

Homerton University Hospital

Homerton Row

London

E9 6SR

**Homerton University Hospital NHS
Foundation Trust**

**Senior Clinical Fellow in Intensive
Care Medicine**

Job Description

August 2024

Introduction

This job description sets out the details and service conditions for a Senior Clinical Fellow in Intensive Care Medicine, based at Homerton University Hospital.

This is an opportunity for a trainee or non-training grade doctor, to gain additional critical care skills and develop further their clinical decision making. We would also be supportive of trainees looking for additional time prior to professional examinations or appropriately qualified applicants who are looking for experience working in the NHS.

Homerton Healthcare NHS Foundation Trust

The Homerton University Hospital NHS Foundation Trust sits in the middle of one of the most diverse locations in the world. To this end we are committed to and champion equality and diversity in all aspects of our employment practice and service delivery. All employees are expected to understand and respect this commitment and work with us to promote equality and diversity in the course of their work.

All employees are required to have the appropriate level of English language competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience.

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Homerton Hospital a clean and safe environment within which to work and receive care.

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to Risk Management, Equal Opportunities, Confidentiality, Data Protection, Freedom of Information and the Trust Code of Behaviour.

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults. All staff have a responsibility to prevent and control infection within Homerton Hospital. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control. It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Management structure

The Board is responsible for the effective running of the Trust in line with established NHS objectives and priorities and in accordance with the highest standards of corporate governance.

It is also responsible for shaping the Trust's future and has a duty to consult and involve the Governors in the strategic planning of the organisation. The Chairman and non-executive directors are held to account by the Council of Governors of the Trust.

Executive Directors

- | | |
|---|---------------------|
| ▪ Chief Executive: | Ms Louise Ashley |
| ▪ Director of Finance: | Mr Rob Clarke |
| ▪ Chief Nurse and Director of Governance: | Ms Breedan McManus |
| ▪ Medical Director: | Dr Deblina Dasgupta |
| ▪ Chief Operating Officer: | Ms Emma Rowland |
| ▪ Director of People: | Mr Tom Nettel |

Non-executive Directors

- Sir John Gieve
- Dr Mike Gill
- Dr Mark Rickets
- Cherron Inko-Tariah MBE
- Rommel Pereira
- Andrew Hudson
- Abi Olapade

Clinical Divisions and Divisional Associate Medical Directors:

Surgery, Women's and Neonatal Services:

- | | |
|-----------------------------------|-----------------|
| ▪ Divisional Operations Director: | Tayo Fowowe |
| ▪ Deputy Chief Nurse (Nursing): | Jillian Bradley |
| ▪ Deputy Chief Nurse (Midwifery): | Sarah Latham |
| ▪ Associate Medical Director: | Yinka Akinfenwa |
| ▪ Associate Medical Director: | Eleanor Wood |

Community and Children's Services:

- | | |
|-----------------------------------|---------------|
| ▪ Divisional Operations Director: | Holly Howlett |
| ▪ Deputy Chief Nurse: | Karen Kessack |
| ▪ Associate Medical Director: | Sanjay Wazir |

Integrated Medical and Rehabilitation Services:

- | | |
|-----------------------------------|--------------|
| ▪ Divisional Operations Director: | Daniel Young |
| ▪ Deputy Chief Nurse: | Maeve Clarke |
| ▪ Associate Medical Director: | Iain Ewing |

Structure of Clinical Services

Clinical care is the responsibility of clinical teams divided into divisions; each division is headed up by an associate medical director.

There is an active medical council of senior medical staff which is led by an elected chair, and a junior doctors' committee.

Trust Strategy

We have great hope and ambition for the Trust, underpinned by a deep determination to improve the health and life chances of the people of City and Hackney (C&H). We are proud to provide services throughout the community together with acute healthcare services and we are committed to ensuring that all our staff, wherever they work, feel part of the whole organisation. We believe we will only achieve success by ensuring we are an outstandingly good employer and by continuing to strengthen the excellent partnerships we have developed with our communities, voluntary partners, and health and social care colleagues across C&H and North East London.

We know that developing a meaningful strategy requires the active engagement of our people, partners and population. That is why, between April and October 2022, we gathered a range of perspectives from more than 1,200 different individuals and groups inside and outside of Homerton Healthcare, through face-to-face conversations, surveys and engagement events. Many of these discussions were led by the Future Together Group, 11 of our staff who are representative of the many communities, professions, backgrounds, ethnicities, levels of experience, ages and areas of work at Homerton Healthcare. This energetic and committed group has helped the Trust Board to understand the strengths we can build upon, and the changes needed to enable people to do their best work in every part of the organisation. Throughout, the Future Together group have worked exceptionally hard to connect with, and understand issues from all of our staff, including people who can often be less listened to – people from Black and Asian ethnic groups, people from LGBTQI+ communities, people with a disability status, people at lower pay bands and contracted staff.

We recognise we are working within a changing environment in terms both of our population's needs and of the shift from competition to collaboration in the wider NHS. This strategy is linked directly to the ambitions of the wider Integrated Care System and sets out how we plan to make the best contribution we can by providing outstanding care and by stepping up to our role as an anchor institution in our local place, embracing the role of prevention and helping build a model integrated health and care partnership.

As we transform from being largely a community and acute healthcare provider to a population health/place-based partner, we will continue to outwardly engage with patients, local community groups and partners (including through the City and Hackney Health and Care Partnership), to understand the priorities of the people who use our services and those of our partner organisations. Together we will be able to build a stronger, healthier community.

Our Future Together

Our 2023-2028 organisational strategy aims to build on our strengths, fully develop the scope of working with our partners, and set out how Homerton Healthcare can best contribute to improving health and care over the next five years, in a changing society and a new NHS structure.

We have a vision for 2028, that everyone in City and Hackney will have access to outstanding care, delivered jointly with local partners and continually improved through innovation.

Our six strategic priorities

To ensure we achieve this vision, we have defined six strategic priorities:



1. Improve the health & wellbeing of our communities



2. Deliver outstanding, equitable care



3. Develop happy, healthy & heard staff



4. Strengthen partnerships



5. Secure our future



6. Foster innovation, improvement & learning

Values

The Trust has developed five core values which form a framework for how we deliver services and relate to one another.

Our values

Personal: We will provide compassionate care which addresses individual needs and is responsive to our patients, service users, their families and carers, and our people

Safe: We will do everything we can to make our services as safe as possible and constantly seek to learn and improve

Respectful: We will treat others as we would expect ourselves or our families to be treated and cared for

Responsible: We will take responsibility for our actions and any problems that we come across – we lead by example

Inclusive: We will respect and value the diversity and differences of our patients and our people to ensure everyone is enabled to thrive, feels a sense of belonging and is able to be their authentic self

The local environment

The local population and areas served by Homerton are categorised by a striking diversity of needs. Hackney is one of the most urban and cosmopolitan areas in the country with high levels of poverty and deprivation. There are substantial immigrant and migrant populations. Many languages are spoken, and ethnic minority communities constitute over 50% of the population. Hackney's population at around 250,000 is young, mobile and expanding, and the birth rate is rising.

The classic features of the inner-city environment - poor housing and limited employment opportunities - are known to have a major negative impact on the health of the people living in Hackney. Hackney's housing spans Victorian terraces and municipal estates ranging from low-rise blocks built in the 1930s and 1940s to high-rise concrete towers of the 1960s and 1970s. In addition to the many deprived housing estates there are an increasing number of areas which are becoming popular with more affluent residents. It also boasts some of the best parks in London, there is a thriving artist community, and it is home to many small businesses and shops.

The population is among the most multi-ethnic in the UK. People from the Caribbean, Africa & Turkey are among the larger groups.

The Intensive Care Unit

The intensive care services sits within the Surgery, Women's and Sexual Health Services Division, and has close liaisons with acute medicine, emergency medicine and anaesthesia. Anaesthesia sits in the same division.

The Intensive Care Unit (ICU) has 12 beds which can all provide level 3 support, although level 2 and level 1 patients are also cared for there. The intensive care team operate a closed unit policy, and provide input into all other areas of the hospital, particularly the Emergency Department, with whom there are strong links.

The case mix is varied and covers complex medical, post surgical and maternal critical care. Due to the diverse population there is a wide spectrum of disease process and pathology. The pandemic of the past 18 months has obviously brought changes to the unit and we are capable of surging up to 30 beds if required. In addition, there are significant building works planned in the near future to increase the amount of isolation rooms that we can provide and generally enhance the workplace.

The ICU has been inspected and approved for training in Intensive Care Medicine by the Faculty of Intensive Care Medicine at Intermediate Level & Advanced Level. Trainee staff include seconded anaesthetic specialist trainees (usually ST 2 or 3), Intensive Care Medicine Clinical Fellows (ST 3 or above), and core trainees (ACCS).

The unit supports a Critical Care Outreach service and an ICU follow up clinic. There is a dedicated audit nurse.

We currently have eight ICU Consultants:

Dr K Eigener

Dr C Peters

Dr S Jain

Dr L Tham

Dr D Eshwar

Dr A Meena

Dr P Antoine

Dr P Dlouhy

There is a shop floor consultant presence 8.30am-8pm Monday to Friday, and for 10 hours per day at the weekend.

Facilities include:

12 beds with Level 3 capabilities

US machine

Echo

Near patient testing laboratory (FBC and ABG analyser)

The department has invested heavily in IT with a trust wide electronic patient record system, electronic document management system and PACS with diagnostic quality viewing stations.

Specialities on site include:

- General Medicine & Elderly Medicine
- General Surgery
- Gastroenterology
- Orthopaedic Surgery
- Obstetrics & Gynaecology

The Homerton is part of the North East London & Essex Trauma Network with the Royal London as the Major Trauma Centre.

All other specialities are currently available through Bart's Health NHS Trust.

Clinical Duties

The post is for one year at Homerton University Hospital. We would welcome applications from doctors who have previous experience in any of a wide range of specialties and will consider applications from all at CT2 level or above.

Appraisal

Assessment is by all consultants with whom they are attached. Competency based assessments have been introduced.

Responsible to

Dr Pierre Antoine, Clinical Lead for Intensive Care

Hours of work

This will be solely at the Homerton University Hospital NHS Trust and will be for intensive care only. Resident full shift. The appointee will be expected to make a full contribution to service provision on the ICU. This is currently on a 1:7 basis for nights and long days and on a full shift pattern. The post attracts a banding of 1A under the new deal.

Night shifts

This will be solely at the Homerton University Hospital NHS Trust and will be for intensive care only.

Additional duties of the post

- Contribute to the provision of a comprehensive and efficient Intensive Care Medicine service.
- Provide evidence-based care when appropriate.
- Have regard at all times to the clinical and quality standards set out in national standards and the local commissioners' contracts.

Audit and administration

The post holder will be expected to contribute and participate in the departments on-going clinical audit programme and will carry out all administrative duties associated with the care of their patients. Intensive Care has a strong focus on clinical audit and clinical risk management and there are regular clinical governance meetings which the appointee will be expected to attend when possible.

Research

Active research will be actively encouraged within the department and in conjunction with other departments of the hospitals and college where there is an unusually wide range of research activity.

Study leave

The post holder will be expected to comply with CPD requirements of the relevant Royal College. Study leave may be requested in accordance with the Trust's policy for continuing medical education. Annual leave may be taken in accordance with the Trust's guidance on leave arrangements for medical staff. To ensure the smooth running of the service, the post holder will ensure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences.

Education at HUH

Homerton Hospital has a strong tradition for excellence in education. It has a separate education centre adjacent to the main hospital, which houses a purpose built simulation suite which was officially opened in 2011. There is also a fully equipped clinical skills lab which sits alongside the simulation centre. The education centre provides excellent facilities for meetings, teaching and conferences.

In 2012 Homerton Simulation Centre received a highly commended award from the London Deanery for best secondary care department in the Elizabeth Paice Awards. In December 2012 the simulation centre received a further two awards from STEL for Excellence in Education – for both Productivity and Academic Activity.

The Simulation Suite is equipped with:

Laerdal Sim-man (A second manikin is based on ITU)

Sim Baby

Sim NewBorn

Laparoscopic Simulator

GI-Bronch Simulator,

A FAST scan Simulator and Regional Anaesthesia simulator are based in the ED and in Theatres (respectively)

The trust has a large and growing multidisciplinary simulation faculty. There are a large number of simulation courses run at the trust, including ICU training days for nursing and medical staff. Other courses include Foundation Year courses, Faculty training and Undergraduates Simulation days.

Further information on the Simulation Suite can be found on our website:
<http://www.homerton.nhs.uk/education-and-training/homerton-simulation-centre/>

The Homerton contains many other educational opportunities including the presence of undergraduates from Queen Mary School of Medicine and Dentistry. During the academic year, the ICU will receive a regular number of Year 5 students on attachment as well as a small number of students undertaking a Special Study Component in ICU medicine.

Main responsibilities:

- To provide a clinical service on the ICU
- To participate in a 1:7 on call rota (this may vary according to staff allocation)
- To participate in clinical governance
- To ensure continued development of skills and learning

Visiting

For informal enquiries about the post please contact Dr Pierre Antoine, ICU Clinical Lead (pierre.antoine@nhs.net 0208 510 7080).

Terms and conditions

The post is salaried entirely by the Homerton University Hospital NHS Foundation Trust. The post follows the Homerton Foundation Trust's terms and conditions and mirrors the Terms and Conditions of Hospital Medical and Dental Staff (England and Wales) and is subject to the National Health Service (Superannuation) Regulations.

The salary for the post will be at the specialty Trainee rate in accordance with NHS salary scales as detailed in the new specialty doctor Contract. The successful candidate must be fully registered with the General Medical Council at the time of taking up appointment.

All appointments are made subject to satisfactory occupational health clearance and the successful candidate will be required to undergo occupational health screening prior to commencing work with patients.

Because of the nature of the work, this post is exempt from the provision of Section 4(2) of the Rehabilitation of Offenders Act, 1974, by virtue of the Rehabilitation of Offenders Act, 1974 (Exemption Order 1975). Applicants are therefore, not entitled to withhold information about convictions including those which for other purposes are "spent" under the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and be considered only in relation to an application for positions to which the order applies.

The successful candidate will be required to live where he/she is easily accessible to Homerton Hospital and able to fulfil clinical commitments whenever they arise. Hospital accommodation may be available. Assistance may also be given with removal expenses, in accordance with the Trust's policy.

For further information contact Medical Staffing Manager on 0208 510 7038.

Equal Opportunities

The post holder must at all times carry out responsibilities and duties in accordance with the Trusts' Equal Opportunities Policy.

The Homerton University Hospital NHS Foundation Trust is committed to equality of employment opportunity for all employees and job applicants. Its Equal Opportunities in Employment Policy and Code of Practice was approved in 1986 when Homerton was part of the The Barts NHS Group and the Trust re-affirms its commitment to the major principals which state that no-one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, age, sex, sexuality or marital status.

This means that the Trust wishes to ensure that all aspects of employment – recruitment, promotion, transfer, training – are based on an individual's merit and ability to do the job. It also means that the Trust recognises

that certain groups have experienced discrimination in employment in the past and is therefore taking certain measures to help people from black and ethnic minorities, women and people with disabilities. In order to ensure that the equal opportunities policy is working effectively, the Trust also monitors recruitment into the organisation and the distribution of existing employees within the workforce. All members of staff are responsible for ensuring that no other employee, job applicant or, indeed, member of the public with whom they come into contact, is subject to any form of discrimination. In addition, managers are responsible for promoting equal opportunities within their departments and throughout their employment practices.

The Homerton Hospital is situated in an inner city area where black and ethnic minority people make up almost half of the local population. Therefore, in addition to its commitment to equality of opportunity in employment, the Trust aims to provide health services which meet the needs of the local, multi-racial community.

Health and safety

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.

Confidentiality

The post holder must maintain confidentiality of information about patients, staff, visitors and other health service employees in accordance with Data Protection Act 1998.

Safeguarding children and vulnerable adults

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

Infection control

Demonstrate a detailed knowledge of the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code') and the requirements pertaining to own services. Ensure that service and practices are compliant with Infection Prevention and Control policies and procedures. Take responsibility for ensuring that lapses are reported and managed appropriately and be aware of the status of any Infection Control issues within own service.

All staff have a role in reducing healthcare associated infections (HCAIs) and must attend mandatory training on infection control and be compliant with all measures known to be effective in reducing HCAIs. All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to Health and Safety, Infection Control, Hygiene Code, Risk Management, Equal Opportunities, Confidentiality, Data Protection, Freedom of Information and the Trust Code of Behaviour.

PERSON SPECIFICATION

| | Essential Criteria | Desirable Criteria |
|-------------------------|--|---|
| Qualifications | <p>MBBS or equivalent</p> <p>Full registration with a licence to practice from the General Medical Council, or eligible for same</p> <p>Part 1 of FRCA, MRCP, FCEM or equivalent</p> | <p>FRCA, MRCP, FCEM or equivalent</p> <p>Member of a learned society pertinent to intensive care e.g. ICS, ESICM</p> <p>APLS, ATLS, ALS</p> |
| Knowledge and expertise | <p>Equivalent to CT2+ level at time of application</p> <p>Completion of Initial Airway Competencies</p> <p>Previous adult critical care experience</p> <p>Ability to assess, treat and stabilise the majority of critical care referrals independently</p> | <p>Team building skills</p> <p>Advanced life support course instructor (ALS/ATLS/APLS)</p> |
| Education | Shows a commitment to continuing professional development | Higher qualification in education |
| Personal Skills | <p>Good organisational skills</p> <p>Good communication skills and an ability to work in teams</p> <p>Ability to develop good working relationships</p> <p>Commitment to continuing personal development</p> <p>Good skills working across organisational boundaries</p> | |

