

## Royal Brompton and Harefield Clinical Group

### Job Profile

#### ***Fellowship in Specialist Respiratory Medicine/ Senior Clinical Fellowships in Specialist Respiratory Medicine***

### Royal Brompton Hospital

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## **A System of Care**

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.

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.

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.

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

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.

## **1.0 Clinical Group approach.**

Our mission is to be the UK's leading specialist centre for heart and lung disease. We will achieve this mission through a strategy of focused growth in aspects of heart and lung treatment, such as congenital heart disease, arrhythmia, heart failure and advanced lung diseases.



### Our Approach

- The continual development of leading-edge services through clinical refinement and research
- The effective and efficient delivery of core specialist treatment
- The transition of appropriate routine services to other centres to release capacity for new interventions

Remaining an autonomous specialist organisation is central to preserving and building our strong clinical and organisational record. However, we are equally convinced of the importance of effective partnerships particularly with major academic bodies, such as Kings College London, to ensure a continuing pipeline of innovations to develop future treatments.

### 1.1 Performance and achievements in 2020/2021

#### Our experts in 2020/2021

<p>Cared for more than <b>152,000 patients</b> in our <b>outpatient</b> clinics and <b>over 52,000 'virtual'</b> appointments</p>	<p>Treated 85 critically ill patients with cardiogenic shock through <b>VV-ECMO</b> and other therapies, achieving an <b>86% survival rate</b></p>	<p>Maintained one of the <b>fastest 'arrival to treatment' times</b> for UK heart attack patients – <b>30 minutes</b> compared with a national median 39 minutes</p>
<p>Launched Rainbow badges showing that the Trust offers <b>more open, non-judgmental</b> and <b>inclusive</b> care for patients and their families and friends who identify as <b>LGBT+</b></p>	<p>During the <b>COVID-19 pandemic</b> Harefield Hospital became <b>one of two centres in London</b> to maintain essential <b>cardiac surgery</b> involving Cardiac specialists from both our hospitals and colleagues from Guy's and St Thomas' NHS FT and Imperial College Healthcare</p>	
	<p>We are one of only <b>five adult centres</b> for <b>ECMO</b> (an advanced life support) in England. Treated more <b>Covid 19 patients</b> with ECMO than any other centre in Europe</p>	<p>Introduced <b>sunflower</b> lanyards which, when worn discreetly, indicate to staff that <b>wearers</b> have a hidden disability and <b>may require additional support</b> or assistance</p>
<p>Received a <b>96%</b> recommendation score in the annual Friends and Family Test</p>	<p>Our researchers produced over 800 peer reviewed <b>publications</b>, maintaining the Trust's position as a <b>leading centre</b> for cardiovascular, critical care and respiratory research</p>	<p>Over <b>2,000 patients</b> were recruited to research projects and there are now <b>almost 200 active projects</b> running</p>
<p><b>Improved</b> our communication to patients with the introduction of <b>digital appointment letters</b> and <b>text reminders</b></p>		<p><b>Maintained</b> our environmental responsibility by <b>reducing our carbon emissions</b> and our <b>energy consumption by 9% over the previous year</b></p>

## 1.2 Range of Services

RB&HH provides first-rate clinical services and exceptional research output. We have an outstanding Research and Development pedigree; with over 500 active research projects across 10 R&D programmes. Every one of these programmes has been consistently given the top rating by the NHS R&D Directorate. The table below illustrates the inter-relationship between our R&D activity and clinical services.

Several of our clinical services have been formally designated as national services by the Department of Health: Heart and Lung transplantation, Ventricular Assist Devices (LVAD), Pulmonary Hypertension and Primary Ciliary Dyskinesia.

Research Programmes		Clinical Services
Congenital Heart Disease	⇔	Adult Congenital Heart Disease Pulmonary Hypertension Paediatric Respiratory Paediatric Congenital Heart Disease Fetal Cardiology Primary Ciliary Dyskinesia
Chronic Coronary Heart Disease and Atheroma	⇔	Acquired Heart Disease
Failing Heart	⇔	Heart Failure Heart & Lung Transplant
Critical Care	⇔	Critical Care relating to Heart and Lung
Chronic Respiratory Failure	⇔	Chronic Obstructive Pulmonary Disease Sleep Ventilation Pulmonary Rehabilitation Lung Volume Reduction
Lung Cancer	⇔	Lung and Upper GI cancer services
Severe Respiratory Disease	⇔	Interstitial Lung Disease Acute Lung Injury Asthma & Allergy
Occupational and Environmental Medicine	⇔	Occupational Lung Disease
Chronic Suppurative Lung Disease	⇔	Paediatric and Adult Cystic Fibrosis Non – CF Bronchiectasis Aspergillosis Mycobacterial Infections

### 1.3 Organisation

The Trust Board and Clinical Group Board are constituted as follows:

Non-Executive Members	Executive Members
Baroness Sally Morgan (Chair)	Chief Executive, Dr Ian Abbs
Mr Simon Friend (Deputy Chair)	Lawrence Tallon, Deputy Chief Executive
Dr Felicity Harvey, CBE	Avey Bhatia, Chief Nurse and Vice President of the Florence Nightingale Foundation
Royal Brompton and Harefield Clinical Group	
Dr Richard Grocott-Mason, Managing Director	Mr Robert Craig, Director of Development & Operations
Dr Mark Mason, Medical Director	Mr Nicholas Hunt, Executive Director
Mrs Joy Godden, Director of Nursing and Governance	Mr Rob Davies, Director of Workforce (HR)
Mr Richard Guest, Chief Financial Officer	

The Royal Brompton and Harefield Clinical Group Board is a formal sub-committee of the Guy's and St Thomas' NHS Foundation Trust Board, with delegated responsibilities and decision-making rights for the strategic and operational running of its services. These are set out in the Guy's and St Thomas' Scheme of Delegation, and the Trust's Standing Financial Instructions provide the delegation limits with regard to financial decisions.

The Guy's and St Thomas' NHS Foundation Trust Board of Directors holds legal accountability for the Trust including all aspects of the Royal Brompton and Harefield Clinical Group (RB&HH). The RB&HH Clinical Group Board provides assurance to the Guy's and St Thomas' NHS Foundation Trust Board of Directors on the overall operational, quality and safety and financial performance of Royal Brompton and Harefield Hospitals, and on the development and delivery of the Trust's strategy for its heart and lung services.

The Clinical Divisions are: Heart (RB&HH incorporating Cardiology Radiology and Cardiac Surgery), Harefield (incorporating Cardiology, Transplant, Radiology, Respiratory and Cardiac and Thoracic Surgery), RB&HH Lung (incorporating Respiratory Medicine, Radiology and Lung Surgery); and Directorates of Paediatrics, Anaesthesia and Critical Care, Laboratory Medicine, Pharmacy and Rehabilitation and Therapies.

Non-clinical directorates are: Human Resources, Finance, Patient Services, Estates & Facilities, Communications and Public Affairs and Business Development & Commissioning.

### 1.4 Harefield Hospital Site

Harefield Hospital (HH) is a regional centre for cardiology and cardiothoracic surgery, and an international centre for adult heart and heart-lung transplantation. It is one of a small number of UK cardiac centres assisting in development of implantable mechanical ventricular assist devices in the management of end-stage heart failure. It also provides a primary intervention service for acute coronary syndromes to selected Trusts and the London Ambulance Service, in outer West London and the Home Counties. It has approximately 1,185 staff, 180 beds with 5 operating theatres, and 4 catheter laboratories.

### **1.5 Royal Brompton Hospital Site**

The Royal Brompton Hospital (RBH) is a specialist cardiothoracic centre specialising in diseases of the heart and lung, with services for adults (Cardiology, Cardiothoracic Surgery, Radiology, and Thoracic Medicine) and Paediatrics. It has approximately 2,081 staff, 296 beds, 6 operating theatres, 5 catheter laboratories, a private patients' ward, and extensive imaging facilities. A state-of-the-art diagnostic and imaging centre is due to open in the autumn of 2021. The Hospital benefits from a joint cardiac and respiratory clinical research facility and has strong links both with King's College London/ King's Health Partners and the National Heart and Lung Institute at Imperial College.

### **1.6 Clinical Governance and Quality**

The Clinical Group has an extensive programme of clinical governance and quality led by Mrs Joy Godden, Director of Clinical Governance and Nursing and Dr Mark Mason, Medical Director. The programme is delivered through the organisation's systems and processes for monitoring and improving services, including sections for:

- Clinical audit and information
- Clinical risk management
- Research and development office
- Infection prevention and control
- Patient feedback
- Clinical Quality and Improvement

Consultant appraisals form an integral part of the process with each consultant undertaking annual appraisal with their line manager. There is also a programme of mandatory training undertaken by all staff.

### **1.8 Regulation**

The Trust was inspected by the Care Quality Commission during Autumn 2018 and the inspection report was published in February 2019. Overall, the Trust was rated by the CQC as 'Good'. Within this rating, Harefield Hospital was rated as 'Good' and the Royal Brompton Hospital as 'Good' and identified several areas of outstanding practice.

### **1.9 Research and Development- King's Health Partners-Cardiovascular**

Cardiovascular research and clinical services (KHP Cardiovascular) are considered a "peak of excellence" across King's Health Partners (KHP) and the partners are embarked on a transformation of service delivery and the integration of research and education to revolutionise cardiovascular prevention and care.

KHP Cardiovascular builds upon more than 8 years of collaboration through the Cardiovascular Clinical-Academic group (CAG), which brings together the clinical cardiovascular services of Guy's & St Thomas' NHS Foundation Trust together with the Royal Brompton and Harefield Hospital and King's College Hospital NHS Foundation Trust and the academic Cardiovascular Medicine and Sciences School of the university, King's College London (see <https://www.kcl.ac.uk/scms>). The overall vision is to integrate clinical services, teaching and research across these groups in a world-class centre that delivers excellent outcomes and innovative research-based advances for patients.

The current phase of the KHP Cardiovascular development consists of closer collaborative working and clinical-academic integration of the existing groups, and the strengthening of the population network within which we deliver services. In practice, this means increasingly working as a single clinical and operational team, providing a seamless service to patients across KHP, faster research and innovation translation, and new educational programmes.

The ultimate aim is the development of a new clinical academic hub within a purpose-built facility at the St Thomas' site.

### **1.10 Mentorship**

All new Consultants at both hospitals will be provided a detailed and focussed Trust and Departmental Induction upon their arrival. As part of the local induction, a Professional and Management Mentor will be allocated, with whom the appointee will meet for regular meetings.

## **2.0 Children and Fetal Services**

The Group provides both Cardiac and Thoracic Surgical services on both Royal Brompton and Harefield sites, with a Paediatric/ACHD service at the Royal Brompton, and Transplantation at Harefield. In 2016/17 the activity volumes were as follows:

	Brompton Paediatric	Brompton Adult Congenital
Paed/ACHD	350 Surgical procedures	125 Surgical procedures

The Royal Brompton provides a comprehensive range of services for children with heart and lung disease, including a 12-bed paediatric intensive care unit, an 8-bed paediatric high-dependency unit and 26-bed paediatric ward. There is a dedicated paediatric outpatient area. There are 6 purpose-built operating theatres and an 18-bed adult intensive care unit which has the most sophisticated equipment available for the management of critical care. In addition, there is a hybrid facility, a dedicated adult ITU/HDU and 2 large cardiac wards for peri-operative patients. There are daily consultant ward rounds of all these facilities.

At Harefield there are currently 137 beds in the Hospital: The Surgical Unit has up to 44 beds available, divided between 2 cardio-thoracic wards, and a 9-bed HDU. Of the remainder, 42 are dedicated to cardiology and respiratory medicine, 14 are adult ICU beds, and for 30 transplant patients. There is also a 10-bed private ward. There are 4 catheter laboratories, 5 operating theatres (3 Cardiac, 2 Thoracic) and one bronchoscopy room.

The Evelina London Children's Hospital is one of only two specialist children's hospitals in London and cares for more than 103,000 children and young people each year, across the hospital and in the community. The neonatal unit cares for around 1,000 babies a year, and has some of the best survival rates in the UK. Their heart services span congenital and acquired heart disease plus rhythm disturbances.

Evelina's service is a rapidly developing field of medicine with an international reputation for treating heart problems in children, caring for around 6,000 patients each year. The service:

- cares for children from before they are born (fetal life) through to childhood and into adulthood
- offers both outpatient heart services and inpatient services, with 14 dedicated inpatient beds used for planned and urgent treatment

As both RB&H and Evelina are internationally-recognised, paediatric teams and part of Guy's and St Thomas' Trust we are working collaboratively to treat patients and provide them with the best possible care. This role will be part of a RB&HH team that will be joining the Evelina. As part of the Evelina expansion plan, the vision is to create a large single academic congenital heart disease centre covering the whole lifetime of these patients from pre-birth to old age.



## **JOB DESCRIPTION**

### **Post**

The posts are 2 x 1.0 WTE Clinical Fellowships (SpR level) in Specialist Respiratory Medicine. The posts are available from December 2023 for a period of 6 months (with possible extension)

### **Location**

The posts will be based at The Royal Brompton Hospital site. The post holders may also be required to work at our Harefield site on an intermittent basis, or more regularly in due course by mutual arrangement.

### **Accountability**

In respect of the Fellowship contract, the post holders will be professionally accountable to the Medical Director and managerially accountable through the Clinical Director of the Lung Division to the Chief Executive.

### **Professional and Clinical Duties of the Post**

The posts are full time. We welcome applications for less than full time working and/or job shares.

These posts offer the opportunity for focused subspeciality experience in specialities including Interstitial Lung Disease, Asthma, COPD, Sleep and Ventilation, Cystic Fibrosis and Respiratory Infection in a world-renowned specialist centre. There are ample opportunities to become involved in our research and quality improvement and clinical audit. Furthermore, the postholders may wish to take an active role in our simulation-based educational programme and would be supported in gaining additional training in the delivery of this.

The posts are ideally suited to trainees wishing to gain further subspeciality experience in respiratory medicine in a tertiary centre, perhaps with a view towards exploring opportunities in research and looking towards consultant posts in respiratory medicine. The posts also offer candidates the opportunity to build their CV in education and audit/quality improvement. We have been successfully running these posts for a number of years and many of our previous fellows have successfully gone on to consultant appointments.

### **Teaching and Research**

The Fellows are expected to play a full role in all clinical meetings, ward rounds and clinics. Particular emphasis is placed on clinical audit through peer review.

### **Main Duties & Responsibilities**

1. To acquaint him/herself with details of patient management in discussion with the consultants and ensure their efficient execution.
2. To ensure that good communications are maintained with all medical colleagues, e.g. anaesthetists, cardiologists, nursing staff and paramedical departments such as physiotherapists, radiographers and ancillary staff, to the benefit of the patient.

3. To ensure other Specialty Registrars and Consultants are kept informed regarding alteration in the condition of any of their patients.
4. To ensure that all in-patient notes are kept up to date and tidy.
5. Supervise the junior clinical fellow staff (SHOs) in the performance of their duties.

**Duties - Professional**

1. To take a history, examine and record all findings of all patients admitted under the Consultant's care.
2. Carry out and arrange all relevant investigations.
3. To see and examine all patients under the care of the Consultant concerned.
5. To attend and assist at out-patient sessions as per timetable of firm.
6. To arrange for the transfer of patients to other hospitals or discharge home, with a discharge summary on the clinical episode.
7. To be responsible for the care of all/any respiratory patients on the wards.
9. To dictate all discharge summaries within 24hrs and ensure that these are forwarded to the patients, General Practitioner and/or hospital of transfer as soon as possible after the patient is discharged and complete letters to General Practitioners.
10. To cross cover, in conjunction with other Specialty Registrars when one Specialty Registrar is absent or on annual or study leave and to ensure that the duties and responsibilities of the absent colleague are carried out.
11. To keep the Consultants informed of any patient who is giving cause for concern.
12. To communicate with patient's relative on the progress of the patients.
13. To be available for emergency calls to ITU and other parts of the hospital, if required i.e. for cardiac arrest.
14. To participate in research projects that may already be in progress.
15. To participate in lecturing to other staff if required, e.g. nurses.
16. To participate in the Medical Audit Programme as required.
17. To accept that occasional emergencies and unforeseen circumstances may occur, and to respond to the needs of the service when they arise.

**Medical Audit**

The Hospital is wholly committed to the ideals of continuous Clinical Audit as a means of identifying any weaknesses in care as early as possible, as a method of providing purchasers and others with accurate

quantitative descriptions of the care we provide, and as an important element of modern medical education. In particular we are interested in the development of the patient-based measures of outcome and that they are appropriate to heart and lung medicine. There is a PATS system in place for which the junior medical staff will be required to enter complete and accurate data. For all these reasons we require all junior staff to commit themselves to these ideals, of 'evidence-based medicine' and to accept our audit needs as an essential element of their time here.

**Patient care**

To serve our patients by working with them to determine their needs, viewing the quality of care as being of paramount importance

**Research**

To translate the outcomes of research into improved patient care by evaluating new ideas and being innovative in how they are applied

**Education and Training**

Although the Fellowship positions do not hold educational post-graduate approval, the post holders will be able to participate in all of the departmental Teaching and Educational meetings. These include twice weekly consultant-led teaching sessions, weekly Grand Rounds, and monthly Journal Club. The post-holder will be allocated an educational and clinical supervisor, who will support the post-holders in their training whilst in the Trust.

The National Heart and Lung Institute has excellent facilities for studying and an extensive library with all the current journals and textbooks. The National Heart and Lung Institute is developing links with Imperial College, which will enhance the facilities available for studying and research.

Numerous postgraduate courses are held in the National Heart and Lung Institute and the Paediatric Department takes an active part.

**Teaching**

The Fellows will be actively involved in the many teaching courses organised at the Royal Brompton Hospital and will be expected to teach junior members of staff and visiting undergraduate and postgraduate students.

**The Department of Respiratory Medicine at The Royal Brompton Hospital**

**Staffing**

**Consultant Staffing at Royal Brompton Hospital**

Chung K	J Stowell
Durham S	Felton I
Gyi K	George P
Hare A	Hind M
Hopkinson N	Hull J
Jose R	Kemp S

Loebinger M	Maher T
Menzies-Gow A	Molyneaux P
Patel P	Polkey M
Renzoni E	Shah A
Shah P	Simmonds N
Simonds A	Szram J
Usmani O	Wells A
Konda S	

## Conditions of Service

The posts are covered by the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales 2003), the salary will be paid at the appropriate Medical and Dental pay scale, subject to previous NHS Service.

A London Weighting allowance is payable.

## Additional Information

### Confidentiality

During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to patients and staff.

### Data Protection

In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by the Trust for any unauthorised purpose or disclose such as data to a third party. You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trust, unless expressly authorised to do so by the Trust.

### Health and safety

You must co-operate with management in discharging its responsibilities under the Health and Safety at Work Act 1974 and take reasonable health and safety of yourself and others and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

### Diversity

You are at all times required to carry out your responsibilities with due regard to the Trust's diversity policy and to ensure that staff receive equal treatment throughout their employment with the Trust.

### Risk management

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

### Conflict of interests

You may not without the consent of the Trust engage in any outside employment. 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 in the Trust. Interests that might appear to be in conflict should also be declared to your manager.

In addition, the NHS Code of Conduct and Standards of Business Conduct for NHS Staff (HSG 93/5) requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation) 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 whenever such interests are gained. You should not engage in such interests without the written consent of the

Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position that may give rise to a conflict between your private interest and your NHS duties.

### **Code of Conduct for Professionally Qualified Staff**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

### **Criminal Records Bureau**

Any applicant who is short-listed for this post will be asked to complete a disclosure form as the post-holder will be required to have contact with vulnerable adults or persons under the age of 18. The successful candidate will be subject to a criminal record check from the Criminal Records Bureau prior to the appointment being confirmed. The disclosure will include details of cautions, reprimands, and final warnings, as well as convictions if applicable.

To abide by the Trust's no-smoking policy

### **Note:**

The above description is not exhaustive, and may be altered to meet the changing needs of the post and of the directorate. The post holder will be expected to be flexible and to co-operate in accordance with the changing requirements of the directorate and of the Trust.

**PERSON SPECIFICATION**

**Job Title:** *Clinical Fellow in Respiratory Medicine*

**Department:** *LUNG DIVISION*

**Date:** *June 2020*

<b>CRITERION</b>	<b>D / E</b>	<b>Assessed by</b>
<b>Qualifications/Training</b>		
<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul>	<i>E</i>	<i>A</i>
<ul style="list-style-type: none"> <li>• <i>MRCP (UK) or equivalent</i></li> </ul>	<i>E</i>	<i>A</i>
<b>Experience</b>		
<ul style="list-style-type: none"> <li>• <i>Previous experience within Respiratory Medicine</i></li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• Evidence of achievement of Foundation and IMT competences or equivalent by time of appointment in line with GMC standards/Good Medical Practice including:</li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• Good clinical care</li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• Maintaining good medical practice</li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• Good relationships and communication with patients</li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• Good working relationships with colleagues</li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• Good teaching and training</li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• Professional behaviour and probity</li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• Delivery of good acute clinical care</li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• Evidence of ST1 &amp; ST2 competences in Medicine by the post start date or equivalent</li> </ul>	<i>E</i>	<i>A/I/R</i>
<b>Skills, Knowledge and Abilities</b>		
<ul style="list-style-type: none"> <li>• <i>Audit</i></li> </ul>	<i>E</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• <i>Teaching</i></li> </ul>	<i>D</i>	<i>A/I/R</i>
<ul style="list-style-type: none"> <li>• <i>Research</i></li> </ul>	<i>D</i>	<i>A/I/R</i>
<b>Other</b>		
<ul style="list-style-type: none"> <li>• <i>Specific interest in the management of respiratory patients</i></li> </ul>	<i>E</i>	<i>A/I</i>
<ul style="list-style-type: none"> <li>• <i>Commitment to continuing medical education</i></li> </ul>	<i>E</i>	<i>A/I</i>

**KEY:**

***E = Essential D = Desirable A = Application I = Interview R = References***

## **Appendix One**

### HEALTH CLEARANCE

Applicants invited for interview will be asked to complete a medical questionnaire for submission to the Trust's Occupational Health service.

NB Medical staff who will be undertaking clinical work will be required to provide written proof of hepatitis B immunisation and antibody status, BCG and rubella immunisations. In the absence of such evidence the post holder will not be placed on the payroll or undertake clinical work until the evidence is produced to the satisfaction of the Trust.

The Trust requires that any doctor or dentist who directs the use of x-rays for procedures such as cardiac catheterisation, pacemaker insertions, orthopaedic procedures, etc, in-patient investigations or administers radioisotopes to patients possesses a certificate as proof of training in accordance with the "Ionising Radiation (Protection of Persons undergoing Medical Examination or Treatment) Regulations 1988", and submits a copy of their certificate to the Medical Staffing Department. Courses to allow Trust medical staff to obtain the certificate are available through the Department of Medical Physics, Churchill.

### CLINICAL GOVERNANCE

The post-holder will participate in the clinical audit, clinical effectiveness, risk management, quality improvement and any other clinical governance activities as required by the Trust, Health Authorities, and external accrediting bodies.

### PERSONAL AND PROFESSIONAL DEVELOPMENT

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice. Study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and other appropriate personal development needs.

### MANAGEMENT

The post-holder will be required to work within the Trust's management policies and procedures, both statutory and internal, accepting that the resources available to the Trust are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with the Trust. He/she will undertake the administrative duties associated with the care of his/her patients, and the running of his/her clinical department under the direction of the Divisional Director.

### GENERAL

The post-holder will assume a continuing responsibility for the care of patients in his/her charge and the proper functioning of his/her department.

### IMPORTANT GENERAL NOTE

The post-holder must take responsible care of his/her own health and safety and any other personnel who may be affected by his/her omission. Trust policies and regulations must be followed at all times.

### INDEMNITY

Under NHS Indemnity, the Trust will take direct responsibility for costs and damages arising from medical negligence where it (as employer) is vicariously liable for the acts and omissions of its medical and dental staff.

Where junior medical staff are involved in the care of private patients in an NHS hospital, they would normally be doing so as part of their contract. It is advisable that junior doctors who are involved in work outside his/her employment should have medical defense cover. This includes Category 2 work, i.e. reports for insurance companies, cremation fees.

### **Core behaviours for all Trust staff**

All staff will commit to:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance
- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

In addition, all managers and supervisors will:

- Value and recognise the ideas and contributions of all team members
- Coach individuals and teams to perform to the best of their ability
- Delegate work to develop individuals in their roles and realise their potential
- Give ongoing feedback on performance, and effectively manage poor performance
- Provide support and guidance to all team members
- Encourage their team to achieve work/personal life balance
- Actively listen to comments/challenges and respond constructively
- Lead by example, setting high standards
- Ensure that there are sufficient resources for their team and rebalance priorities accordingly
- Provide a safe working environment