

Job Description

WHITTINGTON HEALTH NHS TRUST

SURGICAL DIRECTORATE

JOB DESCRIPTION

**CLINICAL FELLOW IN SIMULATION AND
CRITICAL CARE**

THE CLINICAL DIRECTORATE OF SURGERY THE WHITTINGTON HOSPITAL NHS TRUST

CLINICAL FELLOW IN SIMULATION AND CRITICAL CARE

1. JOB DETAILS
<p>Post: 7th Aug 2024 for 1 year</p> <p>Location: Trust wide post</p> <p>Clinical fellow role split between critical care and simulation training. This post is for 12 months, split between 0.6 wte in Critical Care and 0.4 wte as simulation teaching fellow.</p>
2. JOB SUMMARY
<p>Simulation Fellow</p> <p>The appointee will support the simulation team in delivering a broad range of high quality undergraduate and postgraduate clinical simulation teaching. This will also support the trusts aim to enhance patient safety through inter-professional simulation training with a focus on team working, communication skills and learning from critical incidents. There are opportunities to work alongside consultants experienced in simulation from critical care, our Practice Development Nursing team in critical care, and the anaesthetic department. We deliver our simulated scenarios both within our simulation suite and “in situ” in clinical areas. We have 2 state of the art simulation mannequins. One is located in the Sim Centre within our new Whittington Education Centre (WEC), and one is located in critical care. We are looking to appoint an enthusiastic, innovative doctor with excellent communication skills to help us develop and deliver our unfolding simulation based education programme.</p> <p>Critical Care</p> <p>SUMMARY</p> <p>You will join a well-structured department that is renowned for providing high quality training for junior staff and committed to a professional service for patients. The successful candidate will join the department as a clinical fellow, with time allocated for simulation duties. Candidates must hold current full or limited registration with the GMC. They will have completed at least three years of training and services in hospitals recognised by the Royal College of Emergency Medicine, Anaesthetists or Physicians or Surgeons for training purposes and preferably hold a postgraduate diploma, either MCEM, MRCP or FRCA. For clinical work, they would be on our middle grade rota. Applicants should have previous experience in critical care with training background in any acute speciality, not necessarily in anaesthesia.</p>

THE DEPARTMENT

The ICU at the Whittington has 12 critical care beds for level 2 or level 3 patients. This unit opened in 2006 located close to the Emergency Dept, Acute Admissions Unit, Theatres and Imaging.

The ICU currently admits about 700 patients per year from a mix of medical and surgical referrals, predominantly emergencies originating in the emergency department.

The unit is equipped with standard equipment expected in a general ICU, including ventilators for invasive and NIV modality, monitors, haemofilters, oesophageal Doppler & Liddco cardiac output monitoring, ultrasound machine, blood gas laboratory etc. We possess the necessary bariatric equipment as a designated centre for this type of surgery.

The unit complies with ICS standards and is largely compliant with HBN 57.

Clinical activity data is collected and we submit data to the ICNARC 'Casemix' national critical care audit programme.

The unit is 'research active', participating in a number of multicentre trials and recruiting patients for research studies.

Critical Care staffing includes a designated consultant rota operating on a block system of continuous cover; a middle grade resident rota comprising a mix of anaesthesia, medicine based doctors and research fellows as well as CT 1-2 level resident cover with trainees from Anaesthesia, Medicine and ACCS/ED.

The unit also has a dedicated Dietician and Pharmacist as well as Speech & Language support. Microbiology provide a daily ward-round advice. There is a weekly MDT review for all longer stay patients.

Nurses provide day-time outreach cover 12 hours per day 7 days a week. On weekdays, a CT1/2 ICU doctor is also assigned to the team. At night cover is supplied by the ITU ST 1/2 with support as required by the ITU middle grade doctor on duty

There is a regular teaching programme for trainees as well as M&M and Audit meetings.

THE ESTABLISHMENT

Consultant Staff (1 in 6 rota)

- | | |
|-------------------------------------|--|
| 1) Dr Andrew Badacsonyi | Consultant in ICU & anaesthesia. Infection control beacon champion. |
| 2) Dr Sarah Gillis | Consultant in ICU and Clinical lead for ITU. |
| 3) Dr Louise Ma | Consultant in ICU and Acute Medicine, Lead for Simulation in Critical Care |
| 4) | |
| 5) Dr Yan Lin | Consultant in ICU, and acute medicine, with a respiratory interest |
| 6) Prof. Hugh Montgomery
50% wte | Professor of ICM, Director of Centre for Human Performance at UCL |
| 7) Dr Magda Cepkova | Consultant in ICU. Organ Donation lead. Currently on maternity leave |

Middle Grades

7 posts in total. resident shift rota

1 Rotating ST3+ acute medicine & respiratory medicine

2 Staff Grades in Intensive Care

2 ICM Trainee (ST3+)

1 CLINICAL FELLOW IN SIMULATION AND CRITICAL CARE

1 Clinical fellow in research and critical care

ST1/2 cover

9 doctors resident shift rota

Rotations from medicine, anaesthetics and ACCS (Emergency Medicine) at 3 to 6 month intervals. + 1 F2 trainee linked with microbiology+ 2 JCFs

Foundation Trainees

2 F1 doctor. (day-time weekdays)

THE POST

This is a whole time posts on a 12 month contract for 40 hours a week plus an additional on call supplement as a result of the out of hours duties and will be paid on the appropriate scale according to experience. Although these are trust funded Specialty Doctor service posts, the clinical duties and teaching components are the same as in our deanery funded STR training posts.

You will participate in the middle grade ICU resident staff cover based on a 1 in 7 full shift rota for 1WTE. The posts are EWTD compliant and working hours calculations include attendance at teaching sessions as well as prospective cover for annual and study leave.

The post-holder will report to Dr Sarah Gillis and/or other designated leads as she appoints and the duty ICU consultant who will direct activity on a daily basis.

The main duties of the post include

- Assessment & clinical management of critically ill patients both within the ICU and across the wider hospital who are referred for assessment, admission and on-going care.
This includes prompt review of referrals from ED or the ward teams at night as the Critical Care Outreach nurse service only operates 8am-8pm 7 days a week
- Timely discussion with senior supervising colleagues regarding appropriateness of admission, unexpected deterioration and suitability for discharge.
- Familiarity and competence at common procedures is expected (vascular access, chest drain insertion etc) but supervised training is also given for other procedures eg percutaneous tracheostomy. Airway support is provided by the on-call Anaesthetics team for ICU doctors without anaesthesia or airway skills.
- Direction, guidance, supervision & teaching of more junior ICU trainees including for practical procedures.
- Organisation of appropriately detailed patient hand-over both at shift changes including current clinical condition of patients under review outside of the ICU.
- Written and verbal handover to ward team for patients stepping down to ward care
- Updating of clinical records, electronic & paper data & audit systems including the ICU activity database
- Communication with families & relatives of patients to update them on patient progress.

This role will be 0.6 wte clinical shifts delivered across a range of day shifts, evening shifts and weekend day shifts.

ROLE OF DEPARTMENT
<p>Simulation Fellow</p> <p>Will work as part the Simulation Team within the Medical Education Department, which is currently primarily based in the Whittington Education Centre which has oversight of both undergraduate and postgraduate education within the Trust.</p> <p>Critical Care</p> <p>The unit was built 17 years ago, and has 15 bed spaces, but is usually staffed for 12 patients.</p>
KEY WORKING RELATIONSHIPS
<p>Simulation Fellow</p> <p>Director of Medical Education: Dr Maria Barnard</p> <p>Simulation Lead: TBA</p> <p>Lead Simulation Trainer for Critical Care: Dr Louise Ma</p> <p>Simulation Trainer: Vacant Post</p> <p>Clinical Simulation Fellow: This Post</p> <p>Critical Care</p> <p>Clinical Lead: Dr Sarah Gillis</p> <p>College Tutor: Dr Andrew Badacsonyi</p> <p>Rota Coordinator (critical care only): Dr Sarah Gillis (currently)</p>
DUTIES AND RESPONSIBILITIES OF THE POST
<p>Duties & Responsibilities</p> <p>Simulation</p> <ul style="list-style-type: none"> • To assist in the development and delivery of trust wide simulation training at Whittington Health. The teaching fellow will participate in delivering and monitoring simulation training for a range of medical, nursing and AHP, and undergraduate medical students • Assist in teaching communication and team working skills to multi-disciplinary staff utilising a variety of scenarios • Contribute to undergraduate training and exams. A greater number of medical students have been allocated to critical care post COVID, and supporting their education will be part of your role. • Contribute to delivering education programmes to enhance quality of education e.g. foundation programme, IMT • Develop a knowledge of human factors, critical incident management <p>Clinical, Professional & Managerial</p> <ul style="list-style-type: none"> • Keeping up to date with new clinical developments • Recognition of limitations and knowledge, and a commitment to develop learning • Working with mannequins and other task trainers • Comply with relevant professional codes of conduct • Undertake audit and quality assurance work around SBE • Ability to convey enthusiasm for SBE as an effective means of improving clinical and multi-professional team working • Ability to prioritise, meet deadlines, work flexibly and, on occasion work, independently • Comply with trust policies, procedures and mandatory training <p>These commitments should approximately translate into 3.0 sessions per week delivering simulation training, 0.25 sessions development of new materials and new opportunities, 0.5</p>

sessions CPD/Project work, 0.25 sessions administrative tasks. The critical care clinical commitments is 0.6 wte

WORK SETTING AND REVIEW

The post holder will be offered a clinical supervisor to support their ongoing development and education, and will have support from the new Lead for Simulation, plus support from the ITU lead for Simulation, and the PDN team on critical care.

The history of Whittington Health

Medical services have been delivered on the Whittington Hospital site for over 500 years. In 1473 a leper hospital was founded, which later cared for the poor chronic sick transferred from hospitals in the centre of London. In 1848 a smallpox and vaccination hospital was built on the St Mary's site and independently managed hospitals were opened on the Highgate site in 1866 and the Archway site in 1877. In 1900, the Highgate Hill Infirmary opened adjacent to the smallpox hospital and the two soon merged, with the smallpox hospital becoming a nurses' home. In 1946, the hospitals on all three sites were brought together with a total of almost 2000 beds. Following the introduction of the NHS in 1948, they jointly became the Whittington Hospital.

The organisation today

Whittington Health was launched on 1 April 2011 as a new organisation comprising The Whittington Hospital NHS Trust and NHS Islington and NHS Haringey.

The Whittington Hospital and the community health services in Islington and Haringey are award winning organisations, delivering acute and community based health services to a population of 443,000 people. The organisation is the biggest employer in the area, with over 4,000 staff. The organisation delivers healthcare not only on the acute hospital site which has 420 beds, but also from a variety of other venues and through visits to people's homes. We want to ensure that all our patients and service users receive treatment and care in the most appropriate environment for their health needs.

Whittington Health as an Integrated Care Organisation (ICO) offers greater opportunities to work across the boroughs to address the health needs of the local population. By integrating our hospital and community teams, we aim to improve the quality of care to our patients and service users whilst reducing costs by working closely together.

Whittington Health also works with other health, social care and voluntary sector partners to support patients and service users from their initial appointment whether it be with a community health team or at the hospital, all the way through to treatment and tailored after care. In May 2011, Haringey's children's services also joined Whittington Health.

Whittington Health is one of the three main teaching campuses for the University College Medical School.

The UCL Whittington Campus

University College London (UCL)

University College London (<http://www.ucl.ac.uk>) is one of the UK's premier universities. The School of Life and Medical Sciences (SLMS) brings together 4 UCL Faculties in a major biomedical research center which is a leader in medical and health research with one of the largest and most renowned groupings of academics in biomedical, life and population health sciences.

UCL Medical School (UCLMS), in the Faculty of Medical Sciences, is one of the most highly rated medical schools in the country whose goal is to produce the UCL Doctor: a highly competent and scientifically literate clinician, equipped to practise patient-centered medicine in a constantly changing modern world, with a foundation in the basic medical and social sciences. The School has an internationally acknowledged faculty of education and research leaders, a committed team of NHS based teachers and a distinguished cadre of academic staff who are at the forefront of international research in biomedical sciences, medical education and clinical medicine. The School is committed to excellence in undergraduate and postgraduate education and has a strong reputation for teaching informed by cutting-edge research and for promoting scholarship and excellence in medical education delivery and research.

UCL at The Whittington Hospital Campus

For several decades the Whittington has taught undergraduate medical students and has always been highly regarded for the educational experience it offers. We are now teaching over 200 students on this Campus with the support of an undergraduate office situated within the student hub. The undergraduate medical curriculum is a six year course with an intercalated BSc for all non-graduates

Terms and conditions of service

This post is subject to the Terms and Conditions of Whittington Health and in particular to the Pay and Conditions of Service relating to Medical & Dental Staff. Copies of these may be seen in the Human Resources Department. The appointment is superannuable, unless you choose to opt out of the National Health Service Superannuation Scheme.

The salary for this post is £55,329 per annum plus £2,162 London Weighting Allowance. This is exclusive of any additional allowances that may be payable. Part time staff will be paid pro rata.

Offers of employment are subject to the Occupational Health Service clearing you as fit for the post. If successful you will be given a health questionnaire which should be completed fully and mailed to the Occupational Health Service by return of post; you will not be able to take up employment with the Trust until clearance has been given.

Because of the nature of the work of this post, it is exempt from the Section 4(2) of the Rehabilitation of Offenders Act (1974) by virtue of the Rehabilitation of Offenders Act (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions including those which for other purposes are "spent" under the provisions of the Act and in the event of employment any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to application for positions to which the order applies.

Annual Leave

Annual leave is given in accordance with the Terms and Conditions of Service relating to Medical and Dental staff. Annual leave for part time staff is given on a pro rata basis.

Study Leave

Study leave is given in accordance with the Terms and Conditions of Service relating to Medical and Dental Staff.

Continuing Professional Development

Whittington Health values and supports the continuing professional development of its entire medical and dental staff.

Clinical Governance

All staff with clinical responsibilities are expected to work within the clinical governance arrangements agreed by the Trust. This is through an established framework through which clinical staff are continuously accountable for improving the quality of services and safeguarding high standards of care by creating an environment in which excellent care will flourish. All clinical staff are expected to maintain appropriate knowledge about, and involvement in, agreed strategies and programmes to continually improve their standards of clinical care through:

- Patient and user involvement
- Risk and complaints management
- Clinical effectiveness and audit programmes
- Continuous Professional Development
- Clinical research in accordance with DOH Governance requirements

Personal Conduct

All staff within the Trust are expected to treat other members of Whittington Health staff with courtesy and respect. The Trust's rules and policies including the disciplinary procedure apply to all staff without exception.

Revalidation and Registration

It is the responsibility of all medical staff registered with the professional body to:

- Act within the Professional Bodies Code of Practice
- Maintain their own work profile to ensure revalidation standards are met,
- To ensure they are appropriately connected to a designated body and comply with requirements for annual appraisal to enable revalidation
- Medical staff must comply to undertake annual job planning and declare private practice and conflicts of interest in their job plan.

Equal Opportunities

Our latest policy known as "Promoting Equality, Diversity and Human Rights" outlines the Trust's commitment to ensuring that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty,

age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable.

For more information about our policy and commitment to equality, click: <http://www.whittington.nhs.uk/default.asp?c=10505&q=equality> ”

Infection Prevention & Control (IPCC)

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies, especially hand hygiene, the trust dress code, and IPC policies.

Working Patterns

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 9 pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.

Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.

Health & Safety Policy

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Safeguarding

To comply with the Trust's Safeguarding Children and Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults This will require you to:

- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.
- Ensure you are familiar and comply with the Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

Whittington Health is committed to safeguarding all children and vulnerable adults and expects all staff and volunteers to share this commitment.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal.

Confidentiality

You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

Whittington Vision and Goals

We have an excellent reputation for being innovative, responsive and flexible to the changing clinical needs of the local population. We are treating more patients than ever before and are dedicated to improving services to deliver the best for our patients.

Our vision

Helping local people live longer, healthier lives.

Our goals 2019 - 2024

We have developed four key strategic goals to make sure we continue to support people to live longer, healthier lives.

- Deliver outstanding safe, compassionate care.
- Empower, support and develop staff.
- Integrate care with partners and promote health and wellbeing.
- Transform and deliver innovative, financially sustainable services

Whittington Values

Our values underpin everything we do. Our staff are committed to delivering the following values in everything they do.

Our ICARE values have been created by our staff and are embedded in the organisation.



Carbon Reduction

All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style. You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.

PERSON SPECIFICATION
Whittington Health

POST TITLE: CLINICAL FELLOW IN SIMULATION AND CRITICAL CARE

Factor	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registered medical practitioner Valid Registration with the General Medical Council and current licence to practice Provider status at ALS 	<ul style="list-style-type: none"> Postgraduate medical qualification Simulation faculty course or willingness to undertake Provider status at ATLS or APLS Education qualification
Experience and knowledge	<ul style="list-style-type: none"> Successful completion of Foundation Programme or equivalent Evidence of educational achievement and progression Willingness to work in different clinical environments to facilitate in-situ sim Experience in a critical care medicine role at F2 level or above Excellent communication skills with patients, colleagues, manager and other staff Ability to take full responsibility for initial assessment of patients Experience of and commitment to teaching undergraduate and postgraduate medical staff 	<ul style="list-style-type: none"> Knowledge related to planning an educational project Experience of using mannequins Experience of audit management Experience of teaching basic clinical skills to undergraduates Teaching of non-medical health professionals.
Skills and Abilities	<ul style="list-style-type: none"> Experience of teaching Good communication skills Good team working abilities Computer literate Ability to organise and manage own workload efficiently Empathetic and sensitive approach to patient needs Approachable and effective Multi-disciplinary team member with excellent interpersonal skills Team loyalty Positive approach to lessons learnt Confident approach without being arrogant 	<ul style="list-style-type: none"> Willingness to support and deliver simulation faculty training IT skills Presentation skills

Personal Attributes	<ul style="list-style-type: none"> • Ability to communicate with staff at all levels • Ability to work as a member of the team • Demonstrated commitment to clinical education • Time management ability • Aware of work learning needs • Self-motivated 	<ul style="list-style-type: none"> • Enthusiasm to be a clinical educator in the future • Evidence of innovation • Experience of Human Factors training
Other requirements	<ul style="list-style-type: none"> • Must be willing to work flexibly according to teaching workload • Ability to work at different sites within the organisation • Demonstrate evidence of lifelong learning • Reflective approach to personal development with an ability to acknowledge and effectively manage poor performance 	<ul style="list-style-type: none"> • Continued professional/personal development

Experience can be considered as comparable to qualifications quoted but should be clearly detailed on the application in order to demonstrate equivalence.