NHS
Portsmouth Hospitals University
NHS Trust

Locally Employed Doctor (Core) Job Description

Grade: Locally Employed Doctor - Core

Department: Emergency Department

Reports to: Education Supervisor

Contract: Permanent or fixed-term* (6 or 12 month) positions available.

**This is to cover identified short-term workforce requirements, for example periods of secondment, long-term sickness, maternity, paternity, shared parental or adoption leave. Where there is an ongoing workforce requirement at the end of a fixed-term appointment, the post would normally be expected to transition to a substantive position, in accordance with NHS Employers guidance on transitioning Locally Employed Doctors to substantive contracts.*

Job Summary:

Emergency Medicine is at the heart of the hospital's emergency care pathway, and our department is one of the busiest in the South of England. In 2024 we opened the new department, delivered through the (BBEC) Building Better Emergency Care project. The department is led by a highly motivated group of Consultants who provide high quality care, support junior doctors as well as driving change as well as being largely present on the shop floor. In addition, there is an excellent co-located Children's Emergency Department that has also has Consultant delivered care until midnight.

The department has a strong education ethos with many of our trainees returning as Consultant colleagues. The opportunities include:

- Clinical Educators – we have a dedicated team of Consultants that provide 4 hours of shop floor education, 5 days a week. These Consultants are in addition to the Consultants providing shop floor care and the sole purpose is to provide training and learning for junior doctors. They complete SLE's as well as support trainees requiring competency sign off in specialist areas, e.g. sedation or ultrasound
- 2 hours of protected teaching every other week
- Regular simulation sessions, including virtual reality
- Daily 1 o'clock teaching vignettes
- 2 Hours EDT

Whilst this is not a formal training post, the successful candidate would have the opportunity to access the same departmental training opportunities as those on a postgraduate training programme.

- Educational supervisors
- Locally Employed Doctor training days

Although this post is not approved for postgraduate training the duties are the same as the existing specialty training posts. The successful candidate will be assigned an educational supervisor and will be encouraged to maintain an educational portfolio with appropriate assessments to their level of experience and participate in annual appraisal.

Key Responsibilities:

A Locally Employed Doctor (LED) in the Emergency Department (ED) provides essential medical care to patients with acute or life-threatening conditions. Their role includes:

- **Initial assessment and triage**: Quickly evaluating the severity of patient conditions to prioritize care.
- **Diagnosis and treatment**: Providing immediate medical interventions, including administering medications, performing procedures, and coordinating with specialists if needed.
- **Monitoring and stabilising patients**: Overseeing patients' conditions in critical or unstable states and ensuring their stabilisation.
- **Collaboration**: Working closely with ED nurses, consultants, and other healthcare professionals to ensure comprehensive patient care.
- **Documentation**: Accurately documenting patient information, treatments, and outcomes in the hospital's medical records system.
- **Patient and family communication**: Explaining diagnoses, treatment plans, and possible outcomes to patients and their families.
- **Adherence to protocols**: Following hospital and departmental guidelines and standards of care for managing various emergency cases.

The role requires quick decision-making, adaptability, and the ability to handle high-stress situations efficiently.

The successful candidate duties will include:

- Delivery of shop floor care to patients arriving in the Emergency Department.
- Participate in a 24/7 rota including weekend work and night shifts.
- Ensure discharge summaries are completed in a timely manner and communicate with GPs and other clinical colleagues as required.
- Maintain continued professional development.
- Attend educational and multidisciplinary sessions.
- Completion of essential/mandatory training
- Comply with all local policies including, dress code, annual and study leave.

Person Specification

	Essential	Desirable
Qualifications	Full GMC registration with a licence to practice Primary medical qualification recognised by the GMC PLAB (if applicable) IELTS (overall 7.5 score) or OET ALS	APLS, ATLS or equivalent
Clinical Experience	Evidence of completion of 2-year training programme Demonstrable skills and experience in Emergency Medicine	Experience of working within the NHS **MRCEM exams**
Clinical Skills	Demonstrate evidence of being able to • manage/prioritise time • manage information effectively • prioritise clinical need Ability to maximise safety and minimise risk. Monitor developing situations and anticipate issues. Ability to take clear and concise case histories and conduct a good clinical examination Ability to initiate treatment of common medical conditions Ability to cannulate and catheterise patients.	
Knowledge	Able to demonstrate appropriate level of clinical knowledge Able to demonstrate evidence of annual appraisal/ARCP. Knowledge and use of evidence-based practice IT skills. Effective, confident presentation ability Practical experience of working in various medical and surgical specialities. Good understanding of working with patients with multiple medical co-morbidities.	Desirable to have previous experience of working with common NHS IT systems like PACS.
Other	Resilience and ability to function effectively under pressure Able to adapt to working with the whole team. Evidence of participation in audit/QI project	Publications Prizes and honours

	Good written and spoken English adequate to enable effective communication Logical thinking, problem solving and decision making Applicants must meet professional health requirements (in line with GMC standards/Good Medical Practice)	

Working Together for Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: