

Job Description [Clinical fellow rota vacancy]

Role Title **Clinical Fellow in Emergency Medicine and Sustainability**

Responsible to: **Clinical Director – Emergency Department**

Accountable to: **Chief Medical Officer**

Our Vision, Mission, Values and Behaviours

At UHCW our vision is to become a national and international leader in healthcare. As such our mission is to: *Care, Achieve and Innovate*. We can achieve our vision and mission by providing and improving quality of care and services, encouraging creativity and embracing research and learning.

Our mission is underpinned by our clear set of values and associated behaviours; *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*.

As an employee of our Trust you will be accountable for upholding the Trust's values and be responsible for your own attitude and behaviour.

1. INTRODUCTION

We are proud to offer a range of exciting opportunities for motivated doctors with an interest in Emergency Medicine and sustainability to develop their knowledge and skills in an innovative and busy trauma centre. This full-time post would be suitable for a doctor who has completed Foundation Training or the equivalent

The successful applicants will work on the Clinical Fellow rota of the Emergency Department, with the 24/7 supervision of an experienced middle grade doctor and a Consultant 16 hours a day, and participate in a full shift pattern [average 40 hours per week] which includes nights and weekends. UHCW is a major trauma centre and the juniors are encouraged to get involved as part of the team. We are part of Green ED, the Royal College of Emergency Medicine initiative to make emergency departments greener. The post will be split 80:20 between clinical duties and sustainability.

The other 20% of the post will allow the successful candidate to work on sustainability projects alongside the emergency department sustainability lead in line with the trust's commitment to delivering Net Zero targets. There will also be an opportunity to get involved with green activities across the trust.

2. THE DIRECTORATE

The Clinical Director is XXXX



3. DEPARTMENT OF EMERGENCY MEDICINE

The Department of Emergency Medicine currently has responsibility for two sites: the Emergency Department at UHCW (Walsgrave site) and the Emergency Department at the Hospital of St Cross, Rugby. The Emergency Department provides a single point of assessment for all patients, including GP referrals to specialties.

University Hospital Site

This is one of the busiest Emergency Departments in the United Kingdom with over 150,000 attendances per annum. The hospital is a tertiary referral centre and has 24/7 PCI and stroke thrombolysis. UHCW is one of the three designated Major Trauma Centre's in the West Midlands and last year treated over 300 patients with an ISS>15. All trauma specialties are represented at this site with the exception of Burns and Paediatric ICU.

There is a helipad located adjacent to the Emergency Department which receives large volumes of trauma patients from an extended catchment area. The department has excellent links with the local ambulance service and air ambulances, and is eligible to receive PHEM trainees from 2013. UHCW submits regular high quality data to TARN and is currently one of the top performing MTC's in the UK based on TARN data.

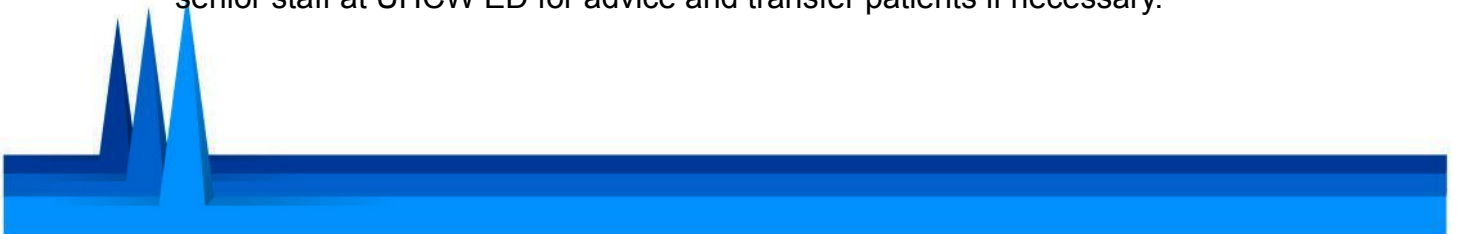
The Emergency Medicine Consultants provide clinical cover on this site 24 hours a day, 7 days a week. Many of the Consultants are examiners for MCEM and FCEM and can support candidates in their exam preparation. All Consultants are Educational Supervisors and are trained to complete Work Based Assessments.

The department is located in a large, modern state-of-the-art University teaching hospital. There is a six-bedded resuscitation room with one dedicated Paediatric bay. Full imaging facilities are present on site. The CT scanner is located in the Emergency Department, adjacent to Resus and is available 24 hours a day. A number of the Emergency Medicine Consultants are Level One and Level Two trainers in Ultrasound, and bedside ultrasonography is used daily in the department by EM doctors

The Children's Emergency Department is adjacent and runs in close collaboration with the paediatric service receiving approximately 36,000 patients per year.

Hospital of St Cross, Rugby

The Trust has responsibility for the Urgent Care Centre at St Cross Hospital, Rugby. This Department is staffed fully by Emergency Nurse Practitioners who contact the senior staff at UHCW ED for advice and transfer patients if necessary.



Staffing

The Department is supported by 24-hour shop-floor ED middle grades and medical registrars. ED Consultants provide at least 16 hours shop floor cover every day and are resident when on-call to provide immediate emergency support when appropriate. Senior staffs from all specialties are available on site.

There is an Emergency Nurse Practitioner service which provides support to the Minors Area of the Emergency Department. Close links are established with Coventry University and commitment is given to specialist training.

The department is supported by Operating Department Practitioners working full-time in the resuscitation room.

4. **PRINCIPAL DUTIES AND RESPONSIBILITIES OF THE POST**

The post involves working a full shift rota, including nights and weekends

- To ensure a safe and high standard of care of all patients in the Emergency Department & to work within the guidelines and practices of the Department. This includes liaison with colleagues in ED and other departments.
- To assist with the training and supervision of medical students and other allied health professionals in the Emergency Department.
- Attend the organised teaching sessions and participate in departmental audit projects.
- To participate in regular appraisal and mentoring sessions with the designated educational supervisor.

5. **AUDIT AND TEACHING**

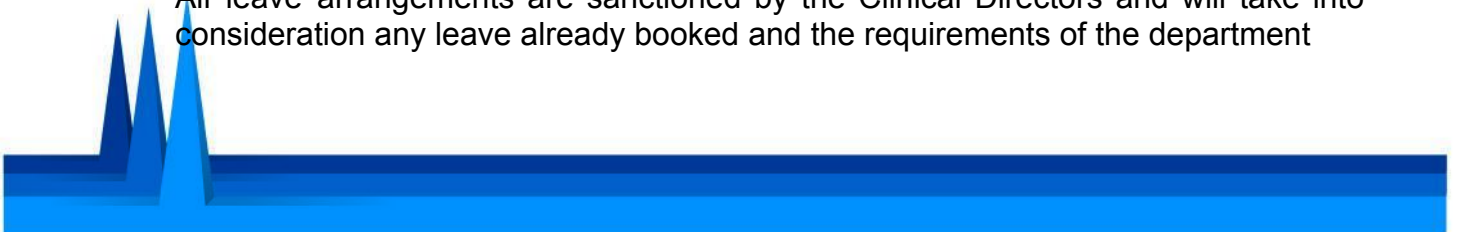
The department has a commitment to clinical governance, with monthly departmental audit and QIPS meetings. There is an established teaching program for the trainees and Clinical fellows within the department.

6. **RESEARCH & EDUCATION**

UHCW Emergency Department is involved with a number of research projects. Opportunities to participate in research projects and continued medical education are encouraged and study leave will be available in accordance with Trust Guidelines.

7. **ADMINISTRATION**

All leave arrangements are sanctioned by the Clinical Directors and will take into consideration any leave already booked and the requirements of the department



8. ESSENTIAL REQUIREMENTS

Suitable applicants must possess full registration and MB BS or equivalent degree, together with at least TWO years post registration experience, ideally some of that within an ED or acute setting

9. TERMS AND CONDITIONS

The post holder will be appointed by the University Hospitals Coventry and Warwickshire NHS Trust. Terms and conditions will be determined by reference to nationally agreed conditions for service for non-training medical staff in the National Health Service and approved by the local negotiating committee.

VISITING ARRANGEMENT

Candidates are encouraged to visit the Department.

Informal enquiries should be made to:

CONTRACTUAL RESPONSIBILITIES:

Confidentiality

The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.

Health and Safety

All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.

Risk Management

All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks that they encounter in their area of work.

Equal and Diversity

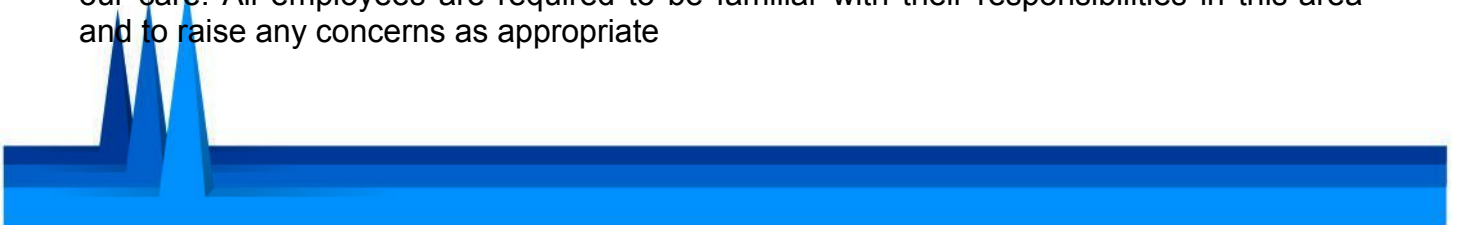
Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.

Infection Control and Prevention

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.

Safeguarding Vulnerable Adults and Children

The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate



Conflict of Interest

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

Working Time Regulations

The 'Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1248 hours. Employees may choose to opt out by providing written notification as appropriate.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.



University Hospitals
Coventry and Warwickshire
Person Specification



NHS Trust

Job Title: Clinical Fellow in Emergency Medicine

	Essential Criteria	Desirable Level	Method of Assessment
Qualification /Training	MBBS or equivalent Full GMC Registration	ALS/PLS	AF
Experience	Completed Foundation Training [or the equivalent]	Broad range of experience at F1/F2 level. Additional experience beyond F2 in ED or acute specialties NHS experience	AF
Skills & Abilities	Good communication skills, enthusiasm, leadership qualities, organisational skills Ability to participate fully in rota with some flexibility, full shift rota including nights and weekends		AF & I

Key

- AF: Application Form
- C: Pre-Employment Check
- I: Interview
- P: Presentation
- T: Test



Our values in action

We live our values in action in our work with patients, visitors and colleagues.

Some of the things you will see include UHCW staff:

- ✓ Being polite and introducing ourselves to everyone we meet
- ✓ Treating everybody as individuals and respecting their needs
- ✓ Being approachable, caring and helpful at all times
- ✓ Communicating openly with patients, visitors and colleagues, respecting confidentiality and privacy
- ✓ Taking the time to actively listen and understand individual needs
- ✓ Being open and honest
- ✓ Having honest conversations at all times
- ✓ Acknowledging that we don't always get it right
- ✓ Speaking out when we see things aren't right and supporting others to do the same
- ✓ Giving praise and saying thank you for a job well done
- ✓ Celebrating and recognising personal, team and organisational achievements
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services
- ✓ Actively working with patients and visitors to improve services
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Taking personal responsibility for our own learning
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Sharing learning with others
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

