

Innovative Clinical Fellows - Job Description

Grade: Trust Doctor at ST4+ level

Staff Group: Medical and Dental

Department: Emergency Department

Reports to: Educational Supervisor

Job Summary:

These are new roles to strengthen our existing HST and Speciality tier of doctors.

There are 3 options for this role:

1. 80% of your working time in Emergency Medicine and 20% in your area of specialist interest. We can support the following areas of specialist interest:
 - Medical Education, including funding for a PGCE
 - Simulation
 - Medical management and leadership
 - Medical Law
 - Quality Improvement
 - Sports Medicine working with Southampton Football Club
 - Research
 - IT/digital
 - Intensive Care Medicine
 - Acute Geriatrics
 - Hyper-acute stroke
 - Neurology
 - Paediatric Emergency Medicine
 - Palliative Medicine
 - Occupational Health with the possibility of introduction to diving medicine, radiation, aviation, survival & thermal medicine
 - Public Health Medicine
 - Plastic Surgery
 - Toxicology
 - Tropical Medicine
2. 100% of your time in Emergency Medicine with up to 3 months paid leave to work as an Expedition Medic with Raleigh International (this requires successful acceptance onto their programme)
3. 100% of your time in Emergency Medicine with a flexible contract (e.g. term time working)

Emergency Department:

Emergency Medicine is at the heart of the hospital's emergency care pathway and has recently been awarded £58 million from the Department of Health to develop and innovate the delivery of Unscheduled Care across the Trust. The department is led by a highly motivated group of Consultants who provide high quality care, support junior

doctors as well as driving change. They are present on the shop floor for 16 hours a day. In addition there is an excellent co-located Paediatric Emergency Department that has also has Consultant delivered care until midnight.

In the past year the department has been recognised nationally for the innovative QI approach to patient care. This includes

- Being part of the team that won the HSI award for Consultancy partnership of the year, for the quality improvement work within the department.
- Shortlisted in the BMJ awards in the Anaesthetic and perioperative team of the year for the QI work to improve pain relief for patient presenting with neck of femur fractures.

The department has a strong education ethos with many of our trainees returning as Consultant colleagues. The opportunities include:

- Clinical Educators – we have a dedicated team of Consultants that provide 4 hours of shop floor education, 5 days a week. These Consultants are in addition to the Consultants providing shop floor care and the sole purpose is to provide training and learning for junior doctors. They complete SLE's as well as support trainees requiring competency sign off in specialists areas , e.g. sedation or ultrasound
- 2 hours of protected teaching a week
- Regular simulation sessions, including virtual reality
- Daily 12 o'clock teaching vignettes

Whilst this is not a formal training post, the successful candidate would have the opportunity to access the same departmental training opportunities as those on a postgraduate training programme.

Job:

Emergency Medicine

Although this post is not approved for postgraduate training the duties are the same as the existing specialty training posts. The successful candidate will be assigned a Consultant educational supervisor and will be encouraged to maintain an educational portfolio with appropriate assessments to their level of experience and participate in annual appraisal.

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees.

The successful candidate duties will include:

1. Delivery of shop floor care to patients arriving in the Emergency Department.
2. Participate in a 24/7 rota including weekend work and night shifts.
3. Provide support and teaching for F2s and ST1-3 doctors working in the Emergency Department including carrying out and supervising bedside procedures.
4. Ensure discharge summaries are completed in a timely manner and communicate with GPs and other clinical colleagues as required.
5. Maintain continued professional development.
6. Attend educational and multidisciplinary sessions.
7. Completion of essential/mandatory training
8. Comply with all local policies including, dress code, annual and study leave.

Selected Specialty – the exact nature of the work will depend on your selected speciality and may include

1. Undertaking supervised work with a specified group of patients
2. Undertaking a research project and presenting back findings to specified clinical and management groups
3. Creating, leading and implementing an approved medical initiative.

OR

Up to 3 months as an Expedition Medic with Raleigh International. The candidate is required to submit a separate application and go through a selection process with Raleigh International to be accepted onto this programme.

Raleigh International is a sustainable development charity, and is involved in improving health and hygiene in communities as well as empowering a generation of champions of the natural environment. Expedition locations include Tanzania, Nepal, and Costa Rica / Nicaragua. The doctors are well supported and have a senior expedition medic on-call at all times.

During this time you would continue to be paid, but the fellow would be expected to pay for flights and all volunteers costs related to the expedition.

Person Specification

	Essential	Desirable
Qualifications	Full GMC registration with a licence to practice Primary medical qualification recognised by the GMC PLAB (if applicable) IELTS (overall 7.5 score) or OET ALS, APLS, ATLS or equivalent	MRCEM or intermediate FRCEM
Clinical Experience	Evidence of completion of 5 year training programme Demonstrable skills and experience in Emergency Medicine	Experience of working within the NHS
Clinical Skills	Demonstrate evidence of being able to <ul style="list-style-type: none"> - manage/prioritise time - manage information effectively - prioritise clinical need Ability to maximise safety and minimise risk. Monitor developing situations and anticipate issues. Ability take clear and concise case histories and conduct a good clinical examination Ability to initiate treatment of common medical conditions Ability to cannulate and catheterise patients.	Experience of working with in the NHS
Knowledge	Able to demonstrate appropriate level of clinical knowledge Evidence of annual appraisal/ARCP Knowledge and use of evidence based practice IT skills. Effective, confident presentation ability Practical experience of working in various medical and surgical specialities. Good understanding of working with patients with multiple medical co-morbidities.	Desirable to have previous experience of working with common NHS IT systems like PACS.
Other	Resilience and ability to function effectively under pressure Able to adapt to working with the whole team. Evidence of participation in audit Good written and spoken English adequate to enable effective communication Logical thinking, problem solving and decision making Applicants must meet professional health requirements (in line with GMC standards/Good Medical Practice)	Publications Prizes and honours

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: