

Foundation Job Description

Foundation School (Delete as appropriate)		Programme No. (e.g. L006 OR T102) <i>Can be found on the Trent/LNR Allocation Spreadsheet</i>			
LNR		AL043/AL044/AL047/AL048			
Grade (Delete as appropriate)		Specialty:		Subspecialty (If appropriate):	
F2		Clinical Leadership			
Site:			Trust:		
Leicester Royal Infirmary, GP & Leicester General Hospital			University Hospitals of Leicester NHS Trust		
Main duties:					
Summary of the Post					
<p>These were the first national posts to provide a joint F2 programme in Acute Medicine, Medical Specialties and Clinical Management. There are 8 posts available. We offer the Mary Seacole NHS leadership course funded by the Foundation School for our leadership trainees. This will allow you to gain an NHS leadership qualification with other clinical leaders in the region. This is a blended course of distance and face to face contact.</p> <p>The posts will provide an excellent opportunity for doctors in the early years of their postgraduate careers wishing to undertake a joint clinical and academic F2 training programme. The posts are for 1-year and the time will be divided equally between Acute Medicine, a medical specialty and training in clinical management/ leadership.</p> <p>Who are these jobs aimed at? This integrated academic F2 programme (8 posts) is aimed at doctors who are interested in making a substantial contribution to the development of medical services at the same time as acquiring and demonstrating F2 competences in an acute setting. The posts are especially suitable for those wishing to explore a career incorporating management or to simply expand their managerial and leadership skills.</p> <p>Specific learning opportunities/objectives: These integrated academic F2 programmes will: 1. support the acquisition and demonstration of F2 competences as described in the Curriculum for the foundation years in postgraduate education 2. expose the post-holder to a breadth of acute medical presentations 3. provide experience in one of 4 sub-specialties: Cardiology, Respiratory Medicine, Critical Care and Peri-operative Medicine, and Nephrology. 4. provide tuition and support for a variety of management and leadership objectives. Completion of structured project work will result in a Post Graduate Certificate in Healthcare Leadership and Management from Leicester University.</p> <p>Location of Duties: These appointments are confined to three hospitals that make up the University Hospitals of Leicester NHS Trust and are subject to change in the event of service re-organisation in the interim period.</p> <p>Teaching of Medical Student and Junior Doctors: There is no programmed activity for teaching students and F1 doctors, but it is expected that you will contribute to the clinical teaching of senior students. There will be opportunities for interested F2s to contribute to junior medical student class-based teaching.</p>					
Example Timetable					
For example: W/R (Outpatients), MDT, Meetings, X-Ray Conference etc					
	Mon	Tues	Weds	Thurs	Fri
AM	See text below.				
Lunchtime					
PM					
Educational Activities:					
Clinical Induction					
Each clinical post will include a comprehensive induction.					
Management Induction					
An initial induction to the management component will take place followed by close supervision by a clinician.					
Generic F2 teaching					
The post-holder will be expected to participate in the generic F2 teaching run in partnership with the LNR Foundation School. In accordance with the Operational Framework for foundation training, a minimum of 10 days will be allocated from the post-holders study leave entitlement to support this formal educational programme in generic professional training.					
Clinical supervision					
Your clinical supervisor for each period will be a specified consultant in the relevant Department					
Educational supervision					
Each post-holder will be allocated an educational supervisor who will be responsible for providing support and reviewing clinical and academic progress.					
Academic mentor					
The post holders will be mentored and observed by a senior clinician with management responsibilities for the purposes of providing constructive feedback to develop their management skills. Each post holder will be allocated a specific area of management responsibility to develop.					
Programme Management					
These posts will be managed as part of the UHL Foundation Programme within the LNR Foundation School.					

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Other Comments (if appropriate):

Academic Programme

The academic programme runs throughout the year concurrently with the clinical training. It is divided into 2 elements:

1. A PG Teaching Programme lead by Prof. Judy McKimm (University of Swansea). This is a 8-day teaching programme (mostly single days from August to April), which provides the research-evidenced knowledge underpinning management and leadership skills and attributes. The taught element is always under review and further details will be made available nearer the start date. The key features of the programme are that it is:

- practical: through the incorporation of the development of key skills such as coaching, change management and negotiation
- work-orientated: by including project work as a key component supported by action learning sets
- focussed on individual development: through its emphasis on 360 feedback, supervision and mentoring
- grounded in theory: through the provision of selected leadership and management literature relevant to the postgraduate medical education context

2. A management project with one of the senior medical or non-medical managers. You are allocated 30% of the working week to undertake this activity. Each F2 will choose one dedicated project geared directly to meet NHS Trust strategic and operational objectives. This will be supported through action learning sets and input from supervisors and tutors. You will be expected to write a report, which will be submitted as part of the PG Certificate. For example, previous projects have included hospital at night, 7-day working, introduction of electronic prescribing etc.

Clinical Programme

All post holders will spend 6 months in the Acute Medical Unit (AMU) at the Leicester Royal Infirmary or the Clinical Decisions Unit (CDU) at the Glenfield Hospital. They will combine the acute medicine post with 6 months in one of the following specialty areas: Cardiology, Respiratory Medicine, Critical Care and Peri-operative Medicine, and Nephrology depending on the nature of the acute experience (see table). The rotations will be allocated according to preference dependent on the ranking obtained at interview by candidates. Half the posts will start with acute medicine, the other half with the medical specialty.

These posts are supernumerary allowing time to be taken (approximately one third) for the academic training. In practice, post-holders usually work 7 days clinically and 3 days on their management project over each 2-week period.

There is no OOH supplement for these posts.

2 Posts: Acute Medical Unit (AMU LRI) – Cardiology (GH)

2 Posts: Acute Medical Unit (AMU LRI) – Respiratory (GH)

2 Posts: Acute Medical Unit (AMU LRI) – Critical Care and Peri-operative Medicine (GH)

2 Posts: Clinical Decisions Unit (CDU GH) – Nephrology (LGH)

Please see the information below on each available specialty for these programmes: