



## Medical & Dental

## Job description

<b>POST:</b>	<b>Education Fellow</b> (with clinical link to Surgical Specialties)
<b>BASE:</b>	<b>Chesterfield Royal Hospital NHS Foundation Trust</b>
<b>TENURE:</b>	<b>12 months</b> (with potential for a further 12 month extension)
<b>SALARY RANGE:</b>	<b>MT03 - £43, 923</b>
<b>REPORTS TO:</b>	<b>Learning Placements Lead</b>
<b>ACCOUNTABLE TO:</b>	<b>CCE Team Lead - Educational role/Clinical Supervisor - Clinical Duties</b>

### THE APPOINTMENT:

This role will enable a trainee or equivalent level doctor to gain experience as part of our Undergraduate Medical Education Team at Chesterfield Royal Hospital. It has been specifically designed to support clinicians who wish to demonstrate a commitment to education as part of their career vision and training journey, and provides the opportunity to gain a nationally recognised education qualification. You will join a team of three other clinical fellows based in medical and surgical specialties.

Through supporting multiple aspects of curriculum delivery for medical students on clinical placement, the post holder will deepen and develop their knowledge, skills and experience in the medical education domain. Delivery of the education agenda will be predominantly linked to surgical specialties where clinical skills will be maintained through a weekly 1 day service attachment. The role would therefore suit anyone interested or currently working in a surgical speciality.

The length of the post is a 1 year minimum commitment to attract funding for a PG Cert Med Ed. We aim to cover the cost in full providing fees fall in line with previously funded courses. Further discussion regarding cost and provider of a PG Cert will be held with the successful candidate. Should the post be extended there is potential for additional qualifications to be supported with full or partial funding, depending on timeframe and requirements. This will be negotiated on an individual basis.

Applications are welcome from interested candidates from across the seniority spectrum. The minimum requirement is completion of competencies at Foundation year 2 level, and more senior applicants at Higher Specialist Training level (or equivalent) will have the opportunity to discuss specific educational developmental requirements above and beyond those set out as part of the basic role.

### SUPPORTING OUR VISION AND VALUES:

All applicants are asked to note and act in accordance with our Trust strategy; 'Together as one'. Our vision is exceptional patient care provided by exceptional people, and our mission; to bring our people communities and partners together – providing patient care we can all be proud of. We all play a part in this and as members of staff we will always be guided by our Proud to CARE values:

- **COMPASSION** – treating everyone with kindness – welcoming diversity and inclusion, considering individual needs; and challenging inappropriate behaviours outside of our values
- **AMBITION** – Aspiring to be the best – reaching high standards, providing exceptional care and services; and achieving measurable improvements in people’s health and wellbeing
- **RESPECT** – Valuing and appreciating everyone – listening, learning and acting on their experiences, being open and honest; and recognizing that working with others brings benefits
- **ENCOURAGEMENT**– Opportunities for all – supporting education and development, helping people to bring their improvement ideas to life and speak-up; and getting everyone involved in our future

## **TRUST OVERVIEW:**

The Royal is a busy and friendly district general hospital which provides almost all of the acute in-patient care for Chesterfield and the surrounding rural area of North Derbyshire.

The hospital is located on an attractive green field site two miles from the town centre.

Our main asset is our dedicated staff, who are committed to meeting the health needs of the local communities which we serve.

We work collaboratively with health care partners to achieve the very best care pathways for our patients, as well as aiming to develop cohesive services which are sustainable for the future.

### **Services at the Royal:**

Our services comprise maternity and gynaecology, trauma and orthopaedics, general medicine and medical specialties, acute elderly medicine, ophthalmology, ENT, oral and maxillofacial surgery, child health, urology and general surgery, anaesthetics and critical care and emergency medicine.

### **Our clinical services are supported by:**

- An integrated rehabilitation department
- Comprehensive pathology, medical physics and imaging services (including dexta scanning and on site MRI and CT facilities)
- A new urgent care village which has been fully functional since July 2023.

## **CHESTERFIELD – ROUND AND ABOUT:**

Chesterfield is a thriving market town with a long history of trading and engineering. The town centre still retains some of the hallmarks of its medieval past and is home to a church with a very famous crooked spire.

We are surrounded by attractive countryside, contemporary leisure facilities and extensive retail outlets. The town also has excellent road and rail links, and easy access to several airports.

Derbyshire is home to the Peak District National Park which lies within a few miles of the town boundary and is an area of outstanding beauty. Numerous stately homes such as Chatsworth with its beautiful park land, the great Halls of Haddon, Kedleston and Hardwick, and delightful Bolsover Castle hold their own programme of events, and are all within easy travelling distance. The Yorkshire Dales, North Yorkshire Moors, a number of coastal resorts and many historic cities are also close enough for day trips.

The major cities of Sheffield and Nottingham are also close by with both offering a wide variety of options for entertainment, culture and sport.

Chesterfield itself has a number of very pleasant suburbs and housing in the area is competitively priced and offers a wide range of choice, including urban and rural locations.



## **TRAINING AND EDUCATION:**

The Royal has a very strong training ethos, and the Trust engages in an active research programme delivered through local, regional, national and international research networks and consortia.

Our thriving Education Centre oversees provision of multidisciplinary training and education, and hosts a library which offers comprehensive knowledge resource services, a clinical simulation suite and tutorial and lecture facilities.

Investment in equipment and development of innovations to support remote learning is ongoing.

The Royal has implemented innovative local training programmes, including a Mountain Medicine rotation, and is working to improve opportunities for development of SAS and Locally Employed Doctors (LEDs).

### **The Medical Education Committee:**

MEC oversees Trust medical postgraduate education programmes and ensures delivery and quality assurance of training for HEE commissioned placements. The forum committee is also tasked with ongoing development for support for clinicians at all grades who are seeking to train via alternative routes.

### **Undergraduate Medical Education:**

Delivery of undergraduate education comes under the remit of our developing Consultant Clinical Educator Unit.

The Royal is an Associate Teaching Hospital linked to both Sheffield and Nottingham University Medical Schools, and we are wholly committed to provision of high quality undergraduate medical education with the aim of preparing our future doctors to be able to deliver excellent safe and effective medical care.

The Royal has been recognised as providing exceptional student training and experience, and consultants who contribute to this growing commitment have the opportunity to apply for Honorary Senior Lecturer status with the University of Sheffield.

### **Study Leave:**

All grades of medical staff have access to study leave budget which provides a contribution towards training and professional development and support for the revalidation process. For this position, study leave will predominantly comprise the time and funds allocated to undertake the formal qualification, however, a modest amount of funding may be available to support completion of any training required to enable the individual to undertake their clinical role.

## THE CONSULTANT CLINICAL EDUCATOR (CCE) and UNDERGRADUATE MEDICAL TEAM

The post holder will join our CCE team and contribute to the delivery of outstanding patient care by focusing on three Trust educational strategic domains:

**1. Learning Placements:**

Making CRH the Local Education Provider (LEP) of choice for learners and Higher Education Institutions (HEIs) in both Health Education England (HEE) regions by:

***“Re-investing education income to create capacity and quality in workplace supervision, mentorship and infrastructure such that all placement learning opportunities in the Trust are fully exploited and placement quality indicators are amongst the best nationally”.***

**2. Learning Workforce:**

Ensuring CRH has the right people in the right place at the right time by:

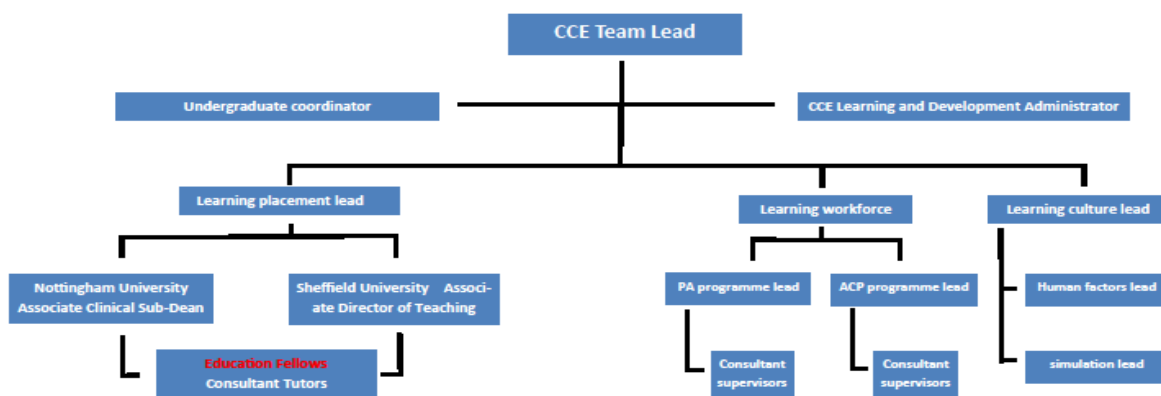
***“Supporting recruitment through a reputation for learning excellence; support retention and staff development through high-quality career mentoring and clear pathways for development; and support workforce transformation through high-quality placement learning programmes”.***

**3. Learning Culture:**

Working towards a culture that promotes learning from successes and failures to continuously improve by:

***“Helping realise cultural transformation by engaging and empowering existing people as leaders of change: connecting people with shared interests, creating a lively communication conduit between those people and the existing governance and quality structures, and supporting people to grow into leaders in this area”.***

## TEAM STRUCTURE:



## EDUCATION FELLOW - CCE TEAM

### JOB PURPOSE:

Chesterfield Royal Hospital is an Undergraduate (UG) medical placement provider across all clinical placement years for both Nottingham and Sheffield University Medical Schools.

Placement provision has expanded by up to 75% in a phased manner over the last 3 years, and it is expected that this role will form part of our faculty infrastructure which has been expanded to enable curriculum delivery for the increased student numbers.

Support requirements vary across the specialities and this post is context specific to the needs of the students and their supervisors, in surgical specialties.

Clinical activity appropriate to the post holder's stage of clinical training will be maintained through a weekly 1 day service commitment in a surgical specialty to be agreed with division.

### KEY RESULT AREAS:

#### Typical weekly educational activities - to include:

- Bedside teaching/supervised direct patient contact.
- Formal theoretical teaching (classroom and virtual).
- Case based discussion and debrief/tutorials.
- Simulation (both sim suite and in situ).
- Generic clinical skills training.

**Support for central educational activities - to include:**

- Curriculum mapping of clinical opportunities.
- Placement planning and induction.
- Local OSCE practice preparation and delivery.
- Teaching material/resource development.
- Supporting Consultant/ward supervisors.
- Developing effective relationships with colleagues, including consultants and ward supervisors, providing them with support to enable the effective delivery of education.

**Support for local HEI's – to include:**

- OSCE examination
- Question writing
- Regional inductions
- Regional teaching/training events

**Clinical Activity:**

- Work clinically one day each week to support service provision.
- Develop/consolidate clinical skills within a surgical specialty.

**Personal Development:**

- Completion of PG Cert Med Ed, or similar developmental qualification (full or partial funding will be available depending on specific personal request and HEI proposed).
- Undertake clinical workload and link this with an understanding of the importance of contextualising and establishing credibility for delivery of education in the clinical setting.
- Opportunity to engage in Educational research.
- Undertake workforce and generic L&D quality projects if available/applicable to an area of interest.
- Maintain evidence for successful annual medical appraisal in line with GMC expectations
- Successful candidate will be given both a clinical and educational supervisor to support clinical and personal development.

**JOB PLAN and TIMETABLE:**

The working week will consist of:

- 3 days for the education role.
- 1 day of study (PG cert).
- 1 day allocated for working clinically. (In a surgical specialty)

It is expected that there will be a degree of flexibility for the scheduling of the study/developmental activities based around the requirements for local curriculum delivery, and weekly timetabling will accommodate any formal contact time required to enable completion of the PG Cert.

**INDUCTION:**

Induction for both the education and clinical roles will be provided on commencement of the post.

## **SUPERVISION AND LINE MANAGEMENT:**

Responsibility for line management and supervision for the education role will be provided from within the CCE team structure, and a clinical supervisor from the agreed surgical sub-specialty will provide support for the day in clinical placement.

## **ENQUIRIES AND ARRANGEMENT TO VISIT:**

Prospective candidates are invited to visit the Chesterfield Royal Hospital NHS Foundation Trust by direct arrangement with:

**Kim Castelluccio (Learning Placements Lead, Medical Undergraduate)**

[kcastelluccio@nhs.net](mailto:kcastelluccio@nhs.net)

01246 524612

**Undergraduate Medicine Placements team**

[Crhft.ugmed@nhs.net](mailto:Crhft.ugmed@nhs.net)

## **EDUCATION FELLOW - CCE TEAM**

### **MAIN CONDITIONS OF SERVICE:**

This is a full time 40 hour post.

The Terms and Conditions of Service for this post are local and mirror in part those for doctors and dentists in training (2002) as set down nationally by NHC Employers.

Remuneration appropriate to experience is paid in accordance with national pay scale MN37.

Notice is set at 1 month on either side.

There is no out of hours cover requirement for this post. Should the post holder wish to undertake additional bank or locum work, this should be declared and undertaken in line with Working Time Regulations requirements.

### **Registration:**

Full registration with the General Medical Council with a license to practice is required.

### **Pre-employment checks.**

In line with NHS Employers Pre-employment Check Standards (including right to work, verification of identity, disclosure and barring, references and health screening), checks will be carried out by the Trust in order to secure full clearance prior to the start of employment.

### **Pay Progression**

This will occur in line with national terms and conditions linked to satisfactory participation in local procedures. This will include engagement with essential training and CPD, annual appraisal and job plan reviews.

### **Part Time Opportunities:**

Any candidate wishing to explore the potential for a part time role or opportunities for flexible working should discuss this with the appointing manager.

### **Superannuation**

This post is superannuable under the terms of the NHS Pension Scheme.

### **Annual Leave**

Annual leave entitlement is awarded in accordance with provisions in the 2002 T&Cs for Doctors in Training.

In addition, there is an entitlement to 8 days Public Holiday per annum.

An additional day of leave is granted to the above entitlement to facilitate the completion of annual mandatory training.

Personal leave years for temporary contract holders run from the date of commencement.

A minimum of 6 weeks' notice of intent to take leave is required.



**Study Leave**

Please see above, for the conditions of study leave to support qualification. A minimum of 6 weeks' notice of intent to take leave is required.

**Confidentiality**

Although the Trust is fully committed to encouraging staff to freely contribute views on all aspects of health service activities, especially those on delivery of care and services to patients, it is also essential that unauthorised information relating to the Trust, including but not limited to information relating to patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts, is not divulged inappropriately to any party.

Obligations in relation to confidentiality shall not prevent individuals from raising genuine concerns provided that such disclosures are made in good faith and in accordance with the provisions of the Public Interest Disclosure Act 1998, and the relevant Trust Policies.

**Clinical Governance**

All medical staff are expected commit to audit, education; research and clinical effectiveness requirements in order to secure the wellbeing of patients.

**Health and Safety**

Chesterfield Royal Hospital NHS Foundation Trust recognises its obligations under the Health and Safety at Work Act.

It is the duty of each employee under the Health and Safety at Work Act to take reasonable care for the safety of others who may be affected by his/her acts or omissions at work, and Trust business shall be conducted to ensure that anyone with access to Trust premises and facilities is not exposed to avoidable risk.

**Infection Control**

It is the responsibility of every employee to actively help the Trust prevent and control infection by maintaining up to date knowledge and skills in infection control and prevention, as relevant to their post

**Policies and Procedures**

All staff are expected to act in accordance with Trust policies and procedures.

The Trust is committed to providing safe and effective care for patients and to support this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, any concerns about the conduct, performance or health of medical colleagues.

**PERSON SPECIFICATION****Post: Education Fellow** (with clinical link to Surgical Specialties)

<b>Assessment Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Assessed</b>
<b>Qualifications and Training</b>	MBChB or equivalent. Full GMC registered with license to practise.	MRCS. Post Graduate qualifications and/or training in medical education.	Application
<b>Experience</b>	Minimum of 2 years post-graduate clinical experience (completion of Foundation competencies or equivalent). Teaching delivery experience (any modality) to UG medical students.	Experience working in a surgical based speciality post Foundation years. Medical education experience gained through formal responsibility for teaching any health care group. Evidence of research and/or peer reviewed publication/s.	Application/Interview
<b>Skills and Knowledge</b>	Demonstration of ability to teach and appreciate differing learning needs. Use of online learning platforms. Involvement in service analysis and improvement. Good understanding of the secondary care environment (demonstrable experience gained through working in either general surgery or a surgical sub-specialty).	Knowledge of UGM curriculum. Experience of delivering teaching virtually. Ability to use a wide range of educational methodologies.	Application/Interview
<b>Personal Attributes</b>	Ability to work as part of a multidisciplinary team. Ability to communicate effectively with students, academics, clinicians and administrative staff and patients. Evidence of Reflective practice. Willingness to learn and pilot innovative ideas to support local curriculum delivery. Evidence of good personal time management.	Networking to create communities of learning.	Application/Interview
<b>Proud to CARE Values</b>	Compassion, Ambition, Respect, Encouragement		Interview