

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	Consultant in Emergency Medicine - special interest in High Intensity User Patients and Mental Health
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	Clinical Director for Emergency Medicine Head of Specialty for Emergency Medicine at each site
Accountable to	Divisional Director of Medicine
On call: call frequency and details of supplements	1 in 7 on call

Background to the post

We are recruiting a substantive consultant in Emergency Medicine with a special interest in High Intensity Users (HIU) and mental health. The post holder should have previous experience in acute mental health crisis presentation and patients with high intensity usage in Urgent and Emergency care services. The role will aim to develop partnership working with mental health trusts, mental health leads within Imperial, use of QI methodology to improve patient care, and education of ED teams on acute mental health crisis presentation. This post is an exciting opportunity to work in a large, diverse and cohesive team of Emergency Medicine consultants. The post is suitable for new consultants who have recently completed entry onto the specialist register in Emergency Medicine as well as for experienced consultants with established special interests looking to further develop these in the setting of an academic health science centre and major trauma centre.

Applications are welcomed from consultants who can demonstrate experience or dual accreditation in one or more of:

- Departmental or directorate leadership
- Research
- Major Trauma
- ICU
- Acute medicine
- Education
- Frailty
- Mental Health

This post will be based at St Mary's Hospital. Cross site working can be negotiated if the post holder wishes to work across both sites and the team job plan allows. For those that work cross site, on call commitments, non-clinical responsibilities and educational supervision will take place on their base site. It will commence as per the job plan below but it is expected that there will be a reconfiguration of the team across the 2 sites to equalise the weekday cover. Annual job planning allows the opportunity for further changes to job plans, including the potential for cross site working. Therefore there will be the opportunity to redistribute duties between the 2 sites by agreement within the consultant team as part of annual team job planning.

Imperial College Healthcare NHS Trust has two type 1 Emergency Departments, on the Charing Cross and St Mary's campuses. The consultant team provides direct clinical care to patients, clinical supervision to the junior medical team, and department overview to maintain patient flow and mitigate clinical risk. The team at Charing Cross currently has 12 WTE based at Charing Cross. The on call 1:14 weekdays on call and 1:7 weekends.

The team at St Mary's have 17.5 WTE consultants as well 4 WTE military consultants. The on call for these consultants is 1:14 weekdays on call and 1:7 weekends based at St Mary's. The consultants in post have mixed job plans including senior responsibilities in the Medical Director's office, military duties and Paediatric Emergency Medicine commitments.

St Mary's Hospital is the designated Major Trauma Centre for North West London and recently received an excellent peer report. Clinical sessions in the job plan at St Mary's will include cover for the major trauma service as trauma team leader. Charing Cross Hospital is a designated Hyper Acute Stoke Unit. Both sites are developing their same day emergency care (SDEC) and job plans will include SDEC sessions delivering clinical supervision to junior medical staff.

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.

Charing Cross Hospital Emergency Department

The Emergency Department and Urgent Care Centre at Charing Cross provide facilities for 90,461 patients a year 24 hours a day. Only small proportions (2,400) of these are children as there are no paediatric services on site. The service for emergency patients attending Charing Cross is provided by the Emergency Department and the Urgent Care Centre. All self-referred walk-in patients are streamed by UCC staff (usually a EP) and appropriate cases are referred to the ED. Ambulance arrivals are seen in the ED. The ED sees approximately 53% and UCC 47% of the total patients attending the site. At both CXH & SMH, ED patients are registered on the Cerner Firstnet system and the UCC patients on Adastral.

The Emergency Department has an eight-bedded Critical Care area (resuscitation room), 3 bedded rapid assessment area, 15 Assessment trolleys and 15 EOU beds.

The Urgent Care Centre is open 24 hours a day, seven days a week and is staffed by GPs and EPs. The EM consultants provide the UCC with clinical support when required.

There is a 15 bedded Clinical Decision Unit for Assessment patients and short stay (<24 hours) admissions under the direction of the EM consultants working with the inpatient specialties. In addition there are 4 ambulatory care cubicles to deliver SDEC. Clinics for Consultant follow up, soft tissue injuries and minor fractures are held 5 days a week within the ED service. The ambition for the SDEC unit is to also deliver the 12 nationally agreed pathways as well as supporting specialty hot clinic activity. This unit sits under Emergency Medicine and Consultant cover is provided by the Emergency Medicine team.

The department works closely with the Acute Medicine Team, which is led by an acute medical 'consultant of the week'. The Trust Hyper Acute Stroke Unit is based at Charing Cross and the

emergency stroke patients are initially seen in the ED. The department hosts FY1 and FY2 training posts for Imperial College Foundation School, ACCS and CT3EM trainees. The department provides higher training for 2 Emergency Medicine trainees ST4 and above.

The department has a middle grade doctor present 24 hours a day and the nursing staff are led by a band 7 24 hours a day. ED consultants provide clinical presence in the ED from 08:00-22:00 during the week, 08:00-16:00 on EOU and 6 hours per day at the weekend.

Service activity

This post is to provide Consultant Clinical leadership to both Emergency Department teams, ensuring optimal efficient use of resources and the best possible management of patients presenting as an emergency.

Clinical staffing (to include key research/practice interests)

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 Lajeesh Vettikkat
Dr Neil Thompson (Head of Specialty Paeds ED)	Dr Lamprini Vlara
Julia Gamston (Head of Specialty UTC)	Dr Lucy Bingham
Dr Abosede Ajayi	Dr Marwa El-Zanfaly
Dr Akshay Hindocha	Dr Nabeel Adel Karem Jemah
Dr Aninda Mitra	Dr Nicola Batrick
Dr Anna Claire Feld	Dr Patricia Ward
Dr Asif Rahman	Dr Philip Dobbs
Dr Avalon Probst	Dr Rebecca Salter
Dr Caroline Lombe Simpungwe	Dr Sarah Finlay
Dr Claire Liegeois	Dr Oliver Jefferson (Military)
Dr Dane Moravek	Dr Sophie Jefferys (Military)
Dr Danny Sharpe (military)	Dr Ursula Edirisinghe
Dr Emily Cadman	Dr Vanessa Merrick
Dr Euan Douglas	Dr Vasundhara Talwar
Dr Francesca Cleugh	Dr Wendy Matthews
Dr George Bailey	Dr William Rush
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

Charing Cross Hospital

Other Medical Staff

Post	Number of posts
Specialist Registrar Tier	16
SHO Tier	21

Nursing Staff/Care Workers/ Other Clinical staff

Post	Number Employed
Nursing Staff	1 8A, 8.4 B7, 20.05 B6, 42 B5, 1.6 RMN 10 B3
Housekeeper	1
Social Prescriber	1

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Administrative Staff

Post	Number Employed
Secretarial	1
Reception	14.3 + 1 Supervisor

Managerial Staff CXH

Designation	Name
Lead Clinician	Chioma Ginigeme
General Manager	Ffion Griffiths
Lead Nurse	Emma Tippins
Deputy General Manager	Iona Jackland
Service Manager	Hafza Abdirahman
Matron	Amy Hill

Teaching activities

Both departments have weekly junior doctor teaching, active nurse education programmes and host Imperial medical students. All posts contain a significant commitment to shop floor education and clinical supervision. Each post holder will have specific responsibility as educational supervisor for a number of trainees and undertake other educational activities in teaching undergraduate medical students, department trainees and regional training activities and recruitment.

The department has a number of trainees who are engaged with completing the CESR programme. This programme is overseen by a dedicated CESR lead for each site. There are 7 WTE rotational SDM posts across St Mary's and Charing Cross that are enrolled into the CESR programme at any one time. Staff will undertake secondments within Paediatric Emergency Medicine, Anaesthetics, Intensive care medicine and SDEC. This programme was introduced into the department to support recruitment and retention with the view to developing the consultant workforce.

Key stakeholders

This post will join the consultant teams working in the Emergency Departments on both sites. The post holder will work closely with other members of the team to ensure delivery of high quality emergency care within the strategic framework agreed by the Emergency Medicine Directorate and to ensure the safe and effective implementation of the Major Trauma Centre at St Mary's. They will work closely with the Head of Specialty for the Emergency Departments, the Chief of Service for the Emergency Medicine Directorate, the Trauma Director and other Division colleagues to ensure the highest standard of care.

Key areas of responsibilities

- **Provide high quality care to patients in Emergency Medicine**

The post holder must be medically qualified and maintain GMC specialist registration.

- To develop and maintain the competencies required to carry out the duties required of the post.
- To ensure prompt attendance at agreed direct clinical care programmed activities.
- To ensure patients are involved in decisions about their care and to respond to their views.

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- **Research, teaching and training**
 - Where possible to collaborate with academic and clinical colleagues to enhance the Trust's translational research portfolio, at all times meeting the full requirements of research governance.
 - To provide high quality teaching to medical undergraduates and members of other health care professions as required by clinical director.
 - To act as educational supervisor and appraiser as delegated by the divisional director/clinical director to ensure external accreditation of training post.
- **Performance management**
 - To work with medical, nursing and managerial colleagues to ensure high performance in the following areas:
 - Clinical efficiency e.g. LOS reductions, reducing cancelled operations and DNA rates.
 - Quality of outcomes e.g. infection control targets, reducing re-admission rates
 - Financial management e.g. identification, implementation and achievement of cost improvement programmes and participating in efforts to ensure services are provided cost effectively e.g. managing locum agency spend, monitoring and managing the drug budget to target, ensuring accuracy of clinical data for the team
 - Operational efficiency e.g. day-case rates, waiting list activity and demand management.
- **Medical staff management**
 - To work with colleagues to ensure junior doctors' hours are compliant in line with EWTD and New Deal.
 - To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
 - To participate in the recruitment of junior medical staff as delegated by the divisional director or clinical director.
 - To participate in team objective setting as part of the annual job planning cycle.
 - To be responsible for the annual appraisal of all doctors in training, Trust doctors and non-consultant grades as delegated by the divisional director, clinical director or general manager.
- **Governance**
 - To review clinical outcomes in designated area using external benchmarking data where appropriate, to identify and advise variances to the divisional director or clinical director.
 - To participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented.
 - To work closely with the directorate, patient and public involvement panels in relation to clinical and services developments as delegated by the divisional director/clinical director
 - To participate in ensuring NICE requirements are reviewed and implemented and monitored in the speciality areas.
 - To ensure clinical guidelines and protocols are adhered to by junior medical staff and updated on a regular basis.
 - To keep fully informed about best practice in the speciality areas and ensure implications for practice changes are discussed with the divisional director/clinical director
 - To role model good practice for infection control to all members of the multidisciplinary team

- **Strategy and business planning**
 - To participate in the business planning and objective setting process for the directorate and Trust where appropriate.
 - To represent the Trust at appropriate clinical networks/other external clinical meetings, as delegated by the divisional director/clinical director.
- **Leadership and team working**
 - To demonstrate excellent leadership skills with regard to individual performance, clinical teams, the Trust and when participating in national initiatives.
 - To work collaboratively with all members of the multi-disciplinary team and Imperial College London as required.
 - To chair regular meetings for the specialties.
 - To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
 - To adhere to Trust/departmental guidelines on leave including reporting absence.

Research opportunities

The post holder will be expected and supported to develop research initiatives, appropriate to previous experience and complementary to those programmes that exist within the wider research framework of the directorate and Trust.

Excellent research opportunities are available throughout the Trust and with Imperial College London. A number of funding opportunities are available from the Biomedical Research Centre, the Trust Research Committee and from NIHR. In addition, there are opportunities for research funding from the Medical Research Council, BBSRC, the Wellcome Trust and other medical charities.

An honorary academic appointment with Imperial College Faculty of Medicine will be offered if research and/or teaching is undertaken.

The Trust supports and has facilitated a large number of honorary academic appointments with Imperial College Faculty of Medicine. Opportunities should be discussed with the divisional director.

Job plan

A formal job plan will be agreed between the appointee and Clinical Director on behalf of the Medical Director. An indicative Job plan is shown in the template below. The post-holder will be expected to work 1:7 weekends on either the St Marys or the Charing Cross site. The site will be determined by mutual agreement after appointment taking into account the special interests of the appointee and in conjunction with the cross site team job plan.

The post holder and Clinical Director will review the Job Plan annually in line with the provisions in Schedule 3 of the Terms and Conditions. Either may propose amendment of the job plan. The weekly timetable will be agreed as part of a team job plan.

Principles

1 late shift alternative weeks or weekly dependent on team job planning

0800-1700 cover to include a combination of SDEC, EOU, RAT and TTL (SMH only)

1:7 weekends with 8 hours per day

On call cover once per week

There is the option to work fixed sessions or to participate in self rostering. All shifts are calculated on an annualised basis and team job planning allows considerable flexibility so the below is indicative.

Sample job plan* single site unless by mutual agreement

Day	Time	Location*	Work	DCC/SPA /AR	No. of PAs
Monday	08-16		ED alternate weeks	DCC	2
	08-16	SPA	SPA/EPA alternate weeks	SPA/EPA	
Tuesday	08-16		SPA/EPA alternate weeks	SPA/EPA	2
	08-17		ED alternate weeks	DCC	
Wednesday					
	15-0000		DCC		3
Thursday					
Friday	08-16		DCC	DCC	2
Predictable on-calls	1 in 7 weekends 4 PA's per day				1
TOTAL PAs					10

***Variable depending on whether working on a single site or cross site.**

Programmed Activities (PAs)

A total of 10 PAs

Clinical Activities:

8 PAs per week

Supporting Programmed Activities: 1.5 PAs per week

Education Programmed Activities: 0.5 PA per week (1PA per 4 trainees, or 8 trust doctors supervised)

On Call supplement:

Category A

Intensity, medium frequency

Administrative/secretarial support:

The post holder will be supported by the secretarial and administrative staff of the Emergency Departments.

Office facilities

The post holder will have office facilities and computer access at St Mary's Hospital and Charing Cross Hospital as appropriate. The trust provides comprehensive Internet access and IT support.

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PERSON SPECIFICATION

Post: Consultant in Emergency Medicine – Special Interest in HIU

Clinical Director: Dr Alison Sanders

Heads of Specialty: Dr Barbara Cleaver– SMH

Dr Chioma Ginigeme - CXH

Divisional Director: Frances Bowen

Attributes/skills	Essential	Desirable	Measurement
Qualifications	On GMC Specialist Register in Emergency Medicine		Application form
Higher qualifications	Fellowship of the College of Emergency Medicine or equivalent higher degree in Emergency Medicine ATLS, APLS, ALS provider	MSc, BSc or higher research degree Life support instructor	
Relevant experience in specialty/Sub specialty	Completion of training programme in Emergency Medicine (or within three months at interview) Relevant experience in UK or Ireland for clinical leadership	Prior substantive emergency medicine experience within the UK.	Application/Interview
Clinical skills	Able to demonstrate clinical skills in managing the full range of patient presentations as defined in the College of Emergency Medicine curriculum. Able to lead major trauma calls.	Additional skills appropriate for leadership of major trauma.	Application/Interview Reference
Management skills	Understanding of the challenges of clinical leadership and managing a multiprofessional team within financial constraints Understanding of performance issues	Management courses appropriate to the ED Experience of service evaluation and development.	Application/Interview
Teaching & Training	Experience of teaching and training. Good teaching skills. Experience of educational & clinical supervision	Completion of educational training course. Experience at deanery level of foundation training programmes	Application/Interview
Audit	Evidence of completion of audit project including implementation of recommendations Evidence to provide clinical leadership for audit programmes		Application/Interview

Academic achievements including research/publications		Evidence of publications Evidence of participation in clinical research appropriate to appointment in ICHT at consultant level	Application/ Interview
Language	Are able to speak and write English to the appropriate standard necessary to fulfil the job requirements.		Application /Interview
Physical requirements	Meets professional health requirements Pre-employment health screening		Occupational health Interview
Communication Skills	Excellent written and spoken communications, ability to build rapport and work with others. Excellent team leadership skills IT Skills and computer literacy		Interview
Decisiveness/ Accountability	Ability to take responsibility, show leadership, make decisions, exert appropriate authority		Interview
Patient Focused Skills	Empathy, understanding, listening skills, patience, social skills appropriate to different types of client		Interview
Reliability	Punctuality, attendance, sense of responsibility		Interview, Reference
Flexibility	Able to change and adapt, respond to changing circumstances		Interview
Resilience	Ability to cope with setbacks or pressure		Interview
Thoroughness	Preparedness, commitment		Interview
Drive/Enthusiasm	Self-starter, motivated, shows interest		Interview
Probity	Honesty, integrity, appreciation of ethical dilemmas		Interview

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.