

Job Information Pack

Post: Simulation Leadership Fellow (ST3+
equivalent)



York and Scarborough Teaching Hospitals NHS Foundation
Trust

Job Information Pack - Contents

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Section 1: Position

Job Title:	Simulation Leadership Fellow ST3+ equivalent
Work Base:	York Hospital
Clinical Directorate:	
Clinical Specialty:	Dependent on appointment
Reports to:	Trust Simulation Lead
Accountable to:	Medical Director

Section 2: Introduction

From Simon Morritt, Chief Executive Officer



York and Scarborough Teaching Hospitals NHS Foundation Trust provides a comprehensive range of acute hospital and specialist healthcare services for approximately 800,000 people living in and around York, North Yorkshire, North East Yorkshire and Ryedale - an area covering 3,400 square miles.

Our annual turnover is approaching £0.5bn. We manage eight hospital sites and have a highly skilled workforce of around 9,000 staff working across our hospitals and in the community.

We are a NHS Foundation Trust. Foundation trusts operate independently of the Department of Health, but remain part of the National Health Service. This gives us greater freedom and more formal links with patients and staff.

Our vision is simple and guides us in everything that we do - we want to be collaborative leaders in a system that provides great care to our communities.

To deliver our vision, we will deliver safe, quality services in partnership with our communities, live our values, deliver excellent integrated care through the transformation of services, lead the way in education, research and innovation to continuously improve care and provide a rewarding place to work.

As a partner in the Humber Coast and Vale Health and Care Partnership our collective ambition is to start well, live well, age well. We want everyone in our area to have a great start in life and to have the opportunities and support they need to stay healthy and to age well. To achieve this we are working hard to make the necessary changes to our local health and care system so that it can become better at helping people to stay well for longer and provide good quality treatment and care to those who need it both now and in the future.

Our new £10million flagship Endoscopy Unit in York is one of the most modern and largest endoscopy units in England. The Unit has been designed to increase capacity to meet growing demand, improve the efficiency of patient flow and enhance the patient experience. The new unit will deliver improvements to diagnostic and therapeutic endoscopy waiting times and increase the range of procedures offered, meaning fewer patients will have to travel to Leeds or Hull.

Work to build a new vascular imaging unit at York Hospital will begin in the spring 2020. The £10 million build will take around eighteen months to complete and once built will offer two additional cardio-vascular laboratories with improved recovery facilities, a state of the art hybrid operating theatre, and an expanded post-surgical patient recovery facility. The facility will allow the Trust to provide clinical services to a growing number of patients needing vascular procedures, as well as provide enhanced, high quality, care.

Scarborough Hospital is to benefit from a £40 million share of funding, following a successful bid by the Trust for capital investment as part of the Humber, Coast and Vale Health and Care Partnership. The funding will enable the creation of a Combined Emergency Assessment Unit, where staff from a range of medical specialties can work side-by-side in a single assessment area, close to the front door and diagnostic support. The Unit will be created alongside the Emergency Department and the on-site Urgent Treatment Centre, creating a comprehensive and integrated urgent and emergency care hub. This scheme will bring our total investment in our East Coast buildings and infrastructure to over £80 million since 2012.

As a Trust we are unashamedly ambitious in what we seek to achieve in the coming years; we know that what unites our 9,000 staff is our common purpose of providing outstanding patient care. If you believe you share our passion and drive for excellence and have the experience we seek, we look forward to receiving your application for the position.

Kind regards

A handwritten signature in black ink, appearing to read 'S Morrill', with a stylized, sweeping flourish at the end.

Simon Morrill

Chief Executive Officer

Section 3: Person Specification

	ESSENTIAL	DESIRABLE
Qualifications and experience	<ul style="list-style-type: none"> • Has achieved MBChB or equivalent medical qualification • Satisfactory completion of F1/F2 post or equivalent <p>At least 2 years Postgraduate (CT2-3) training or equivalent</p> <ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Distinctions, scholarships, prizes • 12 Months continuous experience within the NHS • Additional degrees e.g. MSc, PhD • Formal teaching qualification (PGCE or equivalent) • Simulation Instructor 'Train the Trainers' course of similar
Eligibility	<ul style="list-style-type: none"> • Full registration with the GMC 	
Knowledge and skills	<ul style="list-style-type: none"> • Competence in basic clinical procedures • Able to prioritise time and workload • Aware of own limitations • Understands the principles of patient confidentiality and data protection • Understand the importance of working effectively in teams • Ability to assess, recognise and initiate management of the acutely ill patient and play an effective part in advanced life support • Computer literate • Knowledge of human factors principles • Experience of problem solving and management 	<ul style="list-style-type: none"> • Knowledge of UK health systems, practices and values; awareness of current issues in the NHS • Understands the importance and impact of information systems in health care • Ability to practice evidence-based medicine • Evidence of continuous professional development
Teaching, audit and research	<ul style="list-style-type: none"> • Understanding of the basic principles of audit and clinical governance • Experience of medical simulation as candidate or instructor • Demonstrates an understanding of principles of education • Shows an approach on critical enquiry based and evidenced-based practice • Demonstrates a commitment to the delivery of high quality education • Encourages ongoing learning and an educative culture, both for self and others • Is self-reflective and open to peer-review • Evidence of previous involvement in medical education teaching or 	<ul style="list-style-type: none"> • Prior experience of working with education technologies e.g. human patient simulators/virtual learning environment/audio-visual packages

	instructing role	
Communication & interpersonal skills	<ul style="list-style-type: none"> • Able to communicate effectively in written and spoken English • Able to communicate effectively in a medical context • Able to establish good working relations with patients, carers and multidisciplinary colleagues • Experience of working in teams • Evidence of communication skills 	<ul style="list-style-type: none"> • Understand the responsibilities of being an employee of the NHS • Shows evidence of prior experience with quality improvement/ audit/ research • Evidence of previous publications/presentations
Personal attributes and experience	<ul style="list-style-type: none"> • Recognises stressful situations and responds appropriately • Demonstrates initiative, enthusiasm and common sense • Respects and promotes the individual's rights, interests, preferences, beliefs and culture • Potential to benefit from the training available 	<ul style="list-style-type: none"> • Evidence of leadership qualities • Other work experience/outside interests

Head of School Approval required for year Out of Programme

Section 4: Job Description and Principle Duties of the Post

PRINCIPAL DUTIES OF THE POST

The appointee will work jointly across the Trust during their 12 month appointment. The job will be based in the Medical Education Department, working collaboratively with all specialities in the design, development and implementation of a Simulation Strategy.

1. To, at all times, comply with the GMC requirements of Duties of a Doctor
2. To ensure that patient confidentiality is maintained at all times.
3. To undertake duties as defined within the job description in so far as practicable and in agreement with your clinical director.
4. To be responsible and managerially accountable for the reasonable and effective use of any Trust resources that you use and influence, and professionally accountable to the Medical Director.

5. On commencement to ensure personal attendance at the Trust's Corporate Induction.
6. To participate in the Trust's statutory and mandatory training programme
7. To comply with Trust policies and procedures where appropriate.
8. To ensure that all intellectual property rights of the Trust are observed.

THE POST

The post holder will work at York Hospital within the Medical Education Department working alongside the Medical Education Technology team, Consultant Simulation Lead and Senior Education faculty. The individual will assist in the design, development, delivery and evaluation of skills and simulation based education across the Trust

The post holder will participate in the implementation of existing simulation programmes and the development of a Trust Simulation Strategy to meet demands as they arise. This will include development and delivery of the Trusts established Foundation Doctor programme, developing in situ and skills programmes and also looking at new ways of working alongside the Hull York Medical School faculty and undergraduate students.

The post holder will be expected to work with Postgraduate doctors, multi-disciplinary staff and senior colleagues across all specialities within the Trust to form a Trust-wide simulation strategy for Postgraduate training.

The post holder will be encouraged to work with Regional colleagues, Speciality Schools, sharing best practice, attending regional meetings and encouraged to showcase their activities and submit papers for publication/presentation at appropriate meetings/conferences.

Main Simulation Responsibilities

- Work alongside the Consultant Simulation Lead, College Tutors and Medical Education, to be responsible for the design and delivery of high quality simulation-based education for the postgraduate medical and dental workforce and the wider multi-disciplinary team
- Work effectively within the Medical Education Technology Team to ensure the delivery of simulation programmes, including in situ simulation on wards/departments
- Liaise with senior colleagues across the Trust to design and deliver high quality educational interventions focusing on technical and non-technical skills

- Utilise technology-enabled learning approaches to enhance accessibility opportunities e.g.. Blackboard and virtual learning packages
- Participate in the evaluation and quality improvement of simulation-based educational activities to ensure trainees needs are continuously met
- Promoted to undertake research in Medical Education with the aim to present through publication and/or presentation at meetings/conferences
- Support simulation activities by active participation/faculty for undergraduate and postgraduate training events
- Work alongside the Medical Education Technology admin team to ensure accurate records are kept of attendance, consent, feedback and evaluation of simulation programmes
- May be required to work outside office hours in accordance with the needs of the role to cover training schedules

CONTINUING EDUCATION

There are active teaching programmes within all departments within the Trust. The post holder will be expected to participate in sessions relevant to their specialty.

There is also an active postgraduate educational programme centred within the Postgraduate Centre and a well-stocked postgraduate library. The post holder will be encouraged to attend regular meetings both regionally & nationally by arrangement with the Consultants and when funding is available.

There are strong links with Hull York Medical Schools. The development of educational qualifications will be encouraged.

The post holder will be expected to actively participate in the departments' audit activities.

Section 5: Terms and Conditions of Employment / Additional Requirements

CONDITIONS OF SERVICE

The post is whole time The post holder will receive a salary, paid monthly, that is laid down in the terms and conditions of service are those for Hospital Medical and Dental Staff. This will be agreed based on the previous experience of the successful candidate.

ADDITIONAL REQUIREMENTS

All posts are subject to the NHS pre-employment check standards. Accordingly all post holders must have satisfactory Occupational Health and a Disclosure & Barring Service (Enhanced level) clearance. At the interview stage, the post holder will have provided evidence of their identity, right to work in the UK, qualifications and professional registration, the Medical Recruitment team will have verified their suitability for employment through reference checks.

The successful candidate will preferably have 2 years post Foundation experience, at least 6 months NHS experience (Ideally 12 months), Membership of a relevant College and be competent in Life Support, as evidenced by specialty-specific certification.

All applicants are asked to check before applying for a post, that they will be eligible for full registration with the General Medical Council.

You can check your eligibility on the website <http://www.gmc-uk.org> If there is any uncertainty please contact the GMC and seek advice. If you cannot register with the GMC, you cannot be employed.

Section 6: Trust Information

Our History

We became a Foundation Trust on 1 April 2007, which led to significant changes to the overall governance of the organisation and increased the links to the local community through the appointment of governors and members.

We provide acute and community services for approximately 800,000 people living in and around York and Scarborough, providing a range of specialist services over a wider catchment area across North Yorkshire, East Yorkshire and Ryedale.

In April 2011 the Trust took over the management of some community-based services in Selby, York, Scarborough, Whitby and Ryedale. This includes some community nursing and specialist services as well as Archways in York, St Monica's in Easingwold, The New Selby War Memorial Hospital, Whitby Hospital and Malton Hospital.

The acquisition of Scarborough and North East Yorkshire Health Care NHS Trust was finalised in July 2012. The key aim of the integration is to strengthen clinical services and ensure the delivery of the most comprehensive set of sustainable, quality services as close to the patient's home as possible, and as such this represents an exciting development for the organisation.

York Hospital is the Trust's largest hospital and offers a range of inpatient and outpatient services, with our two community rehabilitation hospitals at St Helen's and White Cross Court we have over 700 beds.

Scarborough Hospital is the Trust's second largest hospital. It houses an Accident and Emergency department and provides acute medical and surgical services, including trauma, intensive care and cardiothoracic services to the population and visitors to the North East Yorkshire Coast.

We provide specialist services from other sites and work collaboratively in certain specialties through our clinical alliance with Harrogate and District NHS Foundation Trust, we are also working closely with Hull Teaching Hospital NHS to strengthen the delivery of services across North and East Yorkshire.

The Trust currently employs over 8500 staff across all of our sites.

HYMS

York and Scarborough Teaching Hospitals NHS Foundation Trust (YSTHNFT) is part of the joint undergraduate Hull and York Medical School (HYMS) with partners the

University of York, University of Hull and Hull and East Yorkshire Hospitals NHS Trust. The first students commenced in September 2003 and follow a five-year curriculum, which makes strong use of problem-based learning techniques. HYMS departments on both of our main Hospital sites provide new and improved teaching facilities for undergraduate students.

Post Graduate Medical Centres

The Medical Education department has two bases, one at the York site and one at the Scarborough site, encompassing Postgraduate and Undergraduate training.

The department facilitates and provides administrative support for Postgraduate and Undergraduate Medical Education activity taking place within the Trust and works in partnership with Yorkshire and Humber Health Education England and the Hull York Medical School.

Medical Education provides training, education and pastoral support to Medical students, doctors in training and supports the continuing professional development of specialty doctors, consultants and the wider multidisciplinary teams

Medical education works alongside the Resuscitation and Clinical Skills department to provide resus and clinical skills training to our multi-professional workforce

Postgraduate Medical Education is led by Dr Alison Corlett, Director of Medical and Dental Education and Undergraduate Medical Education is led by Professor Vijay Jayagopal, Clinical Dean. They are supported by dedicated clinical staff and admin/clerical teams who are focussed on delivering and supporting high quality education and training

There are good Medical and Nursing libraries available on both the York and Scarborough hospital sites. A permanent librarian is available and literature searches and reference articles are easily obtained. The library has close links with the library services at the University of York as well as the University of York St John.

Management Relationships within the Trust

The management of all staff, hospitals and other healthcare facilities within the Trust is the responsibility of the Trust Board, discharged through the Chief Executive and Executive Directors. Day to day management of the Trust is organised through a series of directorates, which are both clinical and non-clinical. Each clinical directorate has a Clinical Director who is accountable to the Chief Executive. The consultants within each Directorate are accountable to their Lead Clinicians, where available, who in turn is accountable to their Clinical Director.

Staff Benefits

As a Trust employee you will be entitled to a wide variety of discounts, offers and schemes in the following areas:

- Fairness Champions – Members of staff who help promote equality, diversity and human rights
- Staff Shop
- Retirement Benefits
- Pets Corner – Dog walking and recreational field discounts
- Holidays and Accommodation – UK Breaks and hotel discounts
- Days and Nights Out – Theatres, Restaurants, Bars, Theme Park discounts
- Travel and Transport – Car lease schemes, Bus tickets discounts
- Funded Projects and Courses
- Home and Garden – Building services and boiler repair discounts
- Events and Publications
- Staff Wellbeing and support – Employee health checks
- Staff Lottery
- Childcare – Vouchers, On-site nursery (Scarborough)
- Health & Beauty and Fitness – On-site Massage (York), Subsidised complimentary therapies, Corporate club memberships
- Personal Finance and Salary Sacrifices

This list is in no ways exhaustive. Further information about the benefits of working for the Trust can be found on the Trust website in the 'working for us' section.

Section 7: About York and the Yorkshire Coast



York & the Yorkshire Coast



Local Information

York is a historic city at the confluence of the Rivers Ouse and Foss in North Yorkshire, England, and is the traditional county town of Yorkshire to which it gives its name. To live in York is to be immersed in its 2000 years of history from the ancient walls of Roman York to the Viking remains of JORVIK. The city not only offers a wealth of historic attractions, it also has a variety of cultural and sporting activities including the new York Community Stadium which is the home to a Swimming Pool, Gym, Extreme Climbing Zone and 5 aside 3G Pitches. The centre also includes a wide range of catering and family leisure activities. The Stadium is home to an 8,000 all seater stadium shared by York City Football Club and York City Knights Rugby League Club.

York has something for everyone through every season, with the York Ice Trail in Winter and the Fossgate Festival in summer. The city also offers as a base for the international celebration of film at Aesthetica Film Festival.

The city has two highly rated universities, a law college and high-quality schools in both the state and independent sectors. There are excellent road and rail links to surrounding towns and cities as well as easy access to the Yorkshire Moors, Dales and East Coast.

London is accessible by train in under 2 hours and there are regional airports in Leeds and Doncaster. Yorkshire is also home to many theme parks and attractions such as Flamingo Land, Yorkshire Wildlife Park, Eden Camp, Tropical World and many famous landmarks such as York Minster, Castle Howard and Whitby Abbey.

Scarborough is one of the original seaside resorts. The Yorkshire coast has stunning scenery, wildlife and glorious beaches. Just like York, you can immerse yourself in the history of the town with Scarborough Castle and the Rotunda Museum of geology. Or if you are looking for something with more activities then you can take a trip down to the seafront to enjoy the amusement arcades, ice cream parlours and beach huts. There are attractions for all ages including the world class Alpamare Waterpark and the Sky Trail Adventure.

Scarborough open air theatre has staged world famous acts such as Elton John, Britney Spears and Little Mix to name a few, firmly putting Scarborough on the map and is testament to how the town is constantly innovating.

Further information:

<https://www.visitork.org>

Discover Scarborough & the Yorkshire Coast

<https://www.discoveryorkshirecoast.com/scarborough/#>