confirmation given that a new QEII hospital would be built.
2007	December – The decisions made collectively by the boards of the four NHS organisations included to bring acute hospital services together at the Lister site, to develop a new QEII hospital providing outpatient, diagnostic and minor treatments in Welwyn Garden City and to

	develop urgent care centres across Hertfordshire. June – <i>The Delivering quality health care for Hertfordshire</i> consultation commenced including the proposal that acute services for east and north Hertfordshire should be brought together at either the Lister or QEII with a preference for the Lister site. The other site would be developed in to a local general hospital.
2006	November – NHS Hertfordshire announced that proposed acute services new build hospital in Hatfield was not an affordable option and that there would be a later review of services provided through Mount Vernon Cancer Centre. The latter process, resulted in services remaining at the Mount Vernon site.
2003	<i>Investing in your Health</i> consultation included the proposal that acute services in east and north Hertfordshire should be brought together in a new build hospital in Hatfield.
2000	The creation of East and North Hertfordshire NHS Trust.

Executive Team

The Executive team comprises:

Chief Executive	Nick Carver
Medical Director	Michael Chilvers
Director of Strategic Development	Kate Lancaster
Director of Nursing	Rachael Corser
Chief Operating Officer	Julie Smith
Director of Finance	Martin Armstrong
Chief People Officer	Tom Simons
Director of Business Development	Sarah Brierley
Associate Director, Public Affairs	Peter Gibson
Company Secretary	Jude Archer

Organisational Structure

The Trust has five clinical divisions:

- Surgery
- Medicine
- Women and children's services
- Cancer services
- Clinical support services

Training and Education

The Medical Education Board is the body that oversees education and training in the Trust and is the official organ for communication with the Local Education and Training Boards and Colleges. Its membership comprises:

Chair and Director of Medical Education	Shahid Khan
Undergraduate Tutors	Mary Lynch
SAS Tutor	Farrukh Sheikh
Medical and Dental Education Manager	Michaela Turner-Douglas
Foundation Training Programme Directors	Deepak Jain
	Kavita Chawla
Library and Information Services Manager	Joan Lomas

The Trust has 355 training posts and there are active education centres run by the clinical tutors at Lister and Mount Vernon. Both hospitals have very close links with UCL Hospitals,

the Royal Free, Imperial College School of Medicine (Charing Cross, Chelsea and Westminster, St Mary's and Hammersmith hospitals) and Cambridge University Hospitals (Addenbrookes) in respect of foundation posts, the teaching of medical students and rotational training posts.

The medical libraries service provides collections of books and journals with access to a range of online resources accessible via NHS Athens accounts (at work or home). Electronic resources include healthcare databases, journals and books. In addition, the libraries provide quiet study space, computers and training rooms with experienced library staff.

All Consultants are required to contribute to the hospital's education programmes for junior medical staff.

The Post

Title	Trust Fellow
Specialty	Anaesthetics and Intensive Care Medicine
Hours	Full time
Summary of role	The role will provide high quality training in the base specialty as well as in education/ simulation-based learning or quality improvement/ leadership methodology or global health
Key responsibilities	<ul style="list-style-type: none"> • Develop clinical expertise in Anaesthesia and Critical Care Medicine ensuring the delivery of excellent patient care • Develop skills in areas linked to fellowship. This may include simulation/education projects or quality improvement/leadership projects or global health programmes • To provide support as part of faculty in related field once appropriate expertise has been developed • Contribute to development of research in related field • Deliver against agreed key performance indicators
Rota commitment	1:8 full shift rota
Base (you may be required to work on a temporary basis elsewhere within the Trust)	Lister Hospital
Appointment type and appointment term (substantive / fixed term & duration)	Fixed term
New or replacement post	New Post
No. posts available	2.0
Responsible to	Clinical Director for relevant specialty

The Department

Facilities and Services

WORK OF THE ANAESTHETICS DEPARTMENT

The Department of Anaesthesia is part of the Directorate of Anaesthesia, Theatres and Critical Care, within the Division of Surgery of East and North Hertfordshire NHS Trust.

The Department of Anaesthesia provides a comprehensive service including a 24-hour epidural service to the labour ward, acute and chronic pain service and cover for the Critical Care units.

The surgical specialties include General Surgery, Urology, Gynaecology, Vascular Surgery, Orthopaedics and Trauma Surgery, Plastic Surgery, ENT Surgery, Vascular Access Surgery and Obstetrics.

Critical Care

The Critical Care Department comprises a 20 bedded ICU/HDU. The caseload is adult mixed general medical and surgical. The Lister Hospital is the regional Renal referral centre and thus deals with a large number of patients in renal failure, who are often managed initially in the Critical Care Units. The elective vascular, upper GI and urological service is also expanding providing a large number of patients through the Critical care Units. The hospital also houses the county's Cardiac Suite, with onsite interventional cardiology. A Critical Care Outreach service is provided for 24 hours a day 7 days a week. The Lister Hospital unit is recognised for Intermediate training in Intensive Care Medicine.

Main Theatre Suite

This has 11 theatres and undertakes elective General Surgery, ENT, Plastics, Vascular, Gynaecology, Urology and Orthopaedic and Trauma surgery. Separate daily Trauma and Emergency lists also take place.

Treatment Centre

There are 6 theatres that undertake elective General Surgery, ENT, Gynaecology, Urology, Ophthalmology and Orthopaedic, Plastics and Plastics Trauma surgery.

The Obstetric Unit

There are approximately 5500 deliveries a year (of which 19% are caesarean sections) in the newly constructed maternity unit. Regional anaesthesia is the method of choice for both emergency and elective caesarean sections. The overall epidural rate for last year was 30%. There is a training programme for junior anaesthetists in obstetric anaesthesia and analgesia and a pre-assessment clinic.

Pain Services

There is an inpatient Acute Pain management service with a consultant anaesthetist lead. They are supported by a team of pain management nurses.

Chronic pain services are under the management of consultants specialists. Patients are referred from both primary care and from within the Trust. Acupuncture clinics for pain management are provided as well as day case diagnostic and therapeutic procedure sessions supported by radiology.

The Medical Staff

Divisional Chair for Surgery Dr Mark Hearn

Clinical Director for Anaesthetics Dr V Prasad

Clinical Director for Critical Care Dr J Bramall

Consultants

Dr P Sengupta

Dr A Bagade

Dr H Reynold

Dr K Jani

Dr B Panesar

Dr S Gowrie-Mohan

Dr S Eckersall

Dr O Boomers

Dr T Samuel

Dr J Emmanuel

Dr M Kitching

Dr R Van Hoogstraten

Dr A Kambli

Dr A Suxena

Dr D Herriman

Dr K King

Dr A Singh

Dr M Simpson

Dr S Bates

Dr T Walker

Dr M Fox

Dr M Carrington

Dr A Moye

Dr S Susay

Dr M Henein

Dr J Wynroe

Dr M Chilvers

Dr M Wildman

Dr S Grover

Dr S Jhamardhakana

Dr K Flavin

Dr P Kukreja

Dr J Mathers

Dr A Manocha

Dr A Pathmanathan

Dr G Yap

Dr A Czech

Dr S Tirunagari

Career Grades

8 Specialty Doctors

7 Associate Specialists

Clinical Fellows

2 Senior Clinical Fellows

Training Grades

16 Specialty Registrar (higher level)

14 Specialty Registrar (core level)

1 Foundation House Officer Year 2

Job Plan and Post Duties

day	AM/ PM	time	work
MONDAY	AM	08.00-12.00	
	PM	13.00-17.00	
TUESDAY	AM	08.00-12.00	
	PM	13.00-17.00	
WEDNESDAY	AM	08.00-12.00	
	PM	13.00-17.00	
THURSDAY	AM	08.00-12.00	
	PM	13.00-17.00	
FRIDAY	AM	08.00-12.00	
	PM	13.00-17.00	
Out of hours/on call			1:8 full shift rota

The exact allocation of the timetable and commitments of the post will be agreed with the post holder and the clinical director to facilitate teaching and the clinical duties.

The definite timetable will be formulated with the post-holder in consultation with the anaesthetic department to facilitate the time spent on teaching. The successful candidate will be required to participate in either the theatre, Obstetrics or ICU rota (depending on their level of competence); these are currently 1:8 rotas and include nights, weekends and long days.

Post Duties

Simulation/ Education: The use of simulation as a technique to improve healthcare training is widespread in East of England. You will be part of our simulation team tasked with developing and embedding simulation. You would be expected to join the simulation steering committee and to promote the delivery of the regional simulation strategy.

You will be supported to undergo formal training in the delivery and construction of simulation activities. You will have the opportunity to work with our foundation team, including utilising simulation-based education, to test and refine different delivery methods for the generic programme at your local trust and other test sites for evaluation. You will also be part of the evaluation and delivery of regional teaching.

Dependent on previous experience and specialty interest, you will have the opportunity to engage in educational research either around the evaluation of taught programmes (an area the simulation team are looking to expand), or in the consideration of educational theories and how they relate to simulation in healthcare. It would be expected that the research would be submitted for presentation at a regional or national simulation conference.

The appointees will have the opportunity to engage in relevant research and will be expected to publish and / or present your work at Regional and National Meetings.

The post holder will also have opportunities to participate in teaching at the Lister Hospital high fidelity simulation center including clinical activities in anaesthesia and multidisciplinary team training for doctors, allied healthcare professionals and medical students. They will also be expected to help organise regional and local teaching programs for trainee anaesthetists.

There is a clinical skills room at Lister hospital and the post holder will be supported by the clinical skills co-ordinators, Trust Simulation Lead, College Tutor and the faculty of simulation trainers in the development of their post. The post holder will be responsible to the Trust Simulation lead for those areas of the post involved in the teaching and assessment of Foundation Doctor year 1 and 2 junior doctors. Opportunities also exist to help with clinical skills training for medical students.

Quality Improvement/ Leadership: The use of Quality Improvement (QI) tools and development of clinical leadership to improve outcomes is embedded within East and North Herts NHS Trust. You agree and then lead and deliver a quality improvement project within the surgical division. Current projects include NELA, the use of run charts in obstetrics, and bench marking for Anaesthesia Clinical Services Accreditation as well as work on theatre efficiency. There will be opportunities to help coordinate Clinical Governance half days, maintain the department Audit Boards, help undertake mortality reviews, as well as observe appraisals and job planning sessions.

Appointees will attend courses and then become a member of the East and North Herts Leadership faculty and can also attend external management / leadership training.

You will have opportunities to shadow members of our leadership team including the Medical Director, Divisional Chair, Clinical Director, Deputy clinical directors and College Tutor attending and contributing to management and clinical governance meetings within the Anaesthetic and Critical Care departments and within the Surgical Division.

The appointees will have the opportunity to engage in relevant research and will be expected to publish and / or present your work at Regional and National Meetings.

Continuing Professional Development, Appraisal and Revalidation

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and commits to providing time and financial support for these activities.

The post holder will be required to follow a programme of continuing education in order to acquire a broadening of knowledge and skill, and a development of personal qualities necessary for the execution of professional and technical duties.

Staff are required to be knowledgeable about the relevance of clinical governance to their practices.

It is a contractual requirement that all staff remain up to date with Statutory and Mandatory training.

The Trust is supportive of those undergoing the Revalidation process and to assist in the process of annual assessment and Revalidation, the appointee will be expected to use our online Appraisal and Revalidation system for which training and support will be provided.

Individual and team objectives will be set as part of the Trust appraisal process.

Clinical Governance

The Trust Board is responsible for approving the Trust strategy for clinical governance and for monitoring activities at both corporate and clinical team level. Individual clinical teams are ultimately responsible for the safe delivery of quality care locally and for reporting their activities and issues to the executive team during the quarterly review process.

To achieve this, the Trust needs:

- A programme for quality improvement guided by the Improving Patient Outcomes and Patient Experience strategies
- Systems for clinical effectiveness and patient safety
- A learning culture
- Intelligent monitoring, in order to make improvements and to learn from any errors (e.g. incidents, claims, complaints)
- Involvement of users to inform our decisions and business planning processes
- Mechanisms for demonstrating the above in preparation for national inspections and routine reporting (e.g. annual reports, quarterly review process, Trust Development Authority and the Care Quality Commission)
- Learning from good practices and sharing both within and outside the organisation

There is a regular monthly rolling half-day programme for directorates dedicated to clinical governance activity when all other elective commitments are cancelled.

Other Activities

Research

The Trust has an active research programme, lying third of all Trusts within the East of England. The Trust already enjoys strong collaborative relationships with both the University of Hertfordshire and the Eastern Academic Health Science Network (eahsn). Research activity is broadly equally divided between the Mount Vernon cancer centre and the Lister/QEII where the research focus concentrate particularly on renal, diabetes, cardiology and respiratory. The Trust is keen to foster research more widely within the organisation.

Reservists

The Trust has an excellent relationship with the East of England Medical Regiment and is supportive of our employee's reservist commitments.

Terms and Conditions

This post is governed by the Trust's terms and conditions of service for Junior Clinical Fellows, as amended from time-to-time by local agreements.

Salary

The pay scale is currently £31,124pa to £40,675pa.

Pension

NHS contributory pension scheme.

Residence

The appointee will be required to attend site to meet the commitments of their rota.

Relocation

To be agreed in accordance with the Trust's policy.

Trust Policies and Procedures

The post holder will be subject to locally agreed Trust policies including disciplinary and grievance procedures.

Employment Checks

The appointment is subject to satisfactory pre-employment checks including right to work, identity, references, professional registration, DBS, qualifications and health clearance.

Study Leave

Study Leave will be granted in accordance with the Trust's policy.

Supplementary Information

Sustainable Development

Our Trust recognises the need for a sustainable development strategy that focuses on reducing carbon emissions. We do this through:

- Reducing environmental impact achieved by greener waste disposal and travel, energy and water consumption.
- Being a good community role model and supporter of the local economy.
- Providing excellent value for money.

In order to reduce our carbon footprint, every single one of us must play a part in ensuring we are an environmentally-responsible organisation. You recycle at home, we ask that you do the same simple things at work.

When you can, use public or inter-site transport, cycle between sites and claim for mileage.

Recycle all you can: paper, CDs, batteries – there are recycling stations throughout the Trust.

Always switch off lights, PCs and other electrical appliances when not in use.

Don't waste water.

Protection of Children and Safeguarding

Employees must at all times have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004.

Employees must at all times treat all patients with dignity and respect and ensure that vulnerable adults are safeguarded from abuse and neglect within the provisions of the *Hertfordshire Safeguarding Adults from Abuse Procedure*.

Maintaining Medical Excellence

The Trust is committed to providing safe and effective care for patients, The Trust's medical staff are expected to practice in accordance with the *GMC Good Medical Practice Guidance* and to promote and adhere to the Trust's policies and procedures.

Medical staff practising in the Trust should ensure that they are familiar with the *GMC Good Medical Practice Guidance* and the Trust policies relating to *Raising Concerns* and *Conduct, Performance and Ill-Health Procedures for Medical and Dental Staff* to ensure that they are able to identify circumstances that require action.

Health and Safety

The job holder is required to take reasonable care of his/her own health and safety and that of other people who may be affected by his/her acts of omissions at work and to ensure that statutory regulations, policies, codes or practice and department safety rules are adhered to.

Infection Control

All of the Trust's staff are required to take individual responsibility to ensure working practice is safe.

Confidentiality

You may not disclose confidential information unless expressly authorised to do so by the Trust or required in the proper performance of your duties or as required by the law.

For the avoidance of doubt, confidential information includes, but is not limited to names and details of patients including their medical condition and personal information concerning members of staff such as home address.

This obligation will cease only when such information comes into the public domain otherwise than through unauthorised disclosure by you.

This obligation is without prejudice to the law concerning protected disclosures in the Public Interest Disclosure Act 1998 (the so-called 'Whistle Blowers Act') and/or any obligations that you have to raise concerns about patient safety and care with regulatory or other statutory bodies.

Data Protection and Security

You agree to comply with the *Trust's Information Security and Records Management Policy* (as amended from time-to-time) and any appropriate NHS Codes of Practice and departmental protocols when handling personal data in the course of employment including personal data relating to any patient, employee, customer, client, supplier or agent of the Trust.

In particular, you must comply with the requirements for personal data to be held in accurate format and stored securely, and for personal data only to be used in connection with the purpose for which it was collected.

You consent to the Trust processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any sensitive personal data (as defined in the Data Protection Act 1998) relating to you, for such purposes.

Personal Property

No liability will be accepted for loss or damage to personal property on official premises by burglary, fire, and theft or otherwise. Practitioners are accordingly advised to provide their own insurance cover.

Equal Opportunities Statement

The Trust believes that discriminatory practice against employees or potential employees is unacceptable. Our Equal Opportunities Policy is intended to ensure that no job applicant or employee suffers direct or indirect discrimination with the Trust. The Trust also believes that sexual and racial harassment is unacceptable and is committed to ensuring such behaviour is eliminated. The Trust will act to support its staff in situations where clients' or visitors' behaviour towards them is contrary to the spirit of this policy. Legislation gives legal force to this policy statement.

Emergency Circumstances

The appointee will undertake to perform additional duties for the occasional emergency and unforeseen circumstances. The post holder will undertake, exceptionally, to be available for such irregular commitments outside normal rostered duties as are essential for the continuity of patient care.

Review

These guidelines are provided to assist in the performance of the contract, but are not a firm condition of the contract. This job description will be reviewed as necessary to meet the needs of the service, in consultation with the post holder.

Person Specification

ESSENTIAL	DESIRABLE
Eligibility	<ul style="list-style-type: none"> ▪ Hold full registration and a current licence to practice with the GMC ▪ Be eligible to work in the UK
Qualifications	<ul style="list-style-type: none"> ▪ MBBS or equivalent ▪ Successful completion of Foundation or Core Training <p>Completion of initial assessment of competency in anaesthesia</p> <p>Primary FRCA</p> <p>Higher qualification in Medical Education</p>
Experience	<ul style="list-style-type: none"> ▪ Experience of delivering training to peers, students and/or other professional groups ▪ Participation in simulation training ▪ Knowledge of QI Methodology with active participation in a QI project ▪ Demonstrable evidence of leadership skills ▪ Evidence of interest in and/or experience in global health <p>Completion of simulation faculty training</p> <p>Cross specialty or multi professional teaching</p> <p>Led and presented QI/Leadership projects</p> <p>Experience in global health</p> <p>Previous publications</p>
Skills, Abilities & Knowledge	<ul style="list-style-type: none"> ▪ A commitment to improving the quality of medical education or clinical leadership ▪ Excellent organisational abilities: <ul style="list-style-type: none"> ▪ Ability to forward plan ▪ Ability to keep on track to deliver sustainable outcomes ▪ Time management and prioritisation skills ▪ Adept in using MS Office (Excel; Word; Power Point); Internet; Email ▪ People management and leadership skills ▪ Ability to work collaboratively across grades, specialties and professions ▪ Able to work both independently and as part of a team ▪ Good interpersonal and communication skills that will enable <p>Knowledge of educational theory/ leadership theory</p> <p>Social media/website skills</p>

	ESSENTIAL	DESIRABLE
	you to: <ul style="list-style-type: none"> ▪ Articulate vision ▪ Communicate effectively ▪ Encourage ability ▪ Engage well with a variety of stakeholders ▪ Inspire and motivate 	
Audit	<ul style="list-style-type: none"> ▪ Demonstrate understanding of basic principles of audit, evidence based practice and clinical quality improvement initiatives 	
Research	<ul style="list-style-type: none"> ▪ Demonstrate understanding of research 	
Personal Skills	<ul style="list-style-type: none"> ▪ Supports the Trust’s values and is able to demonstrate and provide examples of behaviours in keeping with the PIVOT values (examples listed below) <p>P - Patients first:</p> <ul style="list-style-type: none"> ▪ Recognises the patient as a person ▪ Demonstrates empathy and respect for the patient <p>I - Improvement:</p> <ul style="list-style-type: none"> ▪ Self-reflective, self-aware and able to accept feedback ▪ Commitment to personal and professional development <p>V - Value:</p> <ul style="list-style-type: none"> ▪ Able to build rapport, listen, persuade, negotiate ▪ Demonstrates respect for all <p>O - Open:</p> <ul style="list-style-type: none"> ▪ Demonstrates probity (displays honesty, integrity, respects confidentiality) ▪ Capacity to take responsibility for own actions <p>T - Team:</p> <ul style="list-style-type: none"> ▪ Able to work in multi-professional teams and supervise junior medical staff ▪ Capacity to work effectively with others ▪ Capacity to operate in a pressured environment and maintain delivery of good clinical care ▪ Capacity to manage own workload and organise ward rounds 	
Health	<ul style="list-style-type: none"> ▪ Meet professional health requirements as outlined in GMC ‘Good Medical Practice’ 	
Standards	<ul style="list-style-type: none"> ▪ Understanding and insight with regard to the domains within the GMC standards of ‘Good Medical Practice’ ▪ Understands and is able to demonstrate the values of the NHS Constitution 	
Fitness to Practice	<ul style="list-style-type: none"> ▪ Up to date and fit to practice safely and aware of own training needs 	
Language Skills	<ul style="list-style-type: none"> ▪ Demonstrable skills in written and spoken English, of a standard to enable effective communication about medical topics with patients and colleagues evidenced by undergraduate medical training undertaken in English or, IELTS score above 7.5 overall or, alternative supporting 	

ESSENTIAL

DESIRABLE

evidence

Candidates unable to work full time for personal reasons are invited to apply as are job sharers. The appropriate modification of the job content will be discussed on a personal basis.