

Bank Doctor

Job Description & Person Specification –

A summary of the role responsibilities and person specification

Why Our Trust?

Terms and conditions

Post – Bank Doctor

Division – Trustwide

Band – ST1-ST8 or equivalent Specialty Doctor grade

Salary – Confirmed on appointment

Location – Trustwide

What you'll love about working here

We are outstanding! The CQC rated the organisation as Outstanding for services being caring and well-led. The Trust was the first in the country to go from Requires Improvement to Outstanding in 2017, and is now the first to do this and then retain this rating. The Trust is currently one of only seven in the country to have been rated Outstanding twice, and one of only three general acute Trusts to achieve this.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Access to further opportunities with the Trust

As an organisation we encourage further development of all employees to progress upward within their chosen field.

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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Main Duties and Responsibilities

We are looking to recruit suitably qualified doctors to work across all grades and specialties for work ranging from a single shift to an extended post, with evening, weekend and on-call shifts available. Specialties are viewable on our current Trust advert.

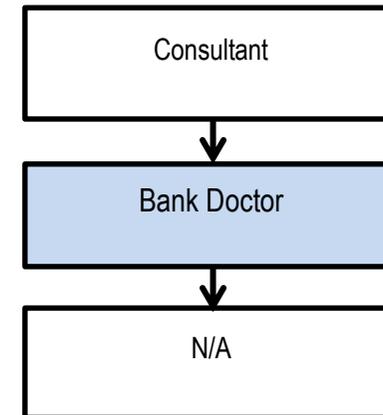
As this is Bank work, it is on an 'as and when' basis with no guaranteed hours.

Full Registration with the GMC is required, as well as having achieved the appropriate level of competencies required for the role you will be employed to do.

Duties within the shifts which you are booked to fulfil are:

- to liaise between nurses, other clinicians, patients, relatives in order to support safe care
- to attend and participate in board rounds, ward rounds and other related daily unit activities
- to provide appropriate workplace supervision to other staff as and when needed as requested
- to maintain high standards of professionalism, especially in relation to documentation
- to arrive on time for the shift and be available for work from the arranged start time
- to co-operate with the workforce deployment team in relation to administration of the shift
- attend local induction as appropriate when working in new areas
- to comply with all local policies, including upholding the trust's values and behaviours
- Other duties commensurate with the post/grade as advised by the speciality clinical area

Organisational Structure



About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

In addition to a common mission and vision, we share our Trust values:
Respecting everyone, Embracing change, Recognising success and Working together.

Personal Profile - The Trust is looking to recruit suitably qualified doctors to work across all grades and specialties of work, ranging from a single shift to filling a substantive vacancy with evening, weekend and on-call shifts available.

Personal Attributes

- All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following:
 - a) that applicants have undertaken undergraduate medical training in English; or
 - b) have the following scores in the academic international English Language Testing System (IELTS) – Overall 8
- **UK/NHS experience (minimum 6 months)**

Fitness to practice

- Is up to date and fit to practice safely
- Currently up to date with the requirements of Revalidation

Clinical Skills

- Capacity to apply sound clinical knowledge & judgement & prioritise clinical need.
- Demonstrates appropriate technical competence with potential for developing strong/complex clinical/diagnostic skills e.g. CPR, infection control, physical examination, history-taking

Probity

- Takes responsibility for own actions, demonstrates respect for the rights of all. Demonstrates awareness of ethical principles, safety, children's rights, confidentiality & consent.
- Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS employee

Qualifications and Training

MBBS or equivalent medical qualification

Eligibility

- Full registration with the GMC at time of appointment
- Evidence of achievement of Foundation competencies by time of appointment 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
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 - Delivery of good acute clinical care
- **Eligibility to work in the UK**

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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovate their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

University Hospitals Bristol and Weston NHS Foundation Trust is 'Smoke Free'. Smoking of tobacco is not permitted on any of our hospitals sites

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

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