



Leading across London



London Leading for
Health Partnership

LONDON LEADING FOR HEALTH PARTNERSHIP JOB DESCRIPTION

University College London Hospitals NHS Foundation Trust

Job Title:	Fellow in Clinical Leadership (Darzi Fellowship)
Grade:	Specialty registrar (ST5+) in CCT programme
Specialty/discipline:	Anaesthesia
Accountable to:	Dr Geoff Bellingan, Medical Director, Surgery and Cancer Board, University College London Hospitals
Project Supervisor:	Dr Ramani Moonesinghe Director UCL/UCLH Surgical Outcomes Research Centre, Department of Anaesthetics, University College Hospital, London
Job Type:	Full-Time

Purpose of the post

The 'Darzi' Fellowship programme aims to support a cohort of clinicians in the early stages of their clinical career in a 12 month project-based attachment, in a variety of London based secondary and primary care organisations. The programme will provide Fellows with a unique opportunity to develop the capability necessary for their future roles as clinical leaders. The programme builds on the success of five previous cohorts of 'Darzi' Fellows and will, in addition to work-based experience, provide participants with a supporting development programme over the course of the year.

Project for this post:

Development and pilot implementation of an evidence-based Quality and Outcomes Framework for Perioperative care

Background / Rationale:

Evidence from administrative data (e.g. HES statistics and Dr Foster reports) and from national clinical audits in specific types of surgery (e.g. hip fracture and emergency laparotomy) demonstrate wide variation in structure, process and outcomes of care for patients undergoing major surgery in the NHS. However, there is currently no system for measuring quality of care and common risk-adjusted outcomes (other than mortality) in the majority of patients undergoing elective major non-cardiac surgery. Without such a system in place, it is impossible to accurately and fairly measure the impact of service changes on patient outcomes.



This project will develop a dataset and implement a pilot study for measuring quality and outcomes in patients undergoing major non-cardiac surgery, for the purposes of quality improvement and measuring the impact of service changes. The following work has already commenced:

- A draft dataset is currently being considered by an expert panel hosted by the National Institute for Academic Anaesthesia's Health Services Research Centre, and led by the project supervisor
- The expert panel will be making recommendations on areas where further work (evidence synthesis or expert consensus) is required before the dataset can be agreed before pilot implementation – these recommendations will be available by the time the Darzi fellow commences their post.

The Darzi fellow will be principally responsible for the following:

- Completing work required for agreeing the dataset. This may include academic work such as systematic review and Delphi consensus meetings.
- Achieving regulatory approvals (ethics and/or Section 251 approval) for an implementation pilot project
- Approaching and achieving clinical engagement from a small group of hospitals to participate in the pilot project
- Overseeing the set-up of the pilot project

Post description

1. Service Improvement project

The fellow will work with the NIAA's Health Services Research Centre to lead the development of the Quality and Outcomes Framework for Perioperative Care. This will include working with colleagues across a number of different NHS organisations to seek engagement with the project and implementation of the pilot scheme.

2. Clinical commitment

Post holders will continue to undertake a limited amount of clinical work commensurate with their level of experience and appropriate to their training status. For this post, it will include an average of three clinical sessions per week in anaesthesia, and will include appropriate and clearly identified clinical supervision. In order to assist with orientation to the new role, Fellows will not be expected to undertake clinical duties in the first four weeks of taking up their post. There will be no on-call commitment with this post.

3. Other organisational opportunities

UCLH will provide a number of other developmental opportunities e.g. attendance at board meetings, working with multi-professional teams, project management experience, and exposure to organisation financial management.



4. Support programme

The post will be supported by a formal programme of learning with other Fellows commissioned by the Local Delivery Partnership of the NHS Leadership Academy and which will include taught elements, support through action learning sets and opportunities for coaching and mentoring. Collaborative working and knowledge sharing is encouraged, a dedicated learning environment will be provided.

5. Other national and regional opportunities

In addition to participation in the support programme provided, the post holder is expected to attend national and regional events appropriate to the role. In this post, this will include contribution to a number of key groups and committees within the Royal College of Anaesthetists, the National Institute for Academic Anaesthesia (NIAA) and the NIAA's Health Services Research Centre.

Main duties and responsibilities

The post holder will be expected to undertake the following duties:

- To attend and lead all relevant project meetings within UCLH and the NIAA's Health Services Research Centre
- To provide clinical leadership for agreed projects
- To liaise and engage organisation and other sector colleagues as appropriate
- Provide timely and effective clinical advice and leadership working with managers and staff
- Provide written reports on project progress, including risks and issues
- Attend educational modules and development opportunities associated with the Fellowship
- Attend the relevant coaching and learning sets
- Participate in all aspects of the Fellowship scheme and its evaluation
- Act as an ambassador for the Fellowship scheme and promote medical leadership
- Use Synapse to interact, share and learn with Fellows and educational faculty

The duties and responsibilities outlined above are not intended to be exhaustive, may vary over time and are subject to management review and amendment.

Appraisal

The project supervisor will supervise the Fellow including setting objectives and agreeing a personal development plan. These will be regularly reviewed. Where possible, Fellows' development needs will be met through the organisation in conjunction with opportunities provided by the bespoke support programme.

General

Confidentiality

The post holder is required not to disclose such information, particularly that relating to patients and staff. All employees are subject to the Data Protection Act 1998 and must not only maintain strict confidentiality in respect of patient and staff records, but the accuracy and integrity of the information contained within. The post holder must not at any time use personal data held by the organisation for any unauthorised purpose or disclosure such as data to a third party. Fellows must not make any

disclosure to any unauthorised person or use any confidential information relating to the business affairs of the organisations, unless expressly authorised to do so by the organisation.

Health and safety

The post holder must co-operate with management in discharging responsibilities under the Health and Safety at Work Act 1974 and take reasonable care for his or her own health and safety, and that of others. The post holder must also ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

Equal opportunities

The post holder is required at all times to carry out responsibilities with due regard to the organisation's Equal Opportunities Policy and to ensure that staff receive equal treatment throughout their employment with the organisation.

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

The post holder may not, without the consent of the organisation engage in any outside employment and in accordance with the organisation's Conflict of Interest Policy must declare to their manager all private interests, which could potentially result in personal gain as a consequence of the employment position in the organisation. Interests that might appear to be in conflict should also be declared.

In addition the NHS Code of Conduct and Standards of Business conduct for NHS Staff (HSG 93/5) required the post holder to declare all situations where the Fellow 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 organisation. The post holder must therefore register such interests with the organisation, either on appointment or subsequently whenever such interests are gained. Fellows should not engage in such interests without the written consent of the organisation, which will not be unreasonably withheld. It is the Fellow's responsibility to ensure that they are not placed in a position, which may give rise to a conflict between their private patient's interest and their NHS duties.