

Recruitment information pack



FAST FORWARD YOUR CAREER

BE PART OF A SUPPORTIVE TEAM

WORK ALONGSIDE WORLD LEADING EXPERTS



RESEARCH OPPORTUNITIES

SUPPORTIVE AND COMMITTED SUPERVISORS

EXPERIENCE LATEST TECHNOLOGIES AND THERAPIES

WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

Imperial College Academic Health Science Centre (AHSC)

The Imperial College Academic Health Science Centre (AHSC) is a partnership between our Trust, Imperial College London, The Institute of Cancer Research (ICR), Royal Brompton & Harefield NHS Foundation Trust and The Royal Marsden NHS Foundation Trust. The partnership aims to improve the health and wellbeing of patients and populations by translating research discoveries into new therapies and techniques as rapidly as possible.

Our AHSC is focussed on preventing disease wherever possible, detecting and diagnosing diseases earlier, and developing targeted treatments for all diagnosed conditions. By working together as partners, we capitalise on the academic strengths of Imperial College London, combined with the clinical capabilities and critical mass of the NHS.

As an AHSC, all of our staff are actively encouraged to become involved with education and research alongside their clinical role. We review job plans every year and there is the potential to build in dedicated programmed activities (PAs) for education, training or research.

Imperial College London

Imperial College London is one of the world's leading universities. The College's 17,000 students and 8,000 staff are expanding the frontiers of knowledge in science, medicine, engineering and business, and translating their discoveries into benefits for our society.

Founded in 1907, Imperial builds on a distinguished past – having pioneered penicillin, holography and fibre optics – to shape the future. Imperial researchers work across disciplines to improve health and wellbeing, understand the natural world, engineer novel solutions and lead the data revolution. This blend of academic excellence and its real-world

application feeds into Imperial's exceptional learning environment, where students participate in research to push the limits of their degrees.

OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

OUR HOSPITALS

Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

Charing Cross Hospital, Hammersmith

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

Hammersmith Hospital, Acton

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

Queen Charlotte's & Chelsea Hospital, Acton

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

St Mary's Hospital, Paddington

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

Western Eye, Marylebone

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

Reach your potential in hospitals that make history

Charing Cross | Hammersmith | St Mary's |
Queen Charlotte's & Chelsea | Western Eye

WHY JOIN US?

Reach your potential through outstanding learning and development opportunities

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

Experience the rich heritage of hospitals that have made history

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

Draw on huge expertise as part of a strong international community

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our Make a Difference recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

Conduct research here

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

Access brilliant benefits and enjoy a new social life

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

JOB DESCRIPTION

Job title	Locum Consultant in Benign Hepatopancreatobiliary (HPB) and General Surgery
Directorate/ department	General & Vascular Surgery
Division	Surgery Cancer Division
Main site of activity	Hammersmith and St Marys Hospitals
Responsible to	Ms Aimee Di Marco, Site Lead, General Surgery HH
Accountable to	Mr George Reese, Head of Speciality General Surgery
On call (to include frequency and details of supplements)	Hammersmith HPB consultant rota One in Four St Mary Hospital General surgery on call rota one in Nine 5 % supplement for both on call Rotas

1. Background to the post

This locum post is available for six months while recruitment takes places for a substantive academic position. It will contribute to both the acute general surgeon consultant of the week rota as well as elective surgery in the trust.

The postholder will be expected to have proficiency in complex benign HPB surgery with experience in acute emergency surgery with trauma.

Imperial College Healthcare Trust provides a range of acute and elective general surgery, and a full range of general surgical sub-specialties including colorectal, upper GI, bariatric, breast and hepatobiliary with 24 consultant surgeons across 3 sites.

Two of our trust sites, St Mary's and Charing Cross hospital, provide an acute surgical service each with daily emergency theatre provision. St Mary's Hospital is one of four Major Trauma Centres in London and the postholder will be expected to contribute to the care of these patients as part of the emergency service provision. The postholder will work at the St Mary's site for emergency work and Hammersmith site for elective work and HPB surgical on call cover.

2. Job purpose

This post is a Locum appointment and will contribute to both the acute general surgeon consultant of the week rota as well as elective surgery in the trust.

The postholder will be expected to have proficiency in complex benign HPB surgery with experience in acute emergency surgery with trauma.

3. Key stakeholders

The post holder will liaise between the members of the MDT in the surgical area in which they are working, and each post holder will be invited to champion one aspect of the service to develop. In addition the post holder will provide input into teaching and development of medical and non medical staff.

The postholder will be required to take part in trust induction and mentoring scheme for new consultants. At an appropriate time the post holder will undergo appraisal and annually from there. As part of the trust commitment to revalidation annual appraisal is carried out including a review of trust mandatory

4. Key areas of responsibilities

Provide High Quality Care to Patients in General Surgery

The post holder must be medically qualified and maintain GMC specialist registration.

To develop and maintain the competencies required to carry out the duties required of the post.

To ensure prompt attendance at agreed direct clinical care Programmed Activities.

To ensure patients are involved in decisions about their care and to respond to their views.

Research, Teaching and Training

Where possible to collaborate with academic and clinical colleagues to enhance the Trust's translational 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 and/or clinical supervisor and appraiser as delegated by the Head of Specialty/Clinical Director to ensure provision of an excellent training experience and continued external accreditation of training posts within the trust.

Performance Management

To work with medical, nursing and managerial colleagues to ensure high performance in the following areas:

Clinical efficiency e.g. LOS reductions, reducing cancelled operations and DNA rates.

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Quality of outcomes e.g. infection control targets, reducing re-admission rates

Financial management e.g. identification, implementation and achievement of cost improvement programmes and participating in efforts to ensure services are provided cost effectively e.g. managing locum agency spend, monitoring and managing the drug budget to target, ensuring accuracy of clinical data for the team

Operational efficiency e.g. day-case rates, waiting list activity and demand management.

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 delegated by the Divisional Director/Clinical Director.

To participate in team objective setting as part of the annual job planning cycle.

To be responsible for the annual appraisal of all doctors in training, Trust doctors and non-consultant grades as delegated by the Head of Specialty/Clinical Director/General Manager. Support will be given for appraiser training to help in peer appraisal processes.

Governance

To review clinical outcomes in designated area using external benchmarking data where appropriate, to identify and advise variances to the Divisional Director/Clinical Director.

Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented.

To work closely with the Directorate, Patient and Public Involvement panels in relation to clinical and services developments as delegated by the Head of Specialty/Clinical Director.

Participate in ensuring NICE requirements are reviewed and implemented and monitored in the speciality areas.

To ensure clinical guidelines and protocols are adhered to by junior medical staff and updated on a regular basis.

To keep fully informed about best practice in the speciality areas and ensure implications for practice changes are discussed with the Head of Specialty / Clinical Director.

To role model good practice for infection control to all members of the multidisciplinary team.

Strategy and Business Planning

To participate in the business planning and objective setting process for the directorate and Trust where appropriate.

To represent the Trust at appropriate clinical networks/other external clinical meetings, as delegated by the Head of Specialty /Clinical Director.

Leadership and Team Working

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Queen Charlotte's & Chelsea | Western Eye

To demonstrate excellent leadership skills with regard to individual performance, clinical teams, the Trust and when participating in national initiatives.
To work collaboratively with all members of the multi-disciplinary team and Imperial College as required.

To chair regular meetings for the specialties.

To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.

Adhere to Trust/departmental guidelines on leave including reporting absence.

5. General responsibilities

This might include, for example, responsibility towards NHS policy development, team leadership, research support or leadership, project management.

6. Scope and purpose of job description

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast moving organisation and therefore changes in employees' duties may be necessary from time to time. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/discussion with the postholder.

7. Outline of timetable

Directorate to add details, including sites as appropriate

Week 1	Monday	Tuesday	Wednesday	Thursday	Friday
AM	MDT/ Ward round	MDT/ 09:30 Clinic AM	NET MDT/ Ward round		SPA
PM		Ad hoc Theatre Tuesday PM	Virtual Clinic 2-4PM	Clinic PM	Benign MDT
	1 PA's	2 PA	1.5 PA	1 PA	2 PA
Week 2					
AM	MDT/ Ward round	MDT/ 09:30Clinic AM	NET MDT/ Ward round		Adhoc Theatres List
PM		Adhoc Theatre Tuesday PM	Virtual Clinic 2-4PM	Clinic PM	Adhoc Theatres List
	1 PA's	2 PA	1.5 PA's	1 PA	2 PA

7.5 PA-CLINICAL ACTIVITY

2.5-ONCALL

PERSON SPECIFICATION

Job title	Directorate/ department	Divisional directorate	Clinical director
Locum HPB Consultant	HPB	General Surgery and Vascular	

Attributes/skills	Essential	Desirable	Measurement
Qualifications	On GMC registered Medical Practitioner GMC specialist registration or within 6 months of being admitted to the GMC's specialist register		Application form
Higher qualifications	Appropriate Royal College Fellowship	MD, PhD	
Knowledge/Skills Clinical expertise in Specialty/sub specialty	Complex Benign Biliary and pancreatic surgical experience ATLS Emergency General surgical and trauma experience	Laparoscopic experience	Application/interview
Leadership/ Management skills	Able to take responsibility, show leadership, make decisions, exert appropriate authority Have proven skills in leading, motivating, developing and managing the performance of colleagues.	Knowledge of finance and budgets Clinical Pathway Development	Application/interview

	IT Skills and computer literacy		
	Management of staff		
Teaching & Training	Experience of teaching and training undergraduates and postgraduates and junior medical staff	Training the trainers	Application/interview
Audit	Understanding of principles of clinical audit		Application/interview
Academic achievements including research/publications	Evidence of achievement appropriate to appointment at consultant level at ICHT		Application/interview
Language	Are able to speak and write English to the appropriate standard necessary to fulfil the job requirements		Application/Interview
Interpersonal Skills	<p>Excellent written and spoken communications, ability to build rapport, work with others. Persuade, negotiate</p> <p>Empathy, understanding, listening skills, patience, social skills appropriate to different types of client</p> <p>Able to change and adapt, respond to changing circumstances and to cope with setbacks or pressure</p> <p>Able to work as part of a team</p>		Interview
Probity	<p>Honesty, integrity, appreciation of ethical dilemmas. Must be able to demonstrate and model the key Trust values of respect, care, innovation, pride and achievement</p>		
Physical requirements	Occupational health clearance for the role specified		Occupational health Interview

Additional information

1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

2. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

3. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

4. Safeguarding children and vulnerable adults

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

5. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. [Find out more about the Disclosure & Barring Service](#). Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

6. Professional registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that profession. Proof of registration must be produced on appointment and at any time subsequently on request.

7. Work visa/ permits/Leave to remain

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

8. Conflict of interests

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust while you are employed by this Trust. 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 position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business 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.

9. Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Flu vaccination – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

10. No smoking

The Trust operates a smoke free policy.

11. Professional association/trade union membership

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.