

## **JOB DESCRIPTION**

**Specialty Doctor  
Intensive Care Medicine  
( ST5 or above equivalent)**



North Middlesex University Hospital NHS Trust is a medium sized District General Hospital based in Edmonton in Enfield, North London. We serve a diverse multicultural population largely from the London boroughs of Enfield and Haringey. Many of our patients live in wards that are within the 5% most deprived in the UK and a large proportion of our patients were born abroad. This makes it both a fascinating and a challenging hospital to work in.

Over the last decade we have rebuilt almost all of the hospital and now have facilities that we are proud to work in. We employ over 3,500 staff, more than half of whom live locally. We encourage apprenticeships from the local community and work closely with our local Health Watch.

We are primarily an emergency led hospital with more than 90% of our bed days being used for patients admitted via our emergency and ambulatory units. As well as offering everything you would expect from a major acute hospital we have a number of tertiary services treating patients with HIV and Sickle Cell Disease and a large cancer and radiotherapy service. We also run our local community Sexual Health Clinics.

We are proud of our staff and want to ensure their training allows them to provide excellent clinical care. We are also a training unit for medical students from UCL and St George's University Grenada, and for nursing and midwifery students from Middlesex and City Universities.

Our priorities:

### 1. **Providing Outstanding Care**

We will provide:

- 📄 Excellent outcomes for patients
- 📄 Excellent experiences for patients and staff
- 📄 Excellent value for money

### 2. **Partnering with Others**

We will work closely with our system partners to integrate health and care and broader public services, and guide you towards the best services for you.

### 3. **Keeping Healthy**

We will use every opportunity we have to promote wellbeing, providing information and education for our community.



## Additional Information

### Location

Situated in Edmonton, North London with a multi-cultural community, the area provides a wide range of facilities and is close to the heart of London. Central London is easily accessible, with Liverpool Street and Kings Cross approximately 30 minutes away by public transport.

### Benefits

We want to attract the best and brightest people to work at NMUH and that means looking after you from the moment you apply for a role at the Trust and throughout your career with us. Our staff are our most valuable asset and we believe that investing in colleagues is crucial if we want to enable everyone to reach their full potential.

### Learning and Development

As a University Trust, we recognise the importance of investing in our workforce to continue to deliver the right care in the most effective way, based on a sound evidence base and continuing professional development. We offer:

- ☐ A structured leadership and management development programme
- ☐ Core skills statutory and mandatory training programmes

Our  
**values**



Last reviewed:

- ❑ A 'one-stop' induction programme for all new staff – introducing you to the Trust, our values and our services
- ❑ A structured programme of learning for trainee doctors, student nurses and students across allied health professions
- ❑ A coaching network where trained coaches throughout the Trust are matched with staff of all disciplines to provide a powerful development opportunity
- ❑ A wide range of Continued Professional Development (CPD) opportunities, working with partners – such as Middlesex University and University of Hertfordshire, to deliver training and development programmes and support

## Health and Wellbeing

We offer a Health Hub which helps improve staff health and wellbeing across the Trust – encouraging staff to step away from their work and think about their own health. This includes:

- ❑ Workshops, challenges and social events throughout the year
- ❑ Confidential and safe forums where staff can talk about the emotional impact of their work
- ❑ A equality and diversity staff network providing support to all staff
- ❑ Mindfulness bite size taster sessions
- ❑ Mini health checks
- ❑ Free, confidential counselling services 24/7
- ❑ Reduced gym rates at a number of local health clubs/gyms

## Pay and Annual Leave

- ❑ Generous annual leave: starting at 27 days and increasing after five and 10 years
- ❑ Maternity/paternity and shared parental leave schemes
- ❑ Sick pay for all substantive and permanent staff
- ❑ Range of flexible working options across the Trust including compressed hours, term time contracts, part-time working etc.
- ❑ One of the best pension schemes in the UK

## Road Access and Public Transport

Situated on the North Circular Road, the hospital is within very easy reach of the M25, M1, A1, A10 and A12. The hospital is situated close to the residential districts of North London including Enfield and Winchmore Hill, which all have an excellent environment and schools.

Silver Street main line railway station is a 5-minute walk away, with services direct to Liverpool Street Station and Seven Sisters underground Station.

## Follow us on social media



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## Our Values and Expected Behaviours

You are part of Team North Mid, a workforce over 3,500 strong. A big part of working here is having a culture and values that help us to achieve our vision of delivering outstanding care to local people.

### We are caring:

What it means	Our behaviours
<ul style="list-style-type: none"> <li>We are compassionate and take time out to check on colleagues and patients</li> <li>We are understanding and recognise each other as individuals</li> <li>We are committed to improving our community for colleagues, patients and carers</li> </ul>	<ul style="list-style-type: none"> <li>Showing empathy</li> <li>Being curious</li> <li>Showing humility</li> <li>Listening to others</li> </ul>

### We are fair:

What it means	Our behaviours
<ul style="list-style-type: none"> <li>We respect and understand each other's differences and backgrounds</li> <li>We are consistent with providing realistic, clear expectations and constructive feedback</li> </ul> <p>We are always looking for opportunities to develop all our staff and our services</p>	<ul style="list-style-type: none"> <li>Being consistent</li> <li>Listening to others</li> <li>Supporting each other</li> </ul>

### We are open:

What it means	Our behaviours
<ul style="list-style-type: none"> <li>We embrace change and continuously challenge ourselves and colleagues to create meaningful improvement</li> <li>We ask for help when we need it; we offer help when we see a colleague struggling and we are always open to challenge</li> <li>We actively look for new ways of working and explore new partnerships across teams, divisions and organisations</li> </ul>	<ul style="list-style-type: none"> <li>Speaking up</li> <li>Being curious</li> <li>Learning from mistakes</li> </ul>

Last reviewed:



**North Middlesex  
University Hospital**  
NHS Trust

These values are extremely important to us and we expect everyone who works at the Trust in any capacity to share and uphold these values. Further information on the Trust's values is available on our website.

### Care and Compassion

Ensure that any escalation of care concerns or safeguarding escalations are made robustly through the appropriate channel. Undertake audits and where appropriate cooperate with the corporate nursing team to maintain Trust standards of care.



Our  
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## SECTION 2

### ABOUT THE DIVISION

#### Division of Surgery, Cancer and Support Services

##### Divisional Management Team:

<b>Dr Tristan McGeorge</b>	Divisional Director of clinical services
<b>Darren Lawrence</b>	Divisional Director of Operations
<b>Joanne Gadjahar</b>	Head of Nursing

##### Key Surgical Staff

Consultants	Special Interests	Additional Responsibilities
Mr Michael Kurer	Consultant Orthopaedic Surgeon	Deputy Divisional Director for Surgery & Orthopaedics
Ms Laura Spanu	Consultant Surgeon	Clinical Lead for Surgery
Mr Satish Janipireddy	Consultant Orthopaedic Surgeon	Clinical Director for T&O
Mr Stefanos Almpanis	Consultant Urologist	Clinical Lead for Urology
Mr Raal Obikpo	Consultant Ophthalmologist	Clinical Lead for Ophthalmology
Dr Abdul Nazar	Consultant Intensivist & Anaesthetist	Clinical Lead for Intensive Care
Dr Amit Saxena	Consultant Anaesthetist	Clinical Director Anesthetics
Dr Upeka Ranasinghe	Consultant Anaesthetist	Divisional director for Anaesthesia, Pain & ITU

### INTRODUCTION TO THE CRITICAL CARE DEPARTMENT

Critical Care Complex (CCC) is a purpose built modern General Intensive care unit with 23 beds. All beds in the Critical Care Complex are equipped with full monitoring facilities and central monitoring stations. **We provide invasive ventilation for up to 13 patients, provide non-invasive respiratory support, advanced haemodynamic monitoring and cardiovascular support, and renal replacement therapy.**

Critical Care Complex admits around 1000 patients per year. Approximately 80-90% of these patients have underlying medical diagnoses and remaining are surgical patients. The case mix is excellent and is one of the

best in London.

### **CURRENT STAFFING**

Multidisciplinary team lead by critical care consultants provides the care for the unit. Nine consultants share the ultimate responsibility of the patients and have admitting rights to the unit. (There are 2 consultants during the day time) and a consultant during out of hours.

Junior Medical cover for Critical Care is provided by dedicated senior (Registrar) and junior (Senior House Officer) medical doctors working in 1:8 rota. ? **There are 3 non-consultant level doctors in the CCC day and night.** Registrars are expected to have proficiency in performing intubation and inserting invasive lines. There will be additional foundation year and internal medical trainee doctors on training in ICM.

We are looking to enhance the airway and senior cover in the unit by introducing a rota of airway trained specialty doctors to our existing rota and increase our day and night cover to 4 non-consultant level doctors per day and night.

#### Consultant Staffing and their non-clinical duties

Consultants	Additional Responsibilities
Dr Abdul Nazar	Interim Clinical Director
Dr T Prabhakar	Lead for Foundation Doctors
Dr J M Cuesta	Research and development director
Dr P Gandre	<b>Lead for Internal Medical Doctors and rota coordinator</b>
Dr K Tasopoulos	Chairman medicine management committee
Dr Chamali Aluwihare	<b>Mortality Morbidity Lead</b>
Dr Dharam Purohit	<b>Critical care Outreach</b>
Dr Ashraf Roshdy	<b>Patient well being, complaints lead</b>
Dr Srinivas Vermuri	<b>Clinical Governance</b>

#### Other Medical Staff

Senior Clinical Fellow (Registrar Equivalent)	08
Junior Clinical Fellow (SHO equivalent)	06
Foundation year-1 trainees	02
Foundation year-2 trainees <b>4 months rotation</b>	02
Internal Medical Trainees <b>3 months rotation</b>	03

#### Outreach Nursing Staff

Critical care Outreach nurses	10
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Last reviewed:



Support Staff

Critical care unit ward clerk	02
Department secretary	01
Rota co-ordinator	01

Administration

The Critical Care team currently meets every other month. In this meeting, all matters pertaining to the day-to-day running of the department are discussed. Clinical governance meetings are held every other month. Unusual/unexpected morbidities and all deaths during the period are discussed according to the Trust and national protocol every month. Detailed action plan is made and disseminated amongst the multi-disciplinary team members for action and improvement in patient care. Critical care clinical governance committee meets to review incidents every other Thursday afternoon to discuss and action the reported critical incidents during the previous weeks. There is an established, consultant-led weekly teaching programme and a bi-monthly audit programme.

SERVICES AND FACILITIES

In the CCC, all facilities for advance monitoring and multi-organ support equipments are available. Critical Care has an outreach team led by a nurse consultant. The Trust has also invested in an Acute Medical Care Unit. It is a consultant physician led unit with no other additional responsibilities. The Trust has also an Acute Stroke (level II) service for patients with acute stroke.

DUTIES OF THE POST

Indicative Job Plan

This is a 12 month post commencing from August 2022 at the North Middlesex University Hospital which can be extended at 6 months to up to 36 months in total or converted to a permanent post, following a satisfactory review of progress. It is open to doctors with a minimum of registrar level experience in Anaesthesia and Critical Care who have worked in the UK for at least one year and wish to gain further experience in the management of Critical Care patients with a wide range of medical and surgical conditions. The option is also available to negotiate anaesthetic sessions in the theatre as part of your job plan. This is a full time post and is covered by the Medical and Dental Staff Terms and Conditions of Service. You will be assigned a named Educational Supervisor and study leave budget. All successful candidates are strongly encouraged to maintain Log book. CCC has links with the Academic Departments of Anaesthesia and participation in on-going research will be encouraged.

Some of the main duties are:

1. Review and offer clinical input to critically ill patients on Critical Care complex.
2. Participate in daily morning and evening ward rounds along with a consultant
3. Review and treat the new referrals to Critical Care from Emergency department and wards, attend cardiac arrest calls.
4. Maintain accurate patient documentation via electronic patient record system called Acubase.
5. Liaise with the on-call critical Care consultant whenever required and follow the clinical advice given within expertise

**General Responsibilities**

The appointment, where possible, will be tailored to the individual training needs of the successful candidate



so that the candidate achieves the best out of the post. The successful applicant is expected to participate in the junior doctors' 1:8 rota with prospective cover for clinical duties and is compliant to the European Working Time Directive (EWTd). The successful candidates (Clinical Fellows) would be expected to keep a logbook of their experience, undergo regular appraisals and develop a learning plan and a portfolio. The current banding allocation of this post includes an allowance for internal cover to cover the normal leave allowance of colleagues. In exceptional circumstances, Clinical Fellows may be requested to provide additional cover (for an extra payment), for example; to cover sickness of their colleagues.

## Teaching

The North Middlesex University Hospital has gained a reputation for teaching excellence in the region due to our dedicated consultant teachers and a rich variety of clinical cases. Most of our previous Fellows have gained training posts or other preferred posts after their placement at Northmid. The department offers extensive learning resources. There are several regular educational meetings each week including bi-monthly half day clinical governance day, weekly journal clubs/case presentations and radiology meetings. Two short formal class room teaching sessions are held every week. Protected training sessions are provided to the appropriate goals of training agreed by the educational supervisors. Study leave will be granted, subject to approval by ES in accordance with the Trust policy. Candidates will be supported towards gaining European Diploma and Intensive Care (EDIC), FFICM, MRCP and/or FRCA and will also be encouraged and supported by consultants to present and publish their work in the form of posters, articles and presentations in local, national and international conferences and journals.

## Undergraduate Education

As a University hospital of the University of London, the hospital has a substantial commitment to training of medical students from the University College London (UCL) Medical School, and is one of the two centres outside the teaching hospitals for UCL Final MBBS examinations. Many consultants are recognised teachers of UCL. Medical students of St. George's International School of Medicine in Grenada also attend for varying periods in different specialties. On occasions, there are elective students from other overseas universities.

## Postgraduate Education

The hospital has a modern, well-equipped Academic Centre for Post-Graduate Medical Education (PGME) with a comprehensive medical library and an adjacent Open Learning Centre. The Academic Centre is well used by the Hospital staff and local General Practitioners and offers an intensive programme of postgraduate lectures and demonstrations. The Hospital has an excellent reputation for its postgraduate medical education. There are regular FRCS, MRCP, DCH and MRCOG courses held and on-going MRCP training. ALS, EPALS, GIC and APLS courses are also conducted locally in the hospital and preference is given to our staff in enrolment.

## GENERAL INFORMATION/CONDITIONS OF EMPLOYMENT

- The post is EWTd compliant and will be a 10PA job.
- Employees of the Trust are expected to maintain a safe working environment and observe obligations under organisational and departmental Health & Safety Policies, maintaining awareness of safe practices and assessment of risk.
- Employees of the Trust are required and expected to acquaint themselves of all the Trust policies that are relevant to their area of work. The operative policies at any time are available on the Trust Intranet.

- The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues. All medical staff practising in the Trust should ensure that they are familiar with the procedure and apply it.
- Candidates unable, for personal reasons, to work whole time are invited to apply and will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues, the Clinical Lead
- A satisfactory medical examination is a condition of employment for medical and dental staff in the NHS. Therefore, the successful candidate may be required to undergo such an examination.
- The appointee will be expected to provide cover for annual and study leaves of his/her colleagues.

### **Annual Leave**

Annual leave is given in accordance with the Terms and Conditions of Service and the Trust Policy relating to Medical and Dental Staff. Holders are entitled to maximum of five to six weeks and two days' leave a year (32 working days) depending on seniority. Annual leave for part-time staff is pro rata this whole-time amount. Leave is annualised with provision to swap with colleagues.

Juniors are expected to plan their annual leave well in advance so that their absence is not detrimental to the service.

### **Other KeyStaff**

Ms Merline Jogie

Lead Nurse, Preassessment

### **Support Staff**

The consultant appointee will have dedicated office space with networked computer access and secretarial support. All administrative duties are facilitated with a remote access system.

### Administration

There are weekly Departmental Meetings for teaching and training, and a separate Xray Meeting. Fortnightly there is Care of the Elderly Consultants management meetings.

There are weekly Departmental Meetings for teaching and training in the Surgical Directorate, a bi-monthly multidisciplinary audit meetings.

The Hospital Consultant body meets monthly as the Medical Staff Committee to discuss issues affecting the Medical Staff as a whole. All consultants are expected to participate in the management of their own Department and the Hospital as a whole, and will be encouraged to develop their management and leadership skills.

mpson) who is a clinical academic and Reader in the Division of Psychiatry at UCL.

### Section 4

#### GENERAL INFORMATION/CONDITIONS OF EMPLOYMENT

- The post is covered by those terms and conditions of service of Consultants 2003 (England) which are appropriate to the Trust. The Trust may, however, introduce future changes in standard terms and conditions of service after negotiation. All local policies and procedures apply. The appointment is pensionable under National Health Service regulations, unless the successful candidate chooses to opt-out of the scheme.
- Employees of the Trust are expected to maintain a safe working environment and observe obligations under organisational and departmental Health & Safety Policies, maintaining awareness of safe practices and assessment of risk.
- Employees of the Trust are required and expected to acquaint themselves of all the Trust policies that are relevant to their area of work. The operative policies at any time are available on the Trust Intranet.
- The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues. All medical staff practising in the Trust should ensure that they are familiar with the procedure and apply it.
- All Consultants have a continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are required to undertake the administrative duties associated with the care of their patients and the running of their clinical departments. The Consultant will be expected to attend meetings of the appropriate department and CBU as required.
- All Consultants are expected to assume responsibility, both singly and corporately, for the management of junior medical staff. In particular, they are expected to be responsible for approving

and monitoring junior staff rotas and junior staff locum arrangements, where appropriate. They are also expected to concern themselves with the professional development, both clinical and personal, of their trainees.

- All Consultants are required to participate in the Trust's annual appraisal process which identifies personal and professional development needs, agrees plans for them to be met, while reviewing the doctors work and performance and considering the doctors contribution to the quality and improvement of service delivery. The annual appraisal and documentation forms the evidence needed to meet the requirements for the GMC revalidation process.
- All consultants are required to participate in the Trust's annual job plan review process. Job Plans will list all NHS duties of the Consultant, the number of programmed activities and agreed supporting resources. Job Plans may only be changed with the agreement of the Trust.
- Where you intend to undertake private professional services other than such work carried out under the terms of this contract, whether for the NHS, for the Independent sector or for another party, the provisions in Schedule 6 of the Terms and Conditions apply.
- Reference should be made to the "Code of Conduct for Private Practice" which sets out standards of best practice governing the relationship between NHS work, private practice and fee-paying sessions.
- Candidates unable, for personal reasons, to work whole time are invited to apply and will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues, the Clinical Lead and the Clinical Director.
- All applicants to any post within the Trust are required to declare any involvement, either directly or indirectly, with any firm, company or organisation that has a contract with the Trust. Failure to do so may result in an application being rejected or if it is discovered, after appointment that such information has been withheld, and then this may lead to dismissal.
- The Consultant will be required to live within 10 miles by road (or 30 minutes travelling distance) of the main hospital base. Reimbursement of removal and associated expenses will be subject to agreement and in line with existing Trust Policy.
- This appointment is subject to the receipt of a satisfactory medical clearance from the Trust's occupational health department.
- The appointee will be expected to provide cover for annual and study leave of his/her consultant colleagues.

- Reimbursement of removal and associated expenses are discretionary and will be subject to agreement by the Trust. There is no guarantee that any reimbursement of expenses will be made.
- Access to a mentor is available where considered by the applicant to be helpful

A copy of the Terms and Conditions – Consultants (England) 2003 is available from Gerry Lambe, Recruitment Manager, Human Resources Department, North Middlesex University Hospital (020 8887 2914) or from [www.doh.gov.uk/consultantframework](http://www.doh.gov.uk/consultantframework).

### Annual Leave

Annual leave is given in accordance with the Terms and Conditions of Service and the Trust Policy relating to Medical and Dental Staff. Whole-time Consultants are entitled to six weeks and two days' leave a year (32 working days) if within 7 years of service, or 6 weeks and 4 days (34 working days) after 7 completed years of service. Annual leave for part-time staff is pro rata this whole-time amount.

Consultants are expected to plan their annual leave well in advance so that their absence is not detrimental to the service. They should give no less than 6 weeks' notice of intention to take leave.

### Recruitment and Retention Premium

The Trust agrees to pay a Recruitment and Retention Premium (RRP) to the sum of £15,000 (from which tax and national insurance payments will first be deducted) within 1 month of the post holder commencing substantive employment at the Trust. If, subsequent to the payment of the RRP, the post holder does not take up their duties with the Trust (for any reason), then they will re-pay the RRP to the Trust in full and within 21 days of their decision not to take up duties with the Trust. If after taking up duties with the Trust, the employment is terminated for any reason, the post holder will re-pay the Trust some or all of the RRP on the following percentage sliding scale, and within 21 days of their employment with the Trust terminating:

- on or before 6 months of date of first employment: re-payment of 100% of the RRP
- on or before 12 months: re-payment of 50% of the RRP
- on or before 24 months: re-payment of 33% of the RRP

After 24 months of duties with the Trust, no repayment of the RRP will be due.

### Study and Professional Leave

Study and professional leave is given in accordance with the Terms and Conditions of Service relating to Medical and Dental Staff. Consultants are currently entitled to assistance with expenses associated with approved study leave. It is the current policy of the Trust to assist consultants with reasonable fees and expenses associated with approved continuing medical education (currently up to approx. £500 per annum). Consultants are expected to plan Study Leave in advance so that their absence is not detrimental to the service.

## Probation

Employment by the Trust is subject to a six (6) month probationary period, during which time you will be required to demonstrate to the Trust's satisfaction your suitability for the position in which you are employed. During your probationary period, your employment may be terminated by you or the Trust by providing one (1) week notice in writing.

## Equality, Diversity and Inclusion

The Trust is committed to fair and transparent recruitment and selection procedures and to providing a workplace where all staff are treated with respect and feel included. It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

## Health & Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974 to maintain a safe environment for both staff, patients and visitors, to observe obligations under organisational and departmental Health & Safety policies, maintaining awareness of safe practices and assessment of risk.

## Data Protection and Caldicott

To obtain, process and use information (held on computer and/or manual filing systems) in a fair and lawful way. To hold person identifiable information for specific registered purposes and not to use, disclose or transfer person identifiable information in any way that is incompatible with the Data Protection Act 2018, other legislation and Caldicott requirements. To disclose person identifiable information only to authorised persons or organisations as instructed. When using email to transmit person identifiable information within or outside the Trust, the Trust Email Policy must be strictly followed.

## Customer Care

The aim of the hospital is to provide patients and clients with the best possible care and services. In order to meet this aim, all our staff are required at all times to put the patient and client first and do their utmost to meet their requests and needs courteously and efficiently. In order that staff understand the principles of customer care and the effects on their particular post and service, full training will be given.

## Infection Control

All healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI.

## Smoking Policy

The Trust provides a smoke free work environment.

## Confidentiality

Under no circumstances, either during or after the end of your employment (however it is terminated), may you divulge any unauthorised person confidential information relating to the Trust. This includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

## Clinical Governance

Staff are expected to provide patients with timely and effective care. Treatment and direct / indirect support must be based on best practice. Everyone is responsible for this and his/her job in the Trust is important in achieving this.

## 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 check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

## Safeguarding Vulnerable People

It is a basic human right of every child and adult to be protected from harm and NHS Trusts have a fundamental part to play in this. We expect all our staff to recognise signs of vulnerability and to report and act on any concerns in line with policy and guidance contained in 'Working Together - Every Child Matters' and 'No Secrets - guidance on developing multi-agency policies and procedures to protect vulnerable adults from abuse' on which our Trust Policies are based.

## Organisational Change

As services develop and change, the post-holder may be required to undertake other responsibilities within the Trust.

## Review

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post-holder

PERSON SPECIFICATION – CLINICAL FELLOW IN CRITICAL CARE

<u>Requirements</u>	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
<b>Qualifications/Training</b>	MBBS or equivalent, at least a minimum of 12 months experience in Acute Medicine, Emergency Medicine Surgery or Anaesthesia. Minimum of 6 months of Critical Care experience (Basic level of ICM training competencies or equivalent)	Primary FRCA, MRCP, MRCS, MCEM, EDIC or equivalent	Application form
	Full registration with GMC or eligible for GMC	Skilled in performing bedside US and ECHO	Application form
	Anaesthetic skills (able to perform intubation and invasive lines)	Minimum of six months at core trainee level and obtained initial competency in Anaesthesia or equivalent).	
<b>Relevant Experience</b>	Up-to-date ALS or equivalent certificate	Previous experience in critical care	Application form/Interview
	Understand the structure and functional principles of NHS		Application form
<b>Skills &amp; Abilities &amp; knowledge</b>	Knowledge, skills and abilities of a core medical training or equivalent in the parent speciality		Application form/Interview
	Applies the acquired knowledge in bedside practice	Demonstrate an interest in research	Application form/Interview
<b>Other Requirements</b>	Good Command on written and spoken English Excellent communication skills, both oral and written, and an ability to relate to staff and patients	Ability to support and motivate staff during periods of pressure	Application form/Interview
	Computer skills	Previous experience in quality improvement initiatives and clinical audits	Application form/Interview
	Ability to stay calm under pressure		Application form/Interview
	Flexible and a team player		Application form/Interview

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