

**International Fellow in Liver Transplant Surgery
MTI Scheme**

Full-time

INFORMATION PACK AND JOB DESCRIPTION

2016

BACKGROUND

King's Health Partners Academic Health Science Centre (AHSC)

King's Health Partners is a pioneering collaboration between King's College London, Guy's and St Thomas', King's College Hospital and South London and Maudsley NHS Foundation Trusts.

This unique combination brings together one of the world's leading research-led universities and three of London's most successful NHS Foundation Trusts.

The driving purpose behind King's Health Partners is to continually seek and bring about swifter and more effective improvements in health and well-being for patients and people everywhere, by combining the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare.

King's Health Partners (KHP) is one of only five Academic Health Science Centres in the UK accredited by the Department of Health. This followed a selection process carried out by a panel of internationally renowned clinicians and researchers. Further information on KHP can be found on its website www.kingshealthpartners.org

KING'S COLLEGE HOSPITAL

King's College Hospital is one of the largest and busiest in London, with a well-established national and international reputation for clinical excellence, innovation and achievement. Two thirds of the clinical activities of the hospital are in support of the socially and economically diverse communities of the boroughs of Southwark and Lambeth. As both a healthcare provider and a major employer with over 7,000 staff, King's plays an important part in helping reduce local, social and health inequalities. The hospital provides a broad range of secondary services, including specialist emergency medicine (e.g. trauma, cardiac and stroke). It also provides a number of leading edge tertiary services, such as liver transplantation, neurosciences, haemato-oncology and foetal medicine.

King's College Hospital has an enviable track record in research and development and service innovation. In partnership with King's College London the Trust has recently been awarded a National Research Centre in Patient Safety and Service Quality. It is also a partner in two National Institute for Health Research biomedical research centres. The first is a Comprehensive centre with King's College London and Guy's and St Thomas' NHS Foundation Trust and the second is a Specialist centre with the South London and Maudsley NHS Foundation Trust and the Institute of Psychiatry. King's College Hospital has also recently strengthened its research and development infrastructure in order better to support clinical researchers across the organisation.

The hospital is principally located on a single site, with approximately 900 beds, but has a number of important outlying satellite services including dialysis, foetal medicine, cardiac diagnostics, and outpatient outreach clinics in other locations. It works in close collaboration with other health providers in South East London, including Primary Care Trusts, to ensure the sustainability and excellence of services across the area. In recent years, there has been substantial investment in both the facilities and resources of the hospital, which has transformed the quality of care that it now delivers.

Further information about King's can be found on its website, www.kch.nhs.uk.

The Trust has an annual income in excess of £570m, the majority of which is derived from Primary Care Trust commissions. However, education and research are also important sources of income, currently contributing around 8% of the total. The Trust is embarking on a strategy to achieve greater diversification of its income, with growth anticipated in tertiary referrals, research and commercial services activities. There is also a developing fund raising partnership with the King's College Hospital Charity."

King's College Hospital offers a family friendly working approach for all staff to ensure a good work-life balance. It is an environment where family life is promoted and this will be a feature of your annual appraisal. The Trust provides childcare advice and nursery facilities in conjunction with a supportive mentoring and career planning programme. Applications for job sharing are welcome.

DEPARTMENT DESCRIPTION

1. INTRODUCTION

The Liver service is probably the largest comprehensive clinical liver programme in the world. It provides an integrated investigation and treatment service for all types of acute and chronic liver diseases as well as research into pathogenesis and future patient management. Routine and emergency cases are accepted from regional and supra-regional contracts as appropriate to the core services of liver transplantation, liver intensive care, general hepatology and HPB surgery. The paediatric liver transplant programme is closely aligned with the paediatric hepatology service. The liver transplant programme currently performs around 200 transplants (approximately 2/3 adult, 1/3 paediatric) each year. The programme promotes an ethos of innovation and research. King's College Hospital has a long history of specialist HPB surgery, developed in association with gastroenterology and hepatology. King's College Hospital is part of the King's Health Partners Integrated Cancer Centre. Service provision is firmly based on an integrated multidisciplinary approach.

2. SPECIFIC AREAS

The liver transplant service has been the largest in Europe over the last 20 years offering both adult and paediatric transplants. The unit performs all types of liver transplants: split liver, non-heart beating donors, living related, domino, and auxiliary transplants.

King's has performed over 4000 liver transplants and this experience has helped develop active programmes of cell transplantation, including hepatocyte transplants and islet cell transplantation. Uniquely King's is the only centre recognised by the National Commissioning Group to have two such funded programmes.

3. CLINICAL ORGANISATION

The adult liver service is comprised of integrated services of hepatology, liver intensive care, liver transplantation, hepatobiliary medicine/surgery and specialist liver laboratories. These services closely integrate offering seamless patient care. The services are supported by CPA approved laboratory services in histopathology, viral hepatitis testing and immunosuppressive monitoring.

There are also close links with 4 dedicated liver radiologists. The liver service combines with renal medicine and surgery to form a division with a managerial structure under the Divisional Manager. There is an Assistant Divisional Manager for Liver & Renal with Service Managers for HPB, Hepatology & Gastroenterology, Senior Liver Transplant Co-ordinator/ Liver Transplantation and Renal. There is a Head of Nursing for Liver & Renal, supported by matrons.

The adult Liver Service also combines with paediatric liver services and academics to form the Institute of Liver Studies. The Clinical Director for Liver is supported by a number of lead clinicians for core components of the service.

JOB DESCRIPTION

GENERAL INFORMATION

JOB TITLE:	International Fellow in Liver Transplant Surgery (via the MTI Scheme)
GRADE:	Senior Clinical Fellow
HOURS:	40 with a potential for on-call commitment
RESPONSIBLE TO:	Clinical Lead Liver Transplant Surgery
ACCOUNTABLE TO:	Clinical Director for Liver Transplant Surgery
TENURE:	24 months

The purpose of this appointment is to give the successful applicant level 3 training in all aspects of liver transplantation and to give them the opportunity to take part in the delivery of a supra-regional specialist service. The post-holder's responsibilities and opportunities will be as follows:

Liver transplantation

The post-holder will gain extensive experience of all aspects of liver transplantation, including adult and paediatric transplantation, the use of reduced and split liver, auxiliary and living donor liver grafts.

Multi-organ retrieval

The liver retrieval zone for King's covers the majority of the South of England. The team includes two surgeons, a scrub nurse and a perfusionist. In addition to retrieving the liver the team generally retrieves the kidneys. Pancreas retrievals are also increasingly performed. Depending on experience, after a period of induction and training the post-holder will join the multi-organ retrieval rota as a lead surgeon; attendance at approximately 30 retrievals is needed before leading the team.

In-patient management

The day to day in patient management is performed by the surgical fellows providing surgical advice and input on the daily ward round. Each surgical SpR/fellow covers the wards on a weekly rotation. The post-holder will attend the relevant MDMs and present patient information.

Outpatient care

There are regular post-transplant out-patient clinics with at least one consultant present on a Tuesday and a Thursday. The post-holder will attend outpatients approximately once a fortnight.

Research

This post provides unlimited opportunities for clinical research. The post-holder will be guided in the choice of suitable projects and will be encouraged to take them through to publication. Several of the junior medical staff within the department are also involved in laboratory based research and is another option for the post-holder.

The Institute of Liver Studies has a biobank is functioning and the post-holder will be expected to assent in the collection of material for this working with the Liver Transplant team.

Audit

There are monthly morbidity & mortality meetings. Audit meetings are also held alongside postgraduate presentations/ talks on the Wednesday academic afternoon. The post-holder will be expected to contribute to these. In addition unit teaching in all aspects of liver disease, transplantation and HPB surgery are held weekly at 7.45am on a Wednesday morning.

Teaching

There are medical students attached to the transplant unit for the majority of the year. All members of the surgical staff are involved in their teaching. In addition the surgical fellows are often asked to talk on nursing study days etc.

Administration

The principal administrative duty of the post-holder will be prompt communication about and careful follow up of patients he/she has seen in the out patient clinic.

Supervision of training

The post-holder will receive regular appraisal and feedback from their educational supervisor, Prof Nigel Heaton.

GENERAL STATEMENT

- The post holder has a general duty of care for their own health, safety and well-being and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College NHS Trust together with all relevant statutory and professional obligations.
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- To maintain satisfactory personal performance and quality standards and to achieve where possible objectives agreed in the Annual Staff Appraisal system.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holders.
- The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be

made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

WEEKLY TIMETABLE

DAY	A.M.		P.M.	
Monday	8.00		2.00	HCC outpatient clinic (optional)
			5.00	Transplant Meeting
Tuesday	9.00	Histology meeting	2.00	Post-transplant clinic
	11.00	Paediatric Liver Transplant Meeting	5.00	Transplant Meeting
Wednesday	7.45	Trainee postgraduate teaching	4.00	Transplant Meeting
			4:30	Research update or visiting speaker
Thursday	8.00	HCC MDM	1.30	Post-transplant clinic
	9.00	Liver Radiology MDM		
			5.00	Transplant Meeting
Friday	10.45	Transplant listing meeting	3.00	Surgical teaching session
			5.00	Transplant Meeting
Weekends		On-call as per rota		
ALL WEEK		On-call as per rota		

Morbidity & mortality meetings on a rolling basis with routine clinical activity cancelled to ensure attendance.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
1. Qualifications	Registrable medical qualification	
2. Higher qualifications	MRCS or equivalent	
3. Registration	Full registration with GMC	
4. Training and experience	Equivalent to SpR year 4	Hepato-biliary surgical experience Previous liver transplant surgical experience
5. Audit	Understanding of principles of medical audit	Undertaken audit projects
6. Research and publications	Involvement in research project(s)	Publication of clinical research
7. Personal skills	Effective communicator, able to work in a close-knit team and co-operate with all medical and paramedical staff	Familiarity with information technology and general computer skills
8. Personal attributes	Professional attitude towards work; reliability	Desire to continue personal development
9. Teaching		Experience of under-graduate teaching

KING'S COLLEGE HOSPITAL NHS FOUNDATION TRUST

PERSON SPECIFICATION

1. Sound intellectual skills, evidenced by a professional training base.
2. A willingness to accept responsibility.
3. A clear appreciation of the advantages and limitations for clinical practice of the present system for the provision of healthcare.
4. An awareness of own strengths and weaknesses coupled with the ability to deploy them to best effect.
5. Good interpersonal skills coupled with an ability to co-operate within a top flight senior clinical team.
6. A clear understanding of the NHS reforms and the opportunities and challenges they present to a NHS Trust.
7. Recognition within the clinical profession and with an existing network for professional contacts which can be deployed to the advantage of King's College Hospital NHS Foundation Trust.

Purpose of Job

As an employee of the Trust, the Senior Clinical Fellow in Liver Transplant Surgery will work in close co-operation with and support clinical, other medical professional and managerial colleagues in providing high quality healthcare to the liver transplant programme. Integral to these responsibilities are:

- * the provision of a first class clinical service;
- * undertaking all work in accordance with Trust procedures and operating policies;
- * conducting clinical practice in accordance with contractual requirements, within the parameters of the business plan;

Administration:

Medical staff are required to carry out all necessary administrative duties associated with the care of their patients and with the running of the department.

Study leave:

Study leave may be requested electronically in line with the Trust's Study Leave Policy and allowances will be paid in accordance with local and national regulations in force at that time.

Annual leave:

To ensure the smooth and efficient running of the service, the post-holder will ensure that, in conjunction with his/her colleagues, adequate arrangements are made to cover planned absences of annual leave. The postholder should refer to the Trust's Annual Leave Policy for full guidance.

Annual leave must be agreed in advance with the Clinical Lead for Liver Transplant Surgery and each employee is responsible for the maintenance of their annual leave record card.

Terms and Conditions of service:

The post is covered by the current NHS Terms and Conditions of Service of Hospital Medical and Dental staff (England and Wales) and the General Whitley Council Conditions of service. Salary scales are as published (see para 113, Terms and Conditions of Service). The post attracts the full High Cost Area Allowance. Appointment is conditional upon a satisfactory medical assessment which may include an examination.

The planned hours of work are 9:00am to 5:00pm Monday to Friday, with elective lists on approximately 2 weekends each month, plus an on-call commitment. The Trust will take a flexible attitude to altered hours of work to suit the post-holder and/or the clinical needs of the Institute of Liver Studies.

Practitioners will be required to reside within 10 miles by road of King's College Hospital, unless prior consent has been obtained from the Health Authority to a greater distance.

The appointee will be allowed 6 weeks holiday in every leave year.

FOR FURTHER INFORMATION PLEASE CONTACT:

For further information please contact Mr Krish Menon, Consultant Liver Transplant & HPB Surgeon Educational Lead for Liver Surgery Email: Krishna.Menon@nhs.net,