

Job Description

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| Job Title: | Senior Clinical Fellow (Fixed Term 12 Months) |
| Job Band: | Registrar Level (£33,128 - £52,090) |
| Department: | General Surgery |
| Responsible to: | Clinical service lead |

Why join The Dudley Group?

Here at the Dudley Group our patients and staff are at the heart of all that we do to offer a high-quality patient experience in a caring and supportive environment that aligns with our vision of excellent health care, improved health for all.

Shaping #OurFuture
Vision
 Excellent health care, improved health for all

Values
 CARE, RESPECT, RESPONSIBILITY

Goals

- Deliver right care every time
- To be a brilliant place to work and thrive
- Drive sustainability financial and environment
- Build innovative partnerships in Dudley & beyond
- Improve health and wellbeing

Measures of success

- Care Quality Commission rating good or outstanding
- Reduce the vacancy rate
- Reduce cost per weighted activity
- Increase the proportion of local people employed
- Improve rate of early detection of cancers
- Improve the patient experience survey results
- Improve the staff survey results
- Reduce carbon emissions
- Increase the number of services jointly delivered across the Black Country
- Increase planned care and screening for the most disadvantaged groups

Programmes

- Black Country system service transformation
- Local leadership to address health inequalities
- Research and development, education and innovation

Dudley Improvement Practice

Job Summary

1. The normal working day consists of covering the General Surgical wards/clinics / theatres from 8am-5pm.
2. You will be expected to actively participate in the management of the patients on the wards, outpatients, operating theatres and endoscopy. Your skills and acumen will be

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| CARE | RESPECT | RESPONSIBILITY |
| A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness. | A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values. | A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams. |

utilised in the investigation of patients, the formulation and execution of patient care plans as guided by your colleagues on the team. Ward rounds are daily. Ensure that documentation is up to date on a daily basis (Ward round documentation, VTE, antibiotics and Sepsis tool, TTO) and support the “Home For Lunch” campaign.

3. Your participation in operating theatre and day case sessions is required and recommended. You will be able to carry out operative procedures under consultant supervision and be involved in the perioperative care of patients.
4. You will be expected to guide the juniors and request patient investigations with support in your decision making from senior colleagues to ensure excellent patient care and safety.
5. Your career development is important to us and study leave with a budget for appropriate courses is available in line with the other trainees.
6. You will be supported and expected to participate in mandatory training, audits, research, teaching and service improvement schemes
7. Participation in the registrar on-call rota as either first or second on (See on call requirements for further detail). Two registrars are on call at any one time from 8am till 8pm.
8. On call is prospective cover and therefore you will cover other colleagues in their absence
9. Perform duties in the occasion of emergencies and unforeseen circumstances at the request of the appropriate Consultant in consultation, where practicable, with colleagues both senior and junior.
10. The post-holder will undergo regular appraisal throughout the post and will be expected to undergo continuing professional development.
11. You will work collaboratively with colleagues to further develop and improve the service. There may also be a requirement to undertake other similar duties as part of this post in order to provide a quality service. These will be consistent with the level of responsibilities outlined above.
12. This job description may be reviewed from time to time in light of developments and may be amended in consultation with the post holder.

On call Requirements

The post holder will be required to participate in an on-call service. There are currently 15 registrars on the on call rota; Two registrars share the on call between 8am and 8pm. A senior house officer and an FY1 are resident on call thought-out. Currently this rota attracts a 50% on call supplement.



The on call rota has prospective cover included and therefore it is expected that doctors will cover each other, in respect of annual, study leave and bank holidays, without additional pay.

Structure Chart

We are a large department of general surgery. Allied departments include vascular, urology, plastics, maxillofacial and ENT surgery. The vascular surgery department is the hub for the Black Country and handles all major elective and emergency referrals in the region. The general surgical service encompasses both upper and lower gastrointestinal surgery, as well as breast surgery (with an oncoplastic service). Advanced laparoscopic colorectal surgery is well established and collaboration with medical gastroenterology is strong. Recently we have implemented colorectal and urology robotic surgery onsite and trainees will have some experience with robotic surgery. Colonic stenting, percutaneous endoscopic colostomy, interventional endoscopy, a regional interventional radiology service are available. Excellent training in endoscopy is available to all trainees. Weekly multidisciplinary meetings are held and trainees are encouraged to attend.

The Management Team

The Surgery, Urology and Vascular Directorate has a robust management structure with key personnel as follows:-

- Clinical Director – Mr Atiq Rehman
- Clinical Service Lead – Mr Chaminda Sellahewa
- Matron – Mrs Natalie Hill
- Directorate Manager –Ms Emily Bennett

The Clinical Team

The department of General Surgery has 8 Colorectal Consultant Surgeons, 3 Upper GI, Consultants with one more appointment pending and 3 Breast who are not part of the on call rota. The General Surgeons are supported by 15 Middle Grades, 7 SHO Grades and 7 FY1s , 3 Advanced Nurse Practitioners and 3 Physician associates.

Professional Standards & Responsibilities

1. The applicant must be of good standing and fit to practise medicine safely in accordance with GMC's Good Medical Practice (2020) domains:

- Knowledge, skills and performance
- Safety and quality
- Communication, partnership and teamwork
- Maintaining trust



2. Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.
3. Demonstrable skills in listening, reading, writing and speaking in English that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's Good Medical Practice (2013)
4. Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations. Awareness of own limitations & when to ask for help.
5. Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to problem solving
6. Capacity to monitor and anticipate situations that may change rapidly.
7. Demonstrates effective judgement and decision-making skills.
8. Capacity to work effectively in a multi-disciplinary team. Capacity to establish good working relations with others & values the input of other professionals in the team.
9. Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions. Understands importance and impact of information systems.
10. Ability to demonstrate an understanding of current career pathways

Organisational Values

The post holder will:

Care: You will listen, be respectful and treat others with compassion and kindness.

Respect: You will behave with respect to everyone you meet and encourage an inclusive culture where we respect the contribution everyone makes.

Responsibility: You will take responsibility for yourself and your team.

There may also be a requirement to undertake other similar duties as part of this post to provide a quality service. These will be consistent with the level of responsibilities outlined above.

This job description may be reviewed from time to time considering developments and may be amended in consultation with the post holder.

Location



The Trust provides services from different sites. You may be expected to work at any of the Trust locations. These include Russells Hall Hospital, Dudley Guest Hospital and Corbett Hospital as well as various community-based sites across the borough.

Code of Conduct

It is expected that all staff would be able to show that they live our trust values in their work and that they will deliver the essential behaviours in their role.

Staff are expected to adhere to Trust policies and procedures which establish standards of good practice as well as follow any codes of conduct which are relevant to their own profession.

Equality, Diversity, and Inclusion

All Trust staff have a responsibility to embrace the diverse cultures of both our staff and the communities that we serve, and as such, all staff should ensure that equality, diversity, and inclusion are embedded in their work philosophy and reflected in their behaviour. Equality, Diversity, and inclusion are pivotal to the values and vision of the Dudley Group so that they shape everything that you do every single day.

Safeguarding Children and Adults

All Trust staff have a responsibility to ensure the safeguarding of children, young people, and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults policies and procedures and inter-agency guidance as showed in the Trust's Safeguarding policies and procedures.

Improvement Practice

The trust has a long-term commitment to its continuous quality improvement programme; "Dudley Improvement Practice." As part of your role, you will be asked to take part in improvement activity relevant to your post.

No Smoking

The Trust is a completely Smoke Free Organisation and all premises will be considered No Smoking Zones.

Health and Safety

The Trust has a duty of care to employees and will ensure that, as far as is practical, adequate training, facilities and arrangements for risk avoidance are in place.

It is the individual employee's responsibility, however, to manage their own health and wellbeing.

All Trust employees must follow relevant Health and Safety legislation and the Trust's policies relating to Health & Safety and Risk Management.



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| Prepared by: | Chaminda Sellahewa (CSL) |
| Date: | 06/03/2023 |
| Job evaluation completed: | |
| Job evaluation reference number: | |



CARE

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RESPECT

A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.



RESPONSIBILITY

A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.