



**University Hospitals of  
Derby and Burton**  
NHS Foundation Trust

## **ROYAL DERBY HOSPITAL**

**Junior Clinical Fellow (F3 equivalent)**

**Specialist Medicine**

**Job Description and Person Specification**

**MEDICAL  
DIVISION**

**Date: January 2023**

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## SECTION 1 - General Details of the post

|   |   |
|---|---|
| <b>Title:</b>                           | Junior Clinical Fellow (Trust Doctor, F3 equivalent)  |
| <b>Location:</b>                        | Royal Derby Hospital  |
| <b>New or Replacement Post:</b>         | Replacement   |
| <b>Prime responsibility:</b>            | Provision of Acute and General Internal Medical Care to patients within Specialist Medicine   |
| <b>Accountable to:</b>                  | <ul style="list-style-type: none"> <li>Clinical Directors – Drs David Watmough and Dr Adam Ferguson</li> </ul>  |
| <b>Reports to:</b>                      | Assistant Clinical Director of each Specialty as applicable   |
| <b>Key tasks:</b><br><br><b>Example</b> | <ul style="list-style-type: none"> <li>Provision of junior support to the Specialist Medicine services</li> <li>To provide daily care and management of general internal medical and speciality patients on respective wards</li> <li>Administrative tasks for these services</li> <li>Shared role in delivery of teaching and training</li> <li>Active participation in quality improvement, audit and research activities of these services</li> <li>Keeping up to date and participating in continuing professional development</li> <li>Participation in annual appraisals</li> </ul> |
| <b>Tenure of Appointment</b>            | 12 months (2/8/23 – 6/8/24 inclusive)   |

**Not sure what to do in August 2023?**

**Not ready to commit to a medical training programme?**

**Would you like to consider the option of up to 4 months career break yet be secure in your income for the next 12 months?**

**Would you like more time and training with a friendly team that is interested in your development as a doctor before you decide on the next step of your career?**

University Hospitals of Derby and Burton (UHDB) NHS Foundation Trust is looking for dynamic, enthusiastic, motivated doctors to join their Trust. A busy, progressive, friendly, forward - thinking hospital, we welcome you to consider joining our consultants and teams working in Specialist Medicine.

You may also realise that Derby and Derbyshire have excellent facilities to support your life outside Medicine, fast transport links for visiting family and friends and the beautiful countryside and recreational opportunities of the Derbyshire Dales are only a short drive away.

We have been successfully appointing a team of Junior Clinical Fellows (JCFs), otherwise known as F3s since 2016. These are full-time, fixed-term service appointments for 12 months although applications for less than full-time working patterns are very welcome. Based at Royal Derby Hospital the appointees will undertake duties for the Specialist Medicine Business Unit (SMBU) within the Medical Services Division.

F3s will work Monday to Friday, rostered between 0845hrs and 1700hrs (option of 0800-1615 available) with a long day, every three weeks. As part of a ward multi-disciplinary team, the F3 will review patients daily and support consultant ward rounds (3 days per week) to enable efficient senior decision-making and effective management of patients on their respective wards. In addition, there are daily 'board rounds' with the opportunity to discuss the management of the ward patients with a senior clinician.

The post holder will rotate through 3 attachments of 4 month duration. There will be a variety of available posts within Specialist Medicine (Respiratory, Cardiology, Gastroenterology, Renal +Medical HDU, Diabetes & Endocrinology, Neurology, Stroke) and the 12 months will include at least 4 weeks in General Medicine/winter and/or an attachment in the Department of Medicine for the Elderly.

Numerous training opportunities are available in all teams and you will be actively encouraged to access these options throughout your 12 months.

- The out-of-hours commitment includes a long day (Mon-Fri) every 3 weeks and weekend ward cover from 0800-1700 or 1200-2030 only with compensatory rest. **Nights are NOT a component of this post.** There are flexible opportunities for either 1:4 or 1:5 weekends with salary adjustments as appropriate. There are numerous options for locum shifts within Acute Medicine and SMBU subject to the European Working Time Directive (EWTd).
- Applicants must hold MBBS or an equivalent medical qualification and have 2 years post qualification experience including experience in Acute Medicine/ Medical specialities. Experience and confidence of NHS systems and practices is essential.

- Full GMC registration with a licence to practice **at the time of submitting your application** is essential. Applicants must also be eligible to work in the UK and have excellent skills in written and spoken English, sufficiently adequate to enable highly effective communication about medical topics with patients and colleagues.
- Your leave will be 27 days per annum in addition to bank holidays (adjusted for employment break if applicable), which must be booked 6 weeks in advance. Your leave can be taken throughout the 12 months, subject to approval and your employment break. Annual leave would not be accrued during any period of unpaid employment break. *Career breaks cannot be guaranteed but we will endeavour to accommodate your requests. Please note that the earlier the request (upon confirmation of appointment), the more likely it is to be approved.*
- Excerpts from a 2017 Derby Hospital Medical division trainee survey included:
  - “I feel listened to”, “Brilliant big hospital. Lots of support. Lovely working environment.”
  - >97% trainees recommended Royal Derby Hospital as a place to work.
  - Comments from previous F3s include: “Treated at the same level as a CT1”, “opportunities to do procedures”; all felt they had sufficient mentoring and pastoral support.

### Section 3 - TRUST PROFILE

UHDB NHS Foundation Trust manages the Royal Derby Hospital (RDH), London Road Community Hospital, Derbyshire Children’s Hospital, Queen’s Hospital Burton, Samuel Johnson Hospital in Lichfield and the Sir Robert Peel Hospital in Tamworth. The University of Nottingham Graduate Entry Medical School at Derby and the School of Health Sciences are both situated on the Royal Derby Hospital site.

We are an NHS Foundation Trust providing a wide range of services including general medical, surgical, maternity, rehabilitation care and accident and emergency services. RDH currently has 1,157 beds and serves a population of over around 600,000 people in and around Southern Derbyshire. **The RDH was rated as ‘Good’ by the Care Quality Commission in 2019.** UHDB NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff across 5 sites.

For further information about the Trust please see the following website:

<http://www.uhdb.nhs.uk>

### Section 4 – RDH MEDICINE DIVISION

#### Introduction

The Trust offers a high standard of care, across a number of Medical Specialities for the population of Derby and surrounding towns with dedicated nursing and therapy staff. The Specialist Medicine Business Units within Medicine consists of Respiratory Medicine, Gastroenterology, Diabetes & Endocrinology, Rheumatology, Cardiology, Renal Services, Dermatology, Stroke Medicine Neurology and Department of Medicine for the Elderly.

Our Trust recognises that investment in the training opportunities that are necessary for your development as a doctor is vital for both our patients and our Trust.

We would like to offer you opportunities

- to increase your out-patient experience
- build upon the skills you already have
- learn new procedures
- participate in core medical teaching sessions on a Wednesday afternoon
- work in our friendly departments and be part of our progressive teams.

There are opportunities to teach, perform Quality Improvement Projects and be part of our innovative teams. We have strong links with the Simulation/Resuscitation and Clinical Skills team in the hospital and you will be encouraged to participate in procedural sessions and urgent medical care scenarios.

You will have the opportunity to have protected time to learn, be trained and develop your career. Although not formal training posts and these are not accredited by Health Education East Midlands, we believe we can offer you good training in a busy, large hospital that has the benefits of a district general and the reputation of a teaching hospital.

The present consultant medical staff establishment at RDH comprises:

| Speciality                                   | Training opportunities   |
|--|--|
| Cardiology                                   | <ul style="list-style-type: none"> <li>Interventional Cardiology (observational)</li> <li>Direct admissions for percutaneous coronary intervention</li> <li>Coronary Care Unit care</li> <li>Bedside echocardiography</li> </ul>   |
| Gastroenterology-Luminal/Hepatology          | <ul style="list-style-type: none"> <li>Extensive endoscopic procedures including laser therapy, endoscopic ultrasound (observational)</li> <li>Inflammatory bowel disease clinics</li> <li>Full range of hepatology in-patient and out-patient cases</li> <li>Ascitic drains</li> </ul>  |
| Medical HDU                                  | <ul style="list-style-type: none"> <li>Central lines, arterial lines, non-invasive ventilation, inotropes</li> <li>Management of a wide range of medical cases e.g. poisoning, diabetic ketoacidosis, septic shock, acute kidney injury and electrolyte disturbance</li> <li>Supervised reviewing of referrals in Emergency Department and the ward</li> </ul>   |
| Renal  | <ul style="list-style-type: none"> <li>Dialysis (multidisciplinary team (MDT) clinics in peritoneal and haemodialysis including the sub-types of dialysis)</li> <li>Acute kidney injury</li> <li>Renal referrals</li> <li>Central lines</li> <li>Electrolyte disturbance</li> </ul>  |
| Respiratory                                  | <ul style="list-style-type: none"> <li>Pleural disease, thoracic ultrasound, chest drainage and medical thoracoscopy through our planned daily pleural clinic</li> <li>Lung cancer through attendance at MDT and clinic</li> <li>Airways disease through attendance at COPD/asthma/bronchiectasis clinics</li> <li>Infectious disease through TB/bronchiectasis clinics/MDTs and links with the acute respiratory infection nurse</li> <li>High-dependency respiratory care, respiratory failure, non-invasive ventilation, tracheostomy care through an attachment to our respiratory HDU.</li> </ul> |
| Department of Medicine for the Elderly (DME) | <ul style="list-style-type: none"> <li>Falls service</li> <li>Comprehensive Geriatric Assessment</li> <li>Parkinson's disease</li> <li>Community Geriatrics interface</li> <li>MDT</li> <li>Frail Elderly Assessment team (FEAT)</li> </ul>  |
| Stroke                                       | <ul style="list-style-type: none"> <li>delivering stroke thrombolysis service on the Acute Stroke Unit/Team</li> <li>acute stroke management care</li> </ul>   |

|                    |   |
|--------------------|---|
| Diabetes/Endocrine | <ul style="list-style-type: none"> <li>• Access to foot clinic led by international experts</li> <li>• Integrated (Community) Diabetes clinics (Nationally recognised model)</li> <li>• Bariatrics clinics- Hospital and Community</li> <li>• Multiple MDT subspecialty clinics</li> </ul>  |
| Rheumatology       | <ul style="list-style-type: none"> <li>• Early Rheumatoid arthritis 2WW service</li> <li>• Connective tissue disease clinics</li> <li>• Osteoporosis Clinics</li> <li>• Management of rheumatological emergencies</li> <li>• Daycase administration of chemotherapy and biologic therapies</li> <li>• Musculoskeletal ultrasound</li> <li>• Joint injection and aspiration</li> <li>• Nerve blocks, soft tissue injections and muscle biopsies</li> </ul> |
| Neurology          | <ul style="list-style-type: none"> <li>• Strong links with Neurology Sciences at Nottingham</li> <li>• Multiple training opportunities</li> </ul>   |

### **Duties & Responsibilities for Specialist Medicine**

- The post holder will support the Specialist Medicine Business Unit, specifically within Specialist / General internal medicine.
- Whilst on duty the post holder will be clinically and professionally responsible for their patients.

You will be expected to:

- communicate with patients (and/or their carers if appropriate) about their condition;
  - involve patients (and/or their carers if appropriate) in decision making about their treatment;
  - maintain professional standards and obligations as set out from time to time by the General Medical Council (GMC) and comply in particular with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time;
  - carry out any work related to, and reasonably incidental to, the duties set out in their schedule of duties, e.g. keeping of records and provision of reports, proper delegation of tasks, maintaining skills and knowledge.
- The post holder will be expected to be flexible and to co-operate with all reasonable requests to cover for their colleagues' absences where they are safe and competent and where it is practicable to do so. Where the post holder undertakes duties in accordance with this paragraph and such duties take place outside of their contracted hours they will receive either an equivalent off duty period or remuneration. Where this adversely impacts on the schedule of duties and/or opportunities for individual doctors a temporary schedule of duties will be agreed for the period of cover. Where covering is not practicable, the Trust will be responsible for the engagement of a locum tenens, but the post holder will have the responsibility of bringing the need to the notice of the Trust
  - The post holder will be expected to contribute to graduate and continuing medical education activity locally as appropriate and to participate in clinical audit under local arrangements (in light of relevant departmental guidance).

A formal schedule of duties will be agreed between the post holder and the Assistant Clinical Director/clinical supervisor for the respective area of Specialist Medicine Business Unit on appointment. It will be a prospective agreement that sets out the post holder's duties, responsibilities and objectives for the coming rotation out of the 3 within the 1 year period. It will cover all aspects of the post holder's professional practice including clinical work, administration, audit, teaching and CPD responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives, including details of the post holder's link to wider service objectives, and details of the support required by the post holder to meet the timetabled duties and their objectives.

The post holder will be expected to work as part of a team with responsibility for maintaining the highest standards of clinical care, for teaching of junior staff and medical students and for actively participating in continuing medical education, quality improvement, clinical governance and audit.

- You will receive mentoring and supervision and be encouraged to join the established Internal Medicine teaching programme on a Wednesday afternoon
- Subject to individual requirements, there may be scope to facilitate attendance at Advanced Life Support (ALS) or IMPACT courses
- We will perform your annual appraisal
- You will have access to an eportfolio (paid by the Trust) and a 'College Tutor' equivalent who will oversee your training and progress throughout your 12 months.
- 5 days study leave pro rata
- £500 study leave budget pro rata

**Although not formally recognised as training posts, we believe that we can offer excellent training opportunities with senior supervision to enable you to make progress as a doctor**

For those international medical graduates considering an application, the Trust would act as a sponsor for your visa requirements where applicable.

## **Section 5 - GENERAL EMPLOYMENT INFORMATION**

The appointee will be employed on Local terms and conditions. The salary will mirror the NHS Doctors and Dentist in Training (England) 2016.

### **Teaching & Training**

The Trust supports an active, post-graduate and undergraduate medical education programme. NHS Library facilities are available at the Royal Derby Hospital whilst the Graduate Entry Medical school library is directly linked to the Greenfield Library in Nottingham.

Nottingham medical students attend the Trust for clinical attachments in medicine and surgery, obstetrics and gynaecology and paediatrics, as well as for BMedSci project work.

### **Occupational Health Clearance**

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

### **Criminal Records Disclosure and Check**

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales). It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body. It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check).

Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s).

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential & will be considered in relation to an application for positions to which the Order applies.

### **GMC Registration and Revalidation**

The Trust requires the appointee to have & maintain full registration with the General Medical Council (GMC), with a license to practice, & to fulfil the duties & responsibilities of a doctor as set down by the GMC Good Medical Practice. It is the responsibility of all medical and dental staff to ensure that this registration is maintained.

All medical practitioners are required to participate in the Trust Revalidation and Appraisal processes.

### **Identity and Right to Work**

All employees are required to provide original photographic evidence of identity at appointment and have the necessary documentation to demonstrate they have the right to reside and work in the UK

### **Cover**

The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with both Divisions and the Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks' notice of leave is given to allow for proper planning and prevent cancellations of patients' appointments/procedures. This includes all forms of leave.

### **Research**

The Trust comprises research-active Teaching Hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation according to their subspecialty interests.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

## **Section 6 – ABOUT DERBY AND DERBYSHIRE**

We understand that where you work is just as important as the hospital, your patients and the team you work with.

You may be surprised to realise that Derby and Derbyshire have excellent facilities to support your life outside Medicine, excellent transport links for visiting family and friends and the beautiful countryside and recreational opportunities of the Derbyshire Dales are only a short drive away.

Whether it be sailing or climbing, walking or biking, seeing films or reading, having afternoon tea in Ashbourne or watching films, meeting your spiritual needs or relaxing with friends, fine dining or fish and chips, Derby and Derbyshire will be able to cater for your needs.

*Derby is the UK's most central city, a great place for a cultural break and a great base to explore nearby Peak District delights. A really friendly place, great value for money and very easy to get around, you'll feel welcome right from the start, so visit soon and discover Derby for yourself! ([visit.derby.co.uk](http://visit.derby.co.uk))*

The city offers a wide range of recreational amenities including sporting and nightlife, cinemas, public houses, cafes and restaurants.

- Coined the 'City of Festivals' by the Financial Times, music, food and film festivals are held in Derbyshire.

- There are options for comedy, families, book lovers, photography, dance, crafts, walks and tours, art and museums.
- There are multiple social and cultural facilities, stately homes, castles, gardens and numerous places of historical and archaeological interest.
- There are first class facilities for sport enthusiasts within Southern Derbyshire including Derbyshire County Cricket Club and Derby County Football Club and the new Derby Velodrome.

Housing is both plentiful and reasonably priced, with a choice of country village settings and modern hustle and bustle of city life. There are many good schools, primary and secondary, both state and private.

Southern Derbyshire has a population of approximately 600,000 and is well served by rail and road within easy travelling distance of the M1, M5, M6 and M42. The Nottingham East Midlands Airport is close by. Leicester, Nottingham and Birmingham are all within an hour's drive of Derby.

To find out more about Derby, visit [www.derby.gov.uk](http://www.derby.gov.uk)

## Section 7: PERSON SPECIFICATION – Junior Clinical Fellow (Fixed Term) SMBU, Medical Division

| Entry criteria   | Essential   | Desirable   | Assess by |
|--|---|---|-----------|
| <b>Qualifications</b>  | <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Basic Life Support certification</li> </ul>  | <ul style="list-style-type: none"> <li>• Advanced Life Support certification</li> </ul>   | A         |
| <b>Eligibility</b>   | <ul style="list-style-type: none"> <li>• Full GMC Registration with a licence to practice at time of application</li> <li>• Eligibility to work in the UK</li> <li>• A minimum 2 years post qualification medical experience in the UK or abroad at the time of appointment start, including experience in Acute Medicine/ Medical specialities</li> <li>• Minimum 6 months experience in NHS hospitals within the last 2 years (includes shadowing or clinical attachment)</li> </ul>                                  |   | A, HS     |
| <b>Language skills</b>   | <ul style="list-style-type: none"> <li>• All applicants to have demonstrable skills in written and spoken English that are adequate to enable highly effective communication about medical topics with patients and colleagues</li> </ul>   |   | A, I      |
| <b>Health</b>  | <ul style="list-style-type: none"> <li>• Meets professional health requirements (in line with GMC standards in Good Medical Practice)</li> </ul>  |   | A,P,HS    |
| <b>Clinical knowledge and skills</b>                             | <ul style="list-style-type: none"> <li>• Applicant's knowledge is up to date and is safe to practice</li> <li>• Capacity to apply sound clinical knowledge relevant to the job</li> <li>• Experience in making clinical decisions and managing risk.</li> <li>• Knows when to seek help, able to prioritise clinical need</li> <li>• Ability to perform practical procedures for medical graduates GMC 2015</li> <li>• Proven ability to work effectively in different clinical settings required in the job</li> </ul> |   | A,P,C,I,R |
| <b>Specialty specific skills</b>                                 | <ul style="list-style-type: none"> <li>• Demonstrable experience of the "Top 20" acute medical presentations and their management</li> <li>•</li> </ul>   |   | A,P,C,I,R |
| <b>Clinical governance and improving quality of patient care</b> | <ul style="list-style-type: none"> <li>• Capacity to be alert to dangers or problems.</li> <li>• Demonstrates awareness of good decision making.</li> <li>• Aware of own limitations.</li> </ul>  | <ul style="list-style-type: none"> <li>• Participation in audit.</li> <li>• Familiarity with clinical governance systems</li> </ul> | A,I       |

| Entry criteria                    | Essential   | Desirable   | Assess by |
|-----------------------------------|---|---|-----------|
| <b>Communication skills</b>       | <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation</li> <li>• Capacity to listen and take in others' perspectives</li> <li>• Always considers patients preferences when discussing treatment options</li> <li>• Always considers the full impact of clinical decisions on the patients</li> <li>• Practice shared decision making</li> <li>• Directs and supports patients to access the information they need to support decision making</li> <li>• Excellent communication skills</li> <li>• Demonstrable influencing and team working skills in a multi-professional environment.</li> </ul> | <ul style="list-style-type: none"> <li>• 360 degree feedback</li> <li>• Patient survey feedback and reflections</li> <li>• Ability to provide constructive feedback</li> </ul>                      | A,I       |
| <b>Personal skills</b>            | <ul style="list-style-type: none"> <li>• Demonstrated experience working in a team, values the input of other professionals in the team</li> <li>• Capacity to work co-operatively with others and demonstrate leadership when appropriate.</li> <li>• Demonstrates punctuality, preparation and self-discipline.</li> <li>• Able to adapt and work with the Trust to deliver improved patient care</li> <li>• Promotes equality and diversity</li> </ul>   | <ul style="list-style-type: none"> <li>• Capacity to use logical/lateral thinking to solve problems &amp; make decisions</li> <li>• Capacity to organise oneself and prioritise own work</li> </ul> | A,I,R     |
| <b>Probity</b>                    | <ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others.</li> <li>• Displays honesty, integrity, awareness of confidentiality and ethical issues</li> </ul>  |   | A,I,R     |
| <b>Commitment to on-going CPD</b> | <ul style="list-style-type: none"> <li>• Demonstrates a willingness to fully engage in appraisal</li> <li>• Self-awareness and ability to accept and learn from feedback</li> </ul>   |   | A,I       |

Key

A = application form

HS = pre-employment & health screening

I = interview

P = portfolio

C = other documented evidence e.g. certificate, exam

R = references