

Recruitment information pack



WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

Imperial College Academic Health Science Centre (AHSC)

The Imperial College Academic Health Science Centre (AHSC) is a partnership between our Trust, Imperial College London, The Institute of Cancer Research (ICR), Royal Brompton & Harefield NHS Foundation Trust and The Royal Marsden NHS Foundation Trust. The partnership aims to improve the health and wellbeing of patients and populations by translating research discoveries into new therapies and techniques as rapidly as possible.

Our AHSC is focussed on preventing disease wherever possible, detecting and diagnosing diseases earlier, and developing targeted treatments for all diagnosed conditions. By working together as partners, we capitalise on the academic strengths of Imperial College London, combined with the clinical capabilities and critical mass of the NHS.

As an AHSC, all of our staff are actively encouraged to become involved with education and research alongside their clinical role. We review job plans every year and there is the potential to build in dedicated programmed activities (PAs) for education, training and research.

Imperial College London

Imperial College London is one of the world's leading universities. The College's 17,000 students and 8,000 staff are expanding the frontiers of knowledge in science, medicine, engineering and business, and translating their discoveries into benefits for our society.

Founded in 1907, Imperial builds on a distinguished past – having pioneered penicillin, holography and fibre optics – to shape the future. Imperial researchers work across disciplines to improve health and wellbeing, understand the natural world, engineer novel solutions and lead the data revolution. This blend of academic excellence and its real-world

application feeds into Imperial's exceptional learning environment, where students participate in research to push the limits of their degrees.

OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

OUR HOSPITALS

Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

Charing Cross Hospital, Hammersmith

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

Hammersmith Hospital, Acton

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

Queen Charlotte's & Chelsea Hospital, Acton

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

St Mary's Hospital, Paddington

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

Western Eye, Marylebone

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

Reach your potential in hospitals that make history

Charing Cross | Hammersmith | St Mary's |
Queen Charlotte's & Chelsea | Western Eye

WHY JOIN US?

Reach your potential through outstanding learning and development opportunities

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

Experience the rich heritage of hospitals that have made history

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

Draw on huge expertise as part of a strong international community

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our Make a Difference recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

Conduct research here

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

Access brilliant benefits and enjoy a new social life

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

JOB DESCRIPTION

Job title	Simulation Fellow in Emergency Medicine (ST3+)
Director/ department	Emergency Medicine
Division	Urgent Care and Emergency Medicine
Main site of activity	St Mary's Hospital and/or Charing Cross Hospital
Responsible to	Head of Specialty for Emergency Medicine at each site
Accountable to	Clinical Director for Emergency Medicine

Background to the post

We are seeking a registrar grade doctor with a specialist interest in simulation to lead and deliver our ED simulation training alongside our simulation lead consultants. This is an exciting opportunity to work in a Central London Major Trauma Centre in a renowned teaching hospital and grow and develop a departmental simulation training programme.

This one year fixed-term post is allocated 400 hours of protected non-clinical time annually (25% non-clinical) on a flexible self-rostering working pattern. Opportunities are available to apply for our internal CESR training rotations and support is provided for those wishing to apply for a training post or complete exams.

Main Duties of the Role

The department currently holds weekly in-situ simulation sessions and is progressing towards ASPiH accreditation. The post holder, alongside the simulation lead consultants, will develop a programme of simulation training comprising in-situ simulation and sim-suite training, further embedding simulation into the core activity of the department, and be supported to deliver structured weekly ED simulation on the shop floor. The post holder will also be encouraged to develop simulation equipment and resources, and work alongside ED nursing trainers and colleagues in allied departments (trauma, anaesthetics, ICU, medicine, HEMS) to deliver multidisciplinary multidepartment simulation. The clinical commitment comprises a full shift pattern, including out-of-hours work.

The post holder should be of registrar grade or equivalent and fully registered with the GMC. The post is suitable as a stand-alone experience and candidates holding a national training number looking for an out-of-programme experience (OOPE) are encouraged to apply. For information on seeking prospective GMC approval for training please refer to the GMC website and your local training leads.

PERSON SPECIFICATION

Job Description

Job Responsibilities

In addition to the protected non-clinical time the postholder will work a full shift pattern including early, late and night shifts providing 24-hour cover with a 1 in 3 weekend commitment supported by ED consultants directly (0800-2400) and remotely (0000-0800) and a 24-hour consultant delivered trauma service. The shift pattern is new deal compliant with a 1A banding (subject to change to comply with new working practices).

The postholder will be allocated a consultant clinical and educational supervisor and opportunities to complete work-based assessments, audit, quality improvement projects and partake in research. The department delivers a full teaching programme and regular governance meetings.

Post: Simulation Fellow in Emergency Medicine (ST3+)

Clinical Director: Dr Alison Sanders

Heads of Specialty: Dr Barbara Cleaver– SMH

Divisional Director: Frances Bowen

Person Specification

	Essential	Desirable
Education and qualifications	Full GMC registration with a license to practice	MRCEM or FRCEM Primary or equivalent (MRCP/MRCS/FRCA Primary)
		Simulation experience or qualification
Knowledge and experience	Minimum 12 months Emergency Medicine experience post foundation training	Ability to lead a clinical area
	Minimum 6 months NHS experience	Completion of ACCS training or equivalent ICU/Anaesthetic/Pre-hospital/acute medical experience
	Ability to supervise junior colleagues	
Clinical Skills	Ability to manage a wide range of ED presentations	ATLS/APLS provider or instructor status
	ALS provider or instructor status	

Non-clinical skills	Understand the principles of QI and audit	Evidence of participation in QI or audit
	Knowledge of processes involved in research	Evidence of participation in research

The work of the department

St Mary's Hospital Emergency Department

The Emergency Department and collocated urgent care centre at St Mary's provides facilities for 241,766 adult patients a year 24 hours a day. There is a separate children's department at St Mary's providing care to over 27,939 children per year. This service is led by consultants with job plans including cover in the adult service, research and simulation teaching.

The site is a Major Trauma Centre and there is positive triage of major trauma patients to the site from the 6 trauma unit's within the NWL trauma network. This has resulted in 50+ major trauma attendances per week. There is a trauma team leader rota with consultant cover for this service out of hours, separate from the Emergency Department clinical cover.

The department currently has a co-located Urgent Care Centre.

Patient's are streamed on arrival if 'walking in' or by the Urgent Care service. The current percentages in each stream are:

Adults

- Critical Care (resus) 7%
- Assessment (majors) 46%
- UCC 47%

The adult department has a 6 bedded Critical Care area (resuscitation room), 4 bedded RNA assessment area, 22 Trolley majors area and 12 EOU beds. There is a radiology suite with two rooms with a Trust wide PACS system.

Liaison psychiatry have excellent links with the department and include 24/7 psychiatry liaison nurse cover for the ED with senior medical support available during the day and on call out of hours.

There is a Same Day Emergency Care (SDEC) unit delivering Ambulatory Emergency Care with clinical pathways for DVTs, renal colic and cellulitis. This unit has recently expanded further to encompass speciality hot clinics as well as delivering the 12 nationally agreed priority SDEC pathways. This expanded unit will be overseen by the Emergency Department in close liaison with wider speciality teams.

The department hosts FY1 and FY2 training posts for Imperial College Foundation School, ACCS, CT3EM and GP VTS trainees. The department provides higher training for 6 Emergency Medicine trainees ST4 and above.

The department has a 2 tier middle grade rota with an ST3 and ST4 or above doctor present 24 hours a day. The nursing staff are led by a band 7 24 hours a day. ED consultants provide clinical presence in the ED from 08:00-24:00 during the week, 08:00-16:00 on EOU and 12 hours per day at the

weekend. A 2 phase consultant workforce expansion is planned of which this is phase 1. This expansion will allow 16 hours of consultant cover at weekends.

Clinical staffing

Emergency Medicine Consultants – Adult and Paediatrics across St Marys and Charing Cross

Dr Ali Sanders – (Clinical Director)	Dr Jonathan Sunil Matthews
Dr Barbara Cleaver (Head of Specialty SMH)	Dr Kamran Zafar
Dr Chioma Ginigeme - (Head of Speciality CXH)	Dr Katharine Archer
Dr Ruth Brown (Head of Specialty SDEC)	Dr Lucy Bingham
Dr Neil Thompson (Head of Specialty Paeds ED)	Dr Marwa El-Zanfaly
Julia Gamston (Head of Specialty UTC)	Dr Nabeel Jemah
Dr Abosedo Ajayi	Dr Nicola Batrick
Dr Akshay Hindocha	Dr Patricia Ward
Dr Aninda Mitra	Dr Philip Dobbs
Dr Anna Claire Feld	Dr Pip Lewis (Military)
Dr Asif Rahman	Dr Rebecca Salter
Dr Avalon Probst	Dr Sarah Finlay
Dr Caroline Lombe Simpungwe	Dr Oliver Jefferson (Military)
Dr Claire Liegeois	Dr Sophie Jefferys (Military)
Dr Dane Moravek	Dr Ursula Edirisinghe
Dr Danny Sharpe (military)	Dr Vanessa Merrick
Dr Emily Cadman	Dr Vasundhara Talwar
Dr Euan Douglas	Dr Wendy Matthews
Dr Francesca Cleugh	
Dr George Bailey	
Dr Hugh Millington	
Dr Ian Maconochie	
Dr Jacqueline Le Geyt	
Dr Jenni Cooper	

St Marys Hospital

Post	Number of posts
Consultants	
Specialist Registrar Tier	18 (8)
SHO Tier	24 (9)

Nursing Staff/Care Workers

Post	Number Employed
Nurse consultant	2
Lead Nurse	1

Nursing Staff Adults	1 8A, 11.11 B7, 24.47 B6, 35.92 B5, 5.46 RMN, 8.8 B3, 2 B2 house keepers
Nursing staff Paediatrics	2 B7, 1B7 (PATCH) 10 B6, 15.5 B5, 1 Play specialists, 5.2 B3

Administrative Staff

Post	Number Employed
Secretarial	2
Reception	14 + 1 supervisor
Patient Flow Co-Ordinator	5
Junior Doctor Co-Ordinator	1

Managerial Staff SMH

Designation	Name
Lead Clinician (Emergency Medicine)	Dr Barbara Cleaver
General Manager	Ffion Griffiths
Lead Nurse	Emma Tippins
Deputy General Manager	Iona Jackland
Service Manager	Marissa Sissou
Matron	James Millington

Additional information

1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

2. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

3. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

4. 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 specific duties relating to their role.

5. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. [Find out more about the Disclosure & Barring Service](#). 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 specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

6. Professional registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that profession. Proof of registration must be produced on appointment and at any time subsequently on request.

7. Work visa/ permits/Leave to remain

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

8. Conflict of interests

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust while you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

9. Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their

hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Flu vaccination – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

10. No smoking

The Trust operates a smoke free policy.

11. Professional association/trade union membership

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.