

# East of England Fellowship Opportunity

## Urology, General Surgery & Vascular Surgery

### 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

# Contents

Contents .....	2
Advert .....	4
The Trust .....	6
Vision, Values and Strategy .....	6
Our Services .....	7
Trust Sites.....	8
Mental Health and Community Services .....	8
History.....	8
Executive Team .....	9
Organisational Structure .....	9
Training and Education .....	9
The Post .....	11
The Departments.....	12
Facilities and Services .....	12
WORK OF THE GENERAL SURGICAL DEPARTMENT .....	12
The Medical Staff – General Surgery.....	12
WORK OF THE UROLOGY DEPARTMENT.....	13
The Medical Staff - Urology.....	13
Job Plan and Post Duties .....	14
Post Duties – General Surgery/ Urology.....	14
Continuing Professional Development, Appraisal and Revalidation .....	15
Clinical Governance .....	15
Other Activities .....	16
Terms and Conditions .....	16
Salary .....	16
Pension .....	16
Residence .....	16
Relocation .....	16
Trust Policies and Procedures.....	16
Employment Checks .....	16
Study Leave .....	16
Supplementary Information .....	17
Sustainable Development.....	17
Protection of Children and Safeguarding.....	17
Health and Safety.....	17
Infection Control .....	18
Confidentiality.....	18
Data Protection and Security.....	18
Equal Opportunities Statement.....	18
Emergency Circumstances.....	19
Review.....	19



# 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.

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

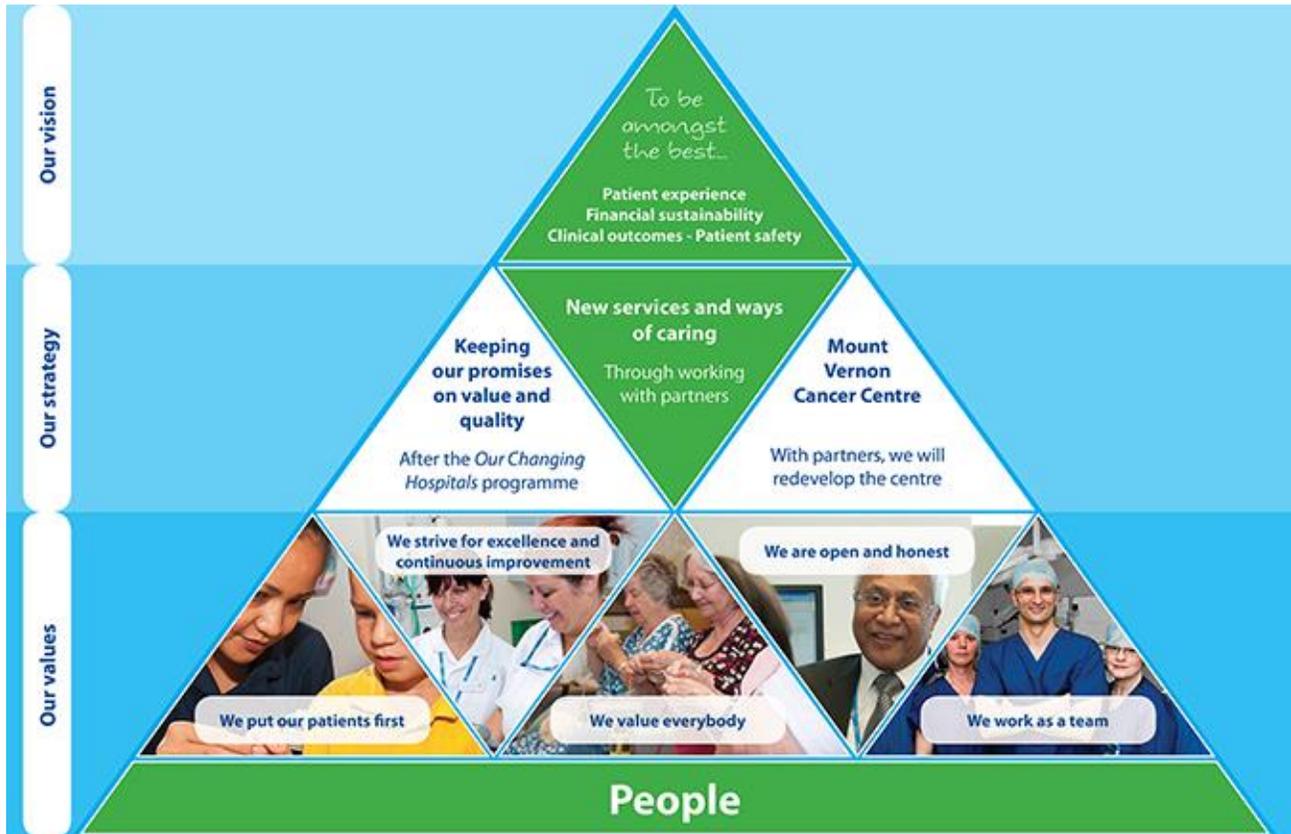


**We work as a *team***, working effectively as a team member and developing strong working relationships to achieve common goals

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

<b>Title</b>	Trust Fellow
<b>Specialty</b>	Urology, General Surgery and Vascular Surgery
<b>Hours</b>	Full time
<b>Summary of role</b>	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
<b>Key responsibilities</b>	<ul style="list-style-type: none"> <li>• assessing emergency general/vascular/urology surgery patients in the surgical assessment unit</li> <li>• contributing to the on call workload (either in A/E or on wards)</li> <li>• reviewing elective patients in outpatients and learning surgical skills/procedures in both emergency and elective urology/general/vascular surgery.</li> <li>• Clinical activities can vary on the individual's preference and needs.</li> </ul>
<b>Rota commitment</b>	1:10 full shift rota
<b>Base (you may be required to work on a temporary basis elsewhere within the Trust)</b>	Lister Hospital
<b>Appointment type and appointment term (substantive / fixed term &amp; duration)</b>	Fixed term
<b>New or replacement post</b>	New Post
<b>No. posts available</b>	2.0
<b>Responsible to</b>	Clinical Director for relevant specialty

# The Departments

## Facilities and Services

### WORK OF THE GENERAL SURGICAL DEPARTMENT

At the Lister Hospital the specialty accommodates adult inpatients on two 30 bedded wards – 15 beds of which are dedicated to short stay surgical patients. Children are accommodated within the Paediatric Unit. The department also has access to a designated Day Surgery Unit.

The specialty accesses dedicated outpatient accommodation on the ground floor of the main hospital building on the Lister site. In addition to consulting suites, there are treatment rooms within the clinic area.

There is also a well-equipped Cardiovascular Laboratory staffed by a vascular technician. Outpatient work and some day surgery takes place at the New QEII Hospital. Outpatient clinics are also undertaken at the nearby Hertford County Hospital. There is a purpose built Day-Case unit that includes twin theatre operating facilities and a fully equipped endoscopy suite with video link to Seminar Room.

The General Surgery department undertakes over 250 cholecystectomies per year, and over 150 major colonic cancer resections per year. The Breast surgeons perform around 500 breast procedures per year. The Vascular Surgery unit performs over 40 AAA repairs (open and endovascular), over 40 carotid endarterectomies, over 40 leg bypasses and around 200 arteriovenous fistula procedures (for renal access) per year. Interventional radiologists work closely with these departments.

### **The Medical Staff – General Surgery**

Divisional Chair for Surgery	Dr Mark Hearn
Clinical Director for General Surgery	Mr Vivek Gupta
Consultant Surgeons	Mr N Reay-Jones Mr S Selvakumar Mr G Atkin Mr s Gupta Mr M Guest Mr M Metcalfe Mr M Aldridge Mr P Crane Ms S Jeyarajah Miss H Deol Mr G Lloyd Mr J Wood Mr E Farinella Mr J Kuriakose
Career Grades	5 Associate Specialist 1 Specialty Doctor

Clinical Fellows	7 Senior Clinical Fellows 3 Junior Clinical Fellows
Training Grades	6 Specialty Registrar (higher level) 4 Core Surgical Trainees 4 Foundation Year 2 13 Foundation Year 1

## **WORK OF THE UROLOGY DEPARTMENT**

The department currently consists of 7 full-time consultants sharing an out of hours on-call rota of 1:7. The remaining staff comprise of 1 Senior Robotic Fellow, 2 Specialty Registrars, 4 Senior Clinical Fellows, 2 Core Surgical Trainees and 4 Foundation House Officer Year 1's. We have a dedicated Urology Ward (Ward 7B). There is a broad range of open, endoscopic, laparoscopic and robotic surgery well supported by modern equipment, a dedicated inpatient theatre and a dedicated Treatment Centre Theatre. Well-equipped Endoscopy Suites are present on both Lister and QE2 sites. There is a sub-regional Renal Unit so patients with complex nephro-urological problems are safely managed. We are also well supported by 4 interventional radiologists with CT, MR and nuclear medicine. Apart from specialised ward nursing staff we are also well supported by 2.5 Oncology Specialist Nurses, 3 Senior Nurse practitioners and 1 erectile dysfunction,/endocrine specialist nurse shared with the Department of Medicine

### **The Medical Staff - Urology**

Divisional Chair for Surgery	Dr Mark Hearn
Clinical Director	Ms Shabnam Undre
Consultants	Mr John Bycroft Mr Oliver Pullar Mr Damian Hanbury Mr James Adshead Mr Timothy Lane Mr Nikhil Vadev Miss Charlotte Foley
Clinical Fellows	1 Senior Robotic Fellow (RCS/BAUS badged) 4 Senior Clinical Fellow 1 GP with a special interest in urology
Training Grades	2 Specialty Registrar (higher level) 2 Specialty Registrar (core level) 4 Foundation Doctor Year 1

## 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			1:10 full shift rota

### **Post Duties – General Surgery/ Urology**

The post holder will be involved in the acute admission and management of many urology, general surgery, breast surgery and vascular surgery patients. This will involve working on surgical wards, clinics and the accident and emergency department. Interaction and communication with other specialties will be required to ensure good clinical care.

Daily work will be between the hours of 8am until 5pm, a total of 40 hours per week. It is anticipated that there are likely to be additional weekend, evening and night shifts available for additional pay, depending on availability at the time, and the post holder will be given the opportunity to contract for such additional shifts.

The post holder will be encouraged to participate in audit and teaching, with presentation opportunities available as well as be expected to attend teaching, available both across all specialities and departmentally. Participation in multidisciplinary team meetings will be encouraged.

The Lister Hospital has 8 Urology consultants and undertakes cancer, stone and robotic work. The 9 General Surgery consultants undertake laparoscopic upper GI non cancer work, and both open and laparoscopic colorectal work, along with emergency general surgery work. The 3 breast surgeons have close liaisons with the in-house plastic surgery team and undertake cancer and breast reconstructive surgery. The 4 vascular consultants undertake lower limb, carotid, (open and endovascular) aortic and renal access surgery (arteriovenous fistula formation). The vascular surgeons work alongside the vascular interventional radiologists (and undertake many procedures jointly).

The post holder will be required to participate in a 1:10 full shift rota

## **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"> <li>▪ Hold full registration and a current licence to practice with the GMC</li> <li>▪ Be eligible to work in the UK</li> </ul>	
Qualifications	<ul style="list-style-type: none"> <li>▪ MBBS or equivalent</li> <li>▪ Successful completion of Foundation or Core Training</li> </ul>	Higher qualification in Medical Education
Experience	<ul style="list-style-type: none"> <li>▪ Recognition of and ability to undertake the initial management of, an acutely ill patient</li> <li>▪ Ability to apply sound clinical knowledge and judgement to problems</li> <li>▪ Experience of delivering training to peers, students and/or other professional groups</li> <li>▪ Participation in simulation training</li> <li>▪ Knowledge of QI Methodology with active participation in a QI project</li> <li>▪ Demonstrable evidence of leadership skills</li> <li>▪ Evidence of interest in and/or experience in global health</li> </ul>	Completion of simulation faculty training  Cross specialty or multi professional teaching  Led and presented QI/Leadership projects  Experience in global health  Previous publications
Audit	<ul style="list-style-type: none"> <li>▪ Demonstrate understanding of basic principles of audit, evidence based practice and clinical quality improvement initiatives</li> </ul>	
Research	<ul style="list-style-type: none"> <li>▪ Demonstrate understanding of research</li> </ul>	
Personal Skills	<ul style="list-style-type: none"> <li>▪ Supports the Trust's values and is able to demonstrate and provide examples of behaviours in keeping with the PIVOT values (examples listed below)</li> </ul> <p><b>P - Patients first:</b></p> <ul style="list-style-type: none"> <li>▪ Recognises the patient as a person</li> <li>▪ Demonstrates empathy and respect for the patient</li> </ul> <p><b>I - Improvement:</b></p> <ul style="list-style-type: none"> <li>▪ Self-reflective, self-aware and able to accept feedback</li> <li>▪ Commitment to personal and professional development</li> </ul> <p><b>V - Value:</b></p> <ul style="list-style-type: none"> <li>▪ Able to build rapport, listen, persuade, negotiate</li> <li>▪ Demonstrates respect for all</li> </ul> <p><b>O - Open:</b></p>	

ESSENTIAL		DESIRABLE
	<ul style="list-style-type: none"> <li>▪ Demonstrates probity (displays honesty, integrity, respects confidentiality)</li> <li>▪ Capacity to take responsibility for own actions</li> </ul> <p><b>T - Team:</b></p> <ul style="list-style-type: none"> <li>▪ Able to work in multi-professional teams and supervise junior medical staff</li> <li>▪ Capacity to work effectively with others</li> <li>▪ Capacity to operate in a pressured environment and maintain delivery of good clinical care</li> <li>▪ Capacity to manage own workload and organise ward rounds</li> </ul>	
Health	<ul style="list-style-type: none"> <li>▪ Meet professional health requirements as outlined in GMC 'Good Medical Practice'</li> </ul>	
Standards	<ul style="list-style-type: none"> <li>▪ Understanding and insight with regard to the domains within the GMC standards of 'Good Medical Practice'</li> <li>▪ Understands and is able to demonstrate the values of the NHS Constitution</li> </ul>	
Fitness to Practice	<ul style="list-style-type: none"> <li>▪ Up to date and fit to practice safely and aware of own training needs</li> </ul>	
Language Skills	<ul style="list-style-type: none"> <li>▪ 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 evidence</li> </ul>	

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.