

SHAPE YOUR STORY

Recruitment Information Pack



Senior Clinical Fellow in Paediatric
Emergency Medicine and either: online
learning with Don't Forget The Bubbles;
Trauma; or Medical Education



Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



Job Particulars

Job Title	<i>Senior Clinical Fellow in Paediatric Emergency Medicine</i>
Pay Band	<i>Speciality Doctor pay scale</i>
Location	<i>Royal London Hospital</i>
Reports to	<i>Clinical Lead for Paediatric Emergency Medicine</i>
Responsible to	<i>Clinical Director for Emergency Medicine</i>

1. Job Purpose

Our Senior Clinical Fellow posts are intended to provide between 6 to 12 months of Paediatric Emergency Medicine in a major trauma centre. They are aimed at Emergency Medicine or Paediatric trainees, looking to gain further experience in Paediatric Emergency Medicine. We offer three different varieties of the Clinical Fellow programme:

- Online Learning with Don't Forget The Bubbles (DFTB)
- Medical Education
- Trauma

Our Clinical Fellow posts are designed to enable the post-holder to start/consolidate PEM middle-grade responsibilities in the well-supported environment of a friendly Paediatric Emergency Department, while getting the bonus of being in a major trauma centre with exposure to a huge range of expertise and support.

20% of the job plan is spent doing the Fellow's special programme activity, with the majority of the job being a middle-grade in our Paediatric ED.

Fellows will have 40 days per 12 months to be spent undertaking one of the special programmes (i.e. Medical Education, Online Learning with DFTB, or Trauma). We expect every Fellow to get involved with some projects in the Department (e.g. guideline development, teaching, and audit) but we understand that everyone has different goals for their CV and career development. We are able to support you in getting a publication, a poster presentation, or to discuss any specific goals you have. When it comes to the "Special Programmes", there are three packages available:

1. Online Learning with Don't Forget the Bubbles

DFTB provides high quality paediatric education via the website and conference. It has been running for the last 9 years and is the largest paediatric blog in the world. DFTB has increased its readership each year. Your role will be creating and developing educational content to be used locally at RLH and also online for the DFTB website. We will work alongside you to develop your online learning and content creation skills.

- Create and deliver new content for DFTB
- Take a leadership role in the DFTB website management and planning



- Sit on the DFTB Executive Leadership team
- Take a leadership role in developing DFTB's new educational streams
- Create learning resources that can be shared online and be a core part of the RLH educational programme
- Facilitate the integration of RLH's daily board rounds, teaching pearls, and educational activities into online content
- Explore new learning ideas to keep our junior staff motivated to learn and improve their PEM skills
- Help continue to establish RLH Paediatric ED as a leader in paediatric education

The Online Learning Fellow post comes with up to 15 days of study leave per year to develop your medical education skills, and we can support you in finding suitable courses to attend.

2. Trauma

The trauma programme will allow you to have 40 days in 12 months to gain experience in managing trauma. This can include time spent in different departments and with different specialities, including:

- Burns unit
- Plastic surgery - hand injuries and wounds
- Ortho - injuries
- Time with the trauma coordinator
- Attending the Team-based Trauma Life Support course
- REBOA training
- Safeguarding team – working with trauma victims
- Time with charities involved in youth work and young people in gangs
- A helipad visit

The programme will be designed together with you at the start of the post to ensure it meets your needs. The Trauma Fellow post comes with up to 15 days of study leave per year to develop your trauma skills, and we can support you in finding suitable courses to attend.

3. Medical Education

Your medical education days will be a mix between teaching medical students and teaching our junior doctors and medical staff. Our Medical Education Fellows will develop and hone their teaching skills in the department through a range of different types of learning (seminars, small group teaching and larger presentations, simulation). You will also gain experience of mentoring juniors in developing educational resources and teaching medical students. Some goals for this role include:



- Continue and support the regular in-house SHO and registrar teaching programmes
- Consider different styles of delivering education and learning resources
- Explore new learning ideas to keep our junior staff motivated to learn and improve their PEM skills
- Supervise medical students during their student-selected components (SSCs)
- Help continue to establish RLH Paediatric ED as a leader in paediatric education

The Medical Education Fellow post comes with up to 15 days of study leave per year to develop your medical education skills, and we can support you in finding suitable courses to attend.

Who are these posts designed for?

These posts are designed for anyone who has either: completed training in the UK and is looking to consolidate their PEM skills; completed training elsewhere (e.g. Australia) and is looking for some overseas experience in a central London teaching hospital; or for people looking to take a break in their training to gain PEM experience.

Our Clinical Fellow posts are not recognised UK training posts. However, for all other purposes the Clinical Fellow posts are treated in the same way as the Registrar posts, with an educational supervisor, teaching, study leave, and senior support and mentorship.

The Posts: duration, rota & pay

- The main feature of the Clinical Fellow posts is that the Fellows are released from ED shifts for their programme:
 - 40 non-clinical day shifts per 12-month period
 - 15 days study leave per 12-month period

Exact duties will be determined by a weekly rota, but the post holder may be offered or asked to do extra shifts occasionally according to the needs of the department.

Pay

We use the Speciality Doctor pay scale for our Clinical Fellow posts.

Rota

Our Clinical Fellows and ST5-8s share a full-shift middle grade rota. The rota currently involves working 2 in 9 weekends, and 1 in 9 nights.



2. Service Detail

Barts and The London was formed in April 1994, joining together the hospitals of St Bartholomew's, The Royal London and The London Chest. In 1996 we were joined by the Queen Elizabeth Hospital for Sick Children, making us one of the largest and most diverse health trusts in the country. The Trust moved into the new PFI on December 14th 2012 and Barts and the London merged with Whipps Cross and Newham to create Barts Health NHS Trust on April 1st 2012.

The hospitals have been caring for the people of East London and the City for a combined total of well over a thousand years. They have been at the forefront of clinical care, teaching and research since the establishment of the country's first medical school here in 1785.

The Trust was formed in the wake of major changes in the way health services are organised in our capital city. From the 1990s the intention was to develop a new modern hospital for the people of East London and beyond on the site of the Royal London Hospital, Whitechapel. When this is completed all the Trust's services and expertise will be integrated alongside new medical and dental school facilities.

We are one of the largest employers in London's East End with over 6,000 staff, including nearly 1,000 doctors and dentists over 1,900 nurses and nearly 800 scientific and technical staff.

Our Emergency Department at the Royal London Hospital sees approximately 155,000 attendances per year of which over 40,000 are children. There is a separate paediatric area in the Department with dedicated medical and nursing staff. We see a broad range of paediatric presentations from our local community as well as trauma cases which are brought to us as a Major Trauma Centre. We have a Paediatric Clinical Decision Unit where we can observe children for up to 24 hours under the care of the Department. There is a ketamine sedation list every morning in the Department for short procedures, and we run the sedation list. We have a dynamic and supportive team of Paediatric Emergency Physicians who come from background in both General Paediatrics and Emergency Medicine.

Resident consultant presence is provided 24/7 for the Emergency Department and for the Major Trauma Centre. The out of hours GP service is available to see A&E patients with a primary care problem between the hours of 23.00 and 07.00.

The Hospital functions as a major trauma centre, which serves the Greater London area and operates a helicopter and land-based trauma retrieval service. Currently the trauma car functions 365 days per year and when the helicopter is not available.

The Physician Response Unit (PRU) works collaboratively with the London Ambulance Service to respond to a variety of 999 calls. It aims to offer emergency treatment at home as well as avoiding hospital attendance in a high percentage of cases. Some observer shifts are reserved for EM staff.



The London Air Ambulance (Helicopter Emergency Medical Service) flies in daylight hours 365 days a year to treat victims of major trauma. It works collaboratively with the LAS offering advanced medical treatment at accident scenes and triages patients to the most appropriate hospital to treat the injuries sustained.

The Paediatric ED is supported by a full range of inpatient services, including general paediatrics, nephrology, respiratory, gastroenterology, haematology, and dermatology. We have plastics, ortho, and paediatric radiology services, and also a paediatric ICU.

Paediatric ED staffing

As of November 2022, the Paediatric Emergency Department medical staffing comprises:

- PEM and EM consultants
- 5 x Clinical Fellows
- 2 x Paediatric Emergency Grid Trainees (ST6-ST8)
- 2 x Emergency Medicine PEM subspecialty trainees (ST5-ST6)
- 1x ACP
- 3 x Emergency Medicine ST3s
- 4 x Paediatric ST3s
- 1 x FY2
- 1 x Physician Associate Trainee

The Clinical Fellow posts are on the 9 person middle-grade rota alongside the PEM Grid Trainees and the EM PEM subspecialty trainees, and they work under the direction of the Consultants.

Clinical Fellows and career development

All Clinical Fellows should be willing to participate in teaching of the junior doctors and medical students. There is an active audit programme, simulation teaching, weekly junior doctors' teaching, and a daily teaching board round. Participation in research projects is encouraged. This need does not need to be original research, and can be something manageable like a review article or case report, but Clinical Fellows are usually at a career stage developing their CV can help with career progression. This Fellow year offers an opportunity away from training requirements to achieve a publication outcome for the CV. The study leave allocation is 15 days per year, and some of the 40 days of non-clinical activity time can also be used to attend CPD activities.

Clinical Fellows are required to engage in regular Educational Supervision meetings with their nominated supervisor. Our Learning Contracts include our commitment to provide constructive feedback to support personal and professional development, set goals and support projects, and we expect our Clinical Fellows to demonstrate their commitment in return. Plus, like all doctors outside the training grades, Clinical Fellows must participate in either annual appraisal or an ARCP, in order to maintain progress towards GMC revalidation.



NHS Manager's Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). www.nmc-uk.org/



Person Specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<p>MBBS or equivalent degree</p> <p>Full GMC registration</p> <p>Up-to-date APLS certificate</p>	<p>MCEM, MRCPCH or equivalent</p> <p>FCEM or equivalent</p> <p>Other postgraduate degree</p>
Experience	<p>5 years of post-graduate clinical experience including F1 and F2 years or equivalent</p> <p>6 months of paediatric emergency experience</p>	<p>12 months of paediatric experience</p> <p>Experience of designing educational programmes</p> <p>Experience of teaching a range of audiences</p>
Knowledge	<p>Ethos of lifelong learning and a desire to continually gain and improve knowledge and skills</p>	<p>Evidence of creating online learning content</p> <p>Demonstrated interest in FOAM</p> <p>Understanding of social media</p>
Skills	<p>Motivated and able to work independently when required</p> <p>Work well in a multidisciplinary team</p> <p>Caring, compassionate and respectful of patients and colleagues</p> <p>Communicate effectively with patients</p> <p>Communicate effectively with colleagues</p> <p>Able to produce clear and concise computer written clinical notes</p>	<p>Level 3 children's safeguarding</p>



	<p>including structured clinical coding</p> <p>Communicate effectively through written documents</p>	
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About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

