

Royal Brompton and Harefield Clinical Group

Job Profile

Junior Clinical Fellow in Cardiothoracic Surgery

Harefield Hospital

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Royal Brompton & Harefield Clinical Group

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.

1.2 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, Chief Executive	Mr Robert Craig, Director of Development & Operations
Dr Mark Mason, Medical Director	Mr Nicholas Hunt, Executive Director
Jo Carter, Director of Nursing	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 Adult Congenital Heart Unit

The Adult Congenital Heart Unit is one of the largest dedicated services of its type in the world, providing care for around 4,000 patients. The unit has an active interventional and surgical programme. Specialist clinics include high-risk pregnancy, intervention and pulmonary hypertension. Research is given high priority within the unit exemplified by the most recent assessment from the HFCE. RB&HH produces more highly-cited publications in ACHD than any other Trust in the country, or anywhere else in the world.

1.5 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.

- **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.

- **Research and Development**

The Group structure for managing research changed in April 2017, with oversight for research being placed within the clinical divisions. In response to this, a new structure was implemented incorporating both operational and strategic aspects. To ensure appropriate delivery and oversight, new Cardiac and Respiratory Research Committees have been established with oversight and focus of operational running of the core facilities.

- **King's Health Partners**

As part of the wider Trust, the RB&HH Clinical Group partners with King's Health Partners, which provides further opportunities for collaboration and honorary positions for our research experts. King's Health Partners is a very strong and productive collaboration

between Guy's & St Thomas', King's College Hospital, South London & Maudsley NHS Trust and King's College London as the academic partner.

King's College London is a leading Russell Group, multi-faculty university with a wide spectrum of academic activities covering medicine, the life sciences, nursing, dentistry, pharmacy, psychiatry, physical sciences, engineering, arts and humanities, business, social sciences and law. The vast majority of medical research and educational activities – including all cardiovascular and respiratory activities - are based within the Faculty of Life Sciences & Medicine, which is one of the largest and most successful centres for biomedical research and education in the UK. It employs almost 1,900 staff (full time equivalent), of which there are 440 academic staff and 800 research staff.

RB&HH colleagues have been invited to affiliate and work with staff within the Life Sciences & Medicine Faculty and at King's College more widely. There are numerous opportunities for exciting collaborations in research, education, innovation for example and tremendous strengths and benefits from these synergies, which are just being explored, RB&HH colleagues are also able to obtain honorary appointments with King's College London too. All partners in the Kings Health Partnership share the same vision of creating a unique and world-leading centre of clinical-academic excellence for cardiovascular and respiratory patients.

- **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 Clinical Services at Harefield Hospital

General Overview

The Trust's surgical programme makes it the largest Cardiothoracic Unit in the UK. The Trust supports a wide catchment area having longstanding referral relationships with clinicians in Beds & Herts, Bucks, Berks, Surrey and the South West Peninsula, as well as providing tertiary and quaternary services to referrers across the UK.

Harefield Hospital provides both Cardiac and Thoracic Surgical services including Transplantation and MCS. Recent activity is as follows:

2019/20 Activity	
Transplant	40 lung + 23 heart = 63 Transplants
Long Term VADs	30 VADs

At Harefield there are currently 200 beds in the Hospital:

- Transplant unit: Rowan ward and Fir Tree ward 34 beds, including 10 HDU beds
- There are currently 180 beds at Harefield Hospital:
Surgery & Private Patient, Maple ward, Cedar ward & Juniper: 60 beds including 4 HDU beds
- Critical Care: 24 ITU beds, 7 recovery beds and 10 HDU beds
- Cherry Tree Day case ward: 16 beds
- Acute Cardiac Care Unit, Oak & Acorn wards: 50 beds

Harefield Cardiac Surgery & Transplant Services

The Heart Division, Harefield provides a comprehensive service for patients requiring cardiothoracic surgical intervention including:

- Mitral valve surgery
- Minimally invasive cardiac surgery
- Heart & lung failure surgery
- Coronary artery bypass surgery
- Aortic valve surgery
- Aortic surgery

Cardiac Surgery, transplant and MCS

Mr Sunil Bhudia	(C)	Lead for cardiac surgery
Mr John Dunning (November 2021)	(T/M/C)	Director of transplantation & MCS
Mr Mario Petrou	(T/M/C)	
Prof Ulrich Stock	(T/M/C)	
Mr Fabio De Robertis	(T/M/C)	
Mr Toufan Bahrami	(C)	
Mr Jullien Gaer	(C)	
Mr Shahzad Raja	(C)	
Mr George Asimakopoulos	(C)	
Mr Ulrich Rosendahl	(C)	
Miss Hassiba Smail	(T/M/C)	Locum
Mr Faruk Oezalp	(T/M/C)	Locum

Thoracic Surgery

Mr Vladimir Anikin	Adult
Miss Emma Beddow	Adult
Mr Nizar Asadi	Adult
Mr Jonathan Finch	Adult

1.1. Harefield Cardiology Services

Invasive and Interventional Cardiology:

The department has four Cardiac Catheter Laboratories providing all aspects of invasive angiography, interventional (PCI), pacing and electrophysiology. In addition, a Transcatheter Aortic Valve Implantation (TAVI) service was established in 2010 and continues to grow.

Non-Invasive Cardiology:

A comprehensive service is provided which includes stress testing, echocardiography, trans-oesophageal echo, ambulatory monitoring, 24-hour tapes, ECG's, full outpatient cardiac facilities and pacing clinics. There is a major interest and expertise in Nuclear Cardiology as well as a close working relationship with our radiological colleagues to provide Cardiac CT.

Imaging:

The specialist Cardiothoracic Imaging services at Harefield Hospital are of high quality with rapid access to CT. In 2017 a new Imaging Centre was built at Harefield which provided a fixed MRI scanner and a second 128-slice CT scanner.

There is access to both cardiac and general nuclear medicine scanning on site.

Consultant	Specialist Interest	Site
Dr Aigul Baltabaeva	Imaging/Echo	HH
Dr Mahmoud Barbir	Preventative Cardiologist	HH/RBH
Dr Anthony Barron	Heart failure/Echo	HH/ THH
Dr Mohssen Chabok HH/Hillingdon	Intervention	
Dr Zhong Chen	Electrophysiology	HH
Dr Paras Dalal	Thoracic Radiology/CT/PET	HH
Dr Miles Dalby	Invasive/Interventional	HH
Dr Richard Grocott Mason	Intervention	
Dr Shouvik Haldar	Electrophysiology	HH
Dr Jonathan Hill	Intervention	RBH
Dr Wajid Hussain	Electrophysiology	HH
Dr Charles Ilsley	Invasive/Interventional	HH
Dr David G Jones	Electrophysiology	RBH / HH
Dr Tito Kabir	Invasive/Interventional	HH
Dr Rebecca Lane	Devices/Heart Failure	HH
Dr Rakesh Sharma	Heart Failure	RBH
Dr Vias Markides	Electrophysiology	HH/RBH

Dr Mark Mason	Devices	
Dr Tarun Mittal	Cardiac Radiology/MRI/CT	HH
Dr Vasileious Panoulas	Intervention	HH/RBH
Dr Antonis Pantazis	Inherited conditions	RBH/HH
Dr Gareth Rosser	Intervention	HH /
Hillingdon		
Dr Shelley Rahman-Haley	Echocardiography/Cardiac Imaging	HH
Dr Ranil da Silva	Heart Failure	RBH
Dr Rob Smith	Invasive/Interventional	HH
Dr Joyce Wong	CMR	HH
Dr Tom Wong	Electrophysiology	RBH/HH

JOB DESCRIPTION

Post:	Junior Clinical Fellow in Cardiothoracic Surgery
Location:	This is a Clinical Group appointment and the main base will be at Harefield Hospital. The post holder may also be required to work at our Royal Brompton site on an intermittent basis, or more regularly in due course by mutual arrangement. Additionally, the post holder may be required to work at any of the trusts sites and any associated sites as required.
Duration:	This post is for 6 months in the first instance, extendable by mutual consent to up to 23 months.

DUTIES OF THE POST

Aims and responsibilities of the post:

The junior post holders will rotate between the consultant firms and be fully involved in a range of cardiothoracic work. In addition to providing immediate cover to patients in cardiac recovery and on the general cardio-thoracic ward, the post holder will provide cover for intensive care emergencies. Consultant cover will be available at all times.

Clinical Duties

1. To take 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, (ward rounds include those in the Intensive Therapy Unit) ensuring communication is maintained regarding the condition of any of their patients
4. To assist when required in the operating theatre whilst participating in a one in six theatre week.
5. To attend and assist Outpatient clinics when required under the direction of the consultant and to ensure that clinic letters are dictated promptly to fall in line with the 18 week referral to treatment policy.
6. To arrange for the transfer of patients to other hospitals or discharge home and including a discharge summary on patient's transfer.
7. To be responsible for the care of all cardiothoracic patients on the wards when working the on-call duty during weekend and evenings under the direction of the on call Senior Clinical Fellow (SpR).

8. To perform minor surgical procedures such as chest aspiration, insertion of intercostal tubes, etc. and if necessary under the supervision of a Registrar.
9. To dictate all urgent discharge summaries and ensure that these are forwarded to the patient's General Practitioner or hospital of transfer within 24 hours after the patient is discharged and complete letters to General Practitioners.
10. To cross cover, in conjunction with other Junior Clinical Fellow (SHO) to ensure the service is covered during periods of absence, annual or study leave and with the guidance and supervision of the appropriate Senior Clinical Fellow (SpR).
11. To keep the Specialist Registrar and Consultant informed of any patient who is giving cause for concern.
12. To communicate to a patient's relative the progress of that patient.
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 which may already be in progress.
15. To participate in lecturing to other staff if required, e.g. nurses and physiotherapists.
16. To accept that occasional emergencies and unforeseen circumstances may occur, and to respond to the needs of the service when they arise.
17. To participate in the Medical Audit Programme monthly and update PATS data entry.

Clinical Group

The Clinical Group is the largest cardio-thoracic centre in the UK. Both hospitals are at the international leading edge of the investigation, treatment and care of people with heart and lung disease. The Trust provides comprehensive patient services for all age groups from infancy to old age. It has an international reputation for innovation and leadership in clinical care, research and education in heart and lung disease. In all aspects of its work, it has a close relationship with the National Heart and Lung Institute, which is a division of the Faculty of Medicine, Imperial College of Science, Technology and Medicine. The Trust has 2425 members of staff, 458 beds, 11 operating theatres and 7 fixed and 1 mobile catheter laboratories, and is based on two sites, one in Chelsea in the heart of London and the other in Harefield, Middlesex.

Harefield Hospital Site

Harefield Hospital is the largest centre for heart and lung surgery in the United Kingdom. Over 2,000 operations are undertaken each year, and it is expected that these numbers will increase in the future. Services are offered for a wide range of acquired and congenital heart disease, together with lung and oesophageal disease. Harefield is also the regional centre for cardiology and an international centre for heart and heart-lung transplantation.

General Overview

The Trust's surgical programme makes it the largest Cardiothoracic unit in the UK. The Trust supports a wide catchment area having longstanding referral relationships with clinicians in Beds & Herts, Bucks, Berks, Surrey and the South West Peninsula, as well as providing tertiary and quaternary services to referrers across the UK.

The Directorate provides both Cardiac and Thoracic Surgical services on both Royal Brompton and Harefield sites, with a Paediatric/GUCH service at the Brompton, and Transplantation at Harefield Hospital.

At Harefield there are currently 184 beds in the Hospital.

Cardiac Surgery, within the Heart Division at Harefield Hospital, provides a comprehensive service for patients requiring cardiac surgical intervention including:

Heart & Lung failure surgery

Coronary Artery By-pass Surgery (including total arterial revascularization and Off-Pump techniques)

Aortic Valve Surgery

Mitral Valve surgery

Minimally invasive cardiac surgery (including minimal access valve replacement and endoscopic vein harvesting)

Aortic Surgery

Thoracic Surgery is undertaken by 4 consultants and has an international reputation for pioneering clinical practice and research. The work involves total care of the patient, both pre and post operatively and a large commitment to the Intensive care unit.

Research and Development

Research is a major activity at Harefield Hospital and the Trust.

Harefield Hospital Support Services

Invasive and Interventional Cardiology

The Cardiology department has four catheter laboratories providing all aspects of invasive angiography, interventional (PCI), pacing and electrophysiology, and a biopsy/pacing room.

The Primary Angioplasty Service continues to expand and has been recognised as providing amongst the best “door to balloon” times in the UK.

Non-Invasive Cardiology

A comprehensive service is provided which includes stress testing, echocardiography, transoesophageal echos, nuclear cardiology, ambulatory monitoring, 24-hour tapes, ECGs, full outpatient cardiac facilities and pacing clinics. There is a close working relationship with Radiology to provide Cardiac CT (including CT Angio) and MRI.

Imaging

The specialist Cardiothoracic Imaging services at the Harefield are of high quality with rapid access to CT. The Department has a 64-slice CT scanner. There is access to both Cardiac and general nuclear medicine scanning on site. PET-CT services are provided by the Paul Strickland Scanner Unit at Mount Vernon Hospital with rapid access times. The MRI service is provided by a mobile unit.

Laboratory Medicine and Histopathology:

The full range of laboratory services are provided on-site, or by arrangement with other NHS laboratories.

Respiratory Physiology:

The Department provides a comprehensive range of investigations.

Teaching and Research

There are 2 regular weekly meetings, one organised by the Department of Surgery and one organised by the Department of Cardiology and a monthly training afternoon held jointly between Cardiothoracics, ITU and Anaesthetics.

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. 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.

STAFFING

Consultant Medical Staff

Cardiac Surgeons:

Mr S Raja
Mr S Bhudia
Mr T Bahrami
Mr J Gaer
Mr F De Robertis
Mr A Simon
Mr B Mahesh
Prof U Stock

Thoracic Surgeons:

Ms E Beddow
Mr V Anikin
Mr J Finch
Mr N Asadi

Junior Medical Staff

- 13 Senior Clinical Trust Fellows: Eight SpR's within Cardiac Surgery and Five SpR's within Thoracic Surgery
- 8 ST1/ST2 Basic Surgical Trainees

Rota

The European Working Time Directive (EWTB) has set a minimum requirement for working hours, rest periods and annual leave. Junior doctors should not work over 48 hours a week (over a 26 week reference period). This is a requirement under UK as well as European law. You will be joining a compliant rota which consists of a 1:8 rolling rota that includes a split night pattern and weekend day on call shift and the hours comprise of 0730–1700 shifts or the on call shifts 0730–2030 to nights of 2000 – 0800.

Additional Information

Study Leave:	Up to 5 days per six months subject to operational constraints and approval. Study leave may be granted to the maximum consistent with maintaining essential services. Trust grades and Speciality Trainees must discuss study leave with the Education Supervisor well in advance (at least 6 weeks prior)
Annual Leave:	Up to 13.5 days per six months subject to operational constraints and approval. Trust grades and Speciality Trainees must give at least 6 weeks' notice. No more than two Speciality Trainees/Trust grades to be away at same period. All annual leave and study leave must be requested using the correct form which must be submitted to Junior Doctor Rota Co-ordinator for final approval and authorisation.
Accommodation:	The post participates in a shift system with rostered night shifts. No out-of-hours accommodation is required. (Single room accommodation is subject to availability.)
Library:	Library facilities are situated at Harefield Hospital and in the National Heart and Lung Institute which is a departmental library of Imperial College School of Medicine. Services include interlibrary loans, photocopying and on-line searching using CD-ROM and network services including MEDLINE, EMBASE and Science Citation Index. The Audio-Visual Section provides a wide range of facilities including computer graphics, slide processing, poster titles, overhead transparencies and colour printing.
Sickness:	On first day of sickness, you must inform the Duty Registrar (Bleep Holder) ; Junior Doctor Rota Co-ordinator and your Service Manager; On the 8th day, a medical certificate is to be submitted and to be continued at weekly intervals until fit to resume duty. Sickness is noted and the policy adhered to.

Our Aims:

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: Research is an integral component of the training programme. Post holders are encouraged and expected to participate in clinical or basic science research.

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

Education: To provide education and training for our staff, while encouraging teamwork and valuing each member of the team for their involvement and specialist expertise.

Conditions of Service

The post is 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 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 always 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 because 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: Junior Clinical Fellow in Cardiothoracic Surgery

Department: Surgery

Date: April 2022

	D/E	Assessed by
QUALIFICATIONS <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Full GMC with licence to practise 	E E	A / I A / I
ELIGIBILITY <ul style="list-style-type: none"> • Evidence of achievement of Foundation competencies in line with GMC standards/Good Medical Practice including: • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care • Eligibility to work in the UK 	E E E E E E E E E	A / I A / I / R A / I / R A / I / R A / I / R A / I / R A / I / R A / I / R A / I / R
FITNESS TO PRACTISE <ul style="list-style-type: none"> • Is up to date and fit to practice safely 	E	A / I / R
HEALTH <ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice) 	E	A / I / R
CAREER PROGRESSION <ul style="list-style-type: none"> • Ability to provide complete details of employment history • relevant experience (at SHO level) in surgery (not including Foundation modules) 	E E	A A / I / R
APPLICATION COMPLETION <ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	E	A
CLINICAL SKILLS		

<ul style="list-style-type: none"> • Technical Knowledge & Clinical Expertise: Capacity to apply sound clinical knowledge & judgment & prioritise clinical need. Demonstrates appropriate technical competence & evidence of development of excellent diagnostic skills & judgement • Validated logbook documentation of surgical exposure to date 	E/D E/D	A / I / R A / I
ACADEMIC / RESEARCH SKILLS <ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice. Understanding of research basic research principles, methodology & ethics, with potential to contribute to research • Teaching: Evidence of contributing to teaching & learning of others • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of active participation in audit • Evidence of participation in risk management and/or clinical/laboratory research 	E E D D D	A / I A / I A / I A / I A / I
PERSONAL SKILLS <ul style="list-style-type: none"> • Judgement under Pressure: Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations. Awareness of own limitations & when to ask for help • Communication Skills: Capacity to communicate effectively & sensitively with others, able to discuss treatment options with patients in a way they can understand • Problem Solving: Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to problem solving • Situation Awareness: Capacity to monitor and anticipate situations that may change rapidly • Decision Making: Demonstrates effective judgement and decision-making skills • Leadership & Team Involvement: Capacity to work effectively in a multi-disciplinary team & demonstrate leadership when appropriate. Capacity to establish good working relations with others • Organisation & Planning: Capacity to manage time and prioritise workload, balance urgent & important demands, follows instructions. Understands importance & impact of information systems 	E E E E E E E	A / I / R A / I / R A / I / R A / I / R A / I / R A / I / R
PROBITY <ul style="list-style-type: none"> • Professional Integrity: Takes responsibility for own actions, demonstrates respect for the rights of all. Demonstrates awareness of ethical principles, safety, confidentiality & consent. Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS employee 	E	A / I
COMMITMENT TO SPECIALTY		

<ul style="list-style-type: none"> • Learning & Development: Shows realistic insight into cardiothoracic surgery and the demands of a surgical lifestyle. Demonstrates knowledge of training programme & commitment to own development. Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning & reflective/analytical approach to practice 	E	A / I
<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to cardiothoracic surgery 	D	A / 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 Clinical Group 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. Professional or 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 Clinical 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 always.

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 defence cover. This includes Category 2 work, i.e. reports for insurance companies, cremation fees.

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