

**Harefield Hospital**

**Job Profile**

**Clinical Fellow in Cardiovascular Magnetic Resonance  
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.

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, Managing Director	Mr Robert Craig, Director of Development & Operations
Dr Mark Mason, Medical Director	Mr Nicholas Hunt, Executive Director
Mrs Joy Godden, Director of Nursing and Governance	Mr Rob Davies, Director of Workforce (HR)
Mr Richard Guest, Chief Financial Officer	

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

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

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

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

#### **1.4 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.

#### **1.7 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.

#### **1.8 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.

### **1.9 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.

### **1.10 Mentorship**

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

## **2.0 Children and Fetal Services**

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

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

The Royal Brompton provides a comprehensive range of services for children with heart and lung disease, including a 12-bed paediatric intensive care unit, an 8-bed paediatric high-dependency unit and 26-bed paediatric ward. There is a dedicated paediatric outpatient area. There are 6 purpose-built operating theatres and an 18-bed adult intensive care unit which has the most sophisticated equipment available for the management of critical care. In addition, there is a hybrid facility, a

dedicated adult ITU/HDU and 2 large cardiac wards for peri-operative patients. There are daily consultant ward rounds of all these facilities.

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

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

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

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

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

## **JOB DESCRIPTION**

### **1. Post**

- This is a clinical post suitable for clinical training in CMR. The post is for 12 months and may be renewable by mutual consent. There is no research component to this post.

### **2. Location**

- This is a Trust appointment and the main base will be at Harefield Hospital, Uxbridge, UB9 6JH. The post holder may also be required to work at any other of the Trust's sites and within the evolving collaboration with Kings Health Partners.

### **3. Accountability**

- The post holder will be professionally accountable via the Clinical Lead for CMR to the Divisional Director for the Heart Division, Harefield.

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

- Assisting in the running of the clinical CMR service under the direction of the Clinical Lead for CMR
- To be fully trained in CMR safety and the delivery of a safe NHS service.
- To maintain a high standard of patient care at all times.
- To liaise with the Cross-sectional Imaging Superintendent with regard to CMR clinical service issues.
- To liaise with the physics and clinical staff to ensure the safe operation of all imaging equipment in the CMR Department
- To ensure appropriate infection control measures are utilised when necessary. Paying particular attention to personal protection as well as the management of equipment and linens.
- To observe safety regulations with particular regard to the Local Rules for CMR and the Health and Safety at Work Act.
- If necessary, to remove property from a patient, for example to take any metal object or jewellery off for a CMR scan and ensure the patient's property is looked after and returned to them at the completion of the procedure.
- To communicate appropriately with other members of staff, giving support and advice where necessary.



- To train radiographers and visiting doctors in the use of MR scanning equipment, and CMR scanning techniques.
- To welcome and assist visitors to the CMR Department.
- The post holder will maintain good working relationships with multidisciplinary team within the CMR Department and the hospital.
- To liaise with other departments/wards within the hospital and various external sources in order to provide a quality service to patients and clinicians.

To communicate appropriately with other members of staff, giving support and advice where necessary.

To communicate effectively and empathetically with patients and their escorts prior to, during and after an examination and to assess specific communication needs of individual patients.

- To use tact and sensitivity when asking personal questions, e.g. checking pregnancy status before an examination.
- To explain procedures and reassure patients who may have concerns regarding claustrophobia in order to gain their cooperation.
- To use complex and expensive MR scanning equipment safely and responsibly.
- To report any equipment failure to the Cross-sectional Imaging Superintendent or Deputy MRI Superintendent
- To abide by the Trust's core behaviours for staff and all other Trust Policies including standing financial instructions, research governance, codes and practices and health and safety policies
- To maintain confidentiality of image data.
- To report faults in the data information systems in use in the department.
- To record all scan episodes with CMR Department office staff
- The post-holder will be fully trained in their duties.
- Further training in computer and research techniques will be provided as required.
- To participate in the continuing development programme for all staff.
- The post holder will attend the clinical departmental meetings.
- Other duties in the CMR Department will be under the guidance of the CMR Clinical Lead.

**5. Research and Audit Responsibilities**

- There are no research duties in the job plan for this position
- The post-holder may be required to assist with clinical research studies.
- The post holder may conduct/ participate in audits related to both clinical and non-clinical aspect of the work and participate in Hospital audit programmes, including mortality meetings.

**6. Teaching**

- Apart from informally teaching junior staff working directly with him/her, the post holder will be expected to make a positive contribution to postgraduate medical education within the organisation and undertake teaching of and support for junior doctors as necessary.

**7. Staff Appraisal & Revalidation**

- The Trust approach is based on the principle that appraisal and revalidation is an essential part of good practice in managing people. It enables the organisation to ensure employees are able to assist in meeting organisational aims through the process of managing performance and identification of development needs. It also gives staff the opportunity to discuss their performance and development needs with their manager and ensures that they are clear about what they are trying to achieve both in their current role and for the future.
- The organisation therefore has a basic requirement of such good practice, which can be audited to ensure that it is achieved. This standard is outline below:
- Every employee should have a Personal Development Plan (PDP) outlining short and long-term learning and development aims and actions to meet these. The Head of Department, who will also ensure fairness and consistency, will appropriately monitor appraisal to ensure all staff in their area are having an appraisal. The Human Resource department will be responsible for monitoring compliance across the Trust.
- All staff who carry out appraisal will be given support and training as required.

**8. Additional Information**

- Confidentiality  
During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to patients and staff.
- Data Protection  
In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by the Trust for any unauthorised purpose or disclose such as data to a third party.

You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trust, unless expressly authorised to do so by the Trust.

- **Health and safety**  
You must co-operate with management in discharging its responsibilities under the Health and Safety at Work Act 1974 and take reasonable health and safety of yourself and others and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.
- **Diversity**  
You are at all times required to carry out your responsibilities with due regard to the Trust's diversity policy and to ensure that staff receive equal treatment throughout their employment with the Trust.
- **Risk management**  
All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.
- **Conflict of interests**  
You may not without the consent of the Trust engage in any outside employment. In accordance with the Trust's conflict of interest policy, you must declare to your manager all private interests, which could potentially result in personal gain as a consequence of your employment in the Trust. Interests that might appear to be in conflict should also be declared to your manager.

In addition, the NHS Code of Conduct and Standards of Business Conduct for NHS Staff (HSG 93/5) requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position that may give rise to a conflict between your private interest and your NHS duties.

- **Code of Conduct for Professionally Qualified Staff**  
All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).
- **Disclosure and Barring Service checks (DBS)**  
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 Disclosure and Barring Service prior to the appointment being confirmed. The disclosure will include details of cautions, reprimands, and final warnings, as well as convictions if applicable.

- The Trust operates a 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.

**FURTHER INFORMATION**

Applicants are encouraged to view the Department and discuss the post.  
Further information can be obtained from:

**Dr Joyce Wong** Clinical Lead for CMR: [j.wong@rbht.nhs.uk](mailto:j.wong@rbht.nhs.uk)

## **Appendix One: Our Values and Behaviours**

### **Our Values**

At the core of any organisation are its values; belief systems that are reflected in thought and behaviour.

We have three core patient-facing values and four others that support them.

Our three core values are:

- **We care**  
We believe our patients deserve the best possible specialist treatment for their heart and lung condition in a clean, safe place.
- **We respect**  
We believe that patients should be treated with respect, dignity and courtesy and they should be well informed and involved in decisions about their care.
- **We are inclusive**  
We believe in making sure that our specialist services can be used by everyone who needs them, and we will act on any comments and suggestions that can help us improve the care we offer.

And the following values support us in achieving them:

- **We believe in our staff**  
We believe our staff should feel valued and proud of their work and know that we will attract and keep the best people by understanding and supporting them.
- **We are responsible**  
We believe in being open about where our money goes, and in making our hospitals environmentally sustainable.
- **We discover**  
We believe it is our duty to find and develop new treatments for heart and lung disease, both for today's patients and for future generations.
- **We share our knowledge**  
We believe in sharing what we know through teaching, so that what we learn can help patients everywhere.

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

All staff will commit to:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance

- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

In addition, all managers and supervisors will:

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

### **Smoking**

It is the policy of Royal Brompton & Harefield NHS Trust that all people who work for the Trust or, while on its premises, obtain treatment, or visit the Trust in any capacity, do so without exposure to tobacco smoke.

The Trust aims to provide appropriate support, in partnership with local Occupational Health and Primary Care Trust services, to ensure that Trust staff patients can access practical help and support in their attempts to stop smoking.

This policy is based on clear evidence that, in addition to the health risks taken by smokers themselves, others who breathe in exhaled tobacco smoke (passive smokers) have increased risk of disease.

The Royal Brompton & Harefield NHS Trust is a non-smoking Trust.

### **Core Values for Trust Staff In Relation To Infection Prevention and Control**

All Trust staff: will

- Act as a role model and champion for the highest standards of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.
- Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.
- Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Nurses working within the Royal Brompton and Harefield NHS Foundation Trust are expected to abide by the essentials of nursing care (6 C's)

- Competence: to continually develop nursing knowledge and skills
- Care: to always provide the highest quality care to all patients
- Compassion: to treat people with kindness and respect at all times
- Commitment: to always strive to do the best for patients
- Communication: to be open and transparent with patients and colleagues at all times
- Courage: to always speak out if it is in the patients' best interest

Confirmed as accurate by post-holder:.....

Date:.....

Confirmed as accurate by manager:.....

Date:.....

**April 2022**