

**Job Description**

<b>Title:</b>	<b>Clinical Fellow/ Clinical Teaching Fellow Post in Adult Ambulatory Care</b>
<b>Grade:</b>	FY3/ CT1 level
<b>Vacancies:</b>	1 WTE post with or without option for Medical Undergraduate teaching (comprises 20% of post)
<b>Duration:</b>	Fixed term 12months (Intended start date 7 <sup>th</sup> August 2024)
<b>Flexible Working:</b>	We welcome applicants who wish to work less than full-time
<b>Responsible to:</b>	The post holder will have a named educational and clinical supervisor

**Posts Summary**

Applications are invited for 1 Clinical Fellow with the option of including a Medical Undergraduate Teaching component.

The post is based in Adult Ambulatory Emergency Care and provides an exciting opportunity for a post foundation doctor who wishes to explore their options across medicine and develop their clinical and procedural skills. We offer experiential learning across a huge range of front door medicine. We invite applications from those with an interest in undergraduate medical education, and particularly applicants with an interest in acute medicine.

The Ambulatory Emergency Care (AEC) unit was opened at the Whittington Hospital in February 2012 and has since flourished and gained national repute. As an Integrated Care Organisation (ICO) we believe that we can provide the best possible treatment, with continuity of care without the need for an inpatient stay for many of our patients.

You will work as part of a dynamic, multidisciplinary team. There are ample opportunities for quality improvement work which has been a key feature of previous post holder's developmental practice. You will have an educational supervisor who will supervise your clinical practice and mentor you in your professional and career development and ensure you are supported in your own appraisal. You will be encouraged to grow as a clinician and participate in clinical governance activities such as mortality reviews, audit and QI work, learning from incidents and presenting at local and Trust wide meetings.

Previous clinical fellows have given highly positive feedback about the post and many have returned to work with us in their training programmes which include IMT, radiology and GPVTS.

Successful candidates will be offered the option of a Clinical Teaching Fellowship where you will spend 20% of the post developing and delivering the Acute Medicine Undergraduate Medical Education module at the Whittington for UCL Medical Students. As part of this, an application to complete a PGCert or MSc in Medical Education will be encouraged.



**Duties of the Posts**

The post holders will work in the Ambulatory Emergency Care providing initial assessment of patients, organization of relevant investigations and planning the ongoing management and discharge of patients back to the community. The AEC works closely with inpatient teams, including radiology, ED, surgery, orthopedics, medical specialties, microbiology as well as community teams such as our “Virtual Ward” service which is co-located with AEC.

The ambulatory care unit has a Consultant of the day who supervise the diagnosis, management and treatment of patients on the unit and provide teaching and support for the many procedures (chest drains, ascitic drains, lumbar punctures, infusions and diagnostic imaging) which take place there.

**Undergraduate medical teaching (20% of post)**

The post-holder's teaching responsibilities are

- (1) to deliver teaching within the medical specialties to undergraduate medical students at the Whittington campus of UCL Medical School (supported by curriculum leads), and
- (2) continue development of teaching skills

The post-holder will be teaching module A, year 4 (first clinical year) curriculum. Module A consists of Acute medicine, Cardiology and Respiratory Medicine. There will be opportunities to develop as a teacher and educator. As an example, a recent fellow developed paediatric simulation teaching for the intercalated BSc for year 5 UCL students and wrote tutor guides for those who provide undergraduate teaching across specialties.

The post-holder will need to be flexible in their approach as the teaching and clinical commitments may vary throughout the year based on the students' academic term timetable. The post-holder must have some experience at providing pastoral care for peers and/or students thus far in their career.

The post-holder will be expected to build a generic clinical educational portfolio. They will be supported in this by an educational, developmental and appraisal process. They will be encouraged to complete a formal qualification in medical education if desired. A personalised development plan will be constructed to provide suitable learning opportunities and encourage exposure to advanced teaching techniques including (where relevant) behavioural feedback, high fidelity full immersion simulation, and technologically advanced part task trainers and other technical skills-based devices.

The post-holder will be encouraged to undertake research in any area of medical education, but we particularly welcome applicants with a strong background and interest in novel teaching approaches.



## **Work Schedule**

### **Rota sample**

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	9:00 - 17:00	9:00 - 17:00	10:30 - 20:30	9:00 - 17:00	9:00 - 17:00	10:00 - 18:00	10:00 - 18:00
2			9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
3	10:30 - 20:30	9:00 - 17:00	9:00 - 17:00	10:30 - 20:30	9:00 - 17:00		
4	9:00 - 17:00	10:30 - 20:30	9:00 - 17:00	9:00 - 17:00	10:30 - 20:30		
5							

### **Duty details**

Duty	Name	Type	Start	Finish	Days	Duration	
A	Standard Day on AAU	Shift	9:00	17:00	1	8:00	
B	Weekend AEC shift	Shift	10:00	18:00	1	8:00	
C	Weekday AEC shift	Shift	10:30	20:30	1	10:00	

## **Development Opportunities**

The AEC unit is a friendly and dynamic environment rich in learning opportunities in clinical experience, procedures and developing communication skills. Your training will reflect that given to doctors in training programs within the department and you will be allocated a Consultant supervisor to support your career development.

You will be encouraged to grow as a clinician and participate in governance including mortality reviews, quality improvement projects, departmental and trust-wide educational activities.

## **Contact Details**

To find out more information about this post, please contact:

**Dr Ilana Samson** Consultant Acute and General Medicine [ilana.samson@nhs.net](mailto:ilana.samson@nhs.net)

**Dr Dorothy Ip**, Consultant in Acute and General Medicine: [dorothyip@nhs.net](mailto:dorothyip@nhs.net)

**Shea Simpson**, Service Manager, Ambulatory Emergency Care, Acute Medicine and Care of the Elderly:  
[shealeshia.simpson@nhs.net](mailto:shealeshia.simpson@nhs.net)

## **The history of Whittington Health**

Medical services have been delivered on the Whittington Hospital site for over 500 years. In 1473 a leper hospital was founded, which later cared for the poor chronic sick transferred from hospitals in the centre of London. In 1848 a smallpox and vaccination hospital was built on the St Mary's site and independently managed hospitals were opened on the Highgate site in 1866 and the Archway site in 1877. In 1900, the Highgate Hill Infirmary opened adjacent to the smallpox hospital and the two soon merged, with the smallpox hospital becoming a nurses' home. In 1946, the hospitals on all three sites were brought together with a total of almost 2000 beds. Following the introduction of the NHS in 1948, they jointly became the Whittington Hospital.

## **The organisation today**

Whittington Health was launched on 1 April 2011 as a new organisation comprising The Whittington Hospital NHS Trust and NHS Islington and NHS Haringey.

The Whittington Hospital and the community health services in Islington and Haringey are award winning organisations, delivering acute and community based health services to a population of 443,000 people. The organisation is the biggest employer in the area, with over 4,000 staff. The organisation delivers healthcare not only on the acute hospital site which has 420 beds, but also from a variety of other venues and through visits to people's homes. We want to ensure that all our patients and service users receive treatment and care in the most appropriate environment for their health needs.

Whittington Health as an Integrated Care Organisation (ICO) offers greater opportunities to work across the boroughs to address the health needs of the local population. By integrating our hospital and community teams, we aim to improve the quality of care to our patients and service users whilst reducing costs by working closely together.

Whittington Health also works with other health, social care and voluntary sector partners to support patients and service users from their initial appointment whether it be with a community health team or at the hospital, all the way through to treatment and tailored after care. In May 2011, Haringey's children's services also joined Whittington Health.

Whittington Health is one of the three main teaching campuses for the University College Medical School.

### The UCL Whittington Campus

#### **University College London (UCL)**

University College London (<http://www.ucl.ac.uk>) is one of the UK's premier universities. The School of Life and Medical Sciences (SLMS) brings together 4 UCL Faculties in a major biomedical research center which is a leader in medical and health research with one of the largest and most renowned groupings of academics in biomedical, life and population health sciences.

**UCL Medical School (UCLMS)**, in the Faculty of Medical Sciences, is one of the most highly rated medical schools in the country whose goal is to produce the UCL Doctor: a highly competent and scientifically literate clinician, equipped to practise patient-centered medicine in a constantly changing modern world, with a foundation in the basic medical and social sciences. The School has an internationally acknowledged faculty of education and research leaders, a committed team of NHS based teachers and a distinguished cadre of academic staff who are at the forefront of international research in biomedical sciences, medical education and clinical medicine. The School is committed to excellence in undergraduate and postgraduate education and has a strong reputation for teaching informed by cutting-edge research and for promoting scholarship and excellence in medical education delivery and research.

#### **UCL at The Whittington Hospital Campus**

For several decades the Whittington has taught undergraduate medical students and has always been highly regarded for the educational experience it offers. We are now teaching over 200 students on this Campus with the support of an undergraduate office situated within the student hub. The undergraduate medical curriculum is a six year course with an intercalated BSc for all non-graduates

#### **Terms and conditions of service**

This post is subject to the Terms and Conditions of Whittington Health and in particular to the Pay and Conditions of Service relating to Medical & Dental Staff. Copies of these may be seen in the Human Resources Department. The appointment is superannuable, unless you choose to opt out of the National Health Service Superannuation Scheme.

The salary for this post is £43,923 per annum plus £2,162 London Weighting Allowance. This is exclusive of any additional allowances that may be payable. Part time staff will be paid pro rata.

Offers of employment are subject to the Occupational Health Service clearing you as fit for the post. If successful you will be given a health questionnaire which should be completed fully and mailed to the Occupational Health Service by return of post; you will not be able to take up employment with the Trust until clearance has been given.

Because of the nature of the work of this post, it is exempt from the Section 4(2) of the Rehabilitation of Offenders Act (1974) by virtue of the Rehabilitation of Offenders Act (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions including those which for other purposes are “spent” under the provisions of 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 will be considered only in relation to application for positions to which the order applies.

#### Annual Leave

Annual leave is given in accordance with the Terms and Conditions of Service relating to Medical and Dental staff. Annual leave for part time staff is given on a pro rata basis.

#### Study Leave

Study leave is given in accordance with the Terms and Conditions of Service relating to Medical and Dental Staff.

#### Continuing Professional Development

Whittington Health values and supports the continuing professional development of its entire medical and dental staff.

#### Clinical Governance

All staff with clinical responsibilities are expected to work within the clinical governance arrangements agreed by the Trust. This is through an established framework through which clinical staff are continuously accountable for improving the quality of services and safeguarding high standards of care by creating an environment in which excellent care will flourish. All clinical staff are expected to maintain appropriate knowledge about, and involvement in, agreed strategies and programmes to continually improve their standards of clinical care through:

- Patient and user involvement
- Risk and complaints management
- Clinical effectiveness and audit programmes

- Continuous Professional Development
- Clinical research in accordance with DOH Governance requirements

### Personal Conduct

All staff within the Trust are expected to treat other members of Whittington Health staff with courtesy and respect. The Trust's rules and policies including the disciplinary procedure apply to all staff without exception.

### Revalidation and Registration

It is the responsibility of all medical staff registered with the professional body to:

- Act within the Professional Bodies Code of Practice
- Maintain their own work profile to ensure revalidation standards are met,
- To ensure they are appropriately connected to a designated body and comply with requirements for annual appraisal to enable revalidation
- Medical staff must comply to undertake annual job planning and declare private practice and conflicts of interest in their job plan.

### Equal Opportunities

Our latest policy known as "Promoting Equality, Diversity and Human Rights" outlines the Trust's commitment to ensuring that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty, age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable.

For more information about our policy and commitment to equality, click:  
<http://www.whittington.nhs.uk/default.asp?c=10505&q=equality> "

## Infection Prevention & Control (IPCC)

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies, especially hand hygiene, the trust dress code, and IPC policies.

## Working Patterns

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 9 pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.

Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.

## Health & Safety Policy

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

## Safeguarding

To comply with the Trust's Safeguarding Children and Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults. This will require you to:

- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.



- Ensure you are familiar and comply with the Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

Whittington Health is committed to safeguarding all children and vulnerable adults and expects all staff and volunteers to share this commitment.

### Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal.

### Confidentiality

You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

### Whittington Vision and Goals

We have an excellent reputation for being innovative, responsive and flexible to the changing clinical needs of the local population. We are treating more patients than ever before and are dedicated to improving services to deliver the best for our patients.

#### **Our vision**

Helping local people live longer, healthier lives.

#### **Our goals 2019 - 2024**

We have developed four key strategic goals to make sure we continue to support people to live longer, healthier lives.

- Deliver outstanding safe, compassionate care.
- Empower, support and develop staff.
- Integrate care with partners and promote health and wellbeing.
- Transform and deliver innovative, financially sustainable services

## Whittington Values

Our values underpin everything we do. Our staff are committed to delivering the following values in everything they do.

Our ICARE values have been created by our staff and are embedded in the organisation.



## Carbon Reduction

All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

## Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

### No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style. You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

### Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.

## **Post Approval**

This post does not count towards clinical training for CCT. All training programmes are equally open to candidates who may either from the outset, or subsequently, wish to train flexibly (if eligible) or job share.

Applicants must have successfully completed the Foundation Training Programme.

## **Person Specification**

<b>Criteria relevant to the job e.g. Experience, education and disposition</b>	<b>Essential requirements necessary for safe and effective performance in the job</b>	<b>Additional/useful elements that contribute to improve/immediate performance in the job</b>	<b>How Identified e.g. application form, interview and references</b>
<b>GMC status</b>	Full Registration with the GMC with a license to practice		Application form (certificate/ GMC website)
<b>Qualifications</b>	MBBS or equivalent medical qualification Currently valid ALS	MRCP any part	Application form Certificates
<b>Experience</b>	Completed 2 year foundation programme or equivalent Minimum of 3 months paid employment in Acute Medicine or a medical speciality with GIM on calls at SHO (FY2 or above) level in the NHS	Over 6 months experience in Acute medicine at SHO level Experience in Ambulatory Care Experience working in an Emergency Department	Application form Certificates
<b>Teaching</b>	Teaching experience in clinical environment Formal training in teaching methods (e.g. Training the trainer) Demonstrates enthusiastic approach to teaching	Recognised teaching qualification e.g. PGCert	Application form Interview
<b>Management Skills</b>	Has participated in Quality Improvement or Audit work in the NHS Demonstrates a flexible, intelligent, analytical approach to problem solving Possesses good organisational skills	Demonstrates leadership skills Has participated in service development or guideline/ practice changing QI and completed a PDSA cycle with measurable outcomes  Formal audit training	Application form Interview
<b>Personal Attributes</b>	<b>Team working:</b> demonstrated		Application form

	<p>experience working in a team, values the input of other professionals in the team. Demonstrates effective communication skills and can take initiative within the team, works well with a range of professionals</p> <p><b>Coping with pressure:</b> capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks &amp; adapt to rapidly changing circumstances.</p> <p><b>Problem solving &amp; decision making:</b> capacity to use logical/lateral thinking to solve problems &amp; make decisions.</p> <p><b>Organisation &amp; planning:</b> capacity to organise and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p><b>Flexible approach to work:</b> able to adapt and work with employers to deliver improved patient care.</p> <p><b>Equality and diversity:</b> promotes equality and values diversity</p>		Interview
<b>Research skills</b>	Interest in research	Formal research experience or training in research methodology Published author	Application form
<b>Probity</b>	<p><b>Professional integrity and respect for others:</b> Capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</p>		Application form interview
<b>Other</b>	Physically able to undertake the duties of the post with reasonable adjustments where required		Medical questionnaire



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