

Royal Brompton and Harefield Clinical Group

Job Profile

Adult Cystic Fibrosis and Obstetric Medicine Fellow

- Reproductive and Maternal Health (Trust Grade ST3-8)

Royal Brompton Hospital

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A System of Care

On 1st February 2021 the Royal Brompton and Harefield Hospitals became part of Guy's and St Thomas' NHS Foundation Trust – a truly once-in a generation development. Together, we are taking our first steps towards our vision of creating a brand-new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease in patients from pre-birth to old age. We are developing some exciting plans and we want you to join us – so come and help to change the shape of healthcare for our heart and lung patients world-wide.

Working from two main sites, Royal Brompton Hospital in Chelsea, West London and Harefield Hospital near Uxbridge, we are the largest specialist heart and lung centre in the UK and among the largest in Europe.

Our experts are known throughout the world for their expertise, standard of care and research success.

Our specialist hospitals provide treatment for people with heart and lung disease, including rare and complex conditions. We carry out some of the most complicated surgery and offer some of the most sophisticated treatment that is available anywhere in the world.

Among their many achievements, experts at Royal Brompton and Harefield Hospitals:

- pioneered intricate heart surgery for newborn infants born with a congenital heart disease
- performed the first successful heart and lung transplant in Britain
- implanted the first coronary stent.

Royal Brompton & Harefield Hospitals (the Group) part of Guy's and St Thomas' NHS Foundation Trust is an internationally renowned centre for heart and lung services. Our brand identity is strong and clear: delivering the best clinical care and the best research for patients with heart and lung disease.

Heart and Lung diseases are the world's biggest killers and our experts care for patients who come from across the UK and overseas, not only from our local areas.

Our integrated approach to caring for patients from the womb, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained the Group an international reputation as a leader in heart and lung diagnosis, treatment, and research.

Research programmes play a vital role at both our hospitals. This is because the most talented medical experts are rarely content with using tried and tested methods to treat their patients. The opportunity to influence the course of modern medicine by developing new treatments is a prospect that attracts them to specialist centres, where research opportunities are a fundamental part of delivering patient care. As well as travelling internationally to lecture and share their knowledge, our clinicians hold prominent positions on influential boards, committees, institutions and professional associations.

Our closest academic partners are the National Heart and Lung Institute in the Faculty of Medicine Imperial College London and, the Harefield Heart Science Centre. Furthermore, we have active collaborations with hospital and universities across the UK, for example the with Liverpool Heart and Chest Hospital in the Joint Institute for Cardiovascular Medicine and Science. Over the past two years, we have been working towards a closer collaborative model of cardiovascular health delivery with our colleagues from St Thomas' Hospital and King's Health Partners. Congenital Heart Disease, including its adult component are centrally placed in this collaboration.

Over the years our experts have been responsible for several major medical breakthroughs – discovering the genetic mutations responsible for the heart condition dilated cardiomyopathy, founding the largest centre for the development of new treatments for cystic fibrosis in Europe and pioneering heart surgery for newborn infants.

Our hospitals do not operate in a vacuum; fully integrated networks of care exist with partner organisations and many of our clinicians have joint appointments with neighbouring trusts.

Our experts promote the principle of 'shared care' through an expanding system of consultant-delivered outreach clinics, at which they see patients at over 30 hospitals across the South East, covering Essex, Sussex, Surrey, Hertfordshire, and Middlesex. This system allows patients to benefit from specialist expertise in their local environment, with inpatient care at our hospitals as needed.

1.0 Clinical Group mission, values and approach

Our mission is to be the UK's leading specialist centre for heart and lung disease. We will achieve this mission through a strategy of focused growth in aspects of heart and lung treatment, such as congenital heart disease, arrhythmia, heart failure and advanced lung diseases.

Our Approach

- The continual development of leading-edge services through clinical refinement and research
- The effective and efficient delivery of core specialist treatment
- The transition of appropriate routine services to other centres to release capacity for new interventions

Remaining an autonomous specialist organisation is central to preserving and building our strong clinical and organisational record. However, we are equally convinced of the importance of effective partnerships particularly with major academic bodies, such as Imperial College London and Kings College London, to ensure a continuing pipeline of innovations to develop future treatments.

Our Values

At the core of any organisation are its values; belief systems that are reflected in thought and behaviour.

We have three core patient-facing values and four others that support them.

Our three core values are:

- **We care**
We believe our patients deserve the best possible specialist treatment for their heart and lung condition in a clean, safe place.
- **We respect**
We believe that patients should be treated with respect, dignity and courtesy and they should be well informed and involved in decisions about their care.
- **We are inclusive**
We believe in making sure that our specialist services can be used by everyone who needs them, and we will act on any comments and suggestions that can help us improve the care we offer.

And the following values support us in achieving them:

- **We believe in our staff**
We believe our staff should feel valued and proud of their work and know that we will attract and keep the best people by understanding and supporting them.
- **We are responsible**
We believe in being open about where our money goes, and in making our hospitals environmentally sustainable.
- **We discover**
We believe it is our duty to find and develop new treatments for heart and lung disease, both for today's patients and for future generations.
- **We share our knowledge**
We believe in sharing what we know through teaching, so that what we learn can help patients everywhere.

1.1 Performance and achievements in 2019/2020

Our experts in 2019/20:

<p>Cared for more than 216,000 patients in our outpatient clinics</p>	<p>Cared for nearly 40,000 patients on all our wards</p>	<p>Maintained one of the fastest 'arrival to treatment' times for UK heart attack patients – 23 minutes compared with a national average of 56 minutes</p>
<p>Launched Rainbow badges showing that the Trust offers more open, non-judgmental and inclusive care for patients and their families and friends who identify as LGBT+</p>	<p>Received a 96% recommendation score in the annual Friends and Family Test</p>	
	<p>Reported an average 18-week referral to treatment time (RTT) of 93% exceeding the national target</p>	<p>Introduced sunflower lanyards which, when worn discreetly, indicate to staff that wearers have a hidden disability and may require additional support or assistance</p>
<p>Built on our Day of Surgery pilot scheme with 70% cardiac surgery patients admitted on the day of surgery, up from 3-4% when the pilot started</p>	<p>Produced 886 peer-reviewed publications, with our academic partners, strengthening the Trust's position as a leading centre for cardiovascular, critical care and respiratory research</p>	<p>Recruited over 2,300 patients onto over 100 research programmes that will contribute towards better patient care and outcomes</p>
<p>Improved our communication to patients with the introduction of digital appointment letters and text reminders</p>		<p>Improved our environmental responsibility by reducing our carbon emissions by 9% and our energy consumption by 2.7%</p>

1.2 Range of Services

The Clinical Group provides first-rate clinical services and exceptional research output.

We have an outstanding Research and Development pedigree; with over 500 active research

projects across 10 R&D programmes. Every one of these programmes has been consistently given the top rating by the NHS R&D Directorate. The table below illustrates the inter-relationship between our R&D activity and clinical services.

Several of our clinical services have been formally designated as national services by the Department of Health: Heart and Lung transplantation, Ventricular Assist Devices (LVAD), Pulmonary Hypertension and Primary Ciliary Dyskinesia.

Research Programmes		Clinical Services
Congenital Heart Disease	↔	Adult Congenital Heart Disease Pulmonary Hypertension Paediatric Respiratory Paediatric Congenital Heart Disease Fetal Cardiology Primary Ciliary Dyskinesia
Chronic Coronary Heart Disease and Atheroma	↔	Acquired Heart Disease
Failing Heart	↔	Heart Failure Heart & Lung Transplant
Critical Care	↔	Critical Care relating to Heart and Lung
Chronic Respiratory Failure	↔	Chronic Obstructive Pulmonary Disease Sleep Ventilation Pulmonary Rehabilitation Lung Volume Reduction
Lung Cancer	↔	Lung and Upper GI cancer services
Severe Respiratory Disease	↔	Interstitial Lung Disease Acute Lung Injury Asthma & Allergy
Occupational and Environmental Medicine	↔	Occupational Lung Disease
Chronic Suppurative Lung Disease	↔	Paediatric and Adult Cystic Fibrosis Non – CF Bronchiectasis Aspergillosis Mycobacterial Infections

1.3 Organisation

The Trust Board and Clinical Group Board are constituted as follows:

Non Executive Members	Executive Members
Baroness Sally Morgan (Chair)	Chief Executive, Dr Ian Abbs
Mr Simon Friend (Deputy Chair)	Lawrence Tallon, Deputy Chief Executive
Dr Felicity Harvey, CBE	Avey Bhatia, Chief Nurse and Vice President of the Florence Nightingale Foundation
Royal Brompton and Harefield Clinical Group	
Dr Richard Grocott-Mason, Managing Director	Ms Jan McGuinness, Chief Operating Officer,
Dr Mark Mason, Medical Director	Mr Nicholas Hunt, Executive Director
Mrs Joy Godden, Director of Nursing and Governance	Mr Robert Craig, Director of Development and Partnerships
Mr Richard Guest, Chief Financial Officer	Mrs Lis Allen, Director of Human Resources (HR)

The Royal Brompton and Harefield Clinical Group Board is a formal sub-committee of the Guy's and St Thomas' NHS Foundation Trust Board, with delegated responsibilities and decision-making rights for the strategic and operational running of its services. These are set out in the Guy's and St Thomas' Scheme of Delegation, and the Trust's Standing Financial Instructions provide the delegation limits with regard to financial decisions.

The Guy's and St Thomas' NHS Foundation Trust Board of Directors holds legal accountability for the Trust including all aspects of the Royal Brompton and Harefield Clinical Group (RB&H). The Royal Brompton and Harefield Clinical Group Board provides assurance to the Guy's and St Thomas' NHS Foundation Trust Board of Directors on the overall operational, quality and safety and financial performance of Royal Brompton and Harefield Hospitals, and on the development and delivery of the Trust's strategy for its heart and lung services.

The Clinical Divisions are: Heart (RB&H incorporating Cardiology Radiology and Cardiac Surgery), Harefield (incorporating Cardiology, Transplant, Radiology, Respiratory and Cardiac and Thoracic Surgery), RB&H Lung (incorporating Respiratory Medicine, Radiology and Lung Surgery); and Directorates of Paediatrics, Anaesthesia and Critical Care, Laboratory Medicine, Pharmacy and Rehabilitation and Therapies.

Non-clinical directorates are: Human Resources, Finance, Patient Services, Estates & Facilities, Communications and Public Affairs and Business Development & Commissioning.

1.4 Harefield Hospital Site

Harefield Hospital (HH) is a regional centre for cardiology and cardiothoracic surgery, and an international centre for adult heart and heart-lung transplantation. It is one of a small number of UK cardiac centres assisting in development of implantable mechanical ventricular assist devices in the management of end-stage heart failure. It also provides a primary intervention service for acute coronary syndromes to selected Trusts and the

London Ambulance Service, in outer West London and the Home Counties. It has approximately 1,185 staff, 180 beds with 5 operating theatres, and 4 catheter laboratories.

1.5 Royal Brompton Hospital Site

The Royal Brompton Hospital (RBH) is a specialist cardiothoracic centre specialising in diseases of the heart and lung, with services for adults (Cardiology, Cardiothoracic Surgery, Radiology, and Thoracic Medicine) and Paediatrics. It has approximately 2,081 staff, 296 beds, 6 operating theatres, 5 catheter laboratories, a private patients' ward and extensive imaging facilities. The hospital has recently opened the Cardiovascular Biomedical Research Unit (BRU) in partnership with Imperial College London. This facility offers a CMR scanner, catheter lab and echocardiography suite for research purposes, as well as state of the art genetic analysis facilities.

A Respiratory Biomedical Research Unit was opened on the RBH site in 2010 offering extensive research facilities for lung disease. Following public consultation, it was agreed that inpatient paediatric surgery and investigations should consolidate at the Royal Brompton Hospital.

1.6 Adult Congenital Heart Unit

The Adult Congenital Heart Unit is one of the largest dedicated services of its type in the world, providing care for around 4000 patients. The unit has an active interventional and surgical program. Specialist clinics include high risk pregnancy, intervention and pulmonary hypertension. Research is given high priority within the unit exemplified by the most recent assessment from the HFCE. The RB&H produces more highly-cited publications in ACHD than any other Trust in the country, or anywhere else in the world.

1.7 Clinical Governance and Quality

The Clinical Group has an extensive programme of clinical governance and quality led by Mrs Joy Godden, Director of Clinical Governance and Nursing and Dr Mark Mason, Medical Director. The programme is delivered through the organisation's systems and processes for monitoring and improving services, including sections for:

1. Clinical audit and information
2. Clinical risk management
3. Research and development office
4. Infection prevention and control
5. Patient feedback
6. Clinical Quality and Improvement

Consultant appraisals form an integral part of the process with each consultant undertaking annual appraisal with their line manager. There is also a programme of mandatory training undertaken by all staff.

- **Regulation**

The Trust was inspected by the Care Quality Commission during Autumn 2018 and the inspection report was published in February 2019. Overall, the Trust was rated by the CQC as 'Good'. Within this rating, Harefield Hospital was rated as 'Good' and the Royal Brompton Hospital as 'Good' and identified several areas of outstanding practice.

- **Research and Development**

Research is a major activity at Royal Brompton and Harefield Hospitals. In pursuing its research role, it is closely likened with its association with the National Heart and Lung Institute (NHLI) which is a constituent division of Imperial College School of Medicine. At the last research assessment exercise, the clinical research carried out jointly between the hospital and NHLI was awarded a 5* rating (the highest possible rating, shared by only two other UK establishments). Consultant staff at Royal Brompton and Harefield are normally granted honorary status at Senior Lecturer level with the University of London through NHLI and Imperial College.

The Group structure for managing research changed in April 2017, with oversight for research being placed within the clinical divisions. In response to this, a new structure was implemented incorporating both operational and strategic aspects. To ensure appropriate delivery and oversight, new Cardiac and Respiratory Research Committees have been established with oversight and focus of operational running of the core facilities, including prioritisation of studies, governance, staffing, study and strategic oversight by Imperial College with focus on strategic grant applications, AHSC linkages, NIHR and GEL interactions.

- **King's Health Partners**

As part of the wider Guy's and St Thomas' Trust, the Group also partners with King's Health Partners, which provides further opportunities for collaboration and honorary positions for our research experts. King's Health Partners is a very strong and productive collaboration between Guy's & St Thomas', King's College Hospital, South London & Maudsley NHS Trust and King's College London as the academic partner.

King's College London is a leading Russell Group, multi-faculty university with a wide spectrum of academic activities covering medicine, the life sciences, nursing, dentistry, pharmacy, psychiatry, physical sciences, engineering, arts and humanities, business, social sciences and law. The vast majority of medical research and educational activities – including all cardiovascular and respiratory activities - are based within the Faculty of Life Sciences & Medicine, which is one of the largest and most successful centres for biomedical research and education in the UK. It employs almost 1,900 staff (full time equivalent), of which there are 440 academic staff and 800 research staff.

Royal Brompton & Harefield colleagues have been invited to affiliate and work with staff within the Life Sciences & Medicine Faculty and at King's College more widely. There are

numerous opportunities for exciting collaborations in research, education, innovation for example and tremendous strengths and benefits from these synergies, which are just being explored, Royal Brompton and Harefield colleagues are also able to obtain honorary appointments with King's College London too. All partners in the Kings Health Partnership share the same vision of creating a unique and world-leading centre of clinical-academic excellence for cardiovascular and respiratory patients.

- **Imperial College London**

The Royal Brompton and Harefield Group has established and maintained close links with Imperial College, which was established in 1907 in London's scientific and cultural heartland in South Kensington, as a merger of the Royal College of Science, the City and Guilds College and the Royal School of Mines. St Mary's Hospital Medical School and the National Heart and Lung Institute merged with the College in 1988 and 1995 respectively. Imperial College embodies and delivers world class scholarship, education and research in Science, Engineering and Medicine, with particular regard to their application in industry, commerce and healthcare. We foster interdisciplinary working internally and collaborate widely externally. Consequently, a significant amount of Medical Staff employed by Imperial College hold honorary contracts with the Royal Brompton and Harefield Group.

The Group operates two Clinical Research Facilities (CRF), Cardiac and Respiratory, in partnership with Imperial College. The Cardiac CRF undertakes pioneering research into heart regeneration, aiming to increase the understanding of cardiac conditions in people living with cardiomyopathy, arrhythmia, coronary heart disease and heart failure. The CRF offers cutting edge genomics facilities, using state-of-the-art next generation DNA sequencing, to directly focus on the genetic analysis of inherited heart and lung conditions. It aims to be the leading national and international laboratory for the discovery of genes involved in cardiovascular disease and their use in diagnostic and therapeutic strategies.

- **Mentorship**

All new Consultants at the Royal Brompton and Harefield Hospitals will be provided a detailed and focussed Trust and Departmental Induction upon their arrival. As part of the local induction, a Professional and Management Mentor will be allocated, with whom the appointee will meet for regular meetings.

JOB DESCRIPTION – Trust Grade (ST3-CCT)

Post: Clinical and Academic Innovation Fellow

Location: This is a Trust appointment and the main base will be at Royal Brompton Hospital, Chelsea, London, SW3 6NP. Additionally, the post holder may be required to work at any of the Trust's sites and any associated sites as required.

Duration: 1 year

Job Summary

The advertised post is for a fixed-term (12 month) **Adult Cystic Fibrosis and Obstetric Medicine Fellow** (CF) based in the Royal Brompton Hospital (RBH), London to lead on a transformation project which focuses on an area of high importance, and is a project with potential for excellent multi-generational impact: **CF Reproductive and Maternal Health**.

The Royal Brompton Adult CF Service offers world-class CF care with an enthusiastic, forward-thinking multidisciplinary team well equipped to plan for the rapidly changing future care of adults with CF in the advent of CFTR-specific modulator therapies. As such, it has been recognised that people with cystic fibrosis (PWCF), CFTR-related disorder and their families must negotiate increasingly complex choices when considering starting a family.

The Royal Brompton has approximately 600 adult CF patients from all over the UK. Since 2020, the RBH CF-pregnancy rate quadrupled and is linked to the availability of the new CFTR modulator therapy in the UK, Kaftrio. Women with CF who have become pregnant have been enrolled into a novel, dedicated CF maternal health clinic. This first-of-its-kind clinic involves a multidisciplinary team of CF specialists, including consultants, psychologists, nurse specialists, dietitians, pharmacists, physiotherapists and clinical genetic counsellors, who meet virtually on a monthly basis with the pregnant women, and their partners where appropriate.

Specialists from the clinic also work in partnership with obstetric medicine and maternal health specialists at Chelsea and Westminster Hospital, St Thomas' Hospital and King's College Hospital, as well as womens' local obstetric and midwifery teams in to provide all-round holistic care, from conception right through to delivery and the post-partum period.

The successful applicant will be involved in the analysis and co-ordination of this service development and the co-design of future avenues for this service and research opportunities including developing CF-specific resources with the Faculty for Sexual and Reproductive Health from contraception and menopause, with PWCF and the CF MDT. They will be encouraged to disseminate their findings as the future of CF services across the UK and

worldwide are changing especially in this time of highly effective modulator therapies, patient leadership and following the COVID-19 pandemic. The outcomes of this post will address an unmet need by supporting the development of a **novel clinical CF-Reproductive and Maternal Health service** aimed at improving patient experience and contributing to multi-professional education, research and career advancement opportunities in CF and obstetric medicine.

Job Purpose

To lead on a transformational, clinical-academic project in Cystic Fibrosis Reproductive and Maternal Health. The post-holder will develop a novel, first-of-its-kind dedicated service in order to deliver high quality compassionate care to PWCF with respect to family planning, genetic counselling, antenatal and postnatal management in the context of CFTR modulator therapy.

Royal Brompton Adult Cystic Fibrosis Department (Lung Division)

The Adult Cystic Fibrosis Service cares for ~600 adult cystic fibrosis patients. The post holder will be expected to join with the rest of the large CF multidisciplinary team in providing comprehensive outpatient care and virtual service care with a focus on developing the new CF Reproductive and Maternal Health Service. The Fellow will be responsible for undertaking the administrative duties associated with coordination of this new service supported by the Virtual CF digital team.

During the fellowship the successful applicant is expected to gain:-

i) Clinical Experience

This fellowship will provide competency in the specialist assessment and management of adolescent and adult patients with CF. With an onus on clinical academic innovation in developing the **CF Reproductive and Maternal Health Service**, this fellowship will also provide protected time to attend allied specialist clinics within GSTT and Kings Health Partnership. All appropriate teaching and educational opportunities will also be protected. The post holder will be based at RBH which includes a dedicated CF Virtual Hub and Team for clinical reviews.

The fellowship provides competency in **outpatient, ambulatory and virtual CF care**, supporting patient self-management delivering Respiratory care with an increased focus on integrated care provision, co-ordination of outreach CF Obstetric MDTs, team working and patient safety.

The fellow will understand the principles of Quality and Safety improvement, infection control, and audit and development aiming to design, deliver and present a project. Competency in all objectives for Core Clinical Skills (History taking, clinical examination, therapeutic and prescribing in CF and pregnancy, time management, decision making and clinical reasoning) will be achieved by being an integral member of the large Adult CF MDT taking part in regular CF clinics, weekly MDT meetings, and monthly CF Maternal Health clinics providing an opportunity to demonstrate leadership and an ability to work in teams.

Competency in the application of pathology, microbiology and pharmacology expertise in CF alongside the specialist management of patients with CF, CFTR-related disorder during pregnancy and pre-conception genetic counselling and assisted fertility will also be achieved. Understanding the role and interactions with allied professionals through joint clinics with Obstetrics, Endocrinology (CF-related diabetes and gestational diabetes) and Gastroenterology/Hepatology (CF-related liver disease) will be critical.

ii) Management and leadership experience

The fellow will be supported to gain competency in understanding local and national CF guidelines and clinical audit (UK CF database), and in developing CF specific guidelines for the management of CF Pregnancy in the context of CFTR modulators. They will be supported in leading regional service development projects and audit projects. They will be involved in the continued development of the Virtual CF Reproductive and Maternal Health MDT and build upon Obstetric medicine networks within the region. They will be encouraged to attend Clinical Team Leads meetings, Safety and Governance meetings and Directorate level meetings. They will be encouraged to obtain BTS Committee experience and supported to attend at ECFS and NACFC.

iii) Research experience

The Royal Brompton Adult CF service is a CF Trust Accelerator Platform centre and is a member of the European Clinical Trials Network. It has a designated research inpatient and outpatient area with access to Lung Clearance Index. It has a highly active commercial and investigator led research portfolio with excellent national and international research links. The appointed Fellow will be encouraged to become familiar with research processes.

iv) Teaching experience

The applicant will have the opportunity to obtain experience in both postgraduate and undergraduate education in the new Kings Health Partnership hospitals network including RBH, GSTT and RCP Trainees programme.

Staffing

The current permanent medical staffing structure for Adult Cystic Fibrosis is as follows:

Consultant Staff

Dr Susan Madge	Consultant Nurse, Cystic Fibrosis Centre Director
Professor Nicholas Simmonds	Consultant, Adult Cystic Fibrosis
Dr Imogen Felton	Consultant, Adult Cystic Fibrosis
Dr Andy Jones	Consultant, Adult Cystic Fibrosis
Dr Emem Ukor	Consultant, Adult Cystic Fibrosis
Dr Barbara Belkarty	Trust Physician, Adult Cystic Fibrosis

Junior Medical Staff

There are three Respiratory Infection StR's and a combination of core medical trainees, covering all CF activities including in-patients, CF virtual clinic and ambulatory care.

Clinical Responsibilities

The post-holder will take part in three CF clinics and/or ambulatory unit reviews per week, comprising a mixture of virtual and face-to-face CF, CF Maternal Health and allied specialist clinics. Supported by the Kings Health Partnership (KHP) Clinical and Academic Innovation Programme project manager, the Fellow will facilitate cross-partnership collaboration, leveraging the specialist clinical and academic expertise from the largest adult CF service in Europe and the internationally renowned Obstetric Medicine department within Guys and St Thomas' Hospital (GSTT) and Kings College London, which will allow a shared vision for a complimentary, patient-centred 'first in class' service and clinical-research group. Ultimately, this service aims to empower both patients and professionals alike and set the standard for the optimal delivery of care for people with CF (PWCF) and CFTR-related disorder of reproductive age.

PROPOSED WEEKLY TIMETABLE OF PROGRAMMED DUTIES

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Virtual CF Clinic	Face-to-Face CF Clinic	CF MDT Virtual Teams	CFTR-RD Clinic and CFTR genetics Counselling	Virtual CF / Maternal Health Clinic
PM	Teaching Transformation Project	Specialist Antenatal CF & Obstetric Medicine	Complex CF- diabetes & Gestational Diabetes MDT	Transformation Project Development & Analysis	Maternal Health MDT – Outreach meetings

	Development & Analysis	Clinics			
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A full-time work programme will normally comprise ten sessions per week. Hours of work are 40 per week average. Consideration will be given to those applying who wish to consider less than full time working. There is no formal on-call commitment to this post.

Conditions of Service

The post is covered by the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales 2003)

A London Weighting allowance is payable.

Additional Information

Confidentiality

During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to patients and staff.

Data Protection

In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by the Trust for any unauthorised purpose or disclose such as data to a third party. You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trust, unless expressly authorised to do so by the Trust.

Health and safety

You must co-operate with management in discharging its responsibilities under the Health and Safety at Work Act 1974 and take reasonable health and safety of yourself and others and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

Diversity

You are at all times required to carry out your responsibilities with due regard to the Trust's diversity policy and to ensure that staff receive equal treatment throughout their employment with the Trust.

Risk management

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

Conflict of interests

You may not without the consent of the Trust engage in any outside employment. In accordance with the Trust's conflict of interest policy, you must declare to your manager all

private interests, which could potentially result in personal gain as a consequence of your employment in the Trust. Interests that might appear to be in conflict should also be declared to your manager.

In addition, the NHS Code of Conduct and Standards of Business Conduct for NHS Staff (HSG 93/5) requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position that may give rise to a conflict between your private interest and your NHS duties.

Code of Conduct for Professionally Qualified Staff

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

Criminal Records Bureau

Any applicant who is short-listed for this post will be asked to complete a disclosure form as the post-holder will be required to have contact with vulnerable adults or persons under the age of 18. The successful candidate will be subject to a criminal record check from the Criminal Records Bureau prior to the appointment being confirmed. The disclosure will include details of cautions, reprimands, and final warnings, as well as convictions if applicable.

To abide by the Trust's no-smoking policy

Note:

The above description is not exhaustive, and may be altered to meet the changing needs of the post and of the directorate. The post holder will be expected to be flexible and to co-operate in accordance with the changing requirements of the directorate and of the Trust.

PERSON SPECIFICATION

Job Title: Clinical and Academic Fellow in Cystic Fibrosis Reproductive and Maternal Health

Department: Adult Cystic Fibrosis

Date: January 2022

CRITERIA	D / E	Assessed by
Qualifications / Training		
Full GMC registration with licence to practise	E	A / I
Completed MRCP	E	A / I
Currently in recognised programme for higher specialty training in Respiratory Medicine	E	A / I
Experience		
Must have at least 6 months experience in the UK in a substantive post or equivalent experience	D	A / I
Participation in a recognised scheme of continuing medical education	E	A / I
Advanced life support training	D	A / I
Teaching experience of medical students and FY1/2 or similar posts	D	A / I
Evidence of understanding and application of clinical care	E	A / I
Skills, Knowledge and Abilities		
Sound knowledge of general medicine and respiratory training	E	I / R
Proficient and efficient handling medical problems	E	I / R
Evidence of safe sound practical procedures	E	I / R
Proven ability to work as a member of a team	E	I / R
Good interpersonal and communications skills in line with the Trust's Core Behaviours (see appendix one)	E	I / R
IT skills and computer literacy	E	I / R

Other		
Willing to work at both Royal Brompton Hospital and other Trust sites eg. outreach clinics.	D	I
Evidence of continuing professional updating	E	I
Highly motivated and clear reasons for wanting this job	E	I
Commitment to pursuing a career in respiratory medicine or related specialities	E	I

Key: E = Essential D = Desirable A = Application I = Interview R = References

Appendix One

HEALTH CLEARANCE

Applicants invited for interview will be asked to complete a medical questionnaire for submission to the Trust's Occupational Health Service.

Medical Staff who will be undertaking clinical work will be required to provide written Proof of hepatitis B immunisation and antibody status, BCG and rubella immunisations. In the absence of such evidence the post holder will not be placed on the payroll or undertake clinical work until the evidence is produced to the satisfaction of the Trust.

The Trust requires that any doctor or dentist who directs the use of x-rays for procedures such as cardiac catheterisation, pacemaker insertions, orthopaedic procedures, etc, in patient investigations or administers radioisotopes to patients possesses a certificate as proof of training in accordance with the "Ionising Radiation (Protection of Persons undergoing Medical Examination or Treatment) Regulations 1988", and submits a copy of their certificate to the Medical Staffing Department. Courses to allow Trust medical staff to obtain the certificate are available through the Department of Medical Physics, Churchill.

CLINICAL GOVERNANCE

The post-holder will participate in the clinical audit, clinical effectiveness, risk management, quality improvement and any other clinical governance activities as required by the Trust, Health Authorities, and external accrediting bodies.

PERSONAL AND PROFESSIONAL DEVELOPMENT

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice. Professional or study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and other appropriate personal development needs.

MANAGEMENT

The post-holder will be required to work within the Trust's management policies and procedures, both statutory and internal, accepting that the resources available to the Trust are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with the Trust. He/She will undertake the administrative duties associated with the care of his/her patients, and the running of his/her clinical department under the direction of the Clinical Director.

GENERAL

The post-holder will assume a continuing responsibility for the care of patients in his/her charge and the proper functioning of his/her department.

IMPORTANT GENERAL NOTE

The post-holder must take responsible care of his/her own health and safety and any other personnel who may be affected by his/her omission. Trust policies and regulations must be followed at all times.

INDEMNITY

Under NHS Indemnity, the Trust will take direct responsibility for costs and damages arising from medical negligence where it (as employer) is vicariously liable for the acts and omissions of its medical and dental staff.

Where junior medical staff are involved in the care of private patients in an NHS hospital, they would normally be doing so as part of their contract. It is advisable that junior doctors who are involved in work outside his/her employment should have medical defence cover. This includes Category 2 work, i.e. reports for insurance companies, cremation fees.

Core behaviours for all Trust staff

All staff will commit to:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance
- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

In addition, all managers and supervisors will:

- Value and recognise the ideas and contributions of all team members
- Coach individuals and teams to perform to the best of their ability
- Delegate work to develop individuals in their roles and realise their potential
- Give ongoing feedback on performance, and effectively manage poor performance
- Provide support and guidance to all team members
- Encourage their team to achieve work/personal life balance
- Actively listen to comments/challenges and respond constructively
- Lead by example, setting high standards
- Ensure that there are sufficient resources for their team and rebalance priorities accordingly
- Provide a safe working environment