

## JOB DESCRIPTION PRO FORMA

### 1. General Information

JOB TITLE: Severe Respiratory Senior Failure Fellow

GRADE: Senior Fellow (Nodal Point)

HOURS: Full-time

RESPONSIBLE TO: Dr Nicholas Barrett

ACCOUNTABLE TO: Dr Stephen Tricklebank

### Guy's & St Thomas NHS Foundation Trust

Guy's and St Thomas' is one of the largest hospital trusts in the UK, with a staff of over 13,650, a turnover of over £1.3 billion and 2 million patient contacts a year. The Trust comprises two of London's oldest and best known teaching hospitals. The hospitals have a long history, dating back almost 900 years, and have been at the forefront of medical progress and innovation since they were founded. Both hospitals have built on these traditions and continue to have a reputation for excellence and innovation.

### Organisational Values:

Our **values** help us to define and develop our culture, **what we do** and **how we do it**. It is important that you understand and reflect these values throughout your employment with the Trust.

The post holder will:

- **Put patients first**
- **Take pride in what they do**
- **Respect others**
- **Strive to be the best**
- **Act with integrity**

Our [values and behaviours framework](#) describes what it means for every one of us in the Trust to put our values into action.

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

### 2. Job Summary

The critical care department at GSTT has an international reputation for clinical excellence and a prominent research profile. As well as serving the local population we provide tertiary critical care to the region. The Units provide all modalities of multi organ support and monitoring and use state-of-the-art technology and point of care testing, electronic prescribing.

The critical care directorate comprises five clinical areas and totals 63 beds at the St Thomas' site there are 30 level 3 beds in the East Wing of the hospital (15 on East Wing 1 and 15 on East Wing 2), an overnight intensive recovery unit (11 beds staffed by anaesthetists), Medical HDU on

Victoria (10 beds level 2) and Page Surgical HDU (4 beds). At the Guy's site, there are 13 level 2/3 beds on the Guys Critical Care Unit (GCCU).

Our case mix is challenging with a large proportion of complex medical and cardiothoracic patients. We manage a wide spectrum of medical and surgical emergencies and take patients from the emergency department, wards, theatres and external referrals from other Trusts.

GSTT critical care was commissioned in 2010 as a tertiary centre for adult severe acute respiratory failure, and we are one of only 5 such centres in the UK. We provide flexible, multi-modality advanced respiratory support to patients in our assigned network in South and South East England and beyond. This includes a 24/7 consultant-led ECMO/severe respiratory failure retrieval service, which also incorporates the development of a VA programme for the management of reversible cardiogenic shock and eCPR. We will be actively looking to expand these capabilities as required by the commissioners and are actively collaborating with other centres to maintain quality.

The post is approved by the Faculty of Intensive Care Medicine for Special Skills training in ECMO, and the post holders will join two deanery ST6 ECMO fellows.

We are a GMC-approved sponsor for overseas ICM trainees who require GMC registration.

This is an exciting and challenging post and will provide the post-holder unrivalled clinical experience and many opportunities for portfolio development including audit and research. The role occupies a central position in the trusts high class delivery of care and carries significant responsibility.

### 3. **Key Relationships**

Post Graduate Dean Guy's & St Thomas' - Dr Claire Mallinson (ext 85185)

- ECMO lead – Dr Nicholas Barrett
- Junior doctors lead – Dr Stephen Tricklebank
- Junior Doctor Administrator – Ms Krystina Williams (ext 88768)
- Senior Recruitment Officer – Mr Andrew Taylor (ext 84985)
- Study Leave Co-ordinator – Mrs Mubina Issaji (ext 85184)
- Clinical and educational supervisors are allocated at induction.

### 4. **Duties and Responsibilities of Severe Respiratory Failure Fellow**

- The SRF fellow will provide direct clinical care and have non-clinical duties as part of the SRF service.
- Full training in all aspects of advanced respiratory support will be provided. This will include but not be limited to conventional ventilation, including airway pressure release ventilation (APRV), proning, use of nitric oxide, ECMO and ECCO2R. Training will include theoretical sessions, water circuit training and bedside training.
- Clinical duties will include, but is not limited to:
  - Participating in the clinical management of patients requiring, ECMO and ECCO2R.
  - Preparing and presenting cases at the weekly SRF meeting, and coordinating and documenting discussions at the meeting
  - Participating in the follow-up of patients who have received advanced respiratory support
  - Participating in the retrieval of patients referred for severe respiratory failure assessment and support
  - Contributing to the general clinical workload of the ICU, and acting as senior team leader on site out of hours, supporting more junior members of the team.
- Non-clinical duties will include:
  - Updating the SRF database
  - Contributing to audit projects related to severe respiratory failure
  - Contributing to research related to severe respiratory failure

- Attendance at meetings related to the severe respiratory failure service and contributing to the development of the severe respiratory failure service.
- Teaching and training medical, nursing and allied staff as well as medical students, including simulation

## **5. Rota Arrangements**

The rota is fully compliant with the new junior doctor's contract. The fellows will provide either daytime cover to the SRF patients (0830 – 2030), night time cover to SRF patients (2030 – 0830), 24 hr retrieval cover (with compensatory rest), or general ICU cover including night shifts as the senior team leader. Fellows will spend approximately 70% of their clinical time covering SRF duties, and will work on average 48 hours per week.

## **6. Other responsibilities**

### **Clinical:**

The postholder will, together with colleagues, be responsible for the provision of services to the Guy's & St Thomas' NHS Foundation Trust to include:

- (a) Diagnosis and treatment of patients of the trust in such hospitals, health centres or clinics or other premises as required.
- (b) Continuing clinical responsibility for the patients in your charge, allowing for all proper delegation to, and training of, your staff.

### **Training of junior staff:**

The postholder will take responsibility for the training and direction of junior staff allocated to him/her under aegis of the training plan that that postholder has agreed with their supervising consultant.

### **Teaching:**

The postholder will be expected to contribute as appropriate in the teaching of undergraduate and postgraduate students.

### **Clinical Governance:**

All medical and dental staff are expected to take part in clinical governance activity, including clinical audit, clinical guideline and protocol development and clinical risk management. They will be expected to produce evidence of their contribution in these areas and their audit of their own clinical work as part of their appraisal.

### **Mutual Obligation to Monitor Hours:**

There is a contractual obligation on employers to monitor working hours through robust local monitoring arrangements supported by national guidance, and on individual doctors to co-operate with those monitoring arrangements.

### **European Working Time Directive (EWTD):**

All posts and working patterns are under constant review in line with EWTD guidelines

### **Educational Programme:**

Neither the London Deanery nor the Royal College accredits this post for postgraduate training. However the postholder will be expected to attend and contribute to educational activities e.g. departmental meetings, x-ray meetings, pathology meetings, multidisciplinary meetings, journal clubs etc.

**Appraisal:**

All medical and dental staff are required to undertake appraisal.

**Other:**

The list of duties and responsibilities given above is not an exhaustive list and you may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required from time to time.

This job description reflects core activities of a post at a particular time. The trust expects that all staff will recognise this and adopt a flexible approach to work.

All staff are expected to contribute to the smooth running of their clinical service as required; in particular, to comply with the policies and procedures, Standing Orders and Financial Regulations of the trust.

**Study Leave:**

Study Leave will be granted at the discretion of the Clinical Lead.  
Funding for CPD will be equivalent to that of the appropriate Training post.

**Terms and Conditions of Employment:**

This post is exempt from the Rehabilitation of Offenders Act 1974 and this means that any criminal conviction must be made known at the time of application.

**Additional Information:**

The post holder is required to follow Trust policies and procedures which are regularly updated including:

**Confidentiality / Data Protection / Freedom of Information**

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person, those staff will be liable to disciplinary action up to and including dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

**Information Governance**

All staff must comply with information governance requirements. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

**Equal Opportunities**

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

**Health and Safety**

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and

procedures are complied with to maintain a safe working environment for patients, visitors and employees.

### **Infection Control**

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs. **All post holders must comply with Trust infection screening and immunisation policies** as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

### **Flexible Working**

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

### **Risk Management**

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

### **Safeguarding children and vulnerable adults**

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

### **Sustainability**

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 usage and reporting faults promptly.

### **Smoking Policy**

The Trust is committed to providing a healthy and safe environment for staff, patients and visitors. Staff are therefore not permitted to smoke on Trust property or in Trust vehicles

### **Review of this Job Description**

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

ST Sep 2017

**PERSON SPECIFICATION**

**ICM ECMO Fellow Post**

**Intensive Care Medicine**

**Requirements**

	ESSENTIAL	A/I/T*	DESIRABLE	A/I/T*
<b>Qualifications/ Education</b>	MBBS or equivalent medical qualification  FRAC/MRCP/MRCS or equivalent qualification	A	DICM/EDIC or equivalent qualification in intensive care medicine	A
<b>Professional/ Statutory Registration</b>	Eligible for full registration with the GMC at time of appointment  Eligibility to work in the UK	<b>A, I</b>		
<b>Previous experience</b>	Ability to provide a complete employment history with no unexplained career gaps  Evidence that career progression is consistent with personal circumstances  Evidence that present achievement and performance is commensurate with totality of period of training  Minimum 18 months substantive experience in intensive care medicine	<b>A, I</b>	Experience with advanced respiratory life support therapies  Demonstrable research experience  Demonstrable teaching experience	<b>A</b>
<b>Skills/Knowledge/ Ability</b>	Valid adult life support (ALS) certification  Airway skills (minimum 12 months substantive anaesthesia) Inter-hospital ventilated patient retrieval skills	A,I	24 months substantive experience in anaesthesia	

**A=application**

**I=interview**

**T=Test/ assessment centre**