<table>
<thead>
<tr>
<th>POST TITLE</th>
<th>Teaching Fellow in Medicine Education, Critical Care and Anaesthesia</th>
<th>REFERENCE NO:</th>
<th>(for HR only)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASE</td>
<td>Imperial College and Northwick Park Hospital</td>
<td>CLOSING DATE</td>
<td>TBC</td>
</tr>
<tr>
<td>DIRECTORATE</td>
<td>Education</td>
<td>DEPARTMENT</td>
<td>Undergraduate</td>
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<tr>
<td>GRADE</td>
<td>MN35</td>
<td>INTERVIEW DATE</td>
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<tr>
<td>ADVERT TYPE</td>
<td>EXTERNAL (BMJ) +NHS Jobs</td>
<td>CONTRACT TYPE</td>
<td>1 year Fixed</td>
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<tr>
<td>POST REQUIREMENTS</td>
<td>An opportunity has arisen to appoint an individual to the exciting post, in collaboration between Imperial college School of Medicine and the Critical Care Directorate of North West London Hospital (NWLH) Trust, comprising Northwick Park and Central Middlesex Hospitals. Commencing February 2013 for an initial period of one year (extendable by mutual agreement). It would be particularly suitable for candidates applying for OOPE within a training scheme or wishing to develop a teaching CV in preparation for a consultant post. The post holder would be supported to work towards formal education qualifications (e.g. Certificate/Diploma/Masters in Medical Education) at a level consistent with grade and experience. A positive approach to flexible working, problem solving and a passion for teaching would be advantageous.</td>
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<tr>
<td>UNIT DETAILS</td>
<td>This is 40% Imperial College funded post so that 2 days are at the College and 3 days at Northwick Park Hospital. The NWLH Critical Care Directorate is actively expanding and consolidating its role as a major centre for undergraduate and postgraduate teaching in anaesthesia and critical care medicine in north west London. The post holder will assist with the delivery of teaching to undergraduates placed within the department. Some of the time will be dedicated to delivering teaching skills to Imperial College medical students and curriculum development. Development of a teaching program involving High Fidelity simulation would be expected. Clinical sessions in anaesthesia and critical care can be arranged subject to mutual agreement, to maintain acute skills.</td>
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<tr>
<td>ENQUIRIES</td>
<td>To obtain further information please log onto our website and download the relevant documents or contact: Critical Care – Dr Tariq Husain Anaesthetics – Dr Vino Ramachandra Teaching Module – Dr Nina Salooja</td>
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Incorporating
Northwick Park Hospital
Central Middlesex Hospital
St. Mark’s Hospital

DIVISION OF ANAESTHESIA SERVICES

JOB DESCRIPTION

Teaching Fellow in Medical Education within department of Critical Care and Anaesthesia

REF: xx

Contract: Full Time

On call: Negotiable

Responsible to: Miss Joan Pitkin, Director of Clinical Studies

Reporting to: Dr Tariq Husain, Lead Clinician ITU/Consultant Anaesthetist

Base: The North West London Hospitals NHS Trust

Tenure: Fixed Term (12 months in first instance)

KEY CONTACT NAMES

NORTH WEST LONDON HOSPITALS NHS TRUST

Chairman of the Trust
Mr Tony Caplin
Tel: 0208 869 2017

Chief Executive
Mr David McVite
Tel: 0208 869 2000

Medical Director
Professor Rory Shaw
Tel: 0208 869 2609

Director of the Northwick Park Institute Of Medical Research (NPIMR)
Professor Shervanthi Homer-Vanniasinkam
Tel: 0208 869 3284

Director of Research, Development and Medical Education
Dr Joan Pitkin
Tel: 0208 869 3330

Director of Post-graduate Medical Education
Dr Roger Sharpe
Tel: 0208 869 2292

Clinical Director Critical Care/Anaesthesia
Dr Ganesh Suntharalingam

Deputy Clinical Director
Dr Mike Brunner

Head of Department, Anaesthesia CMH Site
Dr Mark Wrigley

Divisional General Manager
Sue Field
Tel: 0208 869 3969/74

Office Manage/PA (NPH)
Latha Kumar
Tel: 0208 869 3969/74

Department Secretary (CMH)
Bharti Sebastian
Tel: 020 8 453 2396
JOB DESCRIPTION

Teaching Fellow in Medical Education within department of Critical Care and Anaesthesia

Full time substantive contract

1. INTRODUCTION

THE TRUST

The North West London Hospitals NHS Trust was created on 1 April 1999 as a result of the merger of Central Middlesex Hospital NHS Trust and Northwick Park and St Mark’s NHS Trust. The hospitals are set in the London Boroughs of Harrow and Brent and serve a local population of more than 500,000 plus patients referred from throughout the UK and abroad. The turnover of the Trust is in the region of £350 million with 4,070 WTE staff. It is one of the biggest and busiest Trusts in the capital.

Northwick Park Hospital was opened in 1969 combining a major District General Hospital and the MRC Clinical Research Centre. The links between clinical practice and clinical research have been close ever since, and although the MRC left in 1994, the hospital continues to attract high calibre medical and other staff. This has resulted in a sustained reputation for clinical excellence. The hospital became a Trust in April 1993. It took over the Clinical Research Centre Buildings in April 1994 and subsequently utilised them for the development of clinical services and to set up the Northwick Park Institute for Medical Research (NPIMR). The hospital retains complementary and enhanced research activity in several regional specialist units such as the Kennedy-Galton Centre (Clinical Genetics), the Lister Unit (Infectious Diseases) and a Regional Rehabilitation Unit.

St Mark’s Hospital moved from the City Road in Central London to become an integral part of the Northwick Park site in July 1995. St Mark’s was founded in 1835 and has developed an international reputation as a specialist postgraduate teaching hospital for patients with intestinal and colorectal disorders. St Mark’s is developing a closer academic relationship with Imperial College, in line with the Trust’s academic strategy.

Central Middlesex Hospital is the main provider of acute health services for the residents of the London Borough of Brent. Its services are used by a significant number of people from neighbouring authorities, in particular Ealing and Acton. A high percentage of the population of Brent are from a diversity of ethnic minority groups, leading to higher than average incidence of a variety of diseases, for example Coronary Heart Disease, Vascular Disease, Renal Disease and Diabetes. This presents the hospital with a varied and challenging caseload. Brent is also recognised as an area of high unemployment, poor housing and other social factors contributing to higher than average level of disease associated with a deprived community.

Central Middlesex Hospital is also home to the UK’s first purpose built Ambulatory Care and Diagnostic Centre (ACAD). This facility has state of the art operating and diagnostic equipment and is closely integrated with the Brent Emergency Care and Diagnostic Unit (BEDaD), which replaced the old hospital in 2006.
Northwick Park Hospital

- There are some 600 beds on the Northwick Park site. Acute beds number 529, and the remainder are for care of the elderly and psychiatry. The latter are managed by Central and North West London Mental Health Trust.
- It is one of only eight hospitals in the capital to provide a ‘hyper acute’ stroke unit offering faster treatment to patients who suffer a stroke, including ‘clot-busting’ drugs 24/7.
- The hospital has a full range of acute general hospital specialities including departments of thoracic medicine, cardiology, rheumatology, dermatology, diabetology, endocrinology and gastroenterology. Surgical specialities include general surgery, urology, vascular surgery, minimally invasive therapy, trauma and orthopaedics. Children’s Services cover a wide field including acute general paediatrics, a neonatal intensive care unit, community child health and child psychiatry. St Mark’s Hospital provides a comprehensive intestinal and coloproctology service. The Maxio facial department provides care for the majority of North West London, Watford and parts of Buckinghamshire and Berkshire.
- It has a £2.6m newly refurbished radiology department which is home to some of the most high-tech imaging equipment available.
- Facilities for Maternity services have been redeveloped and rebuilt as part of the Maternity Consultation process. The Brent Birthing Centre (midwifery led) moved to the Northwick Park site in July 2008.
- Clinical facilities include the Regional Rehabilitation Unit, clinical genetics at the Kennedy-Galton Centre and a major Infectious Diseases Unit. Specialist units on the site include ENT and the British Olympic Medical Centre. Moorfields Eye Hospital and Imperial Health respectively provide Ophthalmic and renal dialysis services.
- There is a large and expanding A&E department. The unit sees around 120,000 patients each year. Harrow Primary Care Trust manage urgent care centre on the site.
- There are 17 private beds available between the Charles Kingsley Suite and the Sainsbury Ward Wing with a full consultancy room service.

Central Middlesex Hospital

The hospital provides outreach services in physiotherapy, ophthalmology, urology, general surgery and gynaecology to a large number of GP practices. These services provide local access for patients who may have difficulties attending outpatient appointments at CMH and ensures a speedy and efficient service for patients and GPs. A full range of outpatient clinics is provided at Central Middlesex Hospital.

The hospital has particular experience in the care of patients with conditions aggravated by deprivation, specifically TB, diabetes and coronary heart disease and is a leader in the research and treatment of Sickle Cell disease.

There is a busy Accident & Emergency Department with inpatient services, day care and short stay services and the main diagnostic radiology, pathology and support services are also provided at CMH. Some radiology support services are also provided at Willesden and Wembley Hospitals.

It is now much more than a local hospital. It is a catalyst for the modernisation of the entire health system in Brent and Harrow. This initiative leads the way for implementation of the NHS Plan and forms part of the modernisation of the whole health system for Brent and Harrow. The systems at CMH have been dovetailed with those at the Trust’s other main site at Northwick Park and St Mark’s Hospital.

The hospital includes 159 beds, three theatres, and seven main specialist teams and combines the following:

- A Major Assessment Unit
- An Acute and Critical Care Centre combining all the existing critical care services
- A Major Elective Surgery Service including ring-fenced theatres and beds
- Inpatient and Intermediate Care Services
- An Expert Consulting Centre providing specialist assessment and advice for outpatients and acting as local bases for specialist teams

**TRAINING AND EDUCATION**

Training and education at NPH and CMH

- The Trust is the largest Campus for Imperial College School of Medicine incorporating St Mark’s, Northwick Park and Central Middlesex. Paediatrics and Surgery are now fully integrated between CMH and NPMH. We take a 192 WTE students per year. There was a large Undergraduate Department with 5 teaching fellows all of whom are pursuing higher qualifications in Medical Education. The Trust provides 3 of the Imperial College Campus Leads in Paediatrics, Emergency Medicine and Law and Ethics. The Trust is recognised to provide a high standard of teaching which is recognised by regular attainment of Imperial College Teaching Excellence Awards.

- The Trust houses a large Postgraduate Education Department and has Deanery-funded Postgraduate Educational Fellows. The Department supervises the training of approximately 145 doctors and runs a number of nationally recognised courses on site. The Trust has an active Simulation Faculty which supervises training of FY1 and FY2 doctors in resuscitation, intubation and there are courses for obstetric manoeuvres and post partum complications.

- A new Academic Directorate links Postgraduate and Undergraduate Education with Research and Development. Representative at Board Level is via the Associate Medical Director and there is a Director of Medical Education appointed jointly between the Trust and the Regional Dean of Postgraduate Medicine of the University of London together with an Associate Director and an Assistant Director of Medical Education.

- Pre-registration nurse training is provided by the Trust in conjunction with Thames Valley University. 100 students benefit from the wide range of clinical experience which is available; both for qualification and registration.

- The Trust has established an extensive programme of post registration speciality based nurse training to enhance patient care and service delivery. The main facilities available for running courses within the campus are based in the Medical Education Centre which is situated immediately above the John Squire Medical Library. The John Squire Medical Library is the North West Thames reference library for the National Library Association. The Medical Education Centre houses the Postgraduate Education Office, 6 seminar rooms, and a large hall (the Himsworth Hall) which can be used when registrants total 100-300. In addition a Lecture Theatre (The Jonathan Levi Lecture Theatre) is situated at the centre of the hospital. This lecture theatre is used mainly for the weekly hospital Grand Rounds as well as for other meetings and can accommodate approximately 100 attendees.

**RESEARCH**

The Trust has excellent facilities and offer substantial opportunities for high quality research relevant to the NHS. The Trust hosts the Northwest Thames CLRN for the NIHR. The Trust has a large CLRN portfolio and is currently second in the North West Sector. The Trust has an active R + D Department with a manager, R + D account, Manager and Deputy Manager of R + D Clinical Research Governance, 6 research nurses and 3 R + D Pharmacists. There are close links to NRES which currently house 7 members of staff on site. These close links facilitate rapid advice regarding Ethics Committee submission. There are also close links with CLAHRC and the Trust currently have 3 CLAHRC Fellows and have just agreed a partly-funded post with CLAHRC for health service development. Own-account studies are encouraged and facilitated by Trust R&D Funding. Commercial studies are incorporate into the CLRN portfolio. There is weekly on-site representation from Imperial Innovations regarding advice for Intellectual Property and also start up for innovative designs and projects.

The Trust also hosts the Northwick Park Institute of Medical Research (NPIMR) which was established in 1995 and is financially independent of the Trust. There is however, close collaboration between the two organisations, with a sharing of clinical, research and support staff. Parexel also has a large Clinical Research Unit on site which is independent of the Trust but links with regular meetings to the R&D Department. It is able to undertake phase 1 and 2 trials.
2. THE POST

This post has been created in collaboration with Imperial College to complement the undergraduate medical education in critical care and anaesthesia in a busy district general hospital in North West London.

There are strong and well established links with Imperial College with a large on site campus taking around 292 student placements per annum, this is comparable to the other major teaching hospitals for Imperial College.

The post has a 40% funding from Imperial College and the remainder from the Northwest London NHS Trust. Working in conjunction with Dr Nina Salooja, it would be essential for the post holder to contribute to the teaching and ongoing evaluation/design of a year 5 teaching module that teaches medical students how to teach. As such it is an excellent post for someone wishing to further their knowledge of education theory and how to teach. It would be particularly suitable for someone who is already enthusiastic about teaching and who could enthuse and inspire students to get involved in the course. We would also expect the post holder to participate in an education research project related to this and depending on experience and their interest there would be an opportunity to supervise medical students who wanted to do education research projects.

As part of the contribution made by Imperial College, 2 days per week would be allocated to assisting Nina Salooja in delivering teaching skills to Imperial College medical students. The rest of the week is allocated to teaching year 5 and year 3 students at North West London Hospitals.

The post holder will work in collaboration with Dr Tariq Husain and Dr Jacek Borkowski in the delivery of teaching to Year 5 students on the Critical Care Module. Cross site working will therefore be expected with the post. The successful candidate will work with the Critical Care consultants within the trust to deliver high quality bedside teaching on the two intensive care units. Problem based learning, round table tutorials and one to one teaching of practical skills will also be expected during the duration of the students’ placement. 4 students are placed at the Northwick Park site and 2 at the Central Middlesex site every 3 to 4 weeks depending on the time-table. In addition to the Critical Care Module, a 3 week Specialty Choice Module in the “Care of the Critically Ill patient” can be arranged.

Dr Vino Ramachandra is the Lead for the Year 3 Anaesthetic Module that runs over 20 weeks each year accommodating approx. 60 students and, is also the Supervisor for Specialty Choice Modules in Anaesthesia. The students are allocated to theatre lists with Consultant Anaesthetists and SpRs for the majority of the time. Collaborative teaching would be expected of the successful candidate on Wed and/or Thursday mornings.

Candidate Profile

This post will be suitable for individuals who are post CCT who wish to develop their teaching experience and develop their curriculum vitae. It would be suitable for individuals on a training programme as an OOPE, providing agreement can be gained from the Training Programme Director and Post-graduate Dean. It may also be appropriate for those awaiting a training post (providing they can demonstrate the appropriate clinical experience and commitment to teaching).

Expectations of the Post Holder

- The post holder will be expected and encouraged to pursue formal education qualifications depending on experience eg, a Certificate, Diploma, Masters in Medical Education.

- To become proficient in delivery of undergraduate and postgraduate medical education, including SIM teaching.

- There may be opportunities (depending on teaching commitments) to gain experience in an aspect of critical care or anaesthesia. Such experience may include head and neck anaesthesia, obstetrics or vascular. Critical care interests include advanced respiratory support with high frequency oscillation ventilation, critical care echo-cardiography and medical management. Medical management exposure would be reserved for those in ST7 (or equivalent).
• The post holder may, depending on experience, be able to gain experience and skills in examination and assessment via OSCE style examination for medical students.

**Accountability**

• The teaching component of the posts will be accountable to Miss Joan Pitkin, the Director of Clinical Studies (DCS, across site) and Dr Nina Salooja. The post holder will work closely with and receive guidance from the two Undergraduate Education Co-ordinators, Mrs Anup Jethwa (NPH) and Ms Juliette Thompson (CMH). Drs Husain, Borkowski and Ramachandra will retain responsibility for the delivery and standards of the Critical Care and Anaesthesia teaching respectively.

• Within the first week of appointment the post holder will be expected to meet with the key stakeholders and construct a teaching plan for the forthcoming academic term. The balance between critical care and anaesthesia will depend upon student numbers. It is anticipated that of the 3 days at North West London Hospitals, 2/3 of the time will be spent on critical care teaching.

**Duration of post**

• The post will be offered on a fixed term basis for 12 months, extendable by mutual agreement if in the interests of the post holder and the Trust Educational vision, commencing August 2012. Regular review of progress and teaching development will take place with Dr Joan Pitkin, Dr Nina Salooja and Dr Husain

For further information please contact:

Anup Jethwa,
Undergraduate Office Coordinator
Northwick Park Hospital.
Watford Road
Harrow.
HA1 3UJ.

Email a.jethwa@imperial.ac.uk
THE DIRECTORATE
Northwick Park and St Mark's

The Directorate of Anaesthesia consists of operating theatres, surgical day care, recovery, chronic and acute pain services, obstetric anaesthetic service and the Intensive Care Unit.

Medical staffing

Consultants  |  Interests and Responsibilities
---|---
Dr Laurie Allan  |  General
Dr Mike Brunner  |  ITU, Deputy Clinical Director
Dr Andrew Castello-Cortes  |  ITU Lead
Dr Laurie Cohen  |  OMFS, PA-A Lead
Dr Aynk Dharmarajah  |  Vascular
Dr Munita Grover  |  ITU, Enhanced Recovery
Dr Jonathan Harris  |  Acute Pain Lead, College Tutor
Dr Tariq Husain  |  ITU
Dr Viva Judd  |  Vascular
Dr Krysia Konieczko  |  General
Dr Thungo Kuwani  |  Paediatric Lead
Dr Bernadette Loughnan  |  Obstetrics
Dr Nuala Lucas  |  Obstetrics
Dr Heather Morris  |  Pre Assessment, OMFS, Obstetrics
Dr Vino Ramachandra  |  Undergraduate Lead
Dr Kausalya Rao  |  Obstetrics
Dr Neville Robinson  |  Obstetrics Lead
Dr Tamsin Rope  |  Emergency Anaesthesia Lead, Rota Co-ordinator
Dr Nadeem Sabir  |  HDU Lead
Dr Roger Sharpe  |  Director of Medical Education, Resuscitation Lead
Dr Ganesh Suntharalingam  |  Clinical Director
Dr David Vaughan  |  Airway Lead, Obstetrics

The consultants are supported by 10 Specialty Doctors and 2 Physicians’ Assistants (PA-As). The trainees comprise 10 SpRs and 7 ST1/2s (all on rotation from the Imperial School of Anaesthesia). The ITU residents include Clinical Fellows and ITU trainees, with some posts assigned to Core Medical Training and ACCS rotations.

Theatres

There is a suite of nine operating theatres on site. All surgical specialties except neuro and cardiac are catered for, with a preponderance of major surgery. St Mark’s provides a national referral centre for colorectal disorders, the regional maxfax/head and neck unit is on site, and all trauma surgery across the trust is carried out here.

A CT2/ST3, with support from a senior trainee (ST4/5/6/7) or equivalent specialty doctor, is responsible for emergencies out of hours. The consultant cover at night for theatres is provided by those consultants without ITU commitments, who are also responsible for the obstetric unit.
ITU

The unit is a general adult ITU. Elective surgical patients provide less than 10% of admissions; over 50% are medical emergencies. Emergency surgery and postsurgical complications provide the remaining case load. Ten ITU beds are staffed, and there are facilities available to increase the number of beds if required.

There is a 5 bed surgical HDU and 3 overnight intensive recovery (OIR) beds in recovery. Complex elective surgical cases can now stay overnight alleviating pressure on ITU beds and the need for cancellations. Despite the increase in capacity ITU occupancy is running at over 98%.

The ITU is approved for training by the IBTICM (at SHO and SpR level) and is at present staffed by five consultants (all with anaesthetic qualifications).

The consultants are dedicated to ITU when on call and manage the unit on rotational basis allowing for greater continuity of care. 

Obstetrics

There are over 5000 deliveries. There is a 40% epidural rate and 27% of deliveries are by LSCS. In total about 3000 anaesthetic interventions occur per annum. The unit has a large proportion of high risk deliveries. All reports on unit activity, morbidity and mortality have been complementary regarding the anaesthetic service provided.

There are fifteen fixed consultant sessions dedicated to obstetrics. The unit provides a high proportion of the SpR training needs within the school of anaesthesia, participates in regional audit and has an enviable research record. A SpR or Specilaty Doctor is dedicated to providing the service at night and weekends, supervision and assistance is also available from the on call Senior SpR or Specialty Doctor and the Consultant Anaesthetist on call.

Acute Pain Services

The department provides an invasive procedure list every week. Acute pain rounds take place regularly. Epidural and patient controlled analgesia techniques are commonplace on the wards.

Research and Teaching

The Department has academic and research activities, including regular presentations at International and National meetings including the Obstetric Anaesthetists’ Association, Difficult Airway Society, and several intensive care meetings.

There is a consultant led, weekly structured teaching session as well as a formal monthly departmental scientific/audit meeting. Informal teaching and examination preparation is routine, as is the teaching of medical students. Monthly half-day Clinical Governance meetings take place on a rolling day basis.
THE DIRECTORATE  
Central Middlesex Hospital

The Anaesthetic Directorate manages the anaesthetic medical services and chronic and acute pain services. On the CMH site ITU is managed by the respiratory physicians with anaesthetic input for six of the 10 dedicated sessions.

Staffing

<table>
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<tr>
<th>Consultants</th>
<th>Interests and Responsibilities</th>
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<tbody>
<tr>
<td>Dr Najlaa Al-Quisi</td>
<td>General, Audit</td>
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<tr>
<td>Dr Liam Edger</td>
<td>ITU</td>
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<tr>
<td>Dr Tom Fitzgerald</td>
<td>General</td>
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<tr>
<td>Dr Stephen Littler</td>
<td>General, ACAD Lead</td>
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<tr>
<td>Dr Umberto Nuti</td>
<td>General</td>
</tr>
<tr>
<td>Dr Philip Peel</td>
<td>ITU, Maxillofacial, Acute Pain</td>
</tr>
<tr>
<td>Dr Kashi Viswanatha</td>
<td>General</td>
</tr>
<tr>
<td>Dr Sunil Wijetilleka</td>
<td>General</td>
</tr>
<tr>
<td>Dr Anil Wijetunge</td>
<td>General</td>
</tr>
<tr>
<td>Dr Mark Wrigley</td>
<td>Head of Dept CMH</td>
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<tr>
<td>Dr Jacek Borkowski</td>
<td>ITU Lead</td>
</tr>
<tr>
<td>Dr. Aparna Prabhu</td>
<td>College Tutor, General, and Obstetrics (NPH)</td>
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The consultants are supported by up to 5 ST3/4s (on rotation from the Imperial School of Anaesthesia) or equivalent staff grades, and 5 CT1/2s and a Trust SHO. Due to the unpredictability of trainee allocation, additional Staff Grades are employed to maintain the middle grade cover to a balance of seven.

CMH has been completely rebuilt with state of the art facilities and architecture, with an emphasis on high quality design for all users including staff as well as patients.

ITU

There are 6 consultant anaesthetic sessions a week provided to ITU with the remaining four covered by consultant physicians.

Theatres

There are three operating theatres in the main CMH complex and six equipped operating rooms in ACAD. These provide facilities for all surgical specialties excluding neuro, cardiac and thoracic surgery.

A CT1/2 and ST3/4 or Staff Grade are responsible for emergencies out of hours, with support from the consultant on call. All operative emergencies are transferred.

Pain Services

The acute pain service is led by Dr Philip Peel. An acute pain nurse (Paula Pinnock) is employed full time. A ward based epidural service is being initiated and PCAs are used extensively.

Teaching and Research

Teaching is co-ordinated by the College Tutor. This comprises a regular half day tutorial session, weekly Journal Club, ITU teaching as well as a high level of consultant supervision of juniors in the theatre and ITU environment. Half day Clinical Governance meetings also take place four times a year.

Research: Small projects are encouraged on the CMH site. The facilities for larger projects are available on the NPH site.
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<th>ESSENTIAL</th>
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<tr>
<td><strong>Qualifications</strong></td>
<td>• ST 3–7 or equivalent</td>
<td>• In possession of CCT</td>
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<td>• Primary FRCA or equivalent</td>
<td>• TPD permission for OOPE</td>
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<tr>
<td><strong>Knowledge and Expertise</strong></td>
<td>• Interest in medical education and curriculum delivery</td>
<td>• Sub-specialty interests</td>
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<tr>
<td><strong>Teaching and Audit</strong></td>
<td>• Previous undergraduate teaching/examining experience</td>
<td>• Track record of medical education and involvement in educational activities</td>
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<td>• Audit Experience</td>
<td>• Simulator training</td>
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<td><strong>Academic Achievements</strong></td>
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<tr>
<td><strong>Research/Publications</strong></td>
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<td>• Previous research experience</td>
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<td>• Publications</td>
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<tr>
<td><strong>Personal Skills</strong></td>
<td>• Enjoys teaching</td>
<td>• Computer literacy</td>
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<td>• Good communicator/good English</td>
<td>• Administrative experience (e.g. rotas)</td>
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<td>• Ability to work with multi-disciplinary team</td>
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<td>• Leadership skills</td>
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<td><strong>Personal Circumstances</strong></td>
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3. MAIN CONDITIONS OF SERVICE

STATEMENT OF PRINCIPLE

The Trusts’ principal purpose is to provide for all the needs of patients in their care. The Trusts expect all its employees whatever their jobs to support and enhance patient care and overall service quality.

The Trusts expect that each of the employees shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of the hospitals, in accordance with the Staff Charter. Individuals must at all times carry out their duties with due regard to the Trusts’ Equal Opportunities Policy.

TERMS AND CONDITIONS OF SERVICE

The post is subject to the provisions of the Terms and Conditions of Service for Hospital Medical and Dental Staff, including any locally agreed terms and conditions which are relevant to the post. As these are developed the appointee will be notified and therein after, these will form part of the contract of employment. Details of these are available from the HR Department.

The appointee will be entitled to be a member of the NHS Pension Scheme. If he/she chooses to become or remain a member of the Scheme, remuneration will be subject to deductions of Superannuation contributions in accordance with the Scheme. Membership of the Scheme is automatic unless election is made at anytime in favour of provision under a Personal Pension Plan. After opting out of the Scheme the employee would assume full responsibility for pension provision and compliance with the Social Security Act 1986.

SALARY

Remuneration will be in accordance with the NHS rates for full time XXXXX which is currently £XXXXX – £XXXXX in XXXX increments.

ADDITIONAL PROGRAMMED ACTIVITIES

Any additional PA’s will be payable at 1/10th of your basic salary as defined in schedule 14 of the Terms and Conditions of Service.

ON CALL

If you take part in an on call rota you should be eligible for an availability supplement to your basic salary. This will be paid as defined in schedule 16 of the Terms and Conditions of Service.

RELOCATION EXPENSES

Relocation expenses may be available up to a maximum of £5,000, subject to eligibility. Agreement to payment of Relocation Expenses should be agreed before accepting the post. To obtain a copy of the Relocation Expenses Policy contact the HR Department on 020 8869 xxxx.

ANNUAL AND STUDY LEAVE

The annual leave is 27 working days plus two statutory day holidays. Study leave consists of 30 days over a three year period. Approval of annual and study leave is subject to the procedures set out within the individual departments and the Undergraduate department.

So far as is practical, the Doctor appointed will be expected to share in the provision of cover for the annual and study leave of other Doctors in the specialty.
SPECIAL TERMS

The Trust is prepared to negotiate with the appointee alternative Terms and Conditions of Service (eg. a limited term appointment) where this would result in a mutual benefit to both the Trust and the postholder.

MEDICAL REPORT

This post is subject to satisfactory health assessment. If appointed, you will be required to bring the documentary evidence from either an occupational health department or a virology department, of satisfactory Hepatitis B status, to which this appointment is subject, because it involves undertaking exposure prone invasive procedures. Please note this is not just evidence of immunisation. In addition, written evidence should be brought of any tests of immunisation for Tuberculosis or Rubella. If you are recommended for appointment, satisfactory health clearance must be completed before the appointment can be confirmed. If you do not have such clearance you will NOT BE PERMITTED TO START WORK on the proposed first day of duty.

CRIMINAL RECORDS BUREAU

You will also be required to complete a Criminal Records Bureau (CRB) check, and the clearance from the CRB must have been received, before commencing employment.

REHABILITATION OF OFFENDERS ACT

The post is exempt from the provisions of the Rehabilitation of Offenders Act and applicants are not entitled to withhold information about convictions including those which are ‘spent’. Any information given will be confidential but failure to disclose such convictions could result in disciplinary action or dismissal.

PRIVATE PRACTICE

The successful applicant may undertake private practice in accordance with the Trust’s Private Practice Policy and Schedules 9 & 10 of Terms and Conditions of Service.

REGISTRATION

The person appointed will be required to be fully registered with the GMC and/or GDC.

MEDICAL INDEMNITY

The Trust is financially responsible for the negligent acts and omissions of Consultant medical and dental staff in the course of their Trust employment. If, however, any private practice, within a NHS hospital or any other private hospital is undertaken, the appointee will be personally responsible for subscribing to a recognised defence organisation. The Trust will not be responsible for category 2 (eg. reports for insurance) or ‘Good Samaritan’ Acts. Health Circular HC (89) 34 provides full details of ‘Claims of Medical Negligence against NHS Hospital and Community Doctors and Dentists’.

The Department of Health advises practitioners to maintain defence body membership in order to ensure they are covered for any work which does not fall within the scope of NHS Indemnity.

PROSPECTS FOR CHANGE

The proposals set out in the White Paper “Equity and excellence: Liberating the NHS”, are likely to impact on current working arrangements. The Trust will consult the members of staff concerned at the appropriate time, but meanwhile wishes to draw the attention of applicants to the possibility of change in the future.
JOB PLANS AND WORK PROGRAMMES

The appointee will be subject to the provisions of Schedule 3 of the Terms and Conditions of service. These provisions entail the agreement (between a Doctor and the manager responsible for the management of the Doctor’s contract) of a job plan (including work programme) for the performance of duties under the contract of employment. The job plan (including work programme) will be subject to review each year by the afore-mentioned parties.

PLACE OF WORK

The appointee may be required to work elsewhere within the Trust and/or at Community Resource Centres (hosted by other health agencies) within The North West London Hospitals NHS Trust catchment area in accordance with the Trust’s principal aim of flexible working by staff to enhance patient care and he/she will be fully consulted.

ACCESS TO HOSPITAL BASE

The successful candidate will be expected to live within easy access, normally not more than approximately 10 miles by road from the North West London Hospitals. The reimbursement of removal and associated expenses will be subject to the criteria laid down in the Trust’s Conditions of Service. In the event of the Trust agreeing to reimburse interest charges on a Bridging Loan, reimbursement will normally be made in full up to a maximum period of six months. Reimbursement will not be continued beyond this period. The private residence must be maintained in contact with the public telephone service.

Assistant can be given with the cost of installation and rental charges.

NO SMOKING POLICY

It is the policy of the Trust to promote positive health. Smoking, therefore, is actively discouraged and is prohibited in the majority of the Hospital including offices.

SECURITY

In the interests of safety and security the appointee will be required to wear Hospital Staff Identification Badge at all times whilst at work.

GENERIC RESPONSIBILITIES

To comply with all Trust Policies and Procedures, which may be varied from time to time. Copies of the current policies and procedures are available from the HR Department or on the Intranet. In particular:

To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.

To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.

To work in accordance with the Trust's policies to eliminate unlawful discrimination and promote good race relations and diversity in the workplace. To positively promote at all times equality of opportunity in service delivery and employment for patients and staff in accordance with the Trust’s policies, to ensure that no person receives less favourable treatment than another on the grounds of sex, marital status, race, religion, creed, colour, nationality, ethnic or national origin, sexual orientation, age or disability. To be trained in and demonstrate fair employment practices, in line with trust policies.
To comply with the Trust's Smoke-Free Policy

To adhere to the Trust's Infection, Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all healthcare associated infections including MRSA. In particular:

- Observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after patient contact in all patients with diarrhoea. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.
- Attend infection control training provided by the Trust as set out in the infection control policy.
- Contact Occupational Health in the event that an infection transmissible to patients is contracted.

To work in accordance with the Trust’s policies on safeguarding children and vulnerable adults. Northwest London Hospitals NHS Trust is committed to protecting, safeguarding and promoting the welfare of children and vulnerable adults and expects all employees to carry out their duties in accordance with this commitment.

To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the post holder.