

# Senior Clinical Fellow in Emergency Medicine

## Job Description & Person Specification –

A summary of the role responsibilities and person specification

### Why Our Trust?

#### Terms and conditions

**Post – Senior Clinical Fellow 80:20 (20% Pre-Hospital Emergency Medicine (PHEM))**

**Band/Grade – ST4+**

**Division – Medicine**

**Salary - £51,017 - £58,398**

**Department/Location – Emergency Medicine**

**Hours of work – Full Time**

**Contract length – 6 & 12 Month Post – Fixed Term**

**Reporting to – Dr Duncan Courtney**

**Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions)**

**The appointment will be subject to the Terms and Conditions of Service of Trust Grade Doctors (2017) and may be subject to amendment”**

#### GMC Sponsorship/Visa Information

- This role requires GMC registration

#### What you'll love about working here

**UHBW has been rated by the CQC as 'Good'!** - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

**A digital exemplar**- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

**Sustainable healthcare** - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

#### Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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### Job Purpose

The post will be a combination of service provision including out of hours and paid time to develop a specialist interest. The candidate is to combine a job in Emergency Medicine with a 20% time allowance for a specialist interest. The senior clinical fellow posts include 80% time working in the adult emergency department and 20% paid time to develop in a specialist interest of the successful candidate's choice. The posts are open as OOPT/E for EM HSTs and as stand-alone posts for non-trainees and can be 100% EM if required. We are also open to SAS and Specialty Doctors.

Applicants should hold a relevant postgraduate qualification (MRCEM, MRCP, MRCS, FRCA or equivalent), and should be ST4 + or equivalent, having completed a minimum of 3 years in approved SHO posts (Post Foundation Medicine) or equivalent in relevant acute specialities including at least 1 year in Emergency Medicine.

For this post the 20% speciality interest will be in the **Pre-Hospital Emergency Medicine (PHEM)**. This will involve working with South Western Ambulance Service NHS Foundation Trust (SWASFT) Learning and Development team. This will include contributing to the Trust Training Needs Analysis and creation of a training plan within JRCALC (Joint Royal Colleges Ambulance Liaison Committee) guidance and trust clinical guidelines. Delivery of training to SWASFT Learning & Development Officers (LDO) with support from senior Trust members and quality assurance of SWASFT training delivered by LDO's at Development Days. Opportunities will also be given for observer shifts with SWASFT clinical units such as Double Crewed Ambulances, Rapid Response Vehicles and the Hazardous Area Response Team. This post would be ideally suited to candidates considering application for sub-speciality training in Pre-Hospital Emergency Medicine (PHEM) as it will give them understanding of ambulance service structure and education together with opportunities for observer shifts. This post would also suit candidates considering a career in with interest in medical education, as it will give experience in developing and delivering medical education to professional practitioners.

### Why Work for us?

Emergency Medicine: "Teamwork in the A&E department was exceptional. Staff at all levels were committed, motivated and engaged. They worked very well with each other across all job roles and staff grades. They were cohesive and demonstrated excellent teamwork within their department and with other departments." CQC Report

UHBW comprises the Emergency Departments of Bristol Royal Infirmary and Bristol Children's Hospital. This post will be based in the adult Bristol Royal Infirmary Emergency Department service.

This is a replacement post and reflects a firm commitment within UHBW to continued development of the recently expanded team in the Department of Emergency Medicine (ED), which forms the Trust's emergency "front door".

The post provides an ideal opportunity for the successful candidate to work in a busy inner city university hospital, with teaching and research responsibilities and are based in the adult side of the department, serving the Bristol Royal Infirmary (BRI).

UHBW is one of the busiest EDs in the South West having over 70,000 adult attendances per year. The attendances are of high acuity and reflect the broad spectrum attending an inner city ED which also serves a large tertiary referral centre for many specialities such as cardiology and cardiac surgery with 24 hour PCI available. There is separate 24-hour Middle Grade cover, a 24/7 Emergency nurse Practitioner service and an established physiotherapy practitioner service within the department. UHBFT ED is an academic department with an active research programme in which the successful candidates will be given the opportunity to participate. The department has an excellent reputation for teaching and training as evidenced by our recent performance in the GMC Trainee's Survey. We include both traditional and modern (SIM, podcasts, e-learning) teaching methods into our teaching program.

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We are  
supportive  
respectful  
innovative  
collaborative.  
We are UHBW.



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### Main Duties and Responsibilities

#### **PHEM:**

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Opportunities will also be given for observer shifts with SWASFT clinical units such as Double Crewed Ambulances, Rapid Response Vehicles and the Hazardous Area Response Team.

This post would be ideally suited to candidates considering application for sub-speciality training in Pre-Hospital Emergency Medicine (PHEM) as it will give them understanding of ambulance service structure and education together with opportunities for observer shifts.

This post would also suit candidates considering a career in with interest in medical education, as it will give experience in developing and delivering medical education to professional practitioners.

#### **Clinical:**

The reception, diagnosis and emergency treatment of patients presenting to the adult Emergency Department. The successful candidate will be given supervision and support from senior medical staff to develop competency in the autonomous clinical management of these patients whilst ensuring patient safety. This post is based in the adult Emergency Department and no sessions will be undertaken in the paediatric Emergency Department outside of speciality interests.

There is close liaison between ED and ICU at BRI. Patients referred to Specialist Units within the hospital are the responsibility of that specialist team, who will see the patient in the Emergency Department and arrange appropriate care. However, medical and nursing staff in the ED are responsible for any emergency care necessary. This shared care is seamless and collaborative.

#### **Managerial:**

The management responsibility of the post holder will be to the Clinical Director who is responsible to the Chief Executive and Trust Board.

#### **Clinical Audit and Clinical Governance:**

The post holder must be aware of clinical governance and clinical risk management and take an active part in their implementation, including audit. Clinical audit is established at the BRI. They will participate in at least one supervised audit project during the 12 month post and will be encouraged to attend interdisciplinary clinical governance meetings

#### **On-Call Commitment:**

In ED the roster is a full shift system. Shifts are a balanced mix of earlies, mids, lates, and nights. The post's pay will be calculated by HR and will be compliant with the new regulations set in Aug 2017.

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### Personal Specification – E = Essential, D = Desirable

#### Knowledge and Experience

- Able to assess, resuscitate and stabilise acutely sick patients - E
- Able to participate as key member of cardiac arrest team - E
- Demonstrates good clinical judgement - E
- Completed specialist skills courses (e.g. difficult airways, ATLS/APLS, ultrasound course, etc.... - E
- Understands audit and governance processes – E
- Designed and / or completed audits - D

#### Skills and Abilities

- Ability to organise and prioritise workload - E
- Ability to take on administrative roles within the Department - D
- Good communication skills - E
- Honesty and reliability - E
- Ability to work effectively within a team - E
- Flexibility - E
- Inquiring and critical approach to work - E
- Demonstrates initiative - E
- Appropriately assertive - E
- Ability to gain confidence of both staff and patients - E
- A willingness to undertake additional clinical duties when necessary, including cover for colleagues on leave - D

#### Additional & Aptitudes

- Respectful - E
- Collaborative - E
- Innovative - E
- Supportive – E

#### Other

- Evidence of entitlement to live and work in the UK. - E

#### Qualifications and Training

- Registered with General Medical Council (UK) - E
- At least 24 months full-time hospital service as a trainee in the Foundation (or higher) grade.
- No unexplained career gaps - E
- Advanced Life Support provider - E
- Intermediate EM/ MRCP/MRCS (Part 1) or equivalent - D
- Other membership, fellowship or diplomas - D
- Previous experience of working in critical care in the British Healthcare system (not observing) - E
- Specialist Interest intent and evidence of interest - E

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### Additional information specific to the role

#### Non-clinical training and responsibilities:

Day to day clinical responsibilities are seen to be a significant part of the training offered to Clinical fellows, and opportunities are taken for informal clinical teaching as / when appropriate. All doctors are expected to undertake audit and to make a regular contribution to the Departmental academic programme. The formal teaching programme includes one department academic meeting (includes M&M and audit) and a teaching session each week. This supplements the educational value of clinical meetings - BMT planning meetings; solid tumour board; neuro-oncology tumour board meetings; leukaemia and haematology MDT. Clinical fellows are also encouraged to attend the weekly hospital grand rounds. There is IT access on wards and in office area with internet, PubMed etc.

There is an excellent Trust Education Centre including library facilities. Opportunities exist for participation in clinical research and there are regular clinical trials and research governance meetings. Laboratory experience is available within the department.

#### Job Description completed/reviewed by:

Managers name: Date:

All job descriptions are subject to review. Post holders are expected to be flexible and be prepared to carry out any similar or related duties which do not fall within the work outlined. The Line Manager, in consultation with the post holder will undertake any review. The NHS Knowledge and Skills Framework (the NHS KSF) defines and describes the knowledge and skills which NHS staff need to apply in their work in order to deliver quality services. It provides a consistent, comprehensive and explicit framework on which to base review and development for all staff. Closely aligned with this job description is a KSF profile supporting the effective learning and development of the post holder in a variety of ways.

### About us

**Our mission** is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

In addition to a common mission and vision, we share our Trust values: **Supportive, Respectful, Innovative and Collaborative.**

### Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System
- Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use



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### Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovate their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

### Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

### Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

**University Hospitals Bristol and Weston NHS Foundation Trust is 'Smoke Free'. Smoking of tobacco is not permitted on any of our hospitals sites**

### Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

### Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.