

Royal Cornwall Hospitals Trust



Job Description

Clinical Fellow Perioperative Medicine, including Higher Level Care



1. Job Details – 156-MS-3869

Title:	Clinical Fellow Perioperative Medicine, including Higher Level Care
Reports to:	Clinical Director
Accountable to:	Medical Director
Reporting Location:	St Michael's Hospital, Hayle and other Trust sites as required.
Remuneration:	NHS National Pay Scales

2. Job Purpose

Clinical

Clinical work is at the level of a post core training depending on experience and your clinical responsibilities will be commensurate with this level of experience. You will also participate in an out of hours rota that will be remunerated appropriately in line with the 2016 Junior Doctors Contract. Routine work will include:

- o Assessment and management of in-patients.
- o Attend ward rounds as timetabled.
- o Attend multi-disciplinary ward meetings.
- o Attend out-patients (where appropriate) and assist with in-patient management.
- o Fulfil the duties of the weekly timetable including out of hours responsibilities.
- o Maintenance of the highest clinical standards in the management of clinical services including a level 1.5 post-operative care bay.
- o Share with colleagues the responsibility for the day-to-day management of the patients within RCHT mainly at Cornwall Orthopaedic Centre, St Michael's Hospital.
- o Have responsibility for ensuring active participation in continuing medical education (CME) including simulation training.
- o Actively participate in both departmental and Trust matters concerning Clinical Governance and Audit.
- o Attend meetings as appropriate.
- o Ensure projects and personal development plans are agreed with the educational supervisor and are completed. These can be tailored to applicants educational and portfolio building requirements and account for 20% of the post.
- o Teaching and education of allied health professionals across the Trust.



Additional Experience

All posts will provide the opportunity to develop non-clinical skills and experience.

These roles are to give the post holder the opportunity to undertake a project underpinning service improvement within a six-to-twelve-month placement. This will also give the post holder experience to enhance their own CV development and, along with supported clinical experience, provide additional value in their future career choices.

There is ample opportunity to gain supervised experience in anaesthetic practice in the theatre suite.

3. Dimensions

The Royal Cornwall Hospitals NHS Trust

The Royal Cornwall Hospital is situated in the Cathedral city of Truro in the centre of the Cornish Peninsula. The surrounding countryside is renowned for its spectacular rural and coastal scenery. Cornwall is well known for its surfing beaches, coastal and inland sailing waters along with equestrian opportunities. The strong heritage of Cornwall has been further enhanced with the building of the Eden Project and the National Maritime Museum.

Over recent years there has been an unprecedented growth in high quality restaurants and family orientated leisure facilities. The main road links to the rest of the country have been further enhanced by major improvements to the A30. Local rail links to London include regular daytime and sleeper services. In addition, there are regular daily flights to London from Newquay Airport, as well as to other national and international destinations.

The Royal Cornwall Hospitals' NHS Trust (RCHT) is part of the Cornwall Healthcare Community, working in partnership with other local Trusts to deliver high quality healthcare services across the county. The Trust has close links to medical specialist services in the South-West Peninsula and beyond. Serving a widespread local population, as well as thousands of visitors to Cornwall each year, poses several unique healthcare challenges.

The Trust provides acute medical and surgical services to a population of around 400,000, has a higher proportion of elderly people than the national average. The population more than doubles during the busy holiday periods. RCHT comprises three main hospitals: The Royal Cornwall Hospital, Truro, West Cornwall Hospital, Penzance, and St Michaels in Hayle. Outpatient and other services are also provided at several community-based NHS locations around the county and a number of corporate support services are located away from the main hospital sites.

Further information on the Trust can be viewed on the Internet at www.cornwall.nhs.uk/RCHT and www.cornwall.nhs.uk.

The Cornwall Orthopaedic Centre at St Michael's Hospital

The Royal Cornwall Hospital NHS Trust is investing in St Michael's Hospital to build on the already excellent patient outcomes to provide a venue for all elective orthopaedic surgery patients in Cornwall.

The Cornwall Orthopaedic Centre is twenty minutes away from the main Royal Cornwall Hospital site in Truro where the emergency trauma service is situated. It is five minutes from the three-mile-long Hayle beach and the South-West Coastal path.



The St Michael's Hospital team have, for many years, performed orthopaedic surgery; However, the range of operations and the complexity of the patients able to be dealt has been enhanced by a significant investment in staffing and equipment of the pre-operative preparation and perioperative higher care facilities.

Presently we have twenty-two consultant orthopaedic surgeons and can provide all orthopaedic surgical interventions, excepting spine and tumour surgery. This team works closely with the anaesthetic department of fifty anaesthetic specialists and consultants and together they are developing pathways of excellence.

St Michael's Hospital in Hayle has four laminar air flow theatres, fifty-six beds on two wards, an outpatient department with a treatment room and a modern x-ray department including physiotherapy and occupational therapy and regularly gets outstanding reviews from patients, friends and family as well as being commended by the Care Quality Commission (CQC).

We seek innovative and enthusiastic staff to help progress our goals.

We are already able to provide the most contemporary orthopaedic interventions, including arthroscopic, joint replacement and revision surgery to all joints and long bones.

It is crucial to the Trust's elective recovery plan to allow all appropriate orthopaedic operations to be undertaken at St Michael's Hospital for all patients irrespective of their medical co-morbidity. This requires enhanced pre-operative, perioperative and post-operative medical, nursing and therapies with improvements being made to the physical structure of the hospital and to the equipment available.

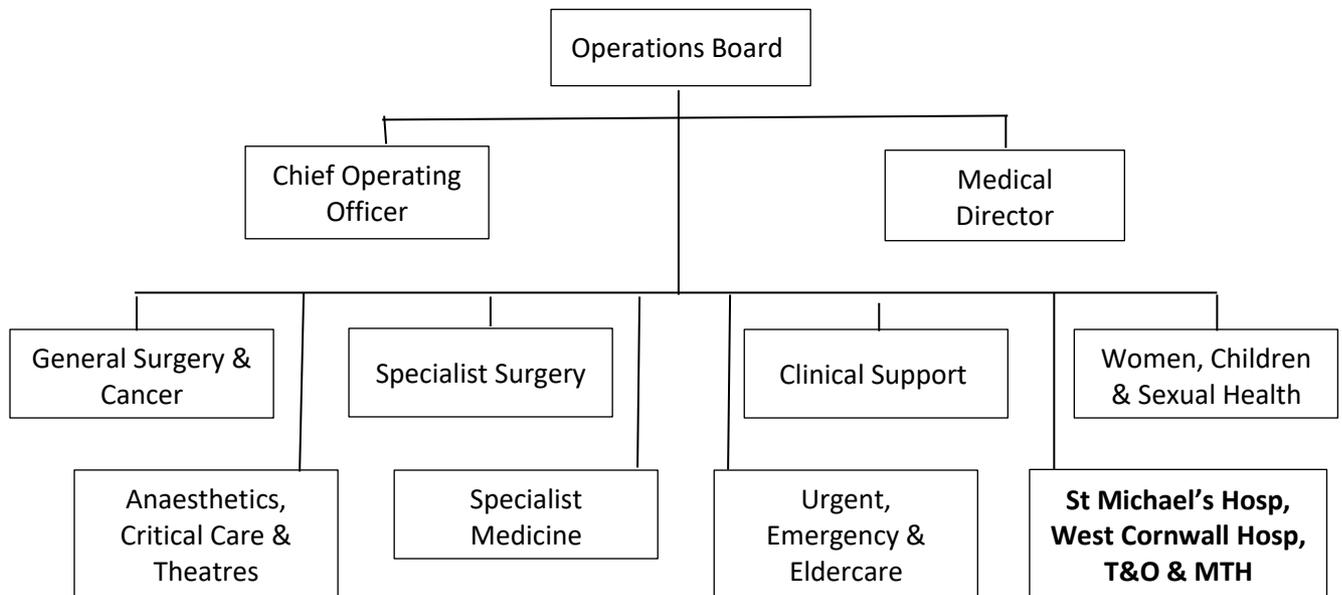
We have a post-operative higher care area for 24 hours staffed by perioperative care staff. These people may have a background in recovery, HDU or ITU.

We have increased the level of medical cover overnight and will require medical staff with an interest in perioperative care. These may be from a surgical, anaesthetic, or medical background and may include people currently working in general practice.

We seek new appointments to enable Cornwall Orthopaedic Centre at St Michael's Hospital to become the most progressive orthopaedic facility in the South-West and build on its already great reputation.



4. Organisational Chart



5. Principal Accountabilities

Medical Education

Each post will be supported by a consultant anaesthetist as educational supervisor. This anaesthetist will likely be one of the joint anaesthetic leads for elective orthopaedic surgery. Twenty percent of the job's allocated time will be protected for educational purposes.

Clinical Work

Provision of a service to the Cornwall Orthopaedic Centre at St Michael's Hospital, with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department.

The post holder will join a rota of four fellows covering daytime and night-time shifts when the higher-level care lists are running. There will be consultant input throughout the day and support available at night.

There will be a requirement to undertake up to three sets of weekend shifts to provide cover for the orthopaedic elective ward patients during a six-month placement.

- o Cover for colleagues' annual leave and other authorised absences.
- o Any responsibility that relates to a special interest.
- o Participating in medical audit, the Trust's Clinical Governance processes and in continuing Professional Development.
- o Involvement in research (where applicable).
- o A willingness to undertake additional professional responsibilities at local, regional, or national levels (where applicable).



- o The post-holder must at all times carry out their duties with due regard to the Trust's Equal Opportunities Policy. A responsibility to ensure that all colleagues and patients receive the same treatment, care, and attention, regardless of race, religion, ethnic origin, gender, marital status, age, sexuality, or disability.
- o A responsibility to work co-operatively with colleagues and to respect and value their contribution to patient care.
- o It is the responsibility of all employees to maintain a safe and healthy environment for patients, visitors, and staff. The post-holder is required to comply with the appropriate Health and Safety Policies as may be in force.
- o A responsibility to decline to undertake duties for which the post-holder has not been trained, or for which the post-holder does not believe they will be able to undertake safely.
- o It is the responsibility of the post-holder to ensure that all duties are carried out to the highest possible standard and in accordance with the current quality initiatives within the area of work.
- o All staff that have access to or transfer data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies. Such information should not be released without the consent of the patient, client, and staff member concerned unless required by a court order.
- o The post-holder is responsible for data quality and complying with the policies, procedures, and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
- o The post-holder will be required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy.
- o The post-holder is required to comply with Trust policy on the implementation of Working Time Regulations (1998, 2009 amendment) including declaration of hours worked and breaks taken by undertaking monitoring exercises when required, and reporting any instances where the pattern of working hours may constitute a health and safety risk to the post-holder, patients, public and other Trust employees. The post-holder will not be subjected to any unlawful detriment by reporting any concerns under the Regulations.
- o The post-holder will be responsible for undertaking the administrative duties associated with the care of patients and the administration of the department.
- o The post-holder will be required to participate in the annual appraisal process.
- o The post-holder will be required to complete annual updates in mandatory training.
- o Travel as necessary between hospitals/clinics will be required but a planned and cost-effective approach will be expected.
- o Any other duties that may be required from time to time.

Expectations of the Post-holder

- o An appropriate Contract of Employment incorporating national terms and conditions (in accordance with national and local collective agreements).
- o An adequate time allocation for administration, education, audit, and teaching commitments
- o Receive appropriate consultant supervision and mentoring.
- o Adequate support and time allocation to allow doctors to fully participate in the Trust's appraisal process and the necessary Continued Professional Development and study leave requirements which are a natural consequence of appraisal.



Objectives and How They Will Be Met

The post-holder will be required to deliver elective and emergency medical/surgical services within Cornwall, in close collaboration with consultant colleagues and within commissioned performance targets.

Study and Training

The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the post-holder will be entitled to apply to the Trust's Study Leave Committee for a contribution to funding of this activity.

The post-holder must comply with all aspects of confidentiality, professional codes of conduct, the Royal Cornwall Hospitals' Trust Staff Charter, and the NHS Managers' Code of Conduct.

6. Communications and Working Relationships

Internal Working Relationships

- o Chief Executive
- o Medical Director
- o Team working with Divisional/Specialty Managers and administrative staff
- o Specialty Directors, Divisional Directors, and Divisional Managers
- o Clinical leads of site specific multi-disciplinary teams
- o All doctors and multi-disciplinary teams throughout the Trust
- o Director of Medical Education
- o Medical Education Team (both management and clinicians)

External / Other Working Relationships

- o Organisations in the Local Health Community [Commissioners and Providers]
- o Royal Colleges
- o Peninsula Medical School
- o University of Exeter Medical School

Health and Safety and Risk Management

In carrying out their duties the employee is required to take responsible care to avoid injury or accident, which may be caused by work. These duties must be performed in accordance with the Specialty/Division/Trust's Health and Safety Policy, which is designed to secure safety in working practice and in handling materials and equipment.

Hospital Policies

The Royal Cornwall Hospitals' NHS Trust is a dynamic organization and therefore changes in the core duties and responsibilities of the role may be required from time to time. These guidelines are not a term or condition of contract.

We expect all our staff to share the values that are important to the Trust and behave in a way that reflect these. In keeping with the Trust's Standards of Business Conduct for Employees and the Equal Opportunities Policy, the post-holder is at all times expected to take responsibility for their own actions, support multi-disciplinary and partnership working and develop a working environment of courtesy, fairness, and mutual respect.



The post-holder will have access to confidential information, which may only be disclosed to parties entitled to receive it. Unauthorised disclosure is a disciplinary offence.

The Royal Cornwall Hospitals' NHS Trust is a regulated organisation and as such, all post-holders must have their criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post.

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

This job description will be subject to annual review and amended to meet the changing needs of the Trust.

This job description is subject to the terms and conditions of service of the Royal Cornwall Hospitals' NHS Trust.

Please note:

Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

If this post involves undertaking exposure prone procedures, you will be required to participate in blood borne virus screening as appropriate.



Person Specification

ATTRIBUTES	REQUIREMENTS		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
QUALIFICATIONS AND ELIGIBILITY	<p>GMC Registration with a License to Practice</p> <p>MB BS (or equivalent medical qualification)</p> <p>Eligible to work at Core Level.</p>	<p>Formal teaching courses/ qualifications</p>	<p>Pre-employment checking procedure.</p>
EXPERIENCE	<p>Demonstrable previous NHS experience or equivalent</p> <p>ALS Provider or equivalent</p> <p>Experienced in Clinical Audit and Clinical Governance and the benefits of how this improves the quality of care provided to patients and ensuring this is embedded in clinical practice.</p> <p>Ability to teach and motivate junior medical staff.</p> <p>Has achieved appropriate level of Foundation competencies.</p> <p>Ability to take full and independent responsibility for clinical care of patients.</p> <p>Provide teaching to MDTs</p>	<p>Experience in specialty relevant to application.</p> <p>Previous experience in Anaesthetics or perioperative medicine.</p>	<p>Application & interview.</p>
PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING ANY SPECIAL KNOWLEDGE)	<p>Strong clinical and personal credibility.</p> <p>Excellent communication and interpersonal skills; adapts style depending on audience.</p> <p>Excellent IT skills.</p> <p>Conceptual and analytical skills. Keen to innovate and take on new challenges.</p>	<p>Evidence of communication skills and patient focused care.</p>	<p>Application & interview.</p>



<p>DISPOSITION/ ADJUSTMENT/ ATTITUDE</p>	<p>Flexible in approach and able to adapt quickly to changing priorities. Attention to detail in all professional tasks.</p> <p>To have an interest in simulation, quality improvement, research, and medical education.</p> <p>Professional and caring attitude to patients.</p> <p>Ability to communicate effectively with patients, relatives, GPs, nurses, and other multi-disciplinary colleagues.</p>		<p>Application & interview.</p>
<p>ADDITIONAL CIRCUMSTANCES</p>	<p>A Disclosure and Barring Service record check satisfactory to the organisation.</p> <p>Current and valid visa to allow work in the UK.</p> <p>Occupational Health clearance. Receipt of two satisfactory references.</p> <p>The post-holder may be required to travel within and outside of the county, sometimes at short notice, and will be responsible for their own arrangements.</p>		<p>Pre-employment checks.</p>

