

Royal Brompton and Harefield Clinical Group

Job Profile

Clinical Fellow (SPR) in Respiratory Medicine

Harefield Hospital

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A System of Care

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.

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.

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.

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.

Clinical Group mission and 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 is based on:

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

1.2 Range of Services

The Clinical Group 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	Dr Mark Mason, Clinical Group Medical Director
Mr Nicholas Hunt, Executive Director	Mr Robert Craig, Clinical Group Director of Operations
Mrs Jo Carter, Clinical Group Director of Nursing	Mr Rob Davies, Director of Workforce (HR)
Mr Richard Guest, Chief Financial Officer	Mr Piers McCleery, Director of Strategy and Corporate Affairs
Mr Luke Blair, Head of Communication and Public Affairs	Mr Denis Lafitte, Chief Information Officer
Mr David Shrimpton, Managing Director, Private Patient	

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 regards 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&H). The Royal Brompton and Harefield 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 RBH (incorporating Cardiology, Radiology and Cardiac Surgery, Critical Care and Anaesthesia), Harefield (incorporating Cardiology, Transplant, Radiology, Respiratory and Cardiac and Thoracic Surgery), RB&H Lung (incorporating Respiratory Medicine, Radiology and Lung Surgery), and Paediatrics; and Directorates of 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 Ms Jo Carter, Clinical Group Director of Nursing and Dr Mark Mason, Clinical Group 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 Mentorship

All new staff at the Royal Brompton and Harefield 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.

JOB DESCRIPTION

Harefield Hospital Clinical Fellow (SpR) in Respiratory Medicine

Royal Brompton & Harefield Clinical Group is the largest postgraduate specialist heart and lung centre in the United Kingdom.

A fundamental strength of the hospital is close collaboration between the various clinical specialities which cover all aspects of heart and lung disease and collaboration on basic science research with the National Heart and Lung Institute which is part of the medical school of Imperial College of Science, Technology & Medicine. The hospital enjoys first rate diagnostic and clinical support services. Services are organised into grouped disease pathways reflecting the key clinical services provided and ensuring a multidisciplinary approach to patient care.

Harefield Hospital was founded during the First World War and was used as an Australian Hospital until the end of the War. It then became a TB Sanatorium and was rebuilt in 1937. It is now a Regional Centre for cardiology and cardiothoracic surgery and a national centre for heart and lung transplantation.

Clinical Services

At present there are approximately 184 beds of which 52 are cardiology, 16 ITU, 47 surgical and 20 transplant medicines. There is a day case unit accommodating NIV and LTOT assessments, as well as a day case ward for elective procedures.

Respiratory Medicine

The Department of Respiratory Medicine focuses on ambulatory respiratory services and is a rapidly expanding department. Apart from offering general respiratory outpatient services and full respiratory physiology facilities, the department looks after more than 6000 patients with sleep and ventilatory disorders, offers the largest combined hospital and community pulmonary rehabilitation programme in the UK, has a comprehensive home oxygen assessment and review service and offers specialist and daycase outpatient respiratory services. These include interventional bronchoscopy and EBUS, advanced COPD lung volume reduction work-up, difficult asthma, food allergy, occupational asthma, and pre-operative assessment and works closely with Thoracic Surgery (four surgeons), Lung Transplantation as well as the Lung Cancer Radiofrequency Ablation service. There are advanced plans to further expand services including development of a comprehensive one-stop medical-surgical pleural service, a multidisciplinary allergy service, a specialist respiratory diagnostic service (interstitial lung disease and difficult asthma), and a direct access breathlessness service.

Consultants:

Dr Sunny Kaul (Pre-operative optimisation, Intensive care)

Dr William Man (COPD, Pulmonary rehabilitation, Lung failure (sleep and ventilation, oxygen), integrated respiratory care, interstitial lung diseases, Research)

Dr Amanda Sathyapala (Sleep disorders, NIV, COPD, Research)
Dr Jaymin Morjaria (cancer lead)
Dr Samantha Kon (Sleep disorders, NIV, COPD) Dr David Evans (Sleep disorders)
Dr Julius Cairn (Bronchiectasis, Interstitial lung disease, chronic cough)
Dr Shirmila Withana (Associate Specialist) (TB, Sleep disorders)

The department is also supported by Clinical Nurse Specialists and Highly Specialist Physiotherapists and Respiratory Physiologists specialising in home oxygen, sleep and ventilation, ambulatory care and pulmonary rehabilitation.

Organisation and Duties

The Middle Grade doctors are Specialist Registrars are responsible jointly, under the direction of the consultants, for the dedicated Out-Patients and wards for patients in the Respiratory team.

They are responsible for the supervision and teaching of the other junior Specialist Registrars and SHO's in their duties. He/she will normally be required to attend multiple outpatient clinics per week, attend inpatient ward referrals as and when necessary, respiratory meetings and MDTs. Example job plan is attached at appendix 2.

Duties of the Post at Harefield Site:

On Call

There is no formal out of hours on call requirement for this post, however the post holder will be required to take part in informal rota arrangements (Mon to Friday in hours) for inpatient referrals, under the direction of the clinical lead.

Education and Training

The post is a busy one and the Specialty Registrar will obtain wide experience in the management of all types of end stage heart/lung failure and ICU care.

Medical Audit

The Trust is wholly committed to the ideals of continuous Clinical Audit as a means of identifying any weaknesses of 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 that are appropriate to heart and lung medicine. 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.

Education

The Trust is a post-graduate centre and there are a large number of weekly meetings in a range of specialities.

This job description sets out the key tasks and responsibilities of the post. It is essential that it be regarded with a degree of flexibility, so that changing needs of the service can be met.

Trust mission

To be the leading national and international centre for the diagnosis, treatment and care of patients with heart and lung disease, creating and disseminating knowledge through research and education.

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

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

For more information please contact: Dr Martin Carby m.carby@rbht.nhs.uk Consultant, Respiratory Medicine

Conditions of Service

The arrangements for pay set out in Schedule 2 of the 2016 TCS apply to your employment.

The post is whole time and will be paid according to the current Specialty Registrar (StR)
In line with 2016 contract.

London Weighting allowance is payable at the current rate £2,162.00 per annum.

The annual leave year will run from 1st April to the succeeding 31st March. Arrangements for taking annual leave should be discussed and agreed at least 6 weeks in advance, using the intranet on line application system. Any annual leave to be carried over is subject to the General Council Conditions of Service (sect. 1, Para 10-14).

Conditions of Appointment

Full registration of the General Medical Council will be required.

The Trust Board will indemnify the post holder for all National Health Service work undertaken as part of the contract of employment. Adequate defence cover as appropriate should be taken out by the post holder to provide cover for any work undertaken outside the scope of the indemnity scheme.

Due to the nature of the work of this post it is exempt from the provisions of Section 4(2) of the Rehabilitation of Offender Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemption

Order 1986). Applicants are therefore not entitled to withhold information about convictions including those, which are for other purposes spent under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust.

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, DH 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

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 on-going 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

PERSON SPECIFICATION

Job Title: Clinical Fellow in Respiratory Medicine
Department: Respiratory Medicine
Date: April 2022

CRITERION	D / E	Assessed by A / I / R
Qualifications/Training MRCP or equivalent	E	A
Experience Experience in Respiratory Medicine Experience of sleep / NIV Experience in ICU	E D D	A/I/R A A
Skills, Knowledge and Abilities Audit Teaching Service Development	D D D	A/I/R A/I/R A/I/R
Other Commitment to continuing medical education	E	I

KEY:

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

APPENDIX

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. 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 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.

Appendix 2

Provisional Job Plan

This is an illustrative weekly job plan which will be discussed and confirmed at the start of the post

Day	Time	Work	Categorisation	No. of PAs
Monday	9:00–13:00	Clinic – Gen Resp/sleep	DCC	1.0
	13:00–17:00	Clinic - NIV	DCC	1.0
Tuesday	9:00–13:00	Clinic – Gen Resp	DCC	1.0
	13:00–17:00	Clinic – Gen Resp/sleep	DCC	1.0
Wednesday	9:00-13:00	Admin	DCC	1.0
	13:00-15.00	Lung Cancer MDT	SPA	0.5
	15.00-17.00	Core SPA	SPA	0.5
Thursday	9:00-12:00	Clinic - NIV	DCC	0.75
	12.00-14.00	Respiratory MDT	SPA	0.5
	14:00-17:00	Admin	DCC	0.75
Friday	9:00-13:00	Admin	SPA	1.0
	13:00-17:00	Admin	DCC	1.0
Total PAs				10