

**JAMES PAGET UNIVERSITY HOSPITALS NHS FOUNDATION TRUST
PERSON SPECIFICATION**

POST: CLINICAL FELLOW (STAFF DOCTOR) – ACCIDENT & EMERGENCY

	ESSENTIAL	DESIRABLE
Qualifications: Higher Qualifications	MBChB or equivalent	Distinctions/Honours
Clinical Experience & Knowledge.	3 years Postgraduate experience including 1 year as an SHO in Accident & Emergency.	FRCS/MRCS/MRCP/ FRCA
Sub Specialty Experience	ALS ATLS Ability to provide expert clinical opinion across a wide range of problems within the specialty especially Trauma and recent medical emergencies management.	PALS
Management and Administrative Experience.	Ability to organise and prioritise work effectively Ability to make good medical notes.	
Academic Achievements, Research/Publication	Ability to use research outcomes in clinical practice.	Involvement in research projects, audit and published papers.
Audit and Clinical effectiveness.	Familiar with the principles of conducting Clinical Audit and Risk Management. Understands principles of Clinical Governance.	
Personal Attributes	Ability to communicate clearly with colleagues, laboratory staff, and other staff and agencies. Energy and enthusiasm and an ability to work under pressure. Commitment to continuing professional development. Motivated and Trustworthy.	Formal training in teaching skills. Experience in teaching junior medical staff.
Other Requirements	Current Full GMC Registration. Hepatitis B, Rubella, Varicella and TB vaccinations. Documentary evidence of Hepatitis C immunity. Satisfactory completion of the Trusts Occupational Health assessment.	Able to travel to meet the demands of the post

Lowestoft Road
Gorleston
Great Yarmouth
Norfolk
NR31 6LA

Main switchboard: 01493 452452

Direct Dial: 01493 453869

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ACCIDENT & EMERGENCY

Clinical Fellow (Staff Doctor)

Job Description

JAMES PAGET UNIVERSITY HOSPITALS NHS FOUNDATION TRUST

The James Paget University Hospitals NHS Foundation Trust is seeking to appoint a Clinical Fellow (Staff Doctor) to an existing position. The Staff Doctor will have responsibility for providing a service in conjunction with his/her colleagues.

The position provides an excellent opportunity for a suitably qualified specialist to actively contribute to the further development of a modern A&E service within this highly regarded Trust with its wide range of acute and community services, which will afford high professional visibility.

Accident and Emergency Department

The Accident and Emergency Department has recently undergone a major upgrade and contains:

- a) 2 bedded resuscitation area
- b) Major Treatment area, 5 cubicles
- c) Minor Treatment area, 6 cubicles
- d) Plaster room
- e) Resource room
- f) Paediatric treatment area, 4 cubicles
- g) 3 bedded observation ward
- h) Special treatment room
- i) Separate "See & Treat" area

The Accident & Emergency department has a daily review clinic.

The Post

1. The post will be designated Clinical Fellow (Staff Doctor) Accident & Emergency.
2. This will be a full time post (12 sessions per week). The post is for 48 hours per week. The additional sessions are in recognition of the unsocial hours element of the post.
3. The employer will be the James Paget University Hospitals NHS Foundation Trust.

Duties of the Post

The appointee will take an equal share in the duties, clinical and non-clinical, of the department with their Staff Grade colleagues. While on duty the Staff Doctor is expected to be in the department, or if on a break, nearby. There is no on-call room as the night duties are rostered as full shifts.

- a) to provide with Staff Doctor colleagues 24 hour A & E presence
- b) to treat patients as they arrive in conjunction with SHO's
- c) to provide support and guidance to SHO's
- d) to participate in the educational and audit activities of the department

Rota

The Accident & Emergency Department works a full shift system. The Staff Doctors sessions are rostered to provide 24 hour presence. Weekends are at present 1 in 3. Hours per week are variable – usually 42 hours, not exceeding 48 hours.

Medical Staffing

3 Consultants Accident & Emergency Consultants:

Mr R Franklin
Mr V Inyang
Mr D Peacock

2 Associate Specialists

5 Staff Grades

1 ACCS Specialty Trainee
2 General Practitioner Vocational Training Scheme
2 Foundation Year 2 Trainees
2 Clinical Fellow's (SHO level)

Education and Medical Audit

There is an Induction course for ST's at the start of each session for 1 hour every morning for 2 weeks. The successful candidate will take an active part in Departmental training, both medical and nursing. Within the timetable these will be designated half day for C.M.E. There is departmental teaching for 2 hours every Tuesday.

Clinical Governance

The Trust has introduced Clinical Governance under the joint leadership of the Medical and Nurse Directors. It has been at the forefront of the introduction of Risk Management. The Trust was one of the first to achieve CNST Level 2. Recent appointments of Senior Staff to support Clinical Governance emphasise the Trusts commitment and it is expected that all Medical Staff will participate.

University Of East Anglia (UEA) Medical School

This is a new joint venture involving the UEA, Norfolk & Norwich and James Paget University Hospitals NHS Foundation Trust (JPUH), Norfolk Mental Health and General Practitioners in Norfolk and Suffolk. The first intake of students was in Autumn 2002. The James Paget consultants are involved in the development and delivery of the Curriculum and Teaching Programme, with approximately 30% of all secondary care teaching being based at JPUH. In addition a significant proportion of the lectures/seminars/teaching sessions/assessments at the UEA for Medical Students are also delivered by employees of the Trust. The new medical school emphasises the importance of innovative teaching methods especially problem-based learning in the education of under-graduates.

Postgraduate Medical Education

Post Graduate Education is based within the Education and Training Centre at the JPUH. There is a good medical reference library within the Trust. The centre provides a wide and varied programme to support continuing education with the local consultants and visiting specialists participating. There is a GP vocational training scheme and an active teaching programme for junior staff in which most consultants participate. A major expansion of teaching facilities has already begun with further expansion planned.

There is a well-staffed and equipped department of Medical Illustration which provides full slide-making and other audio-visual facilities for the Trust.

At the monthly Medical Audit meetings, specific topic-related audit and random case note reviews are undertaken. Chairmanship for the audit meeting rotates between the physicians.

Education and Training Centre

The phase 1 of the Education and Training Centre has recently opened. This new purpose-built centre provides a wide range of state-of-the-art teaching facilities and most rooms have built-in modern audio-visual presentation facilities. There are consultation rooms and examination rooms, a spacious entrance area, a coffee lounge along with wet and dry labs and an IT laboratory. This centre provides teaching and training facilities for a wide range of staff including Medical Students and BLS/ ILS/ ALS/ ALERT courses. Plans for further expansion with phase 2 are already being made to accommodate rising Medical Student numbers and the rising demand for teaching and training within the Trust.

Infection Control

Staff working in a clinical environment must ensure that they understand and follow the infection control policies, procedures and best practice applicable within the Trust.

In order to do so they must;

- Observe all infection control policies and practices relevant to the post
- Act as a role model to others regarding infection control best practice
- Ensure that they keep up to date and attend all relevant training relating to infection control issues applicable to their post
- Ensure that patients, visitors and contractors are aware of and follow infection control best practice (where applicable).
- Report non-compliance or concerns regarding infection control issue/best practice to their line manager.

General Conditions of Employment :

Salary:	As the Whitley Council scale for Staff Doctors, pro rata part-time.
Pension:	NHS contributory scheme.
Holidays:	5 weeks for the first 2 years then 6 weeks thereafter.
Notice period:	3 months.
Relocation package:	Subject to individual circumstances and previous relocation claims. If you receive rent-free accommodation - even if this is stated in the Whitley Council as part of your contract of employment - this is considered to be a taxable benefit by Inland Revenue, and you are liable to pay any tax that is due.
Terms:	The Terms and Conditions of the post are as the General Whitley Council Conditions of Service, as amended from time to time.
Location:	The post holder is based at the James Paget University Hospital but may be required to undertake duties at other sites within the locality.
Medical:	Required to complete Trust's Confidential Occupational Health Services medical questionnaire and undergo medical examination, if necessary. The post holder will be required to be immunised against Hepatitis B.
Rehabilitation of Offenders:	Exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975.
Equal Opportunities:	James Paget University Hospitals NHS Foundation Trust is committed to the promotion thereof, on the basis of opportunity and advancement correlating with ability, qualification and fitness for work.
Expenses:	Reimbursed interview travel and subsistence expenses limited to two preliminary site visits (where appropriate from the point of entry to the U.K.)
Registration:	Required to have and maintain full registration and to comply with requirements for revalidation and C.M.E as laid down by the General Medical Council

Protection of Children DHSS Circular HC(88)9

Within the terms of the above circular and in view of the substantial access to children you are required when applying for the post to disclose any records of convictions, bound over orders or cautions against you as an appendix to accompany your application.

Visiting

Candidates wishing to visit the hospital should contact:

Medical Staffing
James Paget University Hospitals NHS Foundation Trust
Lowestoft Road
Gorleston
Great Yarmouth
Norfolk
NR31 6LA

Telephone: (01493) 452676

OR

Mr D A Peacock
Consultant A & E

James Paget University Hospitals NHS Foundation Trust
Lowestoft Road
Gorleston
Great Yarmouth
Norfolk
NR31 6LA

Telephone: 01493 452318 (Secretary)