

**JOB DESCRIPTION FOR  
CLINICAL FELLOW IN PAEDIATRIC ANAESTHESIA**

**The Job**

<b>Title of Post:</b>	Clinical Fellow in Paediatric Anaesthesia
<b>Grade:</b>	Senior Clinical Fellow (ST6+ equivalent)
<b>Nature of Appointment:</b>	Full Time
<b>Hours:</b>	40
<b>Responsible to:</b>	Service Lead Paediatric Anaesthesia
<b>Accountable to:</b>	Clinical Director
<b>Employing Authority:</b>	Evelina London Children's Hospital, Guy's & St Thomas' NHS Foundation Trust

**Organisational Values:**

Our **values** help us to define and develop our culture, **what we do** and **how we do it**. It is important that you understand and reflect these values throughout your employment with the Trust.

The post holder will:

- **Put patients first**
- **Take pride in what they do**
- **Respect others**
- **Strive to be the best**
- **Act with integrity**

Our values and behaviours framework describes what it means for every one of us in the Trust to put our values into action.

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

## **Guy's and St Thomas' NHS Foundation Trust**

Guy's and St Thomas' NHS Foundation Trust comprises five of the UK's best known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high quality care, clinical excellence, research and innovation.

We are among the UK's busiest, most successful foundation trusts. We provide specialist care for patients including heart and lung, cancer and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark.

We have a long tradition of clinical and scientific achievement and – as part of King's Health Partners – we are one of England's eight academic health sciences centres, bringing together world-class clinical services, teaching and research. We have one of the National Institute for Health Research's biomedical research centres, established with King's College London in 2007, as well as dedicated clinical research facilities.

Royal Brompton and Harefield hospitals joined Guy's and St Thomas' in February 2021 and is the largest specialist heart and lung centre in the UK and among the largest in Europe. We provide treatment for people with heart and lung disease, including rare and complex conditions, offering some of the most sophisticated treatment that is available anywhere in the world.

Our integrated approach to caring for patients from before birth, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained Royal Brompton and Harefield an international reputation as a leader in heart and lung diagnosis, treatment and research.

We are working in partnership with King's Health Partners, to deliver our vision of creating a new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease, in patients from pre-birth to old age.

We have around 22,700 staff, making us one of the largest NHS Trusts in the country and one of the biggest employers locally. We aim to reflect the diversity of the communities we serve and continue to develop new and existing partnerships with local people, patients, neighbouring NHS organisations, local authorities and charitable bodies and GPs.

We strive to recruit and retain the best staff as the dedication and skills of our employees lie at the heart of our organisation and ensure that our services are of the highest quality, safe and focused on our patients.

## **Department Information**

The Evelina London Children's Hospital is part of Guy's and St Thomas' NHS Foundation Trust. Our vision is to be a world leading centre of life-changing care for children, young people and their families. Evelina London Children's Hospital has achieved 'Outstanding' rating by the Care Quality Commission (CQC) with children's community services rated 'Good'.

The Paediatric Anaesthetic Group has 36 consultants who, between them, provide approximately 10,000 anaesthetics every year. Just less than half the patients are under the age of five and 200 are neonates. There is a large cardiac surgery service including cardiac MRI and cath lab. Other services include cleft, nephro-urology (including renal transplantation), ENT (including specialist airway surgery), orthopaedic/spinal, general surgery, neonatal surgery, ophthalmics and dental surgery. Anaesthetic Services include a Pre-assessment Clinic and an Acute Pain Service.

## **Job Summary**

Applications are invited for three Clinical Fellows in Paediatric Anaesthesia - one each to start in **August 2024, November 2024 and February 2025**. The posts are for a fixed term of 6 months, however there may be a possibility to extend for a further period of up to 6 months subject to satisfactory appraisal and mutual agreement.

The posts are suitable for anaesthetists with a minimum of 5 years' experience in anaesthesia (ST6-7 equivalent) and are intended for anaesthetists who want to gain further experience in the sub-specialty area of Paediatric Anaesthesia. The posts would also be suitable for more experienced anaesthetists wishing to gain post-CCT experience.

Applicants should have completed their Final FRCA (or equivalent) and have undertaken Stage 2 training in paediatric anaesthesia (as per the RCOA curriculum or equivalent).

The successful applicant will gain experience in all areas of paediatric anaesthesia undertaken at the Evelina London Children's Hospital, including paediatric cardiac anaesthesia and neonatal surgery. The post holders will also participate in the full shift rota (1:8), which includes Long Days, Nights and weekend shifts.

The candidates will not be expected to work outside their safe level of competence, with direct/indirect consultant supervision as appropriate.

Interested candidates can contact Dr Tahzeeb Bhagat (Training Lead for Paediatric Anaesthesia) for further information.

Dr Tahzeeb Bhagat                      [Tahzeeb.Bhagat@gstt.nhs.uk](mailto:Tahzeeb.Bhagat@gstt.nhs.uk)

## **Duties and responsibilities:**

### **Sub Specialty Area – Paediatric Anaesthesia**

The post holder will undertake specialty directed practice in paediatric anaesthesia. Supervision of clinical work will vary depending on the experience of the fellow and the complexity of the case. This post will also include audit, quality improvement and management projects outside the theatre environment.

The post holder, together with colleagues, will be responsible for the provision of anaesthetic services to ELCH, Guy's & St Thomas' NHS Foundation Trust to include:

- (a) Conduct of Anaesthesia and peri-operative care.
- (b) Continuing clinical responsibility for the patients in your charge, allowing for all proper delegation to, and training of, your staff.

### **Training of junior staff:**

The post-holder will take responsibility for the training and direction of junior staff allocated to him/her under aegis of the training plan that the post holder has agreed with their supervising consultant.

**Teaching:**

The post-holder will be expected to contribute as appropriate in the teaching of undergraduate and postgraduate students.

**Clinical Governance:**

All medical and dental staff are expected to take part in clinical governance activity, including clinical audit, clinical guideline and protocol development and clinical risk management. They will be expected to produce evidence of their contribution in these areas and their audit of their own clinical work as part of their appraisal.

**Mutual Obligation to Monitor Hours:**

There is a contractual obligation on employers to monitor working hours through robust local monitoring arrangements supported by national guidance, and on individual doctors to co-operate with those monitoring arrangements.

**European Working Time Directive (EWTD):**

All posts and working patterns are under constant review in line with EWTD guidelines.

**Educational Programme:**

The post-holder will be expected to attend and contribute to educational activities e.g. departmental meetings, multidisciplinary meetings, journal clubs etc.

**Appraisal:**

All medical and dental staff are required to undertake appraisal. It is recommended a MSF is done by the Fellow at the end of the post.

**Other:**

The list of duties and responsibilities given above is not an exhaustive list. You may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required from time to time.

This job description reflects core activities of a post at a particular time. The trust expects that all staff will recognise this and adopt a flexible approach to work.

All staff are expected to contribute to the smooth running of their clinical service as required in particular to comply with the policies and procedures, Standing Orders and Financial Regulations of the trust.

**Study Leave:**

Study Leave will be granted at the discretion of the Clinical Lead. The post-holder can have up to a maximum of 15 days of Study Leave per year.

Funding for CPD will be equivalent to that available to a GSTT substantive consultant.

**Annual Leave:**

Annual leave entitlement is 32 days per year (or pro-rata) and needs to be requested a minimum of 6 weeks in advance.

**Terms and Conditions of Employment:**

This post is exempt from the Rehabilitation of Offenders Act 1974 and this means that any criminal conviction must be made known at the time of application.

**Additional Information:**

The post holder is required to follow Trust policies and procedures, which are regularly updated including:

**Confidentiality / Data Protection / Freedom of Information:**

Post-holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post-holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person, those staff will be liable to disciplinary action up to and including dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

**Information Governance:**

All staff must comply with information governance policies. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

### **Equal Opportunities:**

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

### **Health and Safety:**

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

### **Infection Control:**

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs. **All post holders must comply with Trust infection screening and immunisation policies** as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

### **Flexible Working:**

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekend.

### **Risk Management:**

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

### **Safeguarding children and vulnerable adults:**

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

**Sustainability:**

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

**Smoking Policy:**

The Trust is committed to providing a healthy and safe environment for staff, patients and visitors. Staff are therefore not permitted to smoke on Trust property or in Trust vehicles.

**Review of this Job Description:**

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

**Postgraduate Activities and Resources:**

Many of these "educational resources" are common to all those in clinical training. When you arrive, you will receive a folder accompanying the full contract, which should contain:

- Medical Staff Handbook
- Unit/Departmental documents or handbook to help you orientate yourself to the department and the hospital, with guides to the hospital and to particular departmental policies for clinical emergencies. Some form of induction programme should support these.
- A guide to Library services
- STUDY LEAVE information and application forms. Requests for leave should be submitted to the Training Lead (Dr Tahzeeb Bhagat) or Rota Administrator (Syed Haque) and leave will be granted subject to the relevance of the course and also subject to cover being possible.
- You should also receive a copy of your Service Contract.

**Teaching and training:**

The post holder will be able to attend and participate in internal teaching activity as well as the departmental clinical governance half days. They will also be encouraged to participate in external meetings

### Timetable of an average week:

The rota comprises a 1:8 full shift pattern which includes normal days (07:30-17:30), Long Days (07:30-20:00), Night shifts (19:30-08:00) and Weekend shifts. Average total weekly hours will be less than 47hrs.

Annual leave entitlement is 32 days per year. Locum cover is not provided for annual and study leave of colleagues.

The post is resident when on call including night shift work where rest areas are provided.

There will be an expectation of service provision during the day time: 50/50 split.

### Indicative Rota Template: Anaesthetics (47.00 - 1:8)

Week No.	MON	TUE	WED	THU	FRI	SAT	SUN
1	07:30 - 20:00	07:30 - 20:00	Off	Off	19:30 - 08:00	19:30 - 08:00	19:30 - 08:00
2	Off	Off	07:30 - 20:00	07:30 - 20:00	Off	Off	Off
3	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	Off	Off
4	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	Off	Off
5	19:30 - 08:00	19:30 - 08:00	Off	Off	07:30 - 20:00	07:30 - 20:00	07:30 - 20:00
6	Off	Off	19:30 - 08:00	19:30 - 08:00	Off	Off	Off
7	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	Off	Off
8	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	07:30 - 17:30	Off	Off

### Acceptance of Conditions of Service and Agreement of Training Objectives:

The Fellow accepts that he/she will also perform duties in occasional emergencies in unforeseen circumstances at the request of the appropriate Consultant, in consultation where practicable, with his colleagues both junior and senior.



**Person specification:**

<b><u>REQUIREMENTS</u></b>	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>	<b><u>Assessed at Interview / Application</u></b>
<b>Qualifications and Training:</b>	<ul style="list-style-type: none"> <li>• Full GMC Registration with a license to practice</li> <li>• Final FRCA or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced paediatric resuscitation course within past 3 years e.g. APLS / PALS / EPLS</li> <li>• Additional medical qualifications related to paediatrics e.g. MRCPCH</li> <li>• Certificate of Completion of Training in Anaesthesia or equivalent (or achieved within 6 months of start)</li> </ul>	Application
<b>Clinical Experience:</b>	<ul style="list-style-type: none"> <li>• 5 years full-time postgraduate training in anaesthesia (or its equivalent gained on a part-time or flexible basis)</li> <li>• RCOA Stage 2 level training in paediatric anaesthesia or equivalent</li> <li>• To be able to work at an appropriate level independently but with recourse to senior advice when necessary</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in other allied clinical specialties like Paediatric Emergency Medicine or Paediatric Intensive Care Medicine</li> </ul>	Application & Interview
<b>Motivation</b>	<ul style="list-style-type: none"> <li>• Post is appropriate to applicant's career aspirations</li> </ul>		Application & Interview
<b>Audit / Clinical Governance:</b>	<ul style="list-style-type: none"> <li>• Understands principles of clinical audit and quality improvement</li> <li>• Evidence of contribution to effective clinical audit, quality improvement and clinical risk management</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in clinical guideline development</li> <li>• Presentation of completed clinical audit/quality improvement project to audiences outside place of work</li> </ul>	Application & Interview

<b>Teaching:</b>	<ul style="list-style-type: none"> <li>• Experience of teaching undergraduates/postgraduates and related professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Training/qualification in teaching</li> </ul>	Application & Interview
<b>Research:</b>	<ul style="list-style-type: none"> <li>• Understanding of the principles and applications of clinical research</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of personal contribution to original research</li> <li>• Peer reviewed publication of original research</li> </ul>	Application & Interview
<b>Management / Leadership:</b>	<ul style="list-style-type: none"> <li>• Has some experience of management activities</li> </ul>	<ul style="list-style-type: none"> <li>• Formal management role or training/qualification</li> <li>• Evidence of leadership in the development of clinical services</li> </ul>	Application & Interview
<b>Communication Skills:</b>	<ul style="list-style-type: none"> <li>• Clarity of communication and organisation</li> <li>• Good spoken and written English</li> </ul>		Application & Interview
<b>Team Working:</b>	<ul style="list-style-type: none"> <li>• Ability to work as an effective member of a multidisciplinary team</li> </ul>		Application & Interview
<b>Other:</b>	<ul style="list-style-type: none"> <li>• Evidence of understanding of and adherence to the principles of <i>Good Medical Practice</i> set out by the General Medical Council</li> </ul>		Application & Interview