

## Job Description

Job title:	Clinical Fellow – Complex Epilepsy in Neurosurgery
Division:	Queen Square Division
Board/corporate function:	Specialist Hospital Board
Salary band:	MT04
Responsible to:	Consultant Neurosurgeon
Accountable to:	Divisional Clinical Director
Hours per week:	40 hours
Location:	The National Hospital for Neurology and Neurosurgery

### University College London Hospitals NHS Foundation Trust

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing and Grafton Way Building)
- National Hospital for Neurology and Neurosurgery
- Royal National ENT and Eastman Dental Hospitals
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in women's health and the treatment of cancer, infection, neurological, gastrointestinal and oral disease. It has world class support services including critical care, imaging, nuclear medicine and pathology.

We are committed to sustainability and have pledged to become a carbon net zero health service, embedding sustainable practice throughout UCLH. We have set an ambitious target of net zero for our direct emissions by 2031 and indirect emissions by 2040.

## Division of Queen Square

This post is based at the National Hospital for Neurology and Neurosurgery (NHNN) which is the largest division within the Specialist Hospitals Board. The NHNN is an internationally renowned hospital for clinical practice and world-class clinical research in neurosciences. It is also closely associated with the Institute of Neurology (ION). Together, the NHNN and ION are regarded as the premier neurosciences centre in the UK. In addition to Neurology and Neurosurgery, the NHNN provides comprehensive services in Neuro-rehabilitation, Neuro-critical care and Neuropsychiatry. The NHNN receives secondary, tertiary and quaternary referrals from across the UK and internationally.

## The Victor Horsley Department of Neurosurgery

The Department of Neurosurgery provides a comprehensive elective and emergency neurosurgical service for the Trust, a large area of North Central and West London and its associated hospitals and the local community/GPs. In addition there are large numbers of National and International referrals to specialist Neurosurgical services.

The staffing of the Department is as follows;

### Consultants

Miss M Murphy, Clinical Director of Neurosurgery  
Mr V Russo, Deputy Clinical Director of Neurosurgery  
Professor R. Brownstone, Academic Director of Neurosurgery

Mr H Akram  
Mr J Allibone  
Ms Anouk Borg  
Mr ATH Casey (joint with RNOH)  
Mr P Castanho  
Mr D Choi  
Mr N D Dorward  
Mr P Grover  
Mr C Hill  
Mr J Hyam  
Mr N D Kitchen  
Mr H Marcus  
Miss A Miserocchi  
Mr A McEvoy  
Mr G Prezerakos  
Mr A Russo  
Mr G Samandouras  
Mr P Sayal  
Ms H Sethi  
Mr A Toma  
Mr L Thorne

Mr L Watkins  
Mr L Zrinzo

ST3+ (SpR), Clinical Fellows and ST1-2 (SHO) support the unit. There are also dedicated Clinical Nurse Specialists for the neurosurgical unit.

## Job Purpose

This post is designed for neurosurgical trainees who have obtained their certificate of completion of training (CCT) in neurosurgery, or equivalent, and who wish to develop their skills and gain experience of complex epilepsy within neurosurgery in a major centre of excellence.

The Clinical Fellow will have a role defined as follows:

- Review of patients undergoing the complex Epilepsy Neurosurgery pathway as part of multidisciplinary clinics
- Attendance at outpatient clinics
- Assessment of ambulatory patients on the day case unit, as required
- Perioperative and operative care of neurosurgery patients
- In addition, the appointee will dedicate time on a weekly basis towards research relating to Epilepsy and will assist in the teaching of undergraduate medical students on special study modules (UCL Medical School) and Clinical Neurology Diploma students (Institute of Neurology).
- Participate in Clinical Governance, Risk Management and Clinical Audits within the department
- Take responsibility for the professional supervision and development of trainee/junior doctors within the department
- Other duties as required, including cover for leave and sickness absence.

*Indicative weekly timetable (actual duties will vary week by week)*

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Theatre	Ward	Outpatient clinic	Theatre	Outpatient Clinic
Afternoon	Theatre	Research	Admin	Theatre	Outpatient Clinic

This Clinical Fellow post is not recognised for training purposes; however we are committed to provide a supportive learning environment in order to maximise the career potential of the successful candidate. There is a well-established junior medical staff training program and it is expected that the successful candidate will participate in these sessions. Time will be allocated for educational activities to broaden the horizon of the candidate. The post is an ideal stepping-stone for an experienced neurosurgical trainee to gain further experience in specialised neurosurgery before applying for a substantive Consultant post in Neurosurgery.

## Key Working Relationships

The post holder will be accountable to Professor John Duncan, Divisional Clinical Director, Queen Square Division, and will be responsible to Mr Andrew McEvoy and Miss Anna Miserocchi, Consultant Neurosurgeons.

## Governance

Clinical governance is assuming ever greater importance within the NHS and there is strong emphasis on this area within UCLH. The appointee will be expected to contribute and participate in governance activities in depth and breadth. A strong desire to improve governance standards is essential.

The appointee will have an overriding duty of care to patients and is expected to comply fully with best practice standards and Trust policies for personal and patient safety. This includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, IV line insertion, taking blood cultures, and other policies for prevention of healthcare-associated infection (HCAI).

## Salary and Conditions of Service and Other Information

The post holder will be expected, as a member of the Department, to participate in laboratory (if relevant), clinical, teaching and research activities.

The duties outlined are not definitive and may be changed according to the needs of the service and training requirements. The post holder may be required to carry out other duties in occasional emergencies and unforeseen circumstances.

The post is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England & Wales), to the General Whitley Council Conditions of Service and also to the National Health Service Pension Regulations.

Registration with the General Medical Council is essential.

Applicants are urged to have at least minimal cover with a medical defence organisation.

## Hepatitis B

All employees who perform "exposure prone procedures" should be immunised against hepatitis B. Antibody response should be checked on a regular basis. If successful in being appointed to a post, all employees MUST report to the Occupational Health Department within two weeks of starting in post. Failure to comply with this, or the new regulations pertaining to hepatitis B, may result in an

employee being suspended from duty. For further information, either contact the Personnel Department or the Occupational Health Department. All matters discussed will remain confidential.

## Clinical Audit

The post holder will participate in clinical audit and outcomes review. This will involve the recording and monitoring of your own patient activity for comparison against national and local standards when relevant.

The post holder will also be responsible for maintaining satisfactory patient notes and when relevant for entering data on to a computer database in accordance with the rules and regulations of the Data Protection Act.

## **Data Protection**

In accordance with the Data Protection Act (1984), the Trust is authorised, if required to do so, to obtain, process and/or use information held on a computer in a fair and lawful way. The Trust is authorised to hold data only for the specific registered purpose and not to use or disclose it in anyway incompatible with such purpose. It is further authorised to disclose data only to authorised organisations as instructed.

## **Health and Safety**

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors. The Trust also operates a No Smoking Policy, which does not allow

## **Confidentiality**

All employees and honorary appointees are required to exercise discretion and maintain confidentiality at all times.

## **Equal Opportunities**

It is the aim of the Trust to ensure that no applicant or employee receives less favourable treatment on grounds of sex, race, colour, nationality, disability or sexuality and is not disadvantaged by conditions or requirements which cannot be shown to be justifiable. To this end, the Trust has an Equal Opportunities Policy and it is for each employee to contribute to its success.

## **No smoking**

UCLH operates a No Smoking Policy.

## **Customer Awareness**

UCLH expects its employees to communicate with colleagues, patients and visitors in a polite and courteous manner at all times.

## **Job Sharing**

UCLH has a job sharing policy under which all posts are open to job sharing, with or without a partner.

## **Staff Nursery/Crèche**

The Trust has a nursery/crèche for babies and children up to school age based in Devonshire Street, a few minutes' walk from the old Middlesex Hospital.

## Recruitment and Selection

All employees who are responsible for recruiting new staff are required to attend an in-house recruitment and selection training course before they are allowed to be involved in the recruitment process.

## Offer of appointment

Any offer of appointment will be subject to the receipt of three satisfactory references and a health interview.

The post will be offered under terms and conditions of service determined by the Trust which currently shadow those laid down by the General Whitley Council and the Joint Negotiating Committee for Medical and Dental Staff until such time as local arrangements have been agreed and implemented.

## UCLH Vision and Values

At UCLH, we have a real 'One Team' ethos, and our values – safety, kindness, teamwork and improving, are central to the way we work. This is supported by our staff, who voted us as the #1 NHS Acute Trust to work for in the whole of England.

The Trust is committed to delivering top quality patient care, excellent education and world-class research.

We deliver our vision through [values](#) to describe how we serve patients, their families and how we are with colleagues in the Trust and beyond.

### We put your **safety** and wellbeing above everything

Deliver the best outcomes	Keep people safe	Reassuringly professional	Take personal responsibility
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### We offer you the **kindness** we would want for a loved one

Respect individuals	Friendly and courteous	Attentive and helpful	Protect your dignity
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### We achieve through **teamwork**

Listen and hear	Explain and involve	Work partnership in	Respect everyone's time
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### We strive to keep **improving**

Courage to give and receive feedback	Efficient and simplified	Develop learning through	Innovate and research
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## Equality, Diversity, and Inclusion at UCLH

At UCLH, we take equality of opportunity seriously and are committed to being a diverse and inclusive employer, with a culture that creates a real sense of belonging and trust. Respect, inclusion and sensitivity are hallmarks of quality of our care. That is why it is our fundamental aim, to recruit, retain and promote a diverse mix of people from all backgrounds, cultures, and perspectives, who are representative of our local communities to support our world class research, innovation, and creativity. We are proud to have 5 different networks that are owned and led by our staff which give a voice to all our staff to feed up to leadership of the organisation, including the Trust board, thus creating a sense of community and support and help drive cultural change to become a more inclusive organisation.

Our staff networks are:

- Black, Asian and Minority Ethnic (BAME) Network
- Lesbian, Gay, Bisexual Transgender, Queer, Intersex and Asexual (LGBTQIA+)
- Women's
- Disability Network
- Mental Health Network

## Person Specification

		Assessment Criteria				
Requirements	Essential	Desirable	Application	Interview	Reference	Test
<b>Qualifications / Certification</b>						
Registered Medical Practitioner	x		x			
Completed general medical training	x		x			
On GMC register	x		x			
FRCS (SN) or equivalent		x	x			
MBBS or equivalent medical qualification	x		x			
MRCS(UK) full diploma or equivalent at time of appointment	x		x			
<b>Experience</b>						
Evidence of experience in General Neurosurgery (at least 6 years at registrar/resident level)	x		x	x		
Demonstrates awareness of the basics of managing neurological disease and managing neurosurgical emergencies		x		x		
Appropriate knowledge base and ability to apply sound clinical judgement to problems.	x			x		
Evidence of some competences in the specialty as defined by the relevant curricula	x		x			
Awareness of the basics of managing neurosurgical pathways		x	x	x		
Evidence of skills in the management of acute	x		x			



medical emergencies (e.g. ALERT, IMPACT certification)						
Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination	x		x	x		
Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments, portfolio evidence, including logbook documentation if applicable	x		x	x		
Evidence of competence to work without direct supervision where appropriate	x			x		
Demonstrate current ALS certification or equivalent	x					
<b>Academic Skills</b>						
Demonstrates understanding of research, including awareness of ethical issues, understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives and also knowledge of evidence-informed practice	x		x	x		
Evidence of relevant academic & research achievements and involvement in a formal research project and		x		x		

publications						
Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity		x	x			
Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity		x	x			
Evidence of a portfolio of audit projects including where the audit loop has been closed and there is evidence of learning of the principles of change management		x	x			
Demonstrates an understanding of clinical governance		x	x	x		
Evidence of exceptional achievement in medicine		x	x			
Evidence of teaching experience and/or training in teaching	x		x	x		
Evidence of involvement in teaching students, postgraduates and other professionals, with feedback		x		x		
Evidence of participation in a teaching course		x	x			
Evidence of achievement outside medicine		x		x		
Evidence of altruistic behaviour e.g. voluntary work		x		x		

Skills/Understanding						
Excellent communication skills/verbal and written	x		x	x	x	
Excellent organisational skills	x		x	x	x	
Good computing skills (database, statistics)	x		x	x		
Ability and commitment to teach in a clinical and non-clinical setting	x		x	x	x	
Ability to provide clinical supervision		x	x	x		
Ability to administer a teaching programme		x	x	x	x	
Good inter-personal skills with an ability to work co-operatively in a multidisciplinary setting	x			x	x	
Ability to organise and prioritise workload, to delegate responsibility as appropriate and to supervise junior staff	x		x	x	x	
Committed to research and a commitment to quality in the research process	x		x	x		
Excellent presentation and teaching skills		x	x	x		
Understanding of research methodology		x	x	x		
Able to work in multi-professional teams & supervise junior medical staff	x		x	x		
Able to show leadership, make decisions, organise and motivate other team members for the benefit of patients through, for example, audit and quality improvement projects	x			x		
Evidence of	x		x	x		

involvement in management commensurate with experience						
<b>Knowledge</b>						
Knowledge of the Clinical Governance framework of the NHS (including Research governance) and understanding of current changes in the organisation and management structures of the NHS. Ability to act within these parameters		x	x	x		
Evidence of effective multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments	x		x			
Evidence of effective leadership in and outside medicine	x		x	x		
Capacity to monitor developing situations and anticipate issues	x		x	x		
<b>General</b>						
Resourceful and able to act on own initiative	x		x	x	x	
A very high level of consideration and care for patients and research subjects	x		x	x		
High ethical and professional standards in research, education and clinical practice	x		x	x	x	