

## Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications and Training</b>	GMC registered medical practitioner Licence to practice	Additional post-graduate qualifications, e.g. MD/ PhD/MSc Additional sub-specialty training
<b>Experience</b>	Successful completion of FY2 training (or equivalent)	Experience in anaesthesia, medicine, surgery or emergency medicine Experience of Critical care medicine Experience of Trauma surgery Previous medical experience in the UK Evidence of academic achievements (additional qualifications etc)
<b>Ability</b>	Ability to take full responsibility for independent management of patients Ability to communicate effectively and clearly with patients and other team members	
<b>Academic Achievements</b>	Evidence of research activity and presentations Evidence of poster or oral presentations at national or international meetings	Evidence of research and publications in peer reviewed journals
<b>Teaching and Audit</b>	Evidence of commitment to: clinical audit formal and informal teaching and training of trainee doctors,	Experience of designing audits Experience of simulation training

	<p>medical students and other clinical staff</p> <p>learning and continuing professional development</p>	Evidence of training in clinical and / or educational supervision
<b>Motivation</b>	<p>Evidence of commitment to:</p> <p>patient-focused care</p> <p>continuous professional development and life-long learning</p> <p>effective and efficient use of resources</p>	Desire to develop services for patients
<b>Team Working</b>	<p>Ability to work in a team with colleagues in own and other disciplines</p> <p>Ability to organise time efficiently and effectively</p> <p>Reliability</p> <p>Evidence of successful team-worker and sensitivity to needs of patients and colleagues</p> <p>Excellent verbal and written communication skills</p>	<p>Ability to motivate colleagues</p> <p>Evidence of previous managerial training and experience</p>
<b>Circumstances of Job</b>	This post will have a commitment to the Royal Infirmary of Edinburgh Major Trauma Centre	

## Introduction to Appointment

**Job Title: Major Trauma Clinical Fellow**

**Department: Major Trauma**

**Base: Royal Infirmary of Edinburgh**

You may also be required to work at any of NHS Lothian sites.

**Post Summary:**

This is a 6- or 12-month post (candidate specific) at the Royal Infirmary of Edinburgh (RIE). Start date is negotiable, beginning from August 2024 at the earliest. The post is appropriate

for post FY2 / Early CT level trainees who wish to pursue a career in emergency medicine, anaesthesia, orthopaedics, general surgery, critical care and other surgical specialities with an interest in the multiply injured patient and who wish to gain further experience in the management of Major Trauma patient in a busy Major Trauma Centre.

It is open to all doctors who hold full/limited registration with the GMC and have successfully completed foundation year 2 training.

This post is whole time and is covered by the Medical and Dental staff Terms and Conditions of Service and National Terms and conditions for Specialty Doctor and Associate Specialist grades.

### Departmental and Directorate Information

The Major Trauma Centre (MTC) provides a multidisciplinary pathway of care for the most severely multiply injured patients in the South East of Scotland region. Pre-hospital trauma triage protocols ensure patients are transferred to the MTC within 45 minutes unless there is a requirement from stabilisation at a Trauma Unit en route.

Each year, Royal Infirmary of Edinburgh has approximately 200 major trauma submissions based on eSTAG (Scottish Trauma Audit Group) database.

The Major Trauma Centre at the RIE, went live in August 2021. The pathway for major trauma patients includes care provided by a specialist Major trauma ward, which includes, earlier, hyperacute rehabilitation services.

The hospital major trauma service has the responsibility and authority for the governance of all major trauma care in hospital. Provide a dedicated major trauma service for patients with major trauma that consists of:

- A dedicated Major Trauma Ward for patients with multisystem injuries.
- A designated consultant available to contact 24/7 who has the responsibility and authority for the hospital major trauma service and leads the multidisciplinary team care.
- Acute specialist trauma rehabilitation services.
- Acute specialist services for elderly populations.
- A named member of clinical staff (band 7 Nurse/AHP) who coordinates the patient care.

The service also has a role in the education and training of staff as well as effecting clinical supervision.

The key outcomes the network will deliver are:

- Seamless and effective Major Trauma Network
- Acute Trauma Care – Major Trauma Centre (Adult & Children), Trauma Units & Local Emergency Hospital
- Goal Focused Rehabilitation
- Support the Workforce, Education, Training & Governance

## **Objectives**

To enhance your knowledge and understanding of:

- Immediate lifesaving interventions by attending and participating in trauma calls.
- Interpreting initial investigations quickly including blood gas, X ray and CT results.
- Being part of the team liaising with other members of the trauma team, from all different specialties and documenting findings and plans in the Major Trauma admissions documentation.
- The main elements of a trauma call including how these should be coordinated and documented.
- The management of multi system trauma.

To become more skilled in:

- Primary and secondary surveys of Major Trauma patients.
- Top-to-toe clinical examination during hospital admission.
- The pre-operative assessment of patients with multiple injuries.
- The appropriate use of monitoring in level 1 beds and interpretation of data obtained.
- Liaising with the multi professional team in interpreting data for different team members and planning ongoing care.
- The provision of safe and effective care including pain relief to patients undergoing all required surgical procedures.
- The safe and effective use of postoperative pain management to ensure that rehabilitation can be carried out effectively.
- The correct management of chest drains.
- The management of chest and abdominal trauma.

## Main Duties and Responsibilities

### Clinical duties:

- The post holder will be responsible to the Major Trauma Consultant and will be involved in providing the medical care for patients on Major Trauma ward over a seven day rota.
- The post holder will attend the Major Trauma daily ward round, Trauma calls, clerk new patients complete tertiary surveys and provide medical handover of patients for either single specialty or repatriation.
- The post holder will have theatre opportunities as required for Major Trauma patients and relevant to their base specialty. They will work closely with the multi professional team to coordinate the pathway for the multiply injured patients. Consultant supervision will always be provided for the clinical activities described above.

### Non-Clinical responsibilities:

- Participation in audit and research is expected. There will also be opportunities to participate and lead supervised and accredited research and audit programmes. Service development both of the Junior Fellow role and the Major Trauma team in this new service will also be expected. As part of the clinical fellowship you will be required to attend regular Major Trauma audit and morbidity / mortality meetings.

### Out of Hours Commitments:

- There will be an expectation to provide weekend cover. You may be required to work nights.

### Location:

- It is anticipated the principal base of work will be at the Royal Infirmary of Edinburgh
- As part of your role, you may be required to work at any of NHS Lothian's sites.

### Provide high quality care to patients:

- Maintain GMC specialist registration and hold a licence to practice
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure patients are involved in decisions about their care and respond to their views

### Research, Teaching and Training:

- Where possible to collaborate with academic and clinical colleagues to enhance NHS Lothian's research portfolio, at all times meeting the full requirements of Research Governance
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director
- To act as educational supervisor and appraiser as delegated by the clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles

- To take an active part in the department rolling teaching programme, both to appropriate levels of other professionals and medical students. Participating in teaching on locally arranged trauma conferences would also be expected.

#### **Medical Staff Management:**

- To work with colleagues to ensure junior doctors' hours are compliant in line with EWTD and New Deal
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
- To participate in the recruitment of junior medical staff as and when required
- To participate in team objective setting as part of the annual job planning process

#### **Governance:**

- Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
- Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis
- Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
- Role model good practice for infection control to all members of the multidisciplinary team

#### **Strategy and Business Planning:**

- To participate in the clinical and non-clinical objective setting process for the directorate

#### **Leadership and Team Working:**

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Lothian and when participating in national or local initiatives
- To work collaboratively with all members of the team
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
- Adhere to NHS Lothian and departmental guidelines on leave including reporting absence
- Adhere to NHS Lothian values

## NHS Lothian – Indicative Job Plan

**Post:** Major Trauma Clinical Fellow

**Specialty:** Major Trauma

**Principal Place of Work:** Royal Infirmary of Edinburgh

**Contract:** 6- or 12-months negotiable beginning from August 2024 at the earliest.

**Availability Supplement:**

**Out-of-hours:** To provide weekend cover. You may also be required to work nights.

**Managerially responsible to:** Major Trauma Consultant

## Contact Information

Informal enquiries and visits are welcome and should initially be made to:

Dr D Kerlake, Clinical Director, Major Trauma Centre, Royal Infirmary of Edinburgh:

[Dean.Kerlake@nhslothian.scot.nhs.uk](mailto:Dean.Kerlake@nhslothian.scot.nhs.uk)

## Terms and Conditions of Employment

For an overview of the terms and conditions visit: <http://www.msg.scot.nhs.uk/pay/medical>.

<b>TYPE OF CONTRACT</b>	Fixed-Term
<b>GRADE AND SALARY</b>	Clinical Fellow (Locum Appointment for Service) £40,995 - £54,235 per annum (pro-rata if applicable)
<b>HOURS OF WORK</b>	40 hours per week
<b>SUPERANNUATION</b>	New entrants to NHS Lothian who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a>
<b>GENERAL PROVISIONS</b>	You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.
<b>REMOVAL EXPENSES</b>	Assistance with removal and associated expenses may be awarded (up to 10% of salary)
<b>EXPENSES OF CANDIDATES FOR APPOINTMENT</b>	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imburement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.
<b>TOBACCO POLICY</b>	NHS Lothian operates a No Smoking Policy in all premises and grounds.
<b>DISCLOSURE SCOTLAND</b>	This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.



<p><b>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</b></p>	<p>NHS Lothian has a legal obligation to ensure that it's employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Lothian they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified.</p>
<p><b>REHABILITATION OF OFFENDERS ACT 1974</b></p>	<p>The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as "spent" after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are "spent" under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Lothian. Any information given will be completely confidential.</p>
<p><b>MEDICAL NEGLIGENCE</b></p>	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.</p>
<p><b>NOTICE</b></p>	<p>Employment is subject to three months' notice on either side, subject to appeal against dismissal.</p>
<p><b>PRINCIPAL BASE OF WORK</b></p>	<p>You may be required to work at any of NHS Lothian's sites as part of your role.</p>
<p><b>SOCIAL MEDIA POLICY</b></p>	<p>You are required to adhere to NHS Lothian's Social Media policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation's expectations to safeguard staff in their use of social media.</p>