

**IMPERIAL COLLEGE HEALTHCARE NHS TRUST
FACULTY OF MEDICINE, IMPERIAL COLLEGE LONDON**

JOB DESCRIPTION
Trust Grade

1. THE POST

The Department of Anaesthesia and Pain Management at Imperial College Healthcare NHS Trust is offering a 12-month fellowship training programme in Ambulatory and Regional Anaesthesia. This fellowship aims to confer the clinical skills and academic proficiency for the Consultant Anaesthetist with a special interest in Regional Anaesthesia and a focus on integrating regional anaesthesia into ambulatory practice.

2. IMPERIAL COLLEGE HEALTHCARE NHS TRUST

Imperial College Healthcare NHS Trust was created on October 1, 2007 by merging St. Mary's NHS Trust and Hammersmith Hospitals NHS Trust and integrating with the faculty of medicine of Imperial College London. One of the largest NHS trust in the country, we have come together to establish the UK's first academic health science centre (AHSC). The Trust has an annual turnover of over £950 million, approximately 10,000 staff, and it see over 500,000 patients a year.

The creation of the AHSC, a partnership between the NHS and Imperial College London, is a major advance for patient care, clinical teaching and scientific invention and innovation. The fusion of the different strands of our work and the achievements that can now be realised will lead to significant benefits for patients and greater advances in healthcare than could be delivered apart.

Imperial College Healthcare NHS Trust already has a world-leading reputation. Hammersmith and St Mary's hospitals have two of the highest clinical ratings in the country, rated second and third best Trusts for clinical performance, quality of care and safety.

The Trust was awarded the status of a generic Biomedical Research Centre by the National Institute of Health Research (NIHR) in 2006 for its excellence in translational and clinical research – one of only 5 in the UK.

Imperial College London has a campus on all main sites and is increasingly integrated with all the clinical specialties. The Clinical Sciences Centre of the Medical Research Council (MRC) is also based at Hammersmith Hospital providing a strong foundation for clinical and scientific research.

Imperial College Healthcare NHS Trust is one of the largest education, training and research centres nationally; it is the clinical partner of the Imperial Academic Health Science Centre. All of our staff are actively encouraged to become involved with education and/or research, in addition to their clinical role. There is an annual review of job plans, with potential educational or research PAs available for dedicated education, training or research time. These PAs are awarded ad personam, relate to specific workload with metrics and are subject to annual performance review.

3. THE AHSC VISION AND MISSION

The vision for our academic health science centre (AHSC) is that the quality of life of our patients and local populations will be vastly improved by taking the discoveries that we make and translating them into medical advances - new therapies and techniques - and by promoting their application in the NHS and around the world, in as fast a timeframe as is possible.

Our mission is to make our AHSC one of the top five AHSCs in the world within the next ten years, channeling excellence in research to provide world-class healthcare for patients.

Achieving this challenging mission will significantly improve the quality of healthcare for the local community, London and the UK as a whole, and enhance the UK's position as a global leader in biomedical research and healthcare.

Chairman	Sir Richard Sykes
CEO	Professor Tim Orchard
Medical Director	Dr Julian Redhead
Chief Financial Officer	Mr Richard Alexander
Director of Nursing	Professor Janice Sigsworth
AHSC Director & Director of Research	Professor Jonathan Weber

We need all our staff to work together to fulfil the promise of the AHSC, and all staff need to be inspired to share in making discoveries and finding new ways of treating patients. We are tearing down institutional barriers to enable this to happen, and devising new ways of working between doctors, scientists, nurses, administrators and managers. We have already made a start with our innovative Divisional Structure.

The clinical services of the Trust are organised into 3 Divisions which are clinician led and have the autonomy to organise themselves into optimum vehicles for the delivery of world class, integrated research and healthcare.

Divisions	Director
Medicine and Integrated Care	Dr Frances Bowen (Interim)
Surgery, Cancer and Cardiovascular	Professor Catherine Urch
Women's, Children's and Clinical Support	Professor TG Teoh

Each Division has a Director of Research (usually a Head of Division) and a Director of Education, who will work with the Divisional Director to ensure that opportunities for translational research and postgraduate education for all staff are maximised.

4. IMPERIAL COLLEGE LONDON

Imperial College London is a science-based institution with a reputation for excellence in teaching and research. Professor Alice Gast joined as President of College on 1st September 2014, and in succession to Baroness Eliza Manningham-Buller, the Chairman of the Court and Council appointed May 2015 is Sir Phillip Dilley.

Professor Gast has been appointed under the new leadership model announced in April 2012. The new structure incorporates two senior posts, the President and the Provost. As President, Professor Gast will lead the College's strategy, including the development of its new 25 acre campus Imperial West, and its links to government, industry, philanthropists and alumni.

The Mission

Imperial College embodies and delivers world-class scholarship, education and research in science, engineering and medicine, with particular regard to their application in industry, commerce and healthcare. We foster interdisciplinary working internally and collaborate widely externally.

Strategic Intent

- To remain amongst the top tier of scientific, engineering and medical research and teaching institutions in the world
- To develop our range of academic activities to meet the changing needs of society, industry and healthcare
- To continue to attract and develop the most able students and staff worldwide
- To establish our Business School as one of the leading such institutions in the world
- To communicate widely the significance of science in general, and the purpose and ultimate benefits of our activities in particular

The academic and research staff of 3,569 includes 66 Fellows of the Royal Society, 74 Fellows of the Royal Academy of Engineering, 76 Fellows of the Academy of Medical Sciences, one Fellow of the British Academy, four Crafoord Prize winners and two Fields Medalists. Fourteen Nobel Laureates have been members of the College either as staff or students.

The College has over 15,500 students (9,000 Undergraduate, 5,500 Postgraduate and 1,000 visiting). There are students from over 120 countries. Over 50 percent of students come from countries outside the UK. There are 3,800 academic and research staff with more than 30% of staff from outside of the UK.

In *THE* World University rankings 2014-15, College is ranked 3rd in Europe and 9th in the world with the Faculty of Medicine ranking 3rd in Europe and 4th in the world in the clinical, pre-clinical and health subject areas.

External assessment of the College's teaching quality in many different subject areas has been judged to be of high standard.

Research

The quality of the College's research has been judged consistently to be of the highest international standard and the proportion of income from research grants and contracts is one of the highest of any UK university.

Imperial is home to the greatest concentration of high-impact research of any major UK University. REF's new impact measure ranks Imperial's research highest of any major university. Moreover, eight of Imperial's 14 REF-assessed research areas are top or joint-top for "outstanding" or "very considerable" impact.

The concentration of research in science, engineering and medicine gives the College a unique and internationally distinctive research presence. Interdisciplinary working is fostered at the College through its institutes and centres, which include the Institute of Biomedical Engineering, the Grantham Institute for Climate Change and the Energy Futures lab. Their strength lies in the expertise drawn together from across Imperial to tackle some of the world's greatest problems.

Imperial's enterprise culture ensures that discoveries in the lab are quickly translated to the market place. The technology transfer company Imperial Innovations Limited is responsible for managing and commercializing Imperial College Intellectual Property (IP) and draws upon a pipeline of technology emanating from Imperial's research. In 2011, Imperial College Healthcare NHS Trust appointed Imperial Innovations as its representative Technology Transfer partner, with the current contractual relationship running until February 2015.

In 2013/14 there were 18 AHSC patents filed, the average per year over the past five years was 12 patents with a grand total 61. In 2013/14 there were 116 AHSC invention disclosures. The average per year over the past 5 years was 118 disclosures with a grand total of 588.

Since 2005, the Group has raised £206 million in proceeds from investors, which has enabled it to invest in a portfolio of spin-out companies. In 2013, the Group received a loan facility for £30 million from the European Investment Bank, providing funds for investment in healthcare ventures. Since the IPO in 2006, Innovations has invested £160.9 million, and its portfolio of companies has raised investment of over £750.0 million. The Group has holdings in 93 portfolio companies.

Teaching and Learning

The College's overall educational aim is to ensure a stretching and exhilarating learning experience. While maintaining its traditional emphasis on single honours degree courses, Imperial also aims to give students the opportunity to broaden their experience through courses relevant to student and employer needs.

The Graduate School of Life Sciences and Medicine is the focus of postgraduate education and research in these areas. It maintains, enhances and monitors quality, and disseminates best

practice, whilst initiating and developing new programmes, particularly those with an interdisciplinary slant.

Location

The College now has one of the largest operational estates of any UK University. It includes seven central London campuses: the main South Kensington Campus, Charing Cross Campus, Chelsea and Westminster Campus, the Hammersmith Campus, the Northwick Park Campus, the Royal Brompton Campus and St Mary's campus; there are also two campuses outside London: the Silwood Park and Wye Campuses.

THE FACULTY OF MEDICINE

The Faculty of Medicine is one of Europe's largest medical institutions – in terms of its staff and student population and its research income. It was established in 1997, bringing together all the major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities. FoM has 20 Wellcome Trust (WT) Investigators (highest in the UK) and 20 National Institute for Health Research (NIHR) Senior Investigators among its staff and contains 29 externally funded, peer reviewed research centres. The AHSC partners have pioneered many of the major medical advances of the 20th century including vaccines; (Wright, 1913, typhoid vaccine), antibiotics (Fleming, 1927, Penicillin), clinical imaging (Bydder and Young, 1990) and biological therapy (Maini and Feldman, 1998, anti-TNF). The Faculty is led by the Dean), Professor Gavin Screaton. There are three Vice Deans

Vice Dean Education & Institutional Affairs

Professor Jenny Higham

Vice Dean Research

Professor Jonathan Weber

Vice Dean Health Policy and Engagement

Professor Ara Darzi

Although on several sites, its academic divisions function as one Faculty, fully integrated within the College. There are five academic Schools, Institutes and Departments:

Schools, Institutes and Departments

Head of Department

Department of Medicine

Professor Martin Wilkins

Department of Surgery and Cancer

Professor Jeremy Nicholson

Institute for Clinical Sciences

Professor Amanda Fisher

National Heart and Lung Institute

Professor Kim Fox

School of Public Health

Professor Elio Riboli

SECTION 2

THE POST

Title of Post: Fellowship in Ambulatory and Regional Anaesthesia

Main site of activity: St Mary's Hospital

Responsible to: Dr Ben Graham, Clinical Lead for St Mary's

Accountable to: Dr Stewart Berry, Clinical Director for Theatres & Anaesthesia

Background to the Post

The Department of Anaesthesia and Pain Management of Imperial College NHS Healthcare Trust is offering a 12-month fellowship training programme in Ambulatory and Regional Anaesthesia. This fellowship aims to confer the clinical skills and academic proficiency for the Consultant Anaesthetist with a special interest in Regional Anaesthesia and a focus on integrating regional anaesthesia into ambulatory practice.

Role Summary

This post holder will be supervised by Dr Boyne Bellew Consultant Anaesthetist (Regional Anaesthesia). This post could be considered OOPE/T or standalone 12 months, or combined with 6 months general anaesthesia. All arrangements will be considered, but it is up to the applicant to ensure all the relevant paperwork is completed and approved. It would suit a senior trainee / peri-CCT / post CCT grade – as independent practice will be an expected/planned endpoint, thus more junior grades are not eligible. The post holder will be expected to join in delivering the education of junior grade anaesthetists and medical students in this specialty area.

On completion, this fellowship will leave the post holder confident and experienced in all aspects of the anaesthetic and peri-operative management of regional anaesthesia. In addition to clinical work, there will be an emphasis on achieving research and audit of individual and group practice.

Duties and responsibilities

The post will be available as a full time (described below) or part time post. Job plans for part-time posts will be by agreement with the Supervisor of Post and College Tutor.

The post holder will undertake 2-3 all regional anaesthesia sessions during each week of elective work and regularly attend acute pain rounds. There is also a commitment to take part in the general on-call rota at a proportional level, including the proportionate number of on-call long day and night shifts. Currently this rota is 1:8.

The post will be covered by the same arrangements for study leave and supervision that apply to trainees in PMETB approved posts. Study leave and annual leave will have to be taken during weeks when not on call, or sessions moved accordingly. There is a strong departmental tradition of performing research and audit in this service and of publishing results. Previous experience of research and completed audit will be expected.

Clinical experience

The fellowship programme is based at St Marys Hospital (Major Trauma Centre) and will include clinical commitments at Charing Cross Hospital (elective surgery).

ICHT is shifting focus and practice to ambulatory surgery. It is a unique setup, where surgical procedures are done on a day surgery basis. The surgical services provide comprehensive care specializing in ambulatory surgery in the areas of:

- General surgery
- Oncology (specializing in cancers in women, including breast and thyroid cancer)
- Hand surgery
- Plastic surgery e.g. breast reconstruction
- Gynaecology
- Orthopaedic surgery (with a focus on trauma)

- Urology (male infertility)
- ENT

Regional Anaesthesia services are expanding significantly to facilitate the performance of several surgeries on a day surgical basis. It is equipped with ultrasound machines and taught by experts and fellowship trained regional anaesthetists. A variety of blocks are performed that caters to ambulatory practice.

Fellows will learn the clinical skills, principles, practices and patient care in ambulatory & regional anaesthesia. Fellows will also be exposed to the organizational aspects of running an ambulatory and trauma service, pre-anaesthesia clinics, postoperative follow up of day surgical patients.

Fellows will also have the opportunity to work at Charing Cross Hospital to gain further exposure to other surgical specialties, including anaesthesia for spine surgery, neurosurgery, major orthopaedic surgery, urology – although this will not be the focus of this program. On-call commitments will be at St Mary's Hospital and/or Charing Cross Hospital.

Research Experience

- Fellows will have the opportunity to participate in various projects under the supervision of fellowship-trained regional anaesthetist Dr Boyne Bellew.
- Under supervision, fellows are expected to initiate at least one research/quality improvement/audit project(s) and participate in departmental academic activities. Fellows are encouraged to attend and present their work at a national or international meetings during the year.

Education and Teaching

- Core curriculum lectures will be delivered by experienced staff aimed at learning critical aspects of regional anaesthesia
- Regular Fellow rounds are held throughout the year, which will include journal discussions, case discussions, and research or didactic presentations. Fellows will present in these rounds to gain experience in presentation and teaching
- Teaching is a core component of the fellowship, and fellows will be able to instruct and supervise junior trainees in the operating room.
- The department has weekly teaching that the fellows can benefit from learning the topical issues and relevant literature.

SECTION 3

MAIN CONDITIONS OF SERVICE FOR MEDICAL STAFF

The post holder will be indemnified by the Trust for all NHS work undertaken as part of his/her contract of employment.

The post holder is encouraged to take out adequate defence cover as appropriate to cover him/her for any work that does not fall within the scope of the indemnity scheme (contract of employment).

Hours per week:	37.5
Rotas:	Registrar general on-call rota
Salary scale:	£31,127 – £49,086
London Weighting:	Inner London

Trust arrangements for adherence to the EU Working Time Directive are in place.

Clinical Governance and Risk Management

The Trust believes everyone has a role to play in improving and contributing to the quality of care provided to our patients. As an employee of the Trust you are expected to take a proactive role in supporting the Trust's clinical governance agenda by:

- Talking part in activities for improving quality such as clinical audit
- Identifying and managing risks through incident and near miss reporting and undertaking risk assessments
- Following Trust policies, guidelines and procedures
- Maintaining your continue professional development

All Clinical staff making entries into patient health records are required to follow the Trust standards of record keeping.

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigation undertaken.

Information Quality Assurance

As an employee of the Trust it is expected that you will take due diligence and care in regard to any information collected, recorded, processed or handled by you during the course of your work and that such information is collected, recorded, processed and handled in compliance with Trust requirements and instructions.

Freedom of Information

The post holder should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and is responsible for helping to ensure that the Trust complies with the Act when handling or dealing with any information relating to Trust activity.

Management of a Violent Crime

The Trust has adopted a security policy in order to:

- help protect patients, visitors and staff
- safeguard their property

All employees have a responsibility to ensure that those persons using the Trust and its services are as secure as possible.

Pension Scheme

Membership of the NHS Pension Scheme is available to all employees over the age of 16. Membership is subject to the regulations of the NHS Pension Scheme, which is administered by the NHS Pensions Agency. Employees who subsequently wish to terminate their membership must complete an opting out form - details of which will be supplied upon you making a request to

the Trust's Pensions Manager, based in payroll. A contracting-out certificate under the Pension Schemes Act 1993 is in force for this employment and, subject to the rules of the Scheme, if you join the Scheme your employment will be contracted-out of the State Earnings Related Pension Scheme (SERPS).

Health and Safety at Work

a) It is the duty of every employee while at work not to intentionally or recklessly interfere with anything provided in the interest of health and safety, including anything provided in pursuance of statutory provision.

b) It is the duty of everyone while at work to take reasonable care of the Health and Safety of themselves and other persons who may be affected by acts or omissions at work.

c) It is the duty of every employee while at work to co-operate with the employer in ensuring that all statutory and other requirements are complied with.

Statutory Medical Examination

All appointments are conditional upon prior health clearance by the Trust's Occupational Health Service. Failure to provide continuing satisfactory evidence will be regarded as a breach of contract.

Professional Registration/Licence to Practice

Staff undertaking work which requires professional/state registration/licence are responsible for ensuring that they are so registered/licensed and that they comply with any Codes of Conduct applicable to that profession. Proof of registration/licence to practice must be produced on appointment and, if renewable, proof of renewal must also be produced.

Disclosure and Barring Service

Applicants for posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to a Disclosure and Barring Service check before the appointment is confirmed. This includes details of cautions, reprimands, final warnings, as well as convictions. Further information is available from the Disclosure and Barring Service website at <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

Equal Opportunities

The Trust believes that all employees have the right to be treated with dignity and respect. Failure to comply with or adhere to the Trust's Equal Opportunities Policy will be treated as misconduct under the Trust's Disciplinary Policy and Procedure.

The Trust requires that in return you treat others with dignity and respect and that you do not harass or otherwise discriminate against any other member of staff, patient or visitor to the Trust or employees of any associated employers or contractors of the Trust on the grounds of race, colour, sex, age, disabilities, religious beliefs or sexual orientation.

Fitness to Practice

Prior to making an appointment to a post, the Trust needs to establish if applicants for such positions have ever been disqualified from the practice of a profession or required to practise subject to specified limitations following fitness to practise proceedings by a regulatory body in the UK or in another country, and whether they are currently the subject of any investigation or proceedings by any body having regulatory functions in relation to health/social care professionals, including such a regulatory body in another country.

Car Parking and Public Transport

There are pay and display and permit holders only car parks at all hospital sites. Information on transport links is available at <http://www.imp.nhs.uk/maps/map.htm>

Security

Employees are required to wear security badges at all times.

Variation

The job description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time after consultation with the post holder.

Professional Association/Trade Union Membership

It is the policy of the Trust to support the system of collective bargaining and as an employee in the Health Service you are therefore encouraged to join a professional organisation or trade union. You have the right to belong to a trade union and to take part in its activities at any appropriate time and to seek and hold office in it. Appropriate time means a time outside working hours.

Work Visa/ Permits/Leave to Remain

If you are a non-resident of the United Kingdom or European Economic Union, any appointment offered will be subject to the Resident Labour Market test (RLMT). The Trust is unable to employ or continue to employ you if you do not obtain or maintain a valid Right to Work (leave to remain).

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Confidentiality

The post-holder must maintain confidentiality of information about staff, patients and health service business and be aware of the Data Protection Act (1984) and Access to Health Records Act (1990).

Conflict of Interests

You may not without the consent of the Trust engage in any outside employment and in accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust.

In addition the NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation, other NHS or voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently, whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position which may give rise to a conflict of interests between any work that you undertake in relation to private patients and your NHS duties.

Code of Conduct

All staff are required to work in accordance with the code of conduct for their professional group (e.g. Nursing and Midwifery Council, Health Professions Council, General Medical Council, NHS Code of Conduct for Senior Managers).

NHS Constitution

The NHS Constitution establishes the principles and values of the NHS in England. You should aim to maintain the highest standards of care and service, treat every individual with compassion and respect, take responsibility for the care you provide and your wider contribution, take up training and development opportunities provided, raise any genuine concern you may have about a risk, malpractice or wrongdoing at work, involve patients, their families and carers fully in decisions, be open if anything goes wrong and contribute to a climate where the reporting of, and learning from, errors is encouraged. You should view the services you provide from a patient's standpoint and contribute to providing fair and equitable services for all.

The above is a brief summary; you are encouraged to access the full document at: www.nhs.uk/constitution

Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with and adhere to current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure that they apply alcohol gel to their hands and also wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Staffs have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents library section on the intranet.

No Smoking

The Trust operates a non-smoking policy.

Preliminary Visits

Candidates may discuss the post and arrange visits with Dr Ben Graham, Clinician Lead St Mary's Hospital, or Dr Rose Dhesi, Site Lead for Clinical Fellows, on 020 3312 1248.

SECTION 4

PERSON SPECIFICATION

Post Title: Fellowship in Ambulatory and Regional Anaesthesia

Responsible to: Dr Ben Graham, Clinical Lead for St Mary's

Accountable to: Dr Stewart Berry, Clinical Director for Theatres & Anaesthesia

Attributes/skills	Essential	Desirable	Measurement
Qualifications Higher qualifications	On GMC registered/ licensed Medical Practitioner Primary Medical Qualification MBBS or equivalent Intermediate Level training Certificate (Anaesthetics) FRCA or equivalent	ATLS/ETC (European Trauma course)	Application/Interview
Clinical skills	Able to demonstrate a broad range of advanced clinical and assessment skills Clinical experience of the critical care patient throughout the patient pathway		Application/Interview
Audit	Understanding of the application of audit and research to clinical practice	Peer reviewed publications	Application
Language	Good understanding of English, both written and oral		Application/Interview
Communication Skills	Excellent oral and written communication Ability to assume lead roles in education of medical professionals Ability to facilitate cross- disciplinary communications and develop collaborative working relationships		Application/Interview
Reliability	Ability to work to set priorities, targets and objectives		Application/Interview

Flexibility	Ability to work flexibly as required Good time management		Application/Interview
Resilience	Ability to work under pressure in occasionally stressful environment		Application/Interview
Thoroughness	Awareness of own limitations		Application/Interview
Drive/Enthusiasm	Self-motivated and able to use own initiative		Application/Interview
Probity	Honesty, integrity, appreciation of ethical dilemmas Must be able to demonstrate and model the key Trust values of kind, expert, collaborative and aspirational		Application/Interview
Physical requirements	Occupational health clearance for the role specified		Occupational health Interview
Team Work	Good team player Approachable manner		Application/Interview

**IMPERIAL COLLEGE HEALTHCARE NHS TRUST
FACULTY OF MEDICINE, IMPERIAL COLLEGE LONDON**

JOB DESCRIPTION
Trust Grade

1. THE POST

The Department of Anaesthesia at Imperial College Healthcare NHS Trust is offering a 12-month clinical fellowship in vascular anaesthesia. The role of the clinical vascular fellow is to develop and augment vascular anaesthesia in St Mary's Hospital, as well as contribute to the department of anaesthesia, which is part of a trust that is a well-established world leader in academic and clinical research. St Mary's Hospital is a tertiary vascular centre situated in London that treats in excess of 300 adult arterial vascular patients per year from diverse backgrounds.

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Our mission is to make our AHSC one of the top five AHSCs in the world within the next ten years, channeling excellence in research to provide world-class healthcare for patients.

Achieving this challenging mission will significantly improve the quality of healthcare for the local community, London and the UK as a whole, and enhance the UK's position as a global leader in biomedical research and healthcare.

Chairman	Sir Richard Sykes
CEO	Professor Tim Orchard
Medical Director	Dr Julian Redhead
Chief Financial Officer	Mr Richard Alexander
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AHSC Director & Director of Research	Professor Jonathan Weber

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Divisions

Director

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Surgery, Cancer and Cardiovascular	Professor Katie Urch
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Imperial is home to the greatest concentration of high-impact research of any major UK University. REF's new impact measure ranks Imperial's research highest of any major university. Moreover, eight of Imperial's 14 REF-assessed research areas are top or joint-top for "outstanding" or "very considerable" impact.

The concentration of research in science, engineering and medicine gives the College a unique and internationally distinctive research presence. Interdisciplinary working is fostered at the College through its institutes and centres, which include the Institute of Biomedical Engineering, the Grantham Institute for Climate Change and the Energy Futures lab. Their strength lies in the expertise drawn together from across Imperial to tackle some of the world's greatest problems.

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The College's overall educational aim is to ensure a stretching and exhilarating learning experience. While maintaining its traditional emphasis on single honours degree courses, Imperial also aims to give students the opportunity to broaden their experience through courses relevant to student and employer needs.

The Graduate School of Life Sciences and Medicine is the focus of postgraduate education and research in these areas. It maintains, enhances and monitors quality, and disseminates best practice, whilst initiating and developing new programmes, particularly those with an interdisciplinary slant.

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The College now has one of the largest operational estates of any UK University. It includes seven central London campuses: the main South Kensington Campus, Charing Cross Campus, Chelsea and Westminster Campus, the Hammersmith Campus, the Northwick Park Campus, the Royal Brompton Campus and St Mary's campus; there are also two campuses outside London: the Silwood Park and Wye Campuses.

THE FACULTY OF MEDICINE

The Faculty of Medicine is one of Europe's largest medical institutions – in terms of its staff and student population and its research income. It was established in 1997, bringing together all the major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities. FoM has 20 Wellcome Trust (WT) Investigators (highest in the UK) and 20 National Institute for Health Research (NIHR) Senior Investigators among its staff and contains 29 externally funded, peer reviewed research centres. The AHSC partners have pioneered many of the major medical advances of the 20th century including vaccines; (Wright, 1913, typhoid vaccine), antibiotics (Fleming, 1927, Penicillin), clinical imaging (Bydder and Young, 1990) and biological therapy (Maini and Feldman, 1998, anti-TNF). The Faculty is led by the Dean), Professor Gavin Screaton. There are three Vice Deans

Vice Dean Education & Institutional Affairs
Vice Dean Research
Vice Dean Health Policy and Engagement

Professor Jenny Higham
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Professor Ara Darzi

Although on several sites, its academic divisions function as one Faculty, fully integrated within the College. There are five academic Schools, Institutes and Departments:

Schools, Institutes and Departments

Head of Department

Department of Medicine
Department of Surgery and Cancer
Institute for Clinical Sciences
National Heart and Lung Institute
School of Public Health

Professor Martin Wilkins
Professor Jeremy Nicholson
Professor Amanda Fisher
Professor Kim Fox
Professor Elio Riboli

SECTION 2

THE POST

Title of Post: Clinical Vascular Fellow in Anaesthesia

Main site of activity: St Mary's Hospital

Responsible to: Dr Ben Graham, Clinical Lead for St Mary's

Accountable to: Dr Stewart Berry, Clinical Director for Theatres & Anaesthesia

Background to the Post

The Department of Anaesthesia at Imperial College Healthcare NHS Trust is offering a 12-month clinical fellowship in vascular anaesthesia. The role of the clinical vascular fellow is to develop and augment vascular anaesthesia in St Mary's Hospital, as well as contribute to the department of anaesthesia, which is part of a trust that is a well-established world leader in academic and clinical research. St Mary's Hospital is a tertiary vascular centre situated in London that treats in excess of 300 adult arterial vascular patients per year from diverse backgrounds.

St Mary's department of Anaesthesia is part of the Imperial College Healthcare NHS Trust, the largest NHS Acute Trust in the UK. The department of anaesthesia is spread over 5 hospital sites, St. Mary's, Charing Cross, Hammersmith, Queen Charlotte and Chelsea and Western Eye Hospitals.

St. Mary's Hospital is part of the training hospitals medical school based at Imperial College London. Imperial is one of the largest and most influential medical schools nationally and internationally and is credited with excellent teaching and research facilities and opportunities. NHS Education for England has also awarded the lead provider for education and training to Imperial. At St. Mary's, surgical innovation and development is high on the agenda and influences daily clinical care.

The department of Anaesthesia at St. Mary's consists of 9 main theatres including 2 specialists theatres equipped for Complex Vascular as well as Major Polytrauma surgery. There are also theatres within the Surgical Innovation Centre, Day surgery suites and Obstetric units. Anaesthesia is also provided in the angiography, interventional radiology, MRI and Emergency Medicine departments.

The department has its own anaesthetic library with access to educational material, including on-line teaching and journals. It has close links with Imperial College St. Mary's Campus, which houses large sources of published materials and expert librarian services to aid journal searches and access to materials from other sources across the city and country. The department also hold bi-weekly teaching programmes and encourages the participation of all members.

The hospital runs 24-hour anaesthetic cover, with three anaesthetists of varying training levels resident at night and with Anaesthetic Consultant cover available for complex cases and periods of busy workload. There is a dedicated Paediatric Anaesthetic Consultant on call rota for complex paediatric cases. As a centre for vascular referral, surgery on complex cases can occur at any time as and when required with an interventional radiologist on call at all times. Major trauma plays a significant part in the responsibilities and workload of the department and in particular during the on call setting.

Duties and responsibilities

The post holder will work under the supervision of Dr Nathalie Courtios, site lead for vascular anaesthesia, and other consultant anaesthetists within the department. The fellow will be involved in protocol and guideline development as well as be instrumental in continued audit and research processes.

This post also includes a service commitment to the NHS to provide on-call cover on the senior registrar rota at St Mary's Hospital, which is a 1:8 on-call commitment. This covers emergency theatre work, anaesthetic requirements for trauma calls at the Major Trauma Centre and overseeing anaesthetic care of the obstetric anaesthetic registrar. Emergency theatres include

specialities for general surgery, vascular, orthopaedics, gynaecology and orthoplastics, as well as the occasional medical emergency. The successful candidate will also participate as a trauma team member at trauma calls when on duty.

The post will be covered by the same arrangements for study leave and supervision that apply to trainees in PMETB approved posts. Study leave and annual leave will have to be taken during weeks when not on-call, or sessions moved accordingly. There is a strong departmental tradition of performing research and audit in this service and of publishing results. Previous experience of research and completed audit will be expected.

The post holder will be required to:

- Provide high quality vascular and emergency anaesthesia within a one to one consultant supervised environment initially, and then go on to manage cases within the tertiary vascular centre with indirect supervision.
- Gain specialist vascular anaesthetic experience within the vascular theatres, which includes endovascular, thoraco-abdominal aneurysms, carotid and L heart bypass cases.
- Communicate with and participate in anaesthetic services for high dependency and critical care specialities.
- Engage in clinical governance activities specific to vascular anaesthesia as well as for general anaesthesia including critical incident reporting, attendance of morbidity and mortality meetings, perform audit and participate in mandatory training.
- Actively engage in the vascular teaching and training of other members of the anaesthetic department and hospital staff.
- Engage in quality improvement activity, additional management and administrative tasks as deemed appropriate to the position.
- Actively support and participate in audit and research projects to increase clinical and academic excellence within the department.
- Contribute to the development of anaesthetic vascular guidelines at a local, regional and national level.

SECTION 3

MAIN CONDITIONS OF SERVICE FOR MEDICAL STAFF

The post holder will be indemnified by the Trust for all NHS work undertaken as part of his/her contract of employment.

The post holder is encouraged to take out adequate defence cover as appropriate to cover him/her for any work that does not fall within the scope of the indemnity scheme (contract of employment).

Hours per week:	37.5
Rotas:	Registrar general on-call rota
Salary scale:	£31,127 – £49,086
London Weighting:	Inner London

Trust arrangements for adherence to the EU Working Time Directive are in place.

Clinical Governance and Risk Management

The Trust believes everyone has a role to play in improving and contributing to the quality of care provided to our patients. As an employee of the Trust, you are expected to take a proactive role in supporting the Trust's clinical governance agenda by:

- Talking part in activities for improving quality such as clinical audit
- Identifying and managing risks through incident and near miss reporting and undertaking risk assessments
- Following Trust policies, guidelines and procedures
- Maintaining your continue professional development

All Clinical staff making entries into patient health records are required to follow the Trust standards of record keeping.

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigation undertaken.

Information Quality Assurance

As an employee of the Trust it is expected that you will take due diligence and care in regard to any information collected, recorded, processed or handled by you during the course of your work and that such information is collected, recorded, processed and handled in compliance with Trust requirements and instructions.

Freedom of Information

The post holder should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and is responsible for helping to ensure that the Trust complies with the Act when handling or dealing with any information relating to Trust activity.

Management of a Violent Crime

The Trust has adopted a security policy in order to:

- help protect patients, visitors and staff
- safeguard their property

All employees have a responsibility to ensure that those persons using the Trust and its services are as secure as possible.

Pension Scheme

Membership of the NHS Pension Scheme is available to all employees over the age of 16. Membership is subject to the regulations of the NHS Pension Scheme, which is administered by the NHS Pensions Agency. Employees who subsequently wish to terminate their membership must complete an opting out form - details of which will be supplied upon you making a request to

the Trust's Pensions Manager, based in payroll. A contracting-out certificate under the Pension Schemes Act 1993 is in force for this employment and, subject to the rules of the Scheme, if you join the Scheme your employment will be contracted-out of the State Earnings Related Pension Scheme (SERPS).

Health and Safety at Work

a) It is the duty of every employee while at work not to intentionally or recklessly interfere with anything provided in the interest of health and safety, including anything provided in pursuance of statutory provision.

b) It is the duty of everyone while at work to take reasonable care of the Health and Safety of themselves and other persons who may be affected by acts or omissions at work.

c) It is the duty of every employee while at work to co-operate with the employer in ensuring that all statutory and other requirements are complied with.

Statutory Medical Examination

All appointments are conditional upon prior health clearance by the Trust's Occupational Health Service. Failure to provide continuing satisfactory evidence will be regarded as a breach of contract.

Professional Registration/Licence to Practice

Staff undertaking work which requires professional/state registration/licence are responsible for ensuring that they are so registered/licensed and that they comply with any Codes of Conduct applicable to that profession. Proof of registration/licence to practice must be produced on appointment and, if renewable, proof of renewal must also be produced.

Disclosure and Barring Service

Applicants for posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to a Disclosure and Barring Service check before the appointment is confirmed. This includes details of cautions, reprimands, final warnings, as well as convictions. Further information is available from the Disclosure and Barring Service website at <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

Equal Opportunities

The Trust believes that all employees have the right to be treated with dignity and respect. Failure to comply with or adhere to the Trust's Equal Opportunities Policy will be treated as misconduct under the Trust's Disciplinary Policy and Procedure.

The Trust requires that in return you treat others with dignity and respect and that you do not harass or otherwise discriminate against any other member of staff, patient or visitor to the Trust or employees of any associated employers or contractors of the Trust on the grounds of race, colour, sex, age, disabilities, religious beliefs or sexual orientation.

Fitness to Practice

Prior to making an appointment to a post, the Trust needs to establish if applicants for such positions have ever been disqualified from the practice of a profession or required to practise subject to specified limitations following fitness to practise proceedings by a regulatory body in the UK or in another country, and whether they are currently the subject of any investigation or proceedings by any body having regulatory functions in relation to health/social care professionals, including such a regulatory body in another country.

Car Parking and Public Transport

There are pay and display and permit holders only car parks at all hospital sites. Information on transport links is available at <http://www.imperial.nhs.uk>

Security

Employees are required to wear security badges at all times.

Variation

The job description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time after consultation with the post holder.

Professional Association/Trade Union Membership

It is the policy of the Trust to support the system of collective bargaining and as an employee in the Health Service you are therefore encouraged to join a professional organisation or trade union. You have the right to belong to a trade union and to take part in its activities at any appropriate time and to seek and hold office in it. Appropriate time means a time outside working hours.

Work Visa/ Permits/Leave to Remain

If you are a non-resident of the United Kingdom or European Economic Union, any appointment offered will be subject to the Resident Labour Market test (RLMT). The Trust is unable to employ or continue to employ you if you do not obtain or maintain a valid Right to Work (leave to remain).

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Confidentiality

The post-holder must maintain confidentiality of information about staff, patients and health service business and be aware of the Data Protection Act (1984) and Access to Health Records Act (1990).

Conflict of Interests

You may not without the consent of the Trust engage in any outside employment and in accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust.

In addition the NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation, other NHS or voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently, whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position which may give rise to a conflict of interests between any work that you undertake in relation to private patients and your NHS duties.

Code of Conduct

All staff are required to work in accordance with the code of conduct for their professional group (e.g. Nursing and Midwifery Council, Health Professions Council, General Medical Council, NHS Code of Conduct for Senior Managers).

NHS Constitution

The NHS Constitution establishes the principles and values of the NHS in England. You should aim to maintain the highest standards of care and service, treat every individual with compassion and respect, take responsibility for the care you provide and your wider contribution, take up training and development opportunities provided, raise any genuine concern you may have about a risk, malpractice or wrongdoing at work, involve patients, their families and carers fully in decisions, be open if anything goes wrong and contribute to a climate where the reporting of, and learning from, errors is encouraged. You should view the services you provide from a patient's standpoint and contribute to providing fair and equitable services for all.

The above is a brief summary; you are encouraged to access the full document at <https://www.gov.uk/government/publications/the-nhs-constitution-for-england>

Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with and adhere to current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure that they apply alcohol gel to their hands and also wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Staffs have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents library section on the intranet.

No Smoking

The Trust operates a non-smoking policy.

Preliminary Visits

Candidates may discuss the post and arrange visits with Dr Rose Dhesi, Site Lead for Clinical Fellows, or Dr Ben Graham, Clinical Lead for St Mary's, on 020 3312 1248.

SECTION 4

PERSON SPECIFICATION

Post Title: Clinical Vascular Fellow in Anaesthesia

Responsible to: Dr Ben Graham, Clinical Lead for St Mary's

Accountable to: Dr Stewart Berry, Clinical Director for Theatres & Anaesthesia

Attributes/skills	Essential	Desirable	Measurement
Qualifications Higher qualifications	On GMC registered/ licensed Medical Practitioner Primary Medical Qualification MBBS or equivalent Intermediate Level training Certificate (Anaesthetics) FRCA or equivalent	Pre-hospital medicine training ATLS/ETC (European Trauma course)	Application/Interview
Clinical skills	Able to demonstrate a broad range of advanced clinical and assessment skills Clinical experience of the critical care patient throughout the patient pathway	Previous experience of Major Vascular Simulation training and instructorship	Application/Interview
Audit	Understanding of the application of audit and research to clinical practice	Peer reviewed publications Understanding of Trauma Audit and Research Network data and Trauma Systems	Application
Language	Good understanding of English, both written and oral		Application/Interview
Communication Skills	Excellent oral and written communication Ability to assume lead roles in education of medical professionals Ability to facilitate cross- disciplinary communications and develop collaborative working relationships	Ability to line manage and/or supervise more junior staff Good presentation skills	Application/Interview

Reliability	Ability to work to set priorities, targets and objectives		Application/Interview
Flexibility	Ability to work flexibly as required Good time management		Application/Interview
Resilience	Ability to work under pressure in occasionally stressful environment		Application/Interview
Thoroughness	Awareness of own limitations		Application/Interview
Drive/Enthusiasm	Self-motivated and able to use own initiative		Application/Interview
Probity	Honesty, integrity, appreciation of ethical dilemmas Must be able to demonstrate and model the key Trust values of kind, expert, collaborative and aspirational		Application/Interview
Physical requirements	Occupational health clearance for the role specified		Occupational health Interview
Team Work	Good team player Approachable manner		Application/Interview

**IMPERIAL COLLEGE HEALTHCARE NHS TRUST
FACULTY OF MEDICINE, IMPERIAL COLLEGE LONDON**

JOB DESCRIPTION
Trust Grade

1. THE POST

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2. IMPERIAL COLLEGE HEALTHCARE NHS TRUST

Imperial College Healthcare NHS Trust was created on October 1, 2007 by merging St. Mary's NHS Trust and Hammersmith Hospitals NHS Trust and integrating with the faculty of medicine of Imperial College London. One of the largest NHS trust in the country, we have come together to establish the UK's first academic health science centre (AHSC). The Trust has an annual turnover of over £950 million, approximately 10,000 staff, and it see over 500,000 patients a year.

The creation of the AHSC, a partnership between the NHS and Imperial College London, is a major advance for patient care, clinical teaching and scientific invention and innovation. The fusion of the different strands of our work and the achievements that can now be realised will lead to significant benefits for patients and greater advances in healthcare than could be delivered apart.

Imperial College Healthcare NHS Trust already has a world-leading reputation. Hammersmith and St Mary's hospitals have two of the highest clinical ratings in the country, rated second and third best Trusts for clinical performance, quality of care and safety.

The Trust was awarded the status of a generic Biomedical Research Centre by the National Institute of Health Research (NIHR) in 2006 for its excellence in translational and clinical research – one of only 5 in the UK.

Imperial College London has a campus on all main sites and is increasingly integrated with all the clinical specialties. The Clinical Sciences Centre of the Medical Research Council (MRC) is also based at Hammersmith Hospital providing a strong foundation for clinical and scientific research.

Imperial College Healthcare NHS Trust is one of the largest education, training and research centres nationally; it is the clinical partner of the Imperial Academic Health Science Centre. All of our staff are actively encouraged to become involved with education and/or research, in addition to their clinical role. There is an annual review of job plans, with potential educational or research PAs available for dedicated education, training or research time. These PAs are awarded ad personam, relate to specific workload with metrics and are subject to annual performance review.

3. THE AHSC VISION AND MISSION

The vision for our academic health science centre (AHSC) is that the quality of life of our patients and local populations will be vastly improved by taking the discoveries that we make and translating them into medical advances - new therapies and techniques - and by promoting their application in the NHS and around the world, in as fast a timeframe as is possible.

Our mission is to make our AHSC one of the top five AHSCs in the world within the next ten years, channeling excellence in research to provide world-class healthcare for patients.

Achieving this challenging mission will significantly improve the quality of healthcare for the local community, London and the UK as a whole, and enhance the UK's position as a global leader in biomedical research and healthcare.

Chairman	Sir Richard Sykes
CEO	Professor Tim Orchard
Medical Director	Dr Julian Redhead
Chief Financial Officer	Mr Richard Alexander
Director of Nursing	Professor Janice Sigsworth
AHSC Director & Director of Research	Professor Jonathan Weber

We need all our staff to work together to fulfil the promise of the AHSC, and all staff need to be inspired to share in making discoveries and finding new ways of treating patients. We are tearing down institutional barriers to enable this to happen, and devising new ways of working between doctors, scientists, nurses, administrators and managers. We have already made a start with our innovative Divisional Structure.

The clinical services of the Trust are organised into 3 Divisions which are clinician led and have the autonomy to organise themselves into optimum vehicles for the delivery of world class, integrated research and healthcare.

Divisions	Director
Medicine and Integrated Care	Dr Frances Bowen (Interim)
Surgery, Cancer and Cardiovascular	Professor Catherine Urch
Women's, Children's and Clinical Support	Professor TG Teoh

Each Division has a Director of Research (usually a Head of Division) and a Director of Education, who will work with the Divisional Director to ensure that opportunities for translational research and postgraduate education for all staff are maximised.

4. IMPERIAL COLLEGE LONDON

Imperial College London is a science-based institution with a reputation for excellence in teaching and research. Professor Alice Gast joined as President of College on 1st September 2014, and in succession to Baroness Eliza Manningham-Buller, the Chairman of the Court and Council appointed May 2015 is Sir Phillip Dillely.

Professor Gast has been appointed under the new leadership model announced in April 2012. The new structure incorporates two senior posts, the President and the Provost. As President, Professor Gast will lead the College's strategy, including the development of its new 25 acre campus Imperial West, and its links to government, industry, philanthropists and alumni.

The Mission

Imperial College embodies and delivers world-class scholarship, education and research in science, engineering and medicine, with particular regard to their application in industry, commerce and healthcare. We foster interdisciplinary working internally and collaborate widely externally.

Strategic Intent

- To remain amongst the top tier of scientific, engineering and medical research and teaching institutions in the world
- To develop our range of academic activities to meet the changing needs of society, industry and healthcare
- To continue to attract and develop the most able students and staff worldwide
- To establish our Business School as one of the leading such institutions in the world

- To communicate widely the significance of science in general, and the purpose and ultimate benefits of our activities in particular

The academic and research staff of 3,569 includes 66 Fellows of the Royal Society, 74 Fellows of the Royal Academy of Engineering, 76 Fellows of the Academy of Medical Sciences, one Fellow of the British Academy, four Crafoord Prize winners and two Fields Medalists. Fourteen Nobel Laureates have been members of the College either as staff or students.

The College has over 15,500 students (9,000 Undergraduate, 5,500 Postgraduate and 1,000 visiting). There are students from over 120 countries. Over 50 percent of students come from countries outside the UK. There are 3,800 academic and research staff with more than 30% of staff from outside of the UK.

In *THE* World University rankings 2014-15, College is ranked 3rd in Europe and 9th in the world with the Faculty of Medicine ranking 3rd in Europe and 4th in the world in the clinical, pre-clinical and health subject areas.

External assessment of the College's teaching quality in many different subject areas has been judged to be of high standard.

Research

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Location

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THE FACULTY OF MEDICINE

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Vice Dean Research
Vice Dean Health Policy and Engagement

Professor Jenny Higham
Professor Jonathan Weber
Professor Ara Darzi

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Schools, Institutes and Departments

Head of Department

Department of Medicine
Department of Surgery and Cancer
Institute for Clinical Sciences
National Heart and Lung Institute
School of Public Health

Professor Martin Wilkins
Professor Jeremy Nicholson
Professor Amanda Fisher
Professor Kim Fox
Professor Elio Riboli

SECTION 2

THE POST

Title of Post: Clinical Bariatric Fellow in Anaesthesia

Main site of activity: St Mary's Hospital

Responsible to: Dr Ben Graham, Clinical Lead for St Mary's

Accountable to: Dr Stewart Berry, Clinical Director for Theatres & Anaesthesia

Background to the Post

The Department of Anaesthesia at Imperial College Healthcare NHS Trust is offering a 12-month clinical fellowship in bariatric anaesthesia. The role of the clinical bariatric fellow is to develop and augment bariatric anaesthesia in St Mary's Hospital, as well as contribute to the department of anaesthesia, which is part of a trust that is a well-established world leader in academic and clinical research.

St Mary's Department of Anaesthesia is part of the Imperial College Healthcare NHS Trust, the largest NHS Acute Trust in the UK. The department of anaesthesia and critical care is spread over 4 hospital sites, St. Mary's, Charing Cross, the Hammersmith and Western Eye Hospitals.

St. Mary's Hospital is part of the training hospitals medical school based at Imperial College London. Imperial is one of the largest and most influential medical schools nationally and internationally and is credited with excellent teaching and research facilities and opportunities. NHS Education for England has also awarded the lead provider for education and training to Imperial. At St. Mary's, Surgical Innovation and Development is high on the agenda and influences daily clinical care.

The department of Anaesthesia at St. Mary's consists of 9 main theatres including 2 specialists theatres equipped for Complex Vascular as well as Major Polytrauma surgery. There are also theatres within the Surgical Innovation Centre, Day surgery suites and Obstetric units. Anaesthesia is also provided in the angiography, interventional radiology, MRI and Emergency Medicine departments.

The department has its own anaesthetic library with access to educational material, including on-line teaching and journals. It has close links with Imperial College St. Mary's Campus, which houses large sources of published materials and expert librarian services to aid journal searches and access to materials from other sources across the city and country. The Department also hold bi-weekly teaching programmes and encourages the participation of all members.

The hospital runs 24-hour anaesthetic cover, with three anaesthetists of varying training levels resident at night and with Anaesthetic Consultant cover available for complex cases and periods of busy workload. There is a dedicated Paediatric Anaesthetic Consultant on call rota for complex paediatric cases. As a centre for vascular referral, surgery on complex cases can occur at any time as and when required with an interventional radiologist on call at all times. Trauma plays a significant part in the responsibilities and workload of the department and in particular during the on call setting.

Duties and responsibilities

This post is available immediately and will be supervised by Dr Jonathan Cousins, Service Lead for Imperial Bariatric Centre, and Dr Benjamin Graham, Clinical Lead St Mary's Anaesthesia. This post could be considered: OOPE or standalone 6 months, or combined with 6 months Upper GI cancer anaesthesia. It would suit a senior trainee / peri-CCT / post CCT grade - as independent practice will an expected/planned endpoint, thus more junior grades are not eligible. The post holder will be expected to join in delivering the education of junior grade anaesthetists and medical students in this specialty area.

The post will be available as a full time (described below) or part time post. Job plans for part-time posts will be by agreement with the Supervisor of Post and College Tutor. The post holder will undertake two – three all day bariatric / upper GI lists during each week of elective work. The post

holder will also regularly attend the Thursday morning multidisciplinary meeting and attend 1-2 Bariatric Pre-Assessment (PAAC) clinics each week, where in addition to anaesthetic pre-operative assessments, he/she will have the opportunity to observe surgical (both new and follow-up), psychological and dietetic assessments.

The centre performs 650-750 bariatric surgical procedures annually in addition to /in combination with other benign upper GI procedures. These cases are divided across three regular full day lists (Mon/Wed/Fri) with 3-6 cases on each list. All elective bariatric cases are pre-assessed and pass via the MDT. Anaesthesia is delivered by a core team of 6 Consultants Anaesthetists and supported frequently by any grade of junior anaesthetists.

There is a special interest and experience in the ultra/super-obese who undergo predominantly Roux-en-Y Gastric Bypass and Sleeve Gastrectomy surgery. Within this group we have experience of many patients with BMI >70, and frequently patients weighing over 200kg. This subgroup have a very high incidence of obstructive sleep apnoea and other co-morbidities, and are frequently managed post-operatively after careful preparation on the Bariatric ward. Only rarely is HDU/ICU required electively. There is a high number of cases with renal failure/transplantation and a selection of untreatable cardiac disease and pulmonary hypertensive patients that still require weight loss surgery. The surgical service attracts many bariatric revision cases and specific techniques such as a Deep Neuro-Muscular Blockade are employed to support these challenging cases.

Additional lists in this post may include anaesthesia for any lists at SMH campus. It is expected that more than 70% of all elective lists undertaken in this post will be in bariatric surgery. The post holder will take part in the registrar on call rota at a proportional level, including the proportionate number of on-call long day and night shifts.

The post will be covered by the same arrangements for study leave and supervision that apply to trainees in PMETB approved posts. Study leave and annual leave will have to be taken during weeks when not on call, or sessions moved accordingly.

The Bariatric Service (theatres/OPD/Group Sessions/Ward/Research Meetings) is mostly contained within the Surgical Innovation Centre adjacent to the A+E Dept at SMH campus. The MDT and Medical Clinics are held on SMH main campus.

On completion, this post will leave the holder confident and experienced in all aspects of the anaesthetic and peri-operative management of the morbidly obese for both bariatric and non-bariatric surgery. There will be particular focus on avoidance, by preparation and planning, of peri-operative use of High Dependency Unit care for patients with known or presumed significant Obstructive Sleep Apnoea. In addition to clinical work, there will be an emphasis on achieving research and audit of individual and group practice.

This post also includes a service commitment to the NHS to provide on call cover on the senior registrar rota at St Mary's Hospital, which is a 1:8 on-call commitment. This covers emergency theatre work, anaesthetic requirements for trauma calls at the Major Trauma Centre and overseeing anaesthetic care of the obstetric anaesthetic registrar. Emergency theatres include specialities for general surgery, vascular, orthopaedics, gynaecology and orthoplastics as well as the occasional medical emergency. The successful candidate will also participate as a trauma team member at trauma calls when on duty.

The post holder will have the following experience opportunities:

- Attendance / Participation at the Bariatric Research meeting held every 8 weeks
- Clinical teaching and experience at Sleep clinic
- Learn/deliver the skills of home-NIV device initiation/optimization
- PICC/Mid line insertion training is available (for difficult venous/long term access)
- Bariatric anaesthesia protocol writing and with SOBA agreement, leading to publication
- Expectation to submit present abstracts/posters to SOBA/BOMMS/IFSO as appropriate
- Soba conference assisting is a potential CV opportunity

- Opportunity to join/participate in Research projects in Anaesthesia
- Opportunity to join/participate in Research project in Bariatric Surgery/Medicine
- Obesity / Bariatric Sensitivity specific training
- Extensive experience of very Deep Neuro-Muscular Block and Monitoring techniques

Academic output

- There is a strong departmental tradition of performing research and audit in this service and of publishing results
- Previous experience of research and completed audit will be expected
- There is a full time Bariatric Surgical fellow with whom close working/academic relationships are expected

Completion/Exit Standards

- Expected to complete the SOBA Core Skills in preparations for a Consultant Position with an interest in Bariatric Anaesthesia
- The successful applicant will develop experience in all areas of bariatric anaesthesia, and become highly proficient in managing all patients with morbid obesity not just within bariatric surgery. This is an ever-expanding field of anaesthesia and there is a demand in future for Consultant Anaesthetists with these specialist skills
- The AAGBI already recommend each hospital has an *Obesity Lead Anaesthetist* for preparing and maintaining departmental systems/service for managing the obese anaesthetic patient. This post is ideal preparation.
- The post will provide training to Level 3 (see below in **Core Topics**) as recommended by SOBA (Society for Obesity and Bariatric Anaesthesia) and the Royal College of Anaesthetists
- There will be opportunities for developing expertise in fast track surgery and enhanced recovery programmes in bariatrics/obesity anaesthesia

Core Topics

Fundamentals / Assessment

1. Understands and can describe the rationale and principle procedures used for bariatric surgery.
2. Understands and can describe the concepts of ideal, lean and corrected body weight and the pharmacological impact of morbid obesity and implications for drug dosing. Knows which drugs should be dosed at which of these scalars.
3. Understands and can describe the cardio-pulmonary implications of obesity, both physiological variants and pathophysiological processes. Knows the causes and patterns of peri-operative morbidity and mortality.
4. Understands the issues around airway assessment and can describe the incidence and features of Obstructive Sleep Apnoea and the Obesity Hypoventilation Syndrome, the use and limitations of screening tools, and the role of sleep studies and CPAP therapy.

Intra-op management

1. Understands and competently manages the airway and issues regarding ventilation and the pneumoperitoneum in the obese patient.
2. Understands and can describe pre oxygenation, positioning, time to desaturation and role of rapid sequence induction.
3. Understands and can describe importance of appropriate positioning throughout perioperative period, including for extubation.

Post-op management

1. Understands and can describe the safe and rationale usage of post-operative analgesia in the morbidly obese.
2. Understands and can describe the immediate, early and late complications of surgery in morbidly obese patients.
3. Understands the importance and management of thromboprophylaxis and early mobilisation in the obese.

SECTION 3

MAIN CONDITIONS OF SERVICE FOR MEDICAL STAFF

The post holder will be indemnified by the Trust for all NHS work undertaken as part of his/her contract of employment.

The post holder is encouraged to take out adequate defence cover as appropriate to cover him/her for any work that does not fall within the scope of the indemnity scheme (contract of employment).

Hours per week:	37.5
Rotas:	Registrar general on-call rota
Salary scale:	£31,127 – £49,086
London Weighting:	Inner London

Trust arrangements for adherence to the EU Working Time Directive are in place.

Clinical Governance and Risk Management

The Trust believes everyone has a role to play in improving and contributing to the quality of care provided to our patients. As an employee of the Trust you are expected to take a proactive role in supporting the Trust's clinical governance agenda by:

- Talking part in activities for improving quality such as clinical audit
- Identifying and managing risks through incident and near miss reporting and undertaking risk assessments
- Following Trust policies, guidelines and procedures
- Maintaining your continue professional development

All Clinical staff making entries into patient health records are required to follow the Trust standards of record keeping.

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigation undertaken.

Information Quality Assurance

As an employee of the Trust it is expected that you will take due diligence and care in regard to any information collected, recorded, processed or handled by you during the course of your work and that such information is collected, recorded, processed and handled in compliance with Trust requirements and instructions.

Freedom of Information

The post holder should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and is responsible for helping to ensure that the Trust complies with the Act when handling or dealing with any information relating to Trust activity.

Management of a Violent Crime

The Trust has adopted a security policy in order to:

- help protect patients, visitors and staff
- safeguard their property

All employees have a responsibility to ensure that those persons using the Trust and its services are as secure as possible.

Pension Scheme

Membership of the NHS Pension Scheme is available to all employees over the age of 16. Membership is subject to the regulations of the NHS Pension Scheme, which is administered by the NHS Pensions Agency. Employees who subsequently wish to terminate their membership must complete an opting out form - details of which will be supplied upon you making a request to

the Trust's Pensions Manager, based in payroll. A contracting-out certificate under the Pension Schemes Act 1993 is in force for this employment and, subject to the rules of the Scheme, if you join the Scheme your employment will be contracted-out of the State Earnings Related Pension Scheme (SERPS).

Health and Safety at Work

a) It is the duty of every employee while at work not to intentionally or recklessly interfere with anything provided in the interest of health and safety, including anything provided in pursuance of statutory provision.

b) It is the duty of everyone while at work to take reasonable care of the Health and Safety of themselves and other persons who may be affected by acts or omissions at work.

c) It is the duty of every employee while at work to co-operate with the employer in ensuring that all statutory and other requirements are complied with.

Statutory Medical Examination

All appointments are conditional upon prior health clearance by the Trust's Occupational Health Service. Failure to provide continuing satisfactory evidence will be regarded as a breach of contract.

Professional Registration/Licence to Practice

Staff undertaking work which requires professional/state registration/licence are responsible for ensuring that they are so registered/licensed and that they comply with any Codes of Conduct applicable to that profession. Proof of registration/licence to practice must be produced on appointment and, if renewable, proof of renewal must also be produced.

Disclosure and Barring Service

Applicants for posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to a Disclosure and Barring Service check before the appointment is confirmed. This includes details of cautions, reprimands, final warnings, as well as convictions. Further information is available from the Disclosure and Barring Service website at <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

Equal Opportunities

The Trust believes that all employees have the right to be treated with dignity and respect. Failure to comply with or adhere to the Trust's Equal Opportunities Policy will be treated as misconduct under the Trust's Disciplinary Policy and Procedure.

The Trust requires that in return you treat others with dignity and respect and that you do not harass or otherwise discriminate against any other member of staff, patient or visitor to the Trust or employees of any associated employers or contractors of the Trust on the grounds of race, colour, sex, age, disabilities, religious beliefs or sexual orientation.

Fitness to Practice

Prior to making an appointment to a post, the Trust needs to establish if applicants for such positions have ever been disqualified from the practice of a profession or required to practise subject to specified limitations following fitness to practise proceedings by a regulatory body in the UK or in another country, and whether they are currently the subject of any investigation or proceedings by any body having regulatory functions in relation to health/social care professionals, including such a regulatory body in another country.

Car Parking and Public Transport

There are pay and display and permit holders only car parks at all hospital sites. Information on transport links is available at <http://www.imp.nhs.uk/maps/map.htm>

Security

Employees are required to wear security badges at all times.

Variation

The job description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time after consultation with the post holder.

Professional Association/Trade Union Membership

It is the policy of the Trust to support the system of collective bargaining and as an employee in the Health Service you are therefore encouraged to join a professional organisation or trade union. You have the right to belong to a trade union and to take part in its activities at any appropriate time and to seek and hold office in it. Appropriate time means a time outside working hours.

Work Visa/ Permits/Leave to Remain

If you are a non-resident of the United Kingdom or European Economic Union, any appointment offered will be subject to the Resident Labour Market test (RLMT). The Trust is unable to employ or continue to employ you if you do not obtain or maintain a valid Right to Work (leave to remain).

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Confidentiality

The post-holder must maintain confidentiality of information about staff, patients and health service business and be aware of the Data Protection Act (1984) and Access to Health Records Act (1990).

Conflict of Interests

You may not without the consent of the Trust engage in any outside employment and in accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust.

In addition the NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation, other NHS or voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently, whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position which may give rise to a conflict of interests between any work that you undertake in relation to private patients and your NHS duties.

Code of Conduct

All staff are required to work in accordance with the code of conduct for their professional group (e.g. Nursing and Midwifery Council, Health Professions Council, General Medical Council, NHS Code of Conduct for Senior Managers).

NHS Constitution

The NHS Constitution establishes the principles and values of the NHS in England. You should aim to maintain the highest standards of care and service, treat every individual with compassion and respect, take responsibility for the care you provide and your wider contribution, take up training and development opportunities provided, raise any genuine concern you may have about a risk, malpractice or wrongdoing at work, involve patients, their families and carers fully in decisions, be open if anything goes wrong and contribute to a climate where the reporting of, and learning from, errors is encouraged. You should view the services you provide from a patient's standpoint and contribute to providing fair and equitable services for all.

The above is a brief summary; you are encouraged to access the full document at: www.nhs.uk/constitution

Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with and adhere to current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure that they apply alcohol gel to their hands and also wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Staffs have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents library section on the intranet.

No Smoking

The Trust operates a non-smoking policy.

Preliminary Visits

Candidates may discuss the post and arrange visits with Dr Ben Graham, Clinician Lead St Mary's Hospital, or Dr Helgi Johannsson, Clinical Director, on 020 3312 1248.

SECTION 4

PERSON SPECIFICATION

Post Title: Clinical Vascular Fellow in Anaesthesia

Responsible to: Dr Ben Graham, Clinical Lead for St Mary's

Accountable to: Dr Stewart Berry, Clinical Director for Theatres & Anaesthesia

Attributes/skills	Essential	Desirable	Measurement
Qualifications Higher qualifications	On GMC registered/ licensed Medical Practitioner Primary Medical Qualification MBBS or equivalent Intermediate Level training Certificate (Anaesthetics) FRCA or equivalent	Pre-hospital medicine training ATLS/ETC (European Trauma course)	Application/Interview
Clinical skills	Able to demonstrate a broad range of advanced clinical and assessment skills Clinical experience of the critical care patient throughout the patient pathway	Simulation training and instructorship	Application/Interview
Audit	Understanding of the application of audit and research to clinical practice	Peer reviewed publications	Application
Language	Good understanding of English, both written and oral		Application/Interview
Communication Skills	Excellent oral and written communication Ability to assume lead roles in education of medical professionals Ability to facilitate cross-disciplinary communications and develop collaborative working relationships	Ability to line manage and/or supervise more junior staff Good presentation skills	Application/Interview
Reliability	Ability to work to set priorities, targets and objectives		Application/Interview
Flexibility	Ability to work flexibly as required Good time management		Application/Interview

Resilience	Ability to work under pressure in occasionally stressful environment		Application/Interview
Thoroughness	Awareness of own limitations		Application/Interview
Drive/Enthusiasm	Self-motivated and able to use own initiative		Application/Interview
Probity	Honesty, integrity, appreciation of ethical dilemmas Must be able to demonstrate and model the key Trust values of kind, expert, collaborative and aspirational		Application/Interview
Physical requirements	Occupational health clearance for the role specified		Occupational health Interview
Team Work	Good team player Approachable manner		Application/Interview

**IMPERIAL COLLEGE HEALTHCARE NHS TRUST
FACULTY OF MEDICINE, IMPERIAL COLLEGE LONDON**

JOB DESCRIPTION
Trust Grade

1. THE POST

The Department of Anaesthesia at Imperial College Healthcare NHS Trust is offering a 12-month clinical fellowship in upper GI anaesthesia. This is a fantastic opportunity to gain experience in the peri-operative care of patients undergoing major abdominal and thoracic surgery, as part of a dynamic and friendly multi-disciplinary team.

Patients travel from all over the world to have their upper GI surgery at ICHT, and our outcomes are renowned internationally. The trust has also consistently met UK government targets for cancer surgery.

The fellowship will predominantly be based at the St. Mary's Hospital site in Paddington (one of 5 sites which make up ICHT) where the tertiary Upper GI Surgery service for West London is currently based. It is predominantly an acute site and also hosts the Major Trauma Centre for the region.

2. IMPERIAL COLLEGE HEALTHCARE NHS TRUST

Imperial College Healthcare NHS Trust was created on October 1, 2007 by merging St. Mary's NHS Trust and Hammersmith Hospitals NHS Trust and integrating with the faculty of medicine of Imperial College London. One of the largest NHS trust in the country, we have come together to establish the UK's first academic health science centre (AHSC). The Trust has an annual turnover of over £950 million, approximately 10,000 staff, and it see over 500,000 patients a year.

The creation of the AHSC, a partnership between the NHS and Imperial College London, is a major advance for patient care, clinical teaching and scientific invention and innovation. The fusion of the different strands of our work and the achievements that can now be realised will lead to significant benefits for patients and greater advances in healthcare than could be delivered apart.

Imperial College Healthcare NHS Trust already has a world-leading reputation. Hammersmith and St Mary's hospitals have two of the highest clinical ratings in the country, rated second and third best Trusts for clinical performance, quality of care and safety.

The Trust was awarded the status of a generic Biomedical Research Centre by the National Institute of Health Research (NIHR) in 2006 for its excellence in translational and clinical research – one of only 5 in the UK.

Imperial College London has a campus on all main sites and is increasingly integrated with all the clinical specialties. The Clinical Sciences Centre of the Medical Research Council (MRC) is also based at Hammersmith Hospital providing a strong foundation for clinical and scientific research.

Imperial College Healthcare NHS Trust is one of the largest education, training and research centres nationally; it is the clinical partner of the Imperial Academic Health Science Centre. All of our staff are actively encouraged to become involved with education and/or research, in addition to their clinical role. There is an annual review of job plans, with potential educational or research PAs available for dedicated education, training or research time. These PAs are awarded ad personam, relate to specific workload with metrics and are subject to annual performance review.

3. THE AHSC VISION AND MISSION

The vision for our academic health science centre (AHSC) is that the quality of life of our patients and local populations will be vastly improved by taking the discoveries that we make and translating them into medical advances - new therapies and techniques - and by promoting their application in the NHS and around the world, in as fast a timeframe as is possible.

Our mission is to make our AHSC one of the top five AHSCs in the world within the next ten years, channeling excellence in research to provide world-class healthcare for patients.

Achieving this challenging mission will significantly improve the quality of healthcare for the local community, London and the UK as a whole, and enhance the UK's position as a global leader in biomedical research and healthcare.

Chairman	Sir Richard Sykes
CEO	Professor Tim Orchard
Medical Director	Dr Julian Redhead
Chief Financial Officer	Mr Richard Alexander
Director of Nursing	Professor Janice Sigsworth
AHSC Director & Director of Research	Professor Jonathan Weber

We need all our staff to work together to fulfil the promise of the AHSC, and all staff need to be inspired to share in making discoveries and finding new ways of treating patients. We are tearing down institutional barriers to enable this to happen, and devising new ways of working between doctors, scientists, nurses, administrators and managers. We have already made a start with our innovative Divisional Structure.

The clinical services of the Trust are organised into 3 Divisions which are clinician led and have the autonomy to organise themselves into optimum vehicles for the delivery of world class, integrated research and healthcare.

Divisions	Director
Medicine and Integrated Care	Dr Frances Bowen (Interim)
Surgery, Cancer and Cardiovascular	Professor Catherine Urch
Women's, Children's and Clinical Support	Professor TG Teoh

Each Division has a Director of Research (usually a Head of Division) and a Director of Education, who will work with the Divisional Director to ensure that opportunities for translational research and postgraduate education for all staff are maximised.

4. IMPERIAL COLLEGE LONDON

Imperial College London is a science-based institution with a reputation for excellence in teaching and research. Professor Alice Gast joined as President of College on 1st September 2014, and in succession to Baroness Eliza Manningham-Buller, the Chairman of the Court and Council appointed May 2015 is Sir Phillip Dillely.

Professor Gast has been appointed under the new leadership model announced in April 2012. The new structure incorporates two senior posts, the President and the Provost. As President, Professor Gast will lead the College's strategy, including the development of its new 25 acre campus Imperial West, and its links to government, industry, philanthropists and alumni.

The Mission

Imperial College embodies and delivers world-class scholarship, education and research in science, engineering and medicine, with particular regard to their application in industry, commerce and healthcare. We foster interdisciplinary working internally and collaborate widely externally.

Strategic Intent

- To remain amongst the top tier of scientific, engineering and medical research and teaching institutions in the world
- To develop our range of academic activities to meet the changing needs of society, industry and healthcare
- To continue to attract and develop the most able students and staff worldwide
- To establish our Business School as one of the leading such institutions in the world
- To communicate widely the significance of science in general, and the purpose and ultimate benefits of our activities in particular

The academic and research staff of 3,569 includes 66 Fellows of the Royal Society, 74 Fellows of the Royal Academy of Engineering, 76 Fellows of the Academy of Medical Sciences, one Fellow of the British Academy, four Crafoord Prize winners and two Fields Medalists. Fourteen Nobel Laureates have been members of the College either as staff or students.

The College has over 15,500 students (9,000 Undergraduate, 5,500 Postgraduate and 1,000 visiting). There are students from over 120 countries. Over 50 percent of students come from countries outside the UK. There are 3,800 academic and research staff with more than 30% of staff from outside of the UK.

In *THE* World University rankings 2014-15, College is ranked 3rd in Europe and 9th in the world with the Faculty of Medicine ranking 3rd in Europe and 4th in the world in the clinical, pre-clinical and health subject areas.

External assessment of the College's teaching quality in many different subject areas has been judged to be of high standard.

Research

The quality of the College's research has been judged consistently to be of the highest international standard and the proportion of income from research grants and contracts is one of the highest of any UK university.

Imperial is home to the greatest concentration of high-impact research of any major UK University. REF's new impact measure ranks Imperial's research highest of any major university. Moreover, eight of Imperial's 14 REF-assessed research areas are top or joint-top for "outstanding" or "very considerable" impact.

The concentration of research in science, engineering and medicine gives the College a unique and internationally distinctive research presence. Interdisciplinary working is fostered at the College through its institutes and centres, which include the Institute of Biomedical Engineering, the Grantham Institute for Climate Change and the Energy Futures lab. Their strength lies in the expertise drawn together from across Imperial to tackle some of the world's greatest problems.

Imperial's enterprise culture ensures that discoveries in the lab are quickly translated to the market place. The technology transfer company Imperial Innovations Limited is responsible for managing and commercializing Imperial College Intellectual Property (IP) and draws upon a pipeline of technology emanating from Imperial's research. In 2011, Imperial College Healthcare NHS Trust appointed Imperial Innovations as its representative Technology Transfer partner, with the current contractual relationship running until February 2015.

In 2013/14 there were 18 AHSC patents filed, the average per year over the past five years was 12 patents with a grand total 61. In 2013/14 there were 116 AHSC invention disclosures. The average per year over the past 5 years was 118 disclosures with a grand total of 588.

Since 2005, the Group has raised £206 million in proceeds from investors, which has enabled it to invest in a portfolio of spin-out companies. In 2013, the Group received a loan facility for £30 million from the European Investment Bank, providing funds for investment in healthcare ventures.

Since the IPO in 2006, Innovations has invested £160.9 million, and its portfolio of companies has raised investment of over £750.0 million. The Group has holdings in 93 portfolio companies.

Teaching and Learning

The College's overall educational aim is to ensure a stretching and exhilarating learning experience. While maintaining its traditional emphasis on single honours degree courses, Imperial also aims to give students the opportunity to broaden their experience through courses relevant to student and employer needs.

The Graduate School of Life Sciences and Medicine is the focus of postgraduate education and research in these areas. It maintains, enhances and monitors quality, and disseminates best practice, whilst initiating and developing new programmes, particularly those with an interdisciplinary slant.

Location

The College now has one of the largest operational estates of any UK University. It includes seven central London campuses: the main South Kensington Campus, Charing Cross Campus, Chelsea and Westminster Campus, the Hammersmith Campus, the Northwick Park Campus, the Royal Brompton Campus and St Mary's campus; there are also two campuses outside London: the Silwood Park and Wye Campuses.

THE FACULTY OF MEDICINE

The Faculty of Medicine is one of Europe's largest medical institutions – in terms of its staff and student population and its research income. It was established in 1997, bringing together all the major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities. FoM has 20 Wellcome Trust (WT) Investigators (highest in the UK) and 20 National Institute for Health Research (NIHR) Senior Investigators among its staff and contains 29 externally funded, peer reviewed research centres. The AHSC partners have pioneered many of the major medical advances of the 20th century including vaccines; (Wright, 1913, typhoid vaccine), antibiotics (Fleming, 1927, Penicillin), clinical imaging (Bydder and Young, 1990) and biological therapy (Maini and Feldman, 1998, anti-TNF). The Faculty is led by the Dean), Professor Gavin Screaton. There are three Vice Deans

Vice Dean Education & Institutional Affairs
Vice Dean Research
Vice Dean Health Policy and Engagement

Professor Jenny Higham
Professor Jonathan Weber
Professor Ara Darzi

Although on several sites, its academic divisions function as one Faculty, fully integrated within the College. There are five academic Schools, Institutes and Departments:

Schools, Institutes and Departments

Head of Department

Department of Medicine
Department of Surgery and Cancer
Institute for Clinical Sciences
National Heart and Lung Institute
School of Public Health

Professor Martin Wilkins
Professor Jeremy Nicholson
Professor Amanda Fisher
Professor Kim Fox
Professor Elio Riboli

SECTION 2

THE POST

Title of Post: Clinical Fellowship in Upper GI Anaesthesia

Main site of activity: St Mary's Hospital

Responsible to: Dr Ben Graham, Clinical Lead for St Mary's

Accountable to: Dr Stewart Berry, Clinical Director for Theatres & Anaesthesia

Background to the Post

The Department of Anaesthesia at Imperial College Healthcare NHS Trust is offering a 12-month clinical fellowship in upper GI anaesthesia. This is a fantastic opportunity to gain experience in the peri-operative care of patients undergoing major abdominal and thoracic surgery, as part of a dynamic and friendly multi-disciplinary team.

Patients travel from all over the world to have their upper GI surgery at ICHT, and our outcomes are renowned internationally. The Trust has also consistently met UK government targets for cancer surgery.

The fellowship will predominantly be based at the St. Mary's Hospital site in Paddington (one of 5 sites which make up ICHT) where the tertiary Upper GI Surgery service for West London is currently based. It is predominantly an acute site and also hosts the Major Trauma Centre for the region.

It is designed to be run in its own right either as a 6 or 12-month block, or jointly on a 6-month rotation with our bariatric fellowship. Arrangements can be made to accommodate flexi-time trainees interested in the role. The fellowship could be as an OOPE, subject to approval by your School and Local Education Training Board.

The current Upper GI team comprises of 2 consultant surgeons, 3 consultant anaesthetists, a full time surgical fellow and a dedicated team of specialist nurses, dieticians, physiotherapists and coordinators. We work especially closely with our critical care and bariatric colleagues.

The current Upper GI service includes between 4 and 6 clinical surgical sessions a week, usually on Monday and Tuesday, excluding bariatrics. A usual list consists of a 'minor' case for example a staging laparoscopy, and a 'major' case – typically an oesophagectomy or gastrectomy. We perform approximately 80 major cases a year. Our surgeons have a specialist interest in radical lymph node dissections, minimal access surgery and nutrition via feeding jejunostomies

Duties and responsibilities

The post holder will work under the supervision of Dr Peter Williamson and Dr Alison Knaggs, as well as other clinical consultant anaesthetists within the department. The fellow will be involved in protocol and guideline development as well as be instrumental in continued audit and research processes.

The aim of the fellowship is to disseminate good practice, assimilate new ideas, and strengthen the service to improve outcomes for our patients. This opportunity is open to all those who are ST5 or senior and attained their full FRCA or equivalent qualification. Those close to finishing their training will derive most worth, as the end-point is independent practice for major surgery with distant consultant supervision.

The clinical workload would include:

- Pre-operative assessment of complex patients undergoing major surgery
- Involvement in pre-rehabilitation programmes and the "PREPARE" initiative
- Providing anaesthesia and analgesia peri-operatively for:
 - Open 2 & 3 stage oesophagectomies including trans-hiatal approaches
 - Minimal access oesophagectomies
 - Open & laparoscopic gastrectomies

- Nissen's funduplications with heart and/or lung transplants
- Para-aortic and retroperitoneal lymph node dissections
- Follow-up and troubleshooting of patients on the Adult Intensive Care Unit (AICU) and High Dependency Unit (HDU)
- Participation in multi-disciplinary meetings and relevant surgical clinics

This role also includes a service commitment on the St. Mary's Senior Registrar on-call rota (currently 1:8) and other elective/emergency work undertaken by the trust e.g. a defined number of emergency, orthopaedic or gynae lists. Transferrable skills acquired in major upper GI surgery can be applied to Major Trauma cases seen when on-call.

Technical and clinical skills you can acquire:

- Airway management with concomitant severe reflux
- Thoracic epidural anaesthesia and analgesia, including tunnelled epidurals
- Both volatile and total intravenous anaesthesia with EEG monitoring
- Invasive monitoring, including subclavian lines
- One-lung ventilation by means of double-lumen tubes and bronchial blockers
- Intra-operative fluid management of major cases
- Management of major intra-operative haemorrhage
- Prevention of peri-operative neuropraxia in extended cases
- Management of chest drains
- Minimising risk of post-operative cardiorespiratory complications
- Risk / benefit decision making regarding extubation of major cases
- A global perspective on Enhanced Recovery for Upper GI surgery patients

Audit, leadership & research responsibilities:

- ICHT has strong existing clinical governance processes and a completed internal audit is expected during the tenure
- We are also an Academic Health Science Centre and as such are focussed on delivering advances in research to improve patient care
- Duties will also entail representing the anaesthetics department at Collaboration for Leadership in Applied Health Research and Care (CLAHRC) and London Cancer Alliance (LCA) pan-London meetings
- CLAHRC is National Institute for Health Research (NIHR) backed and financial backing is available for appropriate studies
- Study leave entitlement and requests will be subject to the same processes as Imperial School of Anaesthesia Trainees, see their website for details

Teaching & learning opportunities:

- A global perspective on Enhanced Recovery for Upper GI surgery patients
- ICHT is affiliated with both Imperial School of Anaesthesia (ISA) and Imperial College (IC), as such teaching junior anaesthetists and medical students is part of your commitment to the post
- You will be given access to learning material in the anaesthetics department library, the Imperial College library, and relevant on-line resources
- Departmental anaesthetics teaching runs twice a week and covers a variety of topics

Completion Outcomes & Competencies

Learning objectives:

Pre-operative

- Be competent to assess suitability for major combined abdominal/thoracic surgery, including one-lung ventilation
- Be able to appreciate the importance of pre-operative risk stratification, including specialist investigations
- Understand the role of the MDT in preparing patients for surgery

Intra-operative

- Be comfortable with conduct of anaesthesia for major upper GI procedures with distant consultant supervision, including:
 - Thoracic epidural analgesia
 - TIVA with EEG monitoring
 - Techniques for lung isolation and one-lung ventilation
- Manipulating nasogastric and orogastric tubes

Post-operative

- Be able to make a risk / benefit decision regarding extubation of major upper GI cases
- Understand the typical post-operative course after major upper GI surgery, including management of cardiorespiratory complications
- Be able to support patients back to functional recovery as part of the multi-disciplinary team

Non-clinical

- Conduct a relevant internal audit relating to the upper GI service
- Engage as a member of the multi-disciplinary team
- Teach more junior anaesthetists and medical students as appropriate
- Contribute to the enhanced recovery programme for upper GI

Relevant higher competencies in Royal College of Anaesthetists curriculum

Thoracic competencies:

CT_HS_14 Demonstrates understanding of ventilatory issues through appropriate airway and ventilatory management including the ability to utilise ventilatory strategies to minimise barotrauma or re-expansion pulmonary oedema

CT_HS_15 Demonstrates the correct management of chest drains

CT_HS_16 Prepares a post-operative management plan for patients who have had thoracic procedures which demonstrates an understanding of the physiological and physical changes that occur following thoracic surgery [include a rational approach to postoperative pain management and the use of multimodal therapies]

General competencies:

GU_HS_01 Demonstrates focussed preoperative evaluation of patients of all ASA grades who are at risk of post-operative morbidity, including the implementation of risk stratification methods such as scoring systems and measures of functional capacity [including basic interpretation of cardiopulmonary exercise testing results]

GU_HS_03 Demonstrates safe and effective peri-operative anaesthetic care to patients of all ASA grades requiring major intra-abdominal surgery covered in this unit of training under distant supervision including, but not exclusively those requiring complex colo-rectal, gynaecological, bariatric and urological surgery

GU_HS_05 Demonstrates the ability to be an effective member of a multi-disciplinary team managing elective and emergency general surgery, urology and gynaecology lists, safely and effectively. This implies demonstrating essential generic communication, teamwork, leadership and professional skills, as well as those specific to the perioperative anaesthetic care of patients

GU_HS_06 Demonstrates the ability to participate effectively in the post-operative care of the patient as part of a multi-disciplinary team

Regional competencies:

RA_HS_01 Demonstrates the ability to develop a peri- operative management plan and perform safely and effectively a number of the following blocks under distant supervision using either/or peripheral nerve stimulation or ultrasound guidance including thoracic epidural anaesthesia

RA_HS_06 Demonstrates ability to lead discussions on appropriateness of a regional technique for surgery and post-operative analgesia

SECTION 3

MAIN CONDITIONS OF SERVICE FOR MEDICAL STAFF

The post holder will be indemnified by the Trust for all NHS work undertaken as part of his/her contract of employment.

The post holder is encouraged to take out adequate defence cover as appropriate to cover him/her for any work that does not fall within the scope of the indemnity scheme (contract of employment).

Hours per week:	37.5
Rotas:	Registrar general on-call rota
Salary scale:	£31,127 – £49,086
London Weighting:	Inner London

Trust arrangements for adherence to the EU Working Time Directive are in place.

Clinical Governance and Risk Management

The Trust believes everyone has a role to play in improving and contributing to the quality of care provided to our patients. As an employee of the Trust you are expected to take a proactive role in supporting the Trust's clinical governance agenda by:

- Talking part in activities for improving quality such as clinical audit
- Identifying and managing risks through incident and near miss reporting and undertaking risk assessments
- Following Trust policies, guidelines and procedures
- Maintaining your continue professional development

All Clinical staff making entries into patient health records are required to follow the Trust standards of record keeping.

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigation undertaken.

Information Quality Assurance

As an employee of the Trust it is expected that you will take due diligence and care in regard to any information collected, recorded, processed or handled by you during the course of your work and that such information is collected, recorded, processed and handled in compliance with Trust requirements and instructions.

Freedom of Information

The post holder should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and is responsible for helping to ensure that the Trust complies with the Act when handling or dealing with any information relating to Trust activity.

Management of a Violent Crime

The Trust has adopted a security policy in order to:

- help protect patients, visitors and staff
- safeguard their property

All employees have a responsibility to ensure that those persons using the Trust and its services are as secure as possible.

Pension Scheme

Membership of the NHS Pension Scheme is available to all employees over the age of 16. Membership is subject to the regulations of the NHS Pension Scheme, which is administered by the NHS Pensions Agency. Employees who subsequently wish to terminate their membership must complete an opting out form - details of which will be supplied upon you making a request to

the Trust's Pensions Manager, based in payroll. A contracting-out certificate under the Pension Schemes Act 1993 is in force for this employment and, subject to the rules of the Scheme, if you join the Scheme your employment will be contracted-out of the State Earnings Related Pension Scheme (SERPS).

Health and Safety at Work

a) It is the duty of every employee while at work not to intentionally or recklessly interfere with anything provided in the interest of health and safety, including anything provided in pursuance of statutory provision.

b) It is the duty of everyone while at work to take reasonable care of the Health and Safety of themselves and other persons who may be affected by acts or omissions at work.

c) It is the duty of every employee while at work to co-operate with the employer in ensuring that all statutory and other requirements are complied with.

Statutory Medical Examination

All appointments are conditional upon prior health clearance by the Trust's Occupational Health Service. Failure to provide continuing satisfactory evidence will be regarded as a breach of contract.

Professional Registration/Licence to Practice

Staff undertaking work which requires professional/state registration/licence are responsible for ensuring that they are so registered/licensed and that they comply with any Codes of Conduct applicable to that profession. Proof of registration/licence to practice must be produced on appointment and, if renewable, proof of renewal must also be produced.

Disclosure and Barring Service

Applicants for posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to a Disclosure and Barring Service check before the appointment is confirmed. This includes details of cautions, reprimands, final warnings, as well as convictions. Further information is available from the Disclosure and Barring Service website at <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

Equal Opportunities

The Trust believes that all employees have the right to be treated with dignity and respect. Failure to comply with or adhere to the Trust's Equal Opportunities Policy will be treated as misconduct under the Trust's Disciplinary Policy and Procedure.

The Trust requires that in return you treat others with dignity and respect and that you do not harass or otherwise discriminate against any other member of staff, patient or visitor to the Trust or employees of any associated employers or contractors of the Trust on the grounds of race, colour, sex, age, disabilities, religious beliefs or sexual orientation.

Fitness to Practice

Prior to making an appointment to a post, the Trust needs to establish if applicants for such positions have ever been disqualified from the practice of a profession or required to practise subject to specified limitations following fitness to practise proceedings by a regulatory body in the UK or in another country, and whether they are currently the subject of any investigation or proceedings by any body having regulatory functions in relation to health/social care professionals, including such a regulatory body in another country.

Car Parking and Public Transport

There are pay and display and permit holders only car parks at all hospital sites. Information on transport links is available at <http://www.imp.nhs.uk/maps/map.htm>

Security

Employees are required to wear security badges at all times.

Variation

The job description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time after consultation with the post holder.

Professional Association/Trade Union Membership

It is the policy of the Trust to support the system of collective bargaining and as an employee in the Health Service you are therefore encouraged to join a professional organisation or trade union. You have the right to belong to a trade union and to take part in its activities at any appropriate time and to seek and hold office in it. Appropriate time means a time outside working hours.

Work Visa/ Permits/Leave to Remain

If you are a non-resident of the United Kingdom or European Economic Union, any appointment offered will be subject to the Resident Labour Market test (RLMT). The Trust is unable to employ or continue to employ you if you do not obtain or maintain a valid Right to Work (leave to remain).

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Confidentiality

The post-holder must maintain confidentiality of information about staff, patients and health service business and be aware of the Data Protection Act (1984) and Access to Health Records Act (1990).

Conflict of Interests

You may not without the consent of the Trust engage in any outside employment and in accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust.

In addition the NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation, other NHS or voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently, whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position which may give rise to a conflict of interests between any work that you undertake in relation to private patients and your NHS duties.

Code of Conduct

All staff are required to work in accordance with the code of conduct for their professional group (e.g. Nursing and Midwifery Council, Health Professions Council, General Medical Council, NHS Code of Conduct for Senior Managers).

NHS Constitution

The NHS Constitution establishes the principles and values of the NHS in England. You should aim to maintain the highest standards of care and service, treat every individual with compassion and respect, take responsibility for the care you provide and your wider contribution, take up training and development opportunities provided, raise any genuine concern you may have about a risk, malpractice or wrongdoing at work, involve patients, their families and carers fully in decisions, be open if anything goes wrong and contribute to a climate where the reporting of, and learning from, errors is encouraged. You should view the services you provide from a patient's standpoint and contribute to providing fair and equitable services for all.

The above is a brief summary; you are encouraged to access the full document at: www.nhs.uk/constitution

Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with and adhere to current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure that they apply alcohol gel to their hands and also wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Staffs have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents library section on the intranet.

No Smoking

The Trust operates a non-smoking policy.

Preliminary Visits

Candidates may discuss the post and arrange visits with Dr Ben Graham, Clinician Lead St Mary's Hospital, or Dr Helgi Johannsson, Clinical Director, on 020 3312 1248.

SECTION 4

PERSON SPECIFICATION

Post Title: Clinical Fellowship in Upper GI Anaesthesia

Responsible to: Dr Ben Graham, Clinical Lead for St Mary's

Accountable to: Dr Stewart Berry, Clinical Director for Theatres & Anaesthesia

Attributes/skills	Essential	Desirable	Measurement
Qualifications Higher qualifications	On GMC registered/ licensed Medical Practitioner Primary Medical Qualification MBBS or equivalent Intermediate Level training Certificate (Anaesthetics) FRCA or equivalent	Sign off for higher cardiothoracics ATLS/ETC (European Trauma course)	Application/Interview
Clinical skills	Able to demonstrate a broad range of advanced clinical and assessment skills Clinical experience of the critical care patient throughout the patient pathway	Simulation training and instructorship	Application/Interview
Audit	Understanding of the application of audit and research to clinical practice	Peer reviewed publications Knowledge and previous experience of peri- operative medicine and Enhanced Recovery Programmes	Application
Language	Good understanding of English, both written and oral		Application/Interview
Communication Skills	Excellent oral and written communication Ability to assume lead roles in education of medical professionals Ability to facilitate cross- disciplinary communications and develop collaborative working relationships	Ability to line manage and/or supervise more junior staff Good presentation skills	Application/Interview

Reliability	Ability to work to set priorities, targets and objectives		Application/Interview
Flexibility	Ability to work flexibly as required Good time management		Application/Interview
Resilience	Ability to work under pressure in occasionally stressful environment		Application/Interview
Thoroughness	Awareness of own limitations		Application/Interview
Drive/Enthusiasm	Self-motivated and able to use own initiative		Application/Interview
Probity	Honesty, integrity, appreciation of ethical dilemmas. Must be able to demonstrate and model the key Trust values of kind, expert, collaborative and aspirational.		Application/Interview
Physical requirements	Occupational health clearance for the role specified		Occupational health Interview
Team Work	Good team player Approachable manner		Application/Interview