

## JOB DESCRIPTION

<b>Job Title &amp; Grade</b>	Senior Clinical Fellow SpR/StR - ST3 – ST5 (MT04) Senior Clinical Fellow SpR/StR - ST6 – ST8 (MT05)
<b>Contract</b>	Fixed Term – 6/12 Months
<b>Hours</b>	Full-time 48 or Part-time will be considered
<b>Location</b>	Denmark Hill
<b>Care Group</b>	Child Health
<b>Accountable to</b>	PICU
<b>Responsible to</b>	PICU

### 1. KING'S COLLEGE HOSPITAL NHS FOUNDATION TRUST

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and more than 15,000 staff based across South East London. The Trust provides a full range of local and specialist services across its five sites. The Trust-wide strategy of Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we aim to take Team King's to another level.

We are at a pivotal point in our history and we require individuals who are ready to join a highly professional team and make a real, lasting difference to our patients and our people.

King's is committed to delivering Sustainable Healthcare for all via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets by 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus. Everyone's contribution is required in order to meet the goals set out in our Green Plan and we encourage all staff to work responsibly, minimising their contributions to the Trust's carbon emissions, waste and pollution wherever possible.

The Trust is recognised internationally for its work in liver disease and transplantation, neurosciences, cardiac, haemato-oncology, fetal medicine, stroke, major trauma, and emergency medicine.

King's is a key partner in one of London's foremost Academic Health Science Centres, King's Health Partners (KHP). KHP is one of only six Department of Health-designated AHSCs in England. It brings together a world-leading research-led university – King's College London – and three successful NHS Foundation Trusts: King's College Hospital, Guy's and St Thomas', and South London and Maudsley.

King's launched revised organisational values centred on King's as a kind, respectful team:

- **Kind.** We show compassion and understanding and bring a positive attitude to our work.

- **Respectful.** We promote equality, are inclusive and honest, speaking up when needed.
- **Team.** We support each other, communicate openly, and are reassuringly professional.

We offer a family friendly working approach for all staff to ensure a good work-life balance. The Trust provides a supportive mentoring and career planning programme. Applications for job sharing are welcome.

## **2. INTRODUCTION**

These are replacement post/s. The remit of the postholder/s will be to work within the multi-disciplinary team providing and further developing care for patients within the service. In addition, the individual will be required to play an active role in the general workload of the Care Group while having a significant commitment to teaching and training of junior staff.

It is envisaged that the appointee will contribute to the development and delivery of aspects of these services depending upon their interests and experience.

## **3. CLINICAL ORGANISATION**

You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance accountabilities associated with this post.

You are required to observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.

You are required to observe and maintain strict confidentiality of personal information relating to patients and staff.

You are required to be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must always be strictly complied with.

This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holders.

## **4. SPECIFIC AREAS:**

The post holder will get the opportunity to work in a new 16 bed paediatric critical care centre, encompassing 8 paediatric intensive care beds and 8 paediatric high dependency beds. There are currently 360 admissions per year to PICU and 400 to HDU. The Critical Care Centre has 6.4 whole time equivalent Paediatric Critical Care consultants.

## **5. TEACHING AND TRAINING**

### **Description of training:**

1. To develop competence in: Multidisciplinary management of paediatric intensive and high dependency care. Management of the critically unwell child with liver disease, head

injury, multitrauma, paediatric surgery, neurosurgery & general paediatric critical care problems.

2. To achieve skills in stabilisation of the critically sick or injured child, including safe intra-facility transfer.
3. Assessing potential critical care patients elsewhere in the hospital.
4. To manage telephone referrals, giving accurate advice, liaising with specialist teams as appropriate.
5. To attain knowledge & experience of different ventilation strategies (including high frequency oscillation), the use of inotropes & renal replacement therapies.
6. To attain experience in practical procedures including intubation, central line insertion.
7. To attain a high level of understanding for systems within NHS and improve their communication skills through participation in multidisciplinary meetings and daily interactions with members of multidisciplinary teams.
8. To jointly provide middle grade cover to the Critical Care Centre (Paediatric Intensive Care Unit (PICU) and Paediatric High Dependency Unit (PHDU) with nine other middle grade doctors (ten in total).
9. The clinical fellows will be responsible for the day to day management of the unit. There are two ward rounds per day; 08.30 for teaching and major management decisions and a business ward round at 16.00 – 16:30

During this post there will be opportunities for the post holder to attend sessions in theatre for practice in intubation and line insertion.

Time is allocated within the weekly rota for administration (including discharge summaries) and research.

The post holder is expected to supervise the junior colleagues for practical procedures and teach the principles of ITU care.

Weekly PICU teaching sessions for general paediatric trainees and fellows, in which the fellows will be expected to participate. In addition there are weekly general paediatric teaching sessions.

X-ray meetings: Weekly PICU X-ray meeting and weekly Paediatric Neurosciences radiology meetings.

Weekly teaching sessions in General Paediatrics and Paediatric Hepatology.

### Audit and Research

Research is encouraged. There is an active audit and research program on the Unit in which the Fellow is expected to participate. Audits are presented regularly at our monthly unit meetings. Time will be allocated in the rota for audit and research.

## **6. MENTORING & CLINICAL SUPERVISION**

You will have an annual appraisal with your educational supervisor so that objectives can be set and to identify any training that you may need. It is also a time to discuss how well you are doing, what you would like to achieve in the coming the year.

## **7. CARE GROUP STAFFING [AND SPECIFIC EQUIPMENT OR RESOURCES, CLINICAL, ADMINISTRATIVE AND SECRETARIAL SUPPORT]**

## **8. PURPOSE OF JOB**

The post will be based at King's College Hospital, Denmark Hill and this will be reviewed within 3 months of the postholder commencing in post.

All employees are expected to undertake work on any of the Trusts sites as required by the service. As an employee of the Trust you will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Trust's patients. Integral to these responsibilities is the following: -

- The provision of a first class clinical service.
- Effective leadership to all staff engaged in the specialty.
- Sustaining and developing teaching and research in conjunction with King's College London / KHP.
- Undertaking all work in accordance with the Trust's procedures and operating policies.
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Trust's service plans.
- Maintaining the confidence of business plans and development strategies formulated for the specialty, the Care Group or the Trust.

## 9. PROPOSED TIMETABLE

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	HL	HL	Zero	Zero	HL	HL	HL
2	Zero	Zero	HL	HL			
3	HN	HN	Zero	Zero	HN	HN	HN
4	Zero	Zero	HN	HN	Zero		
5	Zero	Short	Short	GAS	Short		
6	Zero	Zero	Short	GAS	Short		
7	PL	PL	Zero	Zero	PL	PL	PL
8	Zero	Zero	PL	PL			
9	PN	PN	Zero	Zero	PN	PN	PN
10	Zero	Zero	PN	PN	Zero		
11	Short	Short	Short	Short	Short		
12	I mobile night	I mobile night	Zero	Zero	I mobile night	I mobile night	I mobile night
13	Zero	Zero	I mobile night	I mobile night	Zero		
14	Short	Short	Short	GAS	Short		
15	Short	Short	Short	GAS	Short		
16	RD	RD	RD	GAS	RD		
		HL	08:00 - 21:00	HDU Long day			
		HN	20:00 - 09:00	HDU night			
		PL	08:00 - 21:00	PICU long day			
		PN	20:00 - 09:00	PICU night			
		RD	08:00 - 16:00	Research day			
		GAS	08:00 - 15:00	Governance/Audit/Study			
		SD	08:00 - 17:00	Short day			
		I mobile night	20:00 - 09:30	I-mobile night			

## 10. KEY DUTIES AND RESPONSIBILITIES

- Together with other colleagues to provide a service for patients. This includes all aspects of treatment and relevant management duties for the proper functioning of the Care Group.

- Shared responsibility with other colleagues for providing 24 hours, 7 days a week cover for the Unit on a rota basis. Responsible also for covering colleagues' periods of annual leave and short-term sickness.
- Participation in Multi-disciplinary Meetings.
- Contribution to audit and clinical governance programmes.
- Responsible for outpatient clinic commitments in peripheral hospitals as agreed with the Care Group management team.
- Contribute to the Care Group research interests in accordance with the Trust's R&D framework.
- Contribute to the audit programmes, Morbidity and Mortality, clinical governance programs and learning from Deaths.
- Conduct all activities within the contracted level of service and operating plan for service(s).
- Work in conjunction with clinical and other professional colleagues to ensure that the productivity of staff within the specialty is maintained and their job satisfaction is enhanced. This may include involvement in the appraisal process for peers and/or junior colleagues.
- Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene.
- Prepare for and undertake the protective interventions that you are responsible for in a manner that is consistent with evidence-based practice and maintaining patient safety.

## **11. GENERAL INFORMATION**

- You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance responsibilities associated with this post.
- You are required to observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations, including complying with statutory and Trust core training.
- You are required to observe and maintain strict confidentiality of personal information relating to patients and staff.
- You are required to be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues.
- The post-holder has an important responsibility for, and contribution to make to, infection control and must be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures, which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.
- All employees must hold an 'nhs.net' email account, which will be the Trust's formal route for email communication. You are therefore required to check this regularly and to deal with such communication promptly.

- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post-holder.

## **12. CLINICAL GOVERNANCE**

The postholder will be expected to contribute to and participate in the Care Group's ongoing clinical audit programme and quality improvement programmes, and will carry out all necessary administrative duties associated with the care of their patients. The postholder also has a general duty of care for the health, safety and well-being of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.

## **13. STUDY AND ANNUAL LEAVE**

The postholder will be expected to comply with the Continuing Professional Development (CPD) requirements of the relevant Royal College or Faculty and/or provide appropriate documentation and reflection in their appraisal documentation. Study leave may be requested in accordance with the Trust's Policy for CPD. Annual leave may be taken in accordance with the Trust's Guidelines on Leave Arrangements for Medical and Dental Staff. To ensure the smooth running of the service the postholder will ensure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences and the expected approvals would go through e-leave planning (SARD, Health Roster) or another agreed system. Leave must be booked with appropriate time lines to allow effective service continuity.

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## **14. TERMS AND CONDITIONS**

The post is covered by the current Terms and Conditions of Service of NHS Medical and Dental Staff (England) and Trust Policies and Procedures where relevant.

There is a commitment to undertake routine job planned work on Saturdays or Sundays with appropriate job planning and commensurate time without commitment to the Trust.

Appointment is conditional upon a satisfactory medical assessment, which may include an examination.

## **15. SAFEGUARDING RESPONSIBILITIES**

The Trust takes the issues of safeguarding children, adults and addressing domestic abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- Attending mandatory training on safeguarding children and adults.
- Familiarising themselves with the Trust's processes for reporting concerns.
- Reporting any safeguarding child or adult concerns appropriately.

## **16. INFECTION CONTROL STATEMENT**

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

## **17. APPRAISAL**

Annual appraisal is a contractual requirement in the NHS, as part of GMC revalidation you have a responsibility to have an appraisal within twelve months of your last appraisal or within six months of starting at King's if you have not had an appraisal previously in the UK.

ARCPs count as previous appraisals for former HEE trainees.

All Medical and Dental staff will be expected to be compliant with statutory and mandatory training.

## PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
1. Qualifications	Registerable medical qualification.	
2. Higher Qualifications	[MRCPCH] or equivalent.	Other higher degree or diploma (e.g., MD).
3. Registration	Full registration with GMC/GDC with License to Practice.	
4. Training and Experience	Wide experience in all aspects of PICU, culminating in award of CCT or equivalent.  Specialist training in PICU.	
5. Administration	Experience in day to day organisation of PICU services in a busy Teaching Hospital	Familiar with current structure of Health Service and conversant with recent initiatives and changes.
6. Management and Leadership	Able to demonstrate leadership capability within multi-disciplinary teams.	Management course and / or qualification.
7. Audit & quality improvement	Understanding of principles of medical audit and quality improvement.	Demonstrate ability to lead change.
8. Research	Experience of conducting or supporting clinical research.	Relevant research experience in one or more aspects of PICU.  Publication of relevant review articles or case reports.
9. Teaching	Experience of undergraduate and post-graduate teaching and exam preparation.	Teaching skills course / qualification.
10. Personal Skills	Effective communicator, able to work in a close-knit team and co-operate with all medical and paramedical staff.  Flexible and resilient.	Familiarity with information technology and general computer skills.
11. Personal attributes	Professional attitude towards work, reliability, good record of attendance and tidy personal appearance.	
12. Kings Values	Able to demonstrate an understanding of Kings Values.  Commitment to uphold Kings Values.	