

## Job Description

**Role Title: Senior Clinical Fellow in Intensive Care Medicine (with or without Anaesthesia)**  
**Grade: Senior Clinical Fellow (MT04)**  
**Contract: Fixed Term (12-months)**  
**Responsible to: Clinical Director**  
**Accountable to: Chief Medical Officer**  
**Location: University Hospitals Coventry and Warwickshire**

### Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



### Net Zero and Sustainability

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

### Clinical Fellow Terms and Conditions

Appointments at University Hospitals Coventry and Warwickshire NHS Trust will be made in accordance with the locally agreed terms and conditions for Clinical Fellows. A copy of these terms will be issued to all successful applicants on appointment. The post holder will also be required to act in accordance with local policies agreed by the Trust.

### Job Overview

Under the supervision of consultants, to help provide care to patients on the General Critical Care Unit and to patients undergoing anaesthesia for various surgeries. To partake in the Senior on call rota on the General Critical Care Unit.

## **Main Aims and Objectives of the Post**

As part of our commitment to patients and delivery of a world class service for all we have created the UHCW Improvement (UHCWi) System in partnership with the Virginia Mason Institute in Seattle; this involves a structured approach to removing waste and putting the patient first using a lean management system and methodologies. Our culture and ways of working reflect and embed the practices and methodologies of UHCWi. You are expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses is considered essential and a prerequisite for this post.

### Details of the Post

#### Anaesthesia

The Clinical Fellow will follow the same training pattern as the rotational trainees. They will cover ITU on calls out of hours. On scheduled training days they can either join training activities on ITU or choose to join anaesthetic training lists in theatre.

#### Intensive Care Medicine (ICM)

The ICM on call rota is staffed by anaesthetists and intensive care trainees. The rota operates a 1:8 frequency and the trainees are fully supervised by consultants during the day shift. Overnight, there is supervision by an on call ITU consultant.

#### Educational supervisor

All trainees are allocated a trained Educational Supervisor (ES) who will oversee their progress and serve as a mentor for training and other needs. We would expect the individual to meet with the ES both formally (every 3 months) to record the progress and informally as frequently as is possible.

Quality Improvement and Patient Safety (QIPS) meetings All staff members are expected to participate in the process of clinical governance, including attendance at the monthly QIPS meetings. At University Hospital the QIPS meetings are well attended by trainees and we pride ourselves on delivering a QIPS programme that is educationally valuable for all grades of doctor. We encourage the trainees and Fellows who are not on call, or on compensatory rest, to attend the monthly meetings. We will also urge them to participate in ongoing departmental audits and other QIPS projects with a view to presenting the results at one of the QIPS meetings.

#### Clinical Audit and Governance

All staff members are expected to follow the trusts procedures for the reporting of adverse events, clinical incidents and near misses. The safety of patients and members of staff is the prime concern of the trust.

You will be required to work in an effective and efficient manner and that the principles of risk management and clinical governance are maintained at all times, with support from the central clinical governance team. You will share responsibility for data protection, and maintain good practice in the handling of confidential information. You will also be accountable for complying with infection control practices.

#### Management and Administrative

You will be expected to undertake administrative duties associated with the care of your patients and the running of clinical areas.

You must demonstrate financial awareness and understand the impact of your decisions.

In addition, you must comply with Health and safety policies and procedures.

## Research

The Trust welcomes and encourages research as a high profile activity that compliments the service provided, the emphasis being on studies that fall within the National Institute of Health Research portfolio. The research & development team is responsible for facilitating research and supporting all researchers within the Trust with the ultimate aim of improving patient care.

## **Supplemental Information**

### **University Hospitals Coventry and Warwickshire NHS Trust (UHCW)**

The Trust employs 6,500 staff and has 1250 inpatient beds across its two sites, University Hospital in Coventry and the Hospital of St. Cross in Rugby. University Hospital is one of the UK's leading specialist teaching hospitals, we provide world-class healthcare to a population of over 1,000,000. A designated Major Trauma Centre in the West Midlands, we offer state state-of-the-art facilities offering major advances in patient care, clinical teaching and innovation.

Coventry is located in the centre of England. Consultants working for us live in Coventry, Rugby, Leicester, Solihull, Kenilworth, Warwick, Birmingham, and surrounding villages. There is a good selection of state and private schools in Coventry.

The area has excellent transport links on the London-Birmingham intercity rail line, with other rail lines to Manchester, Oxford, and Bournemouth. Motorways run from Coventry to every major city in the Midlands and beyond. There is a major international airport at Birmingham and East Midlands airport is 40 minutes' drive north of Coventry.

### **Intensive Care Medicine at UHCW**

The successful candidate will join a dynamic and forward thinking department with a reputation for research and education. The General Critical Care Unit has twenty-seven funded beds and manages over 1600 admissions per year from medical and surgical specialties. There is a separate Cardiothoracic Critical Care Unit with 14 funded beds.

UHCW is the Major Trauma centre for the Central England Trauma Network, with an on-site helipad. Clinicians from critical care, anaesthesia and emergency medicine have links with the Warwickshire and Northamptonshire Air Ambulance Service and there are opportunities for suitable candidates to further develop this.

Multidisciplinary team working is fostered with a nurse-led approach to care, including a well developed critical care outreach service. There is a multidisciplinary team brief every morning which is led by the nurse in charge of GCCU that day and the consultant team on duty. It is attended by Physiotherapists, Rehabilitation, Speech and Language Therapists, Pain Team Nurses, Research team, Major Trauma Co-ordinators, Critical care Outreach Team and Specialist Nurses for Organ Donation. The team brief also includes the "Safety Huddle" where any patient safety incidents occurring in the previous 24 hours are highlighted so that actions taken and any learning points are disseminated to the rest of the team. Other multidisciplinary teams such as Nutrition and Dietetics and Microbiology also attend GCCU on a regular basis.

Other developments in care include: bereavement services, follow-up for long term critical care patients, one of the national leads for the 'care bundle' approach and the surviving sepsis campaign.

The service frequently participates in the major clinical research trials within critical care medicine, and there are opportunities to develop research interests within this post.

The service is supported by an expanding computerised clinical data management system; the unit also contributes to the ICNARC database. Multidisciplinary clinical governance meetings are held on a monthly basis, including a developing programme of audit activity. The unit is an active member of

the Central England Critical Care network (CENet), with both the joint medical and nursing leads from this Trust.

#### Key Achievements:

- TARN data input one of the best in the country, Critical Care involved in Major Trauma.
- Peer review meeting D16 and ICS standards.
- Actively engaged in research.
- Excellent JEST scores.
- Good ICNARC data – working at a high occupancy and delivering care to over 1600 patients per year we achieve ICNARC and APACHE SMR's that are well below 100. Our multidisciplinary approach encompasses all the acutely deteriorating and at risk patients in the Trust. The innovative VitalPAC system enables us to identify and actively avoid over 10 admissions per week through positive interventions. This system not only saves lives but also decreases our length of critical care stay.
- The PFI process provides us with state-of-the-art monitoring systems and equipment that are up graded on a 8 year rolling programme.

#### Anaesthesia at UHCW

The successful candidate will join a well-established Department of Anaesthesia, Critical Care and Pain Management, with a strong educational reputation. It has a national and international profile in the management of difficult airways, including workshop education and simulation based training.

The Department delivers perioperative care to around 44,000 elective and emergency patients, as well as providing a specialist chronic pain management service. UHCW is the Major Trauma centre for the Central England Trauma Network and offers tertiary surgical services to upper gastrointestinal and hepatobiliary surgery, bariatric surgery, cardiothoracic surgery, neuro-coiling and neurosurgery, vascular surgery, major head and neck surgery, trauma and orthopaedics, urology including robotic surgery, gynaecology, renal transplant, ophthalmic surgery and plastic surgery.

The Trust has a large Obstetric Unit undertaking about 6,000 deliveries per year, with a 25% caesarean section rate and an 18% epidural rate. We also anaesthetise about 3,000 children per year.

The department publishes an Anaesthetists Handbook which is available electronically at <http://www.coventryanaesthesia.com/links.html> and gives a detailed overview of departmental activities and guidelines.

#### Office Facilities

The Department of Anaesthesia and Intensive Care Medicine is housed adjacent to main theatres and includes a large computer room containing 12 computers. There is also a seminar room, an airway lab and a coffee room.

The Intensive Care Unit contains an additional three shared Consultant Offices. There is a separate Junior Doctors Office and mobile computer workstations for use on the Critical Care Unit.

#### Specialty Group

Anaesthesia and Intensive Care Medicine sit within the newly formed Clinical Support Services group.

#### Key Contacts

College Tutors	Dr Aoife Abbey (ITU) Dr Anuji Amarasekara (Anaesthetics) Dr Martin Minich (Anaesthetics)
Head of Service	Dr Soorly Sreevathsa
Clinical Leads	Dr Chris Bassford (ITU) Dr Carol Bradbury (Anaesthetics)
Administration manager	Charlene Allen

Administrative support for the department is through Charlene Allen who in turn is supported by Jane Lee and Shanti Randhawa. Clare Frawley provides additional administrative support for the Critical Care team.

### **Contact and Application Details**

Informal visits can be arranged by telephoning 024 7696 5871 or main switchboard on 024 7696 4000. The email address for contact is [anaesthesia@uhcw.nhs.uk](mailto:anaesthesia@uhcw.nhs.uk)

### **More Information**

You can find more information about the department, the Trust and the surrounding area at <http://www.jobsatuhcw.co.uk>

## Person Specification

**Job Title:** Senior Clinical Fellow in Intensive Care Medicine (+/- Anaesthesia)

### Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable
<b>Qualification/ Training</b>	<ul style="list-style-type: none"> <li>• Registration with GMC.</li> <li>• Primary Medical qualification (e.g., MBBS or equivalent qualification).</li> </ul>	<ul style="list-style-type: none"> <li>• Primary FRCA (or equivalent).</li> <li>• ALS or ATLS provider (or equivalent).</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• To have attained the initial assessment of competence in anaesthesia (IAC or equivalent).</li> <li>• Experience working in ITU in the NHS.</li> <li>• Experience of ICM in a large, busy unit.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience at middle grade level in ICM.</li> <li>• Evidence of participation in the teaching and training of others.</li> <li>• Participation in organising or managing an improvement project.</li> <li>• Participation in a close loop audit.</li> <li>• Participation in research.</li> <li>• Evidence of management or leadership experience or training.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• A good clinical knowledge of anaesthesia and intensive care medicine.</li> <li>• Understanding of the principles of quality improvement.</li> </ul>	
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills.</li> <li>• Competent in standard information and communications technology.</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to maintain skills and abilities through continuing personal development.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Caring attitude to patients.</li> <li>• Ability to work within a multidisciplinary team.</li> </ul>	
<b>Commitment to Trust Values and Behaviours</b>	<ul style="list-style-type: none"> <li>• Must be able to demonstrate behaviours consistent with the Trust's values. (As detailed in UHCW's Values in Action document below).</li> <li>• Applicants applying for job roles with managerial responsibility will be required to demonstrate evidence of promoting equal opportunities through work experience.</li> </ul>	

## Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.
- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.

**The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.**

## Our values in action

We live our values in action in our work with patients, visitors, and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

