



The ICENI Centre

Applicant information pack

ICENI Centre International Fellowship in Cardiology

EAST SUFFOLK AND NORTH EAST ESSEX FOUNDATION TRUST

Message from the Chief Executive

Dear Colleague

Thank you for your interest in joining East Suffolk and North Essex Foundation Trust (ESNEFT).

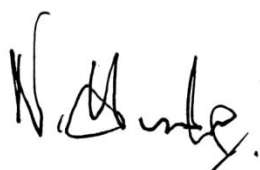
ESNEFT is an exciting newly formed NHS organisation. The partnership of Colchester and Ipswich Hospital in 2018 has seen the formation the biggest acute hospital in East Anglia, providing general acute services to over 1 million people.

We would like you to help us provide excellent healthcare for the communities we serve in East Suffolk and North Essex. Our teams run services from eight sites in Colchester and Ipswich hospitals and in the community.

To be the best, we need to attract and keep the best staff. Our size puts us in a strong position to grow, providing more of the latest services. Our scale provides exciting opportunities for development, innovation, research, education and training. Support from technology and logistics will help us see patients at the right time.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we remove unnecessary stress and frustration to give our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme

Chief Executive

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Invitation to apply

Applications are invited for this exciting opportunity to join as an ICENI Centre International Fellow in Cardiology at Colchester Hospital, part of East Suffolk and North Essex NHS Foundation Trust (ESNEFT). This post would be suitable for applicants who are wishing to gain experience in Cardiology at registrar/"middle grade" level after completion of a recognised general training scheme and obtaining full MRCP qualifications (or equivalent). It will be an opportunity to gain exposure across a wide range of cardiology conditions and services and serve as a useful stepping board to further speciality training.

Contact details for discussion about the role:

Dr Mark Scoote. Clinical Lead Cardiology mark.scoote@esneft.nhs.uk

Dr Kare Tang. Lead for Cath lab/interventional cardiology Kare.Tang@esneft.nhs.uk

Dr Duncan Field. Lead for Pacing. Duncan.Field@esneft.nhs.uk

Dr Allan Harkness. Divisional Director allan.harkness@esneft.nhs.uk

Our Trust

East Suffolk and North Essex NHS Foundation Trust was formed on 1 July 2018 from a merger of Colchester Hospital University NHS Foundation Trust and The Ipswich Hospital NHS Trust

We are an ambitious forward thinking NHS Trust committed to providing excellent healthcare for the communities we serve in East Suffolk and North Essex. We have exciting opportunities for our staff - enabling them to develop their skills and interests in areas of particular interest, education, research and training. The scale of the Trust means that we are in a strong position to develop acquire and develop state-of-the-art facilities and services.

Our Town

Colchester

Colchester, England's oldest recorded town, former capital of Roman Britain and home of the University of Essex is situated in the beautiful North East area of Essex. It is surrounded by stunning countryside and is less than 20 miles from the attractive North Essex coast.

Living in Colchester offers applicants a good quality of life with a range of leisure opportunities on the doorstep and easy access to London and Cambridge.

There is a lively arts scene in Colchester and a variety of sporting facilities and clubs. There is affordable housing and excellent schools for all ages.

Colchester is only 30 miles from Stansted international airport and Harwich International Port is less than 20 miles with its ferry and cruise sea routes to the continent

The Cardiology Department **Colchester Hospital, ESNEFT.**

The Cardiology department is part of the Medical Division.

We are an enthusiastic and friendly team of doctors who welcome new colleagues to join our forward-thinking, ambitious and sociable department.

The department comprises of a team of 8 Consultant Cardiologists who have specialist interests in cardiac imaging, interventional cardiology, pacing and arrhythmias and medical education. The team is supported by a senior staff grade and a team of speciality trainees, IMT and foundation trainees from Health Education East of England.

Clinical Delivery Group: Cardiology

Divisional Director	Dr Allan Harkness
Clinical Lead Cardiology	Dr Mark Scoote
General Manager	Shona Rafique.
Cardiology Administration	Karen Hay
Divisional Matron	Sarah Sands
ACU Ward Manager.	Josie Colmer
Head of Cardiorespiratory Department	Sharon Archer
Hard of Cardiac Catheter Suite	Gilly Chapman
Head of Cardiac Nurse Speciality team	Julie Vidler

- 8 Consultant Cardiologists
- 1 Senior staff grade
- 1 IMT 3 trainee
- 1 ST3/4 speciality trainee
- 2 IMT1-2 trainees
- 3 Foundation trainees

Secretarial Staff- Claire Souter, Michelle Brown, Ellie Quinn, Francis Bloodworth

Our Facilities and Services

Wards

The department supports an acute cardiac unit (ACU) ward which comprises 4 x 6 bays and 5 side rooms for the admission and management of Cardiology inpatients at Colchester Hospital. Patients are admitted as part of the general medical take or electively if needed.

Cardiology also supports the medical admissions wards and emergency department with in-reach review of patients as requested and depending on clinical need and urgency.

Interventional procedures are performed by daily transfer to Ipswich Hospital or the Essex Cardiothoracic Centre Basildon.

Cardiothoracic surgical services are supported by the Essex Cardiothoracic Centre, Basildon.

Cardio-Respiratory Department

Staffed by cardiac physiologists and support staff to include non-invasive cardiac and respiratory diagnostic services to the hospital such as ECG, echocardiography, Holter monitoring, exercise testing and lung function testing.

Our echocardiography service uses a range of machines from hand-held portable up to high-volume machines capable of strain and 3D. Our cardio-oncology service is rapidly expanding and is utilising strain echo data routinely. We train our physiologists and cardiology doctors to the exacting standards of BSE accreditation. We utilise 3D routinely for out transoesophageal echo lists.

Cardiac Catheterisation Suite

We have a dedicated cath-lab where we perform invasive left and right heart catheterisation, permanent and temporary pacing, TOE, pericardiocentesis and DC cardioversion.

There is a dedicated recovery ward comprising 6 beds and several radial access recovery chairs.

The Trust has invested in a state-of-the-art combined cath-lab and interventional radiology suite with separate labs and a shared recovery area. This will open later in the year.

Radiology

A fully staffed radiology department exists at Colchester for the provision of general radiology services including CT and MRI.

CT coronary angiography is performed with a Toshiba Aquilon One and is a service run jointly between the consultant radiology and cardiology staff. We are a high volume centre for CT coronary angiography and are in the process of adding CT-FFR to the service.

cMRI is currently performed at our neighbouring sister hospital site at Ipswich and the Essex Cardiothoracic Centre in Basildon, with plans to extend cMRI to Colchester in the future.

Nuclear medicine is performed at our sister trust site at Ipswich. This includes nuclear cardiology. The trust has recently upgraded its Nuclear Myocardial perfusion Scanning service and we have access to PET CT.

The Wider Hospital

Colchester Hospital provides secondary care services for the population of North East Essex.

The hospital comprises an emergency department, surgical and medical admissions wards, critical care (ITU) ward, speciality medical, surgical, paediatric and obstetric wards including the diagnostic and support services to support them.

There are 5 main theatres that include facilities for major vascular surgery and interventional radiology. 24 hr emergency theatre facilities exist. There is a separate theatre unit (Constable theatres) which also comprises 5 theatres and provides orthopaedic and 7 day trauma theatre services.

A busy day stay unit comprises 5 operating theatres utilised by the surgical specialities of general surgery, ENT, gynaecology, urology, breast, orthopaedics, dental, plastics as well as cardioversions. There are two endoscopy suites.

The Cardiology team have excellent support from a full complement of medical specialities including Respiratory, Endocrine, Neurology, Nephrology, Gastroenterology, Rheumatology, Palliative Care and Care of the Elderly physicians.

The ICENI Centre

The ICENI Centre is a purpose-built medical education and training centre based at Colchester Hospital. The Centre delivers training both on-site and remotely using state of the art augmented and virtual reality simulation equipment in robotic surgery, laparoscopy, hysteroscopy, endovascular, ophthalmology and endoscopy. Our educational portfolio also includes courses using cadaveric and animal tissue, live surgery events and online events for thousands of learners.

The East Anglian Simulation and Training Centre, based at Ipswich Hospital, has a suite of simulation rooms providing multidisciplinary healthcare education using high fidelity patient manikins and a clinical skills lab for wet tissue courses.

Job description: Duties and Responsibilities

Job Title:	ICENI Centre International Fellowship in Cardiology
Grade:	Trust Registrar
Department:	Cardiology.
Accountable to:	Medical Director
Reports to:	Clinical Lead
Location:	Colchester General Hospital

Clinical

All inpatient and outpatient clinical service patient contact will be supported by the consultant staff to the level required depending on the applicants current competencies and level of training.

The successful applicant will work under the supervision of the cardiology consultant body in gaining experience and delivering cardiac care for elective and emergency case cardiology inpatient workload and also outpatient clinics and diagnostic services.

It is anticipated that the applicant will participate in a rota with other middle grade staff to provide a service commitment to cardiology inpatients on the ACU along with the support of inpatient referrals and cardiology diagnostic services. All inpatient clinical work will be supported and overseen by the cardiology consultant of the week who will provide clinical and educational support as needed.

Outside of ward duties there will be an opportunity to assist in the outpatient service of the department, again all clinics the applicant supports will be under supervision of a relevant consultant for clinical and educational support.

Weekly opportunities will exist to present and contribute to MDTs in Cardiology.

There will be the potential to receive training and support in the following areas, as per the applicants training needs and speciality interests:

- Non-invasive cardiac diagnostic procedures including echocardiography
- Permanent pacing
- Diagnostic angiography
- Interventional cardiology (training will be provided at Ipswich hospital)
- CT coronary angiography

It is anticipated that the weekly timetable will comprise both timetabled service activity (eg ward rounds and outpatient clinics) and bleep free procedural training opportunities. Dedicated time will also be given towards clinical administrative work and appraisal/continuing professional development activity.

At present there is no on call, out of hours requirement for this post however applicants who have general medical competencies and wish to participate in the general medical on call at registrar level may have the opportunity to do so.

Clinical Governance

The applicant will be expected to comply with the Trust's Clinical Governance policy and participate in appropriate speciality specific and departmental governance and quality improvement activity including but not limited to clinical risk management, data collection and regular departmental audit projects.

Audit

The post holder will be able to participate in the department's active audit programme attending monthly meetings, participating in quality improvement activity and presenting local audits. There will be opportunity to be involved in local participation of national audits and research studies. We encourage and mentor audit and poster submissions to regional and national meetings. Attendance at national meetings is supported and there are a number of excellent conferences to choose from.

The successful applicant will be expected to undertake a QI project and audits in an area of their interest, supported by a consultant and develop protocols and pathways.

Weekly protected time will be built in to the job plan to enable the applicant to undertake projects, clinical governance activity, continuing professional development activity and non-clinical activity.

Education

A variety of formal teaching sessions are organised and will be available to the applicant. This will include the hospital grand round and medical directorate journal club.

There will be opportunities to join speciality training activities organised across the region for cardiology speciality trainees, this may include but is not limited to regional centre audit and training days, simulation courses, monthly registrar teaching days.

The post holder will be supported developing their CV where needed. The applicant will be encouraged to keep a log book of their training and teaching and where relevant will be encouraged to enrol in national accreditation processes for specific cardiology procedures and sub specialities.

The applicant will be expected to engage in annual appraisal and to complete work based assessments. The post holder will have a named educational supervisor and regular supervisor meetings. These and other evidence of progression will be reviewed at the end of each 12 month period in an annual review of competence progression meeting.

Research

The post holder will be encouraged to submit abstracts and present at regional and national meetings.

Teaching

The post holder will be expected to participate in the departmental teaching program and deliver teaching to medical students, junior colleagues and other members of the wider healthcare multidisciplinary team. In particular the post holder will be expected to help supervise and support foundation and IMT junior medical staff whilst taking part in ward duties.

Training in medical education will be available as required to facilitate this role.

Unforeseen and Emergency Circumstances

So far as is consistent with the proper discharge of the above duties, the post holder undertakes to deputise from time to time for absent colleagues, and exceptionally to perform additional duties in emergencies or unforeseen circumstances.

General

The post holder will be expected to (1) work with colleagues to provide a service with the highest standard of care, (2) work with the multi-professional team following care pathways and clinical guidelines and (3) follow and maintain good working practices.

Person Specification

Entry Criteria	Essential	Desirable
Qualifications	MBBS or equivalent medical qualification MRCP or equivalent	Intercalated BSc, BA, BMedSci or equivalent Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree) Postgraduate qualifications achieved in other specialities
Eligibility	Eligible for full registration with the GMC at time of appointment Provide evidence of previous general medical training within or outside the UK and EU.	Previous SHO/CMT/IMT/ST1-2 or equivalent cardiology post experience
Fitness To Practise	Is up to date and fit to practise safely including ALS or commitment to achieve within 6 months of commencing post	
Language Skills	All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues. Candidates need to demonstrate knowledge of English by obtaining an overall score of 7.5 (with minimum scores of 7.0 in each section) in speaking, listening, reading and writing in the 'Academic' test of the International English Language Testing System (IELTS), or a minimum grade 'B' in each testing area (speaking, listening, reading and writing) in the Occupational English Test (OET). Please note IELTS and OET certificates are valid for only two years.	Demonstrates adequate written and oral communication skills to manage the full range of patient interactions

Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice)	
Career Progression	Ability to provide complete details of employment history Evidence that career progression is consistent with personal circumstances Evidence that present achievement and performance is commensurate with totality of period of training	
Clinical Skills	Clinical Knowledge & Expertise: Capacity to apply sound clinical knowledge & judgement Able to prioritise clinical need	Evidence supporting good manual dexterity and hand eye coordination. Successful completion of relevant skills or accreditation courses Exposure to echocardiography. Exposure to permanent pacing Exposure to coronary angiography
Academic / Research Skills	Demonstrates understanding of the principles of audit & research	Research: Participation in research in medicine Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, grants, publications, presentations, other achievements Audit: Evidence of active participation in audit in relevant to cardiology and general medicine <ul style="list-style-type: none"> • Completion of audit cycle. • Presentation of completed audit project Teaching: <ul style="list-style-type: none"> • Evidence of participation in a teaching course or achievement of a teaching qualification
Probity	Professional Integrity & Respect for Others: <ul style="list-style-type: none"> • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others • Displays honesty, integrity, awareness of confidentiality & ethical issues 	

<p>Commitment to the speciality</p>	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Demonstrates interest and realistic insight in the field of cardiology • Demonstrates self-awareness & ability to accept feedback 	<p>Evidence of:</p> <ul style="list-style-type: none"> • Extracurricular activities/ achievements relevant to cardiology • Attendance at clinical simulation centre • Active involvement with The Royal College of Physicians or equivalent • Affiliation to professional societies relevant to Cardiology. • Commitment to own progress in the speciality • Demonstrates self-learning approach to continued knowledge and skills acquisition • Demonstrates commitment to pursuing specialty training in Cardiology. • Demonstrates an understanding of the NHS
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Example timetable

For illustrative purposes only and subject to amendment and flexibility depending on service requirement and training needs of the individual at the time of recruitment.

	Mon	Tue	Wed	Thu	Fri
Morning	Ward Round	Ward Round	Clinical admin	CPD/QIP	Out patients
Lunchtime				Journal club	Grandround
Afternoon	Cath lab	Echo list	Out patients	Ward referrals	Cath lab

Training and Postgraduate Education at ESNEFT

Induction

An induction programme will be organised for you on commencement of the post. This will cover various aspects of cardiology practice in the UK and working in the NHS and within ESNEFT. The applicant will be paired up with a 'buddy' who will be a UK trainee at middle grade level.

General

There is a newly built active Doctor's Mess for relaxing and refreshment.

There is an excellent Postgraduate Medical Centre with a lecture theatre. The centre includes seminar rooms and a small but extensive library with very helpful staff on a site adjacent to Colchester General Hospital. The Library supplies books, journals, some interactive software and access to electronic bibliographic databases and journals.

Time will be allowed for the appointee to attend meetings etc. for the purposes of Continuing Medical Education.

The post-holder will be required to participate in programmes for teaching medical students and training junior doctors. It is expected that this will be an integral part of everyday clinical activity.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust. 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.

General Terms and Conditions and Information

Applicants must have full GMC registration with a licence to practice.

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

Salary scale – as per current Whitley Council rates MN35 pay scale (Part-time staff will be paid pro-rata).

Annual Leave allowance is 27 days to be taken in week-long blocks

Candidates will be required to complete a Health Statement and the Trust may require an officer to pass a medical examination as a condition of appointment.

Because of the nature of the work of this post it is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, including those which for other purposes are "spent" under the provisions of the Act, and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information should be sent to the Trust Medical Director in an envelope marked for his/her personal attention and will be completely confidential and be considered only in relation to an application for positions to which the order applies.

'The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues' (Chief Medical Officer, December 1996). All medical staff practising in the Trust should ensure that they are familiar with the procedure and apply it.

Counselling

The incumbent's pastoral and professional supervisor will be his/her educational supervisor, but where conflict might arise the Clinical Director will take his/her place or, when appropriate, nominate a non-medical counsellor.

Medical Negligence

The post-holder agrees to:

- Co-operate fully with The Trust and its Legal Advisors in the investigation of any Patient Complaint/Incident involving but not limited to any allegation of negligence or misconduct on the part of the post-holder.
- To provide The Trust, on request, with a full written statement concerning the said Patient Complaint/Incident.

Clinical Governance

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

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 lead clinician and/or directorate chair.

Admissions Policy

The responsibility for identifying available beds rests broadly with the Administrator/On-Call Manager but the responsibility for allocating patients and agreeing which bed to use rests with the On-Call Doctor.

Hours of Duty

The post-holder should be prepared to perform duties in occasional emergencies and unforeseen circumstances. Commitments arising in such circumstances are however, exceptional, and the post-holder will not be required to undertake work of this kind for prolonged periods or on a regular basis.

Infection Control

Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA.

All staff employed by the Trust have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and/or between each patient contact.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.

- Staff members who develop an infection (other than common colds and illness) that may be transmittable to patients have a duty to contact Health & Wellbeing Department.

Amending the Job Description

It is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the post-holder. This will be done in consultation with the post-holder and it is hoped that agreement can be reached to any reasonable changes.

Confidentiality

The post-holder must at all times maintain complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The post-holder must respect patient named confidentiality in keeping with "Caldicott principles".

Data Protection

The post-holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act. This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

General

The duties and responsibilities described in the Job Description are intended to be indicative but not exhaustive of the responsibilities of the post-holder. As the Trust develops, the requirements of the job may change and the post-holder is expected to adapt to these changes.

Equal Opportunity Statement

It is the policy of the Trust to provide equal opportunity in all employment matters regardless of gender reassignment, sexuality, marital or family status, disability, age, race, colour, gender, nationality, ethnic origin, creed or religion, faith or belief, marriage and civil partnership, pregnancy and maternity.