JOB DESCRIPTION & PERSON SPECIFICATION
(Incorporating general information about UCL Hospitals NHS Foundation Trust)

for

Post CCT Senior Clinical Fellow in Interventional Neuroradiology

at

UNIVERSITY COLLEGE LONDON HOSPITALS
NHS FOUNDATION TRUST

Fixed term contract of 1 year
UNIVERSITY COLLEGE LONDON HOSPITALS NHS FOUNDATION TRUST

The Appointment

University College London Hospitals is seeking to appoint a full-time Post CCT Fellow in Neuroradiology (interventional). The post-holder will be based at the National Hospital for Neurology and Neurosurgery.

The post will provide a year of clinical training in interventional neuroradiology. Aside from the acquisition of technical skills and an enhanced appreciation of the anatomy and pathophysiology relating to neurovascular disease, there will be an emphasis on developing sound decision making processes, governance practices and management skills. There will be important responsibilities in the day to day care of patients and in the collation of neurointerventional outcome data. The appointee will take a lead in departmental neurointerventional research projects with an expectation of at least 2 successful peer reviewed publications within the year.

The appointee will work under the supervision of 5 neurointerventional consultants and in conjunction with 2 other neurointerventional SpRs.

Visits to the Hospitals

Informal inquiries about the post are welcome: contact Mr. Ian Leveney, on 020 3448 3446. Short-listed candidates are encouraged to visit the hospitals before being interviewed by the Advisory Appointments Committee. Earlier visits (at the candidates own expense if prior to short-listing) would be welcomed by Dr F. Robertson Dr P. Cowley and arrangements can be made by contacting Mr. Ian Leveney on the number above.

Interviews

Interviews for this post are planned for February 2015.
University College London Hospitals NHS Foundation Trust

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population. It has played a leading role in the reform of the NHS, and in 2004, was one of the first NHS trusts to achieve Foundation Trust status.

UCLH provides academically-led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We achieve our vision through our Values and Annual Objectives. Developed in partnership with over 1000 staff and patients, our Values guide everything that we do, how we make our decisions and how we are with patients and each other:

We put your safety > and wellbeing above everything

<table>
<thead>
<tr>
<th>Deliver the best outcomes</th>
<th>Keep people safe</th>
<th>Reassuringly professional</th>
<th>Take personal responsibility</th>
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We offer you the kindness > we would want for a loved one

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<tr>
<th>Respect individuals</th>
<th>Friendly and courteous</th>
<th>Attentive and helpful</th>
<th>Protect your dignity</th>
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We achieve through teamwork >

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<tr>
<th>Listen and hear</th>
<th>Explain and involve</th>
<th>Work in partnership</th>
<th>Respect everyone’s time</th>
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We strive to keep improving >

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<tr>
<th>Courage to give and receive feedback</th>
<th>Efficient and simplified</th>
<th>Deliver through learning</th>
<th>Innovate and research</th>
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The state-of-the-art University College Hospital (UCH), which opened in 2005, is the focal point of the Trust alongside the following specialist hospitals:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing)
- University College Hospital Macmillan Cancer Centre
- Royal National Throat, Nose and Ear Hospital
- Royal London Hospital for Integrated Medicine
- Hospital for Tropical Diseases
- National Hospital for Neurology and Neurosurgery
- Heart Hospital
- Eastman Dental Hospital
In 2008, a new academic health science partnership – known as UCL Partners – was formed, supporting over 3,500 scientists, senior researchers and consultants, with a combined annual turnover of around £2 billion. By pooling resources and expertise, UCL Partners, which together treats over 1.5 million patients every year, will be able to produce more world-class research in key areas, including cancer and heart disease, and deliver the benefits more rapidly to patients.

UCLP comprises five of London’s biggest and best known hospitals and research centres: UCL (University College London), Great Ormond Street Hospital for Children NHS Trust (GOSH), Moorfields Eye Hospital NHS Foundation Trust, the Royal Free London NHS Foundation Trust and University College London Hospitals NHS Foundation Trust.

**New Cancer Centre**
The Trust’s brand new purpose-built University College Hospital Macmillan Cancer Centre houses outpatients and day care cancer services, a dedicated teenage and young adult cancer service, and a private patients’ facility run by HCA International.

The five storey building has been designed with the needs of patients and modern cancer care in mind, with an abundance of natural light, open spaces and a rooftop garden that is open to all. To ensure that the building is truly patient-focused, patients have been involved in both the design of the building and how the services within it operate.

**The services we provide**
UCLH provides high quality accident and emergency, general medical and general surgical services to the people who live, work and visit north central London. In addition, the hospital group is home to many specialist services, which attract patients from all over the UK.

Some of the key services are:

- Cancer services
- Cardiac services
- Infectious diseases
- Neurosciences
- Oral health
- Women’s health.

**Our Staff**
The Foundation Trust has a combined staff of over 7,000. Roughly 17% are doctors and dentists, 32% nurses or midwives and 51% are allied healthcare professionals, scientific and technical staff, managers, administrators and support staff; other key services such as catering, portering and domestic services are provided by our external partner, Interserve.

**Our Patients**
Every year we treat close to 60,000 patients in hospital, either as inpatients or day cases. We also see nearly 500,000 outpatients per year. The majority of our patients are from our closest health authority areas: Camden, Islington, Kensington, Chelsea, Westminster and Haringey and the north Thames area in general.

Further information about the Trust, its strategic direction and hospitals can be found on the Trust’s Website: [www.uclh.nhs.uk](http://www.uclh.nhs.uk)
University College Medical School

The Trust is closely associated with University College London (UCL), London’s global, multi-faculty university. UCL Medical School (UCLMS) is one of the highest rated medical schools in the country and is a Division within the Faculty of Medical Sciences, UCL School of Life and Medical Sciences (SLMS). [www.ucl.ac.uk/slms](http://www.ucl.ac.uk/slms)

The academic activity of SLMS is delivered by four Faculties: Brain Sciences (Dean, Professor Alan Thompson), Life Sciences (Dean, Professor Mary Collins), Medical Sciences (Interim Dean, Professor Jean McEwan) and Population Health Sciences (Dean, Professor Graham Hart). Activity is largely centred on three main sites - the Bloomsbury Campus, the Royal Free Campus and the Whittington Campus. Associated hospitals include Eastman Dental Hospital, Great Ormond Street Hospital for Children, Moorfields Hospital; University College Hospitals, including the National Hospital for Neurology and Neurosurgery; Royal Free Hospital and the Whittington Hospital. There are also strong academic links with many other NHS Trusts in Greater London and the South East.

UCLMS provides the curriculum and overview of the teaching for the medical undergraduates. It also offers a wide range of graduate programmes and houses many interdisciplinary research teams. The Medical School has consistently received one of the highest ratings in the UK in the HEFCE research assessments undertaken during the last twelve years. Professor Jane Dacre is Director of UCL Medical School and also acts as Vice-Dean, Campus Director (Whittington Campus). Professor Sir John Tooke is the Vice-Provost (Health) and Head of the Medical School and Professor Anthony Schapira is Vice-Dean and Campus Director (Royal Free Campus).
Clinical Board and Division

UCLH Trust is structured into two Clinical Boards. NHNN is one part of the Queen Square Division, a component of the Specialist Hospitals Clinical Board (in conjunction with Women’s Health, Paediatrics and Adolescents, Cancer Services, and the Eastman Dental Hospital). The Divisional Clinical Director, Queen Square is supported by four Clinical Leads and reports to the Medical Director of the Specialist Hospitals Clinical Board.

The National Hospital for Neurology and Neurosurgery is a secondary and tertiary centre for the specialist treatment for diseases of the nervous system. It accepts patients from local, national and international referrers.

Lysholm Department of Neuroradiology (LDNR)

Medical staff

The medical staff within the department is as follows:

Consultants

Professor T.A. Yousry  Head of Department, Educational Supervisor
Dr. K. Miszkiel  Deputy and Clinical Lead, Training Programme Director, Educational Supervisor, special interest in multiple sclerosis, Doppler ultrasound, transcranial ultrasound, orbital imaging and neuro-ophthalmology

Professor R. Jäger  Special interest in oncology and vascular diseases
Dr. F. Robertson  Lead for interventional neuroradiology NHNN / GOSH & Special interest in vascular & spinal disease

Dr. C Micallef  Special interest epilepsy
Dr. M Adams  Lead of CT, special interest in stroke and movement disorders
Dr. I Davagnanam  Special interest stroke, orbital imaging and neuro-ophthalmology

Dr. H. Chandrashekar
Dr. T. Solbach  Lead for MR and IT, special interest in interventional neuroradiology /Stroke

Dr. A. Rennie  Special interest in interventional neuroradiology
Dr. P. Cowley  Lead for Clinical Governance; special interest in interventional neuroradiology and spine

Dr. P. Rangi  Special interest in interventional neuroradiology, AVM and Skull base

Dr. S. Shah  Special interest in neuromuscular diseases
Dr. F. Jabeen

Full-time Specialist registrars

The junior staff consists of 8 year 4/5 Specialist Registrars, who have the FRCR before being appointed. Their rotation is full time, changing every 6 months as part of the Pan-London 2 year subspecialty training programme in neuroradiology. Two of these are new appointments, made to support the increase in stroke work that has occurred since the new HASU opened. In addition, there are four part-time Specialist Registrars from Imperial NHS Trust (3d/w), UCH (1d/w), Royal Free Hospital (3d/w) and Chelsea and Westminster (2d/w).

The Lysholm Department of Neuroradiology

Since its development by Dr. Hugh Davies and Dr. James Bull in the middle of the last century, this department has been at the forefront of British neuroradiology. Almost half of Britain’s neuroradiologists have passed through the department as members of the junior
staff or on long-term attachments, and the Lysholm Department has also played a major role in training neuroradiologists from many other countries.

The department was largely rebuilt to high standard in the 1980s, occupying the basement of Queen Mary Wing. A second phase of major upgrading and refurbishment was completed at the end of 1988, and an additional new wing to the Department was added at the end of 2008. The department was further augmented in 2012 with the creation of the Neuroimaging Analysis Centre

The department also introduced a new Radiology Information System in April 2004 and PACS (picture archive and communication system) in July 2004 establishing a film-free hospital. The digital department was further enhanced by electronic requesting in 2012. A new PACS / RIS is currently being procured, due to go-live at the end of 2015

**Advanced Neuroimaging Centre**

A major increase in the imaging capacity has been achieved through the Advanced Imaging Centre; the joint initiative of NHNN and IoN, which led to the installation of a 1.5T MR scanner (Avanto), two 3T (Trio, and Skyra) scanners, an interventional suite with an “intraoperative” 1.5T MR (Espree), and a surgical table, a biplane Axiom Artis angiography suite (March 2008) and a Siemens 128 multi-slice CT scanner, all installed in a newly, purpose built section in 2008. A new and a single plane DSA suite has opened in December 2014. A new digital radiography system, ultrasound machine and image intensifiers followed in 2010.

This initiative is unique in that it integrates cutting edge research and clinical developments, both central to this post. As such, the Advanced Imaging Centre is pivotal to an ambitious research programme on dementia, led by the Dementia Research Group (Prof M Rossor and Prof N Fox). Also, the interventional suite is central to research on monitoring and guiding neurosurgical and neurointerventional procedures.

On the East side of Queen Square the imaging facilities are supported by reporting rooms, offices for the Superintendent Radiographers and Specialist Registrars (the latter with a library), a General Office etc.

**The Neuroimaging Analysis Centre**

On the West side of Queen Square (8-11) the department’s facilities have been completely overhauled to establish the new Neuroimaging Analysis Centre, which provides the space and the facilities for the consultants, academic neuroradiologists, clinical scientists and physicists of the department to pursue their clinical and research commitments. In addition to offices, there are 2 reporting areas, a state of the art seminar room and an open space area for the research activities, SpR, MSc, MD and PhD students.

**Neurointerventions**

Interventional neuroradiology has been a major area of the department's activities, especially under Dr Brian Kendall's stewardship. Dr Kendall was an international leader of the field, and his work on dural AV fistulas (DAVFs) established the modern anatomic and pathophysiological understanding of DAVF that still stands today.

Since then, the workload has steadily increased, especially in the last decade from 60 interventional procedures in 2000 to over 400 general anaesthetic procedures in 2014. This includes integration of neurosurgical services from the Royal Free Hospital in 2012. There are currently 5 consultants working in intervention with a further appointment anticipated later this year. 2 consultants also provide interventional cover in at Great Ormond Street Hospital via joint contract arrangements. There are 2 further consultants who offer diagnostic angiography and CT guided spinal procedures.
Workload
Over the last 5 years the angiography suite workload has more than doubled.

In 2013, we performed 1003 procedures in the angiography suite, 595 under local anaesthesia and 408 under general anaesthesia.

The GA cases included:

- 208 aneurysm treatments: 147 acute, 57 elective (23 flow diverting stents)
- 63 treatments of AV shunts: 30 acute, 33 elective
- 17 acute thrombectomy for stroke

CT guided spinal procedures: 583

U/S (inc TCD, Carotid Doppler): 523
Duration and Duties of the Post

It is anticipated the post will commence on 1.3.2015 for a period of 1 year.

The Duties include

- Performing cerebral and spinal catheter angiography and vascular and non-vascular neurointerventional techniques under supervision after suitable training and assessment.
- Support the daily activities of the neurointerventional service, including: out-patient clinics, pre-procedural assessment of patients, obtaining consent for procedures, patient reviews, liaising with clinical teams.
- Support and provide a transcranial Doppler service.
- Attending and chairing relevant multidisciplinary, morbidity/mortality and management meetings.
- Understanding and implementing IRR 1999 and IR(ME)R 2000 regulations in daily practice.
- Gaining an understanding of cerebrovascular and spinal vascular anatomy, physiology and pathology through self-directed, group and case-based learning.
- Collection and collation of data relating to all neurointerventional cases in particular new procedures and new devices facilitating audit and timely publication (under supervision) of relevant data.
- Preparation of case reports and case series for publication under supervision.
- Supporting the development of new services including acute stroke intervention and spinal non-vascular interventions.

The successful candidate will participate in a 1/10 resident partial shift first on-call rota, which falls into Band 1A and the rota is European Working Time Directive compliant.

Study and Training

The appointee will be given every opportunity to increase his or her experience within areas of specialist interest. There are weekly departmental and Multidisciplinary Clinical Meetings and regular Multidisciplinary Morbidity and Mortality Meetings. There are many other regular programmes of postgraduate meetings throughout the hospital both in the LDNR as well as the Neurosurgical and Neurology Departments that would be of interest. Appointees will be expected to take part in the weekly departmental meetings and also to teach the more junior surgical, radiographic and nursing staff.

Research

The appointee will have a central role in supporting research in neurointerventions. There are a number of ongoing and new projects in which involvement is expected. The opportunities to collaborate with other departments within the hospital are numerous, particularly neuroanaesthesia, vascular neurology (including the hyperacute stroke unit – HASU) and neurosurgery. Fellows actively participating in research can expect to present their data at national and international meetings and publish a minimum of 2 peer reviewed papers within the year.
To applicants: you should complete your application form after carefully reading this person specification which is based on the GMC’s “Good Medical Practice”:

### NATIONAL HOSPITAL FOR NEUROLOGY AND NEUROSURGERY

**POST CCT SENIOR CLINICAL FELLOWS IN INTERVENTIONAL NEURORADIOLOGY**

**PERSON SPECIFICATION**

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<tr>
<th></th>
<th>ESSENTIAL CRITERIA</th>
<th>WHEN EVALUATED</th>
<th>DESIRABLE CRITERIA</th>
<th>WHEN EVALUATED</th>
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<tbody>
<tr>
<td><strong>QUALIFICATIONS</strong></td>
<td>• GMC registration</td>
<td>AF</td>
<td>• ALS</td>
<td>AF</td>
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<tr>
<td></td>
<td>• MBBS (or equivalent)</td>
<td>AF</td>
<td>• PALS</td>
<td>AF</td>
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<td></td>
<td>• FRCR/MRCS (or equivalent)</td>
<td>AF</td>
<td>• IR(ME)R certification</td>
<td>AF</td>
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<td></td>
<td>• CCT (or equivalent)</td>
<td>AF</td>
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<td>AF</td>
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<tr>
<td><strong>CLINICAL EXPERIENCE</strong></td>
<td>• Experience of diagnostic neuroradiology</td>
<td>AF, I/V</td>
<td>• Experience of neurology</td>
<td>AF</td>
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<td></td>
<td>• Experience of cerebral angiography and intervention neuroradiology procedures</td>
<td></td>
<td>• Experience of neurosurgery</td>
<td>AF</td>
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<td></td>
<td>• Up-to-date log book for inspection</td>
<td>I/V</td>
<td>• Experience of peripheral interventional radiology</td>
<td>AF</td>
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<td></td>
<td>• Demonstrable involvement in audit and research</td>
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<td></td>
<td>AF</td>
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<td><strong>CLINICAL SKILLS</strong></td>
<td>• Competent to work without direct supervision where appropriate and shows awareness of own limitations</td>
<td>Ref, AF, I/V</td>
<td>• Clear, logical thinking showing an analytical / scientific approach</td>
<td>AF, I/V, Ref</td>
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<tr>
<td></td>
<td>• Knowledge of clinical risk management and evidence informed Practice</td>
<td></td>
<td>• Experience of clinical risk management and demonstrates use of evidence informed practice</td>
<td>AF, I/V</td>
</tr>
<tr>
<td></td>
<td>• Appropriate level of clinical knowledge</td>
<td>AF, I/V</td>
<td>• Demonstrates breadth of experience and awareness in and outside specialty / medicine</td>
<td>I/V</td>
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<tr>
<td></td>
<td>• Appropriate Technical skills</td>
<td>AF, Ref</td>
<td></td>
<td></td>
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<tr>
<td><strong>ORGANISATION / PLANNING</strong></td>
<td>• Ability to prioritise clinical need</td>
<td>I/V, Ref</td>
<td>• Understanding of NHS, clinical governance &amp; resource constraints; management / financial awareness; experience of committee work</td>
<td>AF, I/V</td>
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<td></td>
<td>• Ability to organize oneself and own work</td>
<td>I/V, Ref</td>
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<td></td>
<td>• Experience and ability to work in multi-professional teams</td>
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| **TEACHING SKILLS** | • Experience of and active involvement in audit  
• Information technology skills and maintaining a database  
• Leadership/administrative responsibility  
• Completed audit project (in last 2 clinical years) | AF, I/V  
AF  
AF  
I/V, Ref |
| **ACADEMIC / RESEARCH** | • Evidence of teaching experience; enthusiasm for teaching; exposure to different groups / teaching methods | AF, I/V |
| **CAREER PROGRESSION** | • Research experience  
• Presentations, publications, prizes and honours | I/V  
AF, I/V |
| **START DATE** | • Progression of career consistent with personal circumstances  
• Demonstrates a commitment to and knowledge of the specialty | AF  
AF, I/V |
| **PERSONAL SKILLS** | • COMMUNICATION & LANGUAGE SKILLS (the ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade, negotiate)  
• DECISIVENESS/ACCOUNTABILITY (ability to take responsibility, show leadership, make decisions, exert appropriate authority)  
• INTERPERSONAL SKILLS (see patients as people, empathise, work co-operatively with others, open and non- | AF, I/V, Ref  
I/V, Ref  
I/V, Ref |
<table>
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<tr>
<th>Behavioral Characteristics</th>
<th>Essential Traits</th>
<th>Notes</th>
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<tbody>
<tr>
<td>• USES A NONJUDGMENTAL APPROACH TO PATIENTS AND COLLEAGUES regardless of their sexuality, ethnicity, disability, religious beliefs or financial status</td>
<td>Ref</td>
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<tr>
<td>• FLEXIBILITY (able to change and adapt, respond to rapidly changing circumstances)</td>
<td>I/V, Ref</td>
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<tr>
<td>• RESILIENCE (able to operate under pressure, cope with setbacks, self-aware)</td>
<td>I/V, Ref</td>
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<td>• THOROUGHNESS (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</td>
<td>I/V, Ref</td>
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<td>• SHOWS INITIATIVE/DRIVE/ENTHUSIASM (self-starter, motivated, shows curiosity, initiative)</td>
<td>AF, I/V, Ref</td>
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<tr>
<td>• PROBITY (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</td>
<td>I/V, Ref</td>
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**PHYSICAL REQUIREMENTS**

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<th>Essential Traits</th>
<th>Notes</th>
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<tr>
<td>• Meets professional health requirements</td>
<td>Reemployment health screening</td>
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<td>• Must be able to stand for long periods of time whilst wearing a lead rubber apron.</td>
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</table>

**Ref**

I/V

AF

Reemployment health screening
1. The post is based on a whole time appointment for 12 months in the first instance.

2. Salary will be based upon salary scales equivalent to the SpR salary scale depending on the duties of the post and the experience of the post-holder.

3. The post-holder is required to maintain appropriate registration with the General Medical / Dental Council.

NB. Please note that certain Limited Registration conditions prevent employment in non-training grade posts.

4. This post is covered by the Terms and Conditions of service for Hospital, Medical and Dental Staff (England and Wales), with the corresponding salary scale plus London Weighting Allowance. This post is non-resident. However, the successful candidate may be required to be resident to participate in an on-call rota.

5. The Junior Doctor accepts that he/she will also perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate Consultant, in consultation where practicable with his/her colleagues, both Senior and Junior. It has been agreed between the Professions and the Department that while Juniors accept that they will perform duties of this nature, the Secretary of State stresses that additional commitments arising under this sub-section are exceptional and in particular that Juniors should not be required to undertake work of this kind for prolonged periods or on a regular basis.

6. All appointments are subject to a health assessment and the successful applicant will be contacted by the Occupational Health Department prior to taking up his/her appointment.

7. Annual and Study Leave: The post carries an entitlement of 27-32 annual leave days per year depending on length of service. There is a study leave entitlement at the rate of 30 days per annum pro rata. Study leave expenses are limited.

8. Superannuation: Membership of the National Health Service Scheme is voluntary. If the post holder does not wish to become a member of the scheme he/she may choose to remain in the State Earnings related pension or take out a private pension scheme.

9. Accommodation: The post is non-resident. Subject to availability, single furnished accommodation may be arranged for which a lodging fee will be charged in accordance with current regulations.

10. Period of Notice: Registrars and equivalent Clinical Fellows are entitled to receive three months notice of termination of employment and are required to give the Trust three months notice.

11. Data Protection: If information is required to be held on computer or word processor it must be obtained/processed/used in a fair and lawful way. Data should only be held for specific registered purpose and must not be used or disclosed in any way incompatible with such a purpose. Data may only be disclosed to authorised persons or organisations as instructed. Breeches of confidence in relation to this will result in disciplinary action, which may involve dismissal.
12. Health and Safety: Employees must be aware of the responsibility placed on them under the Health and Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

13. Confidentiality: All employees are required to exercise discretion and maintain confidentiality at all times.

14. Equal Opportunities: It is the aim of UCL Hospitals to ensure that no applicant or employee receives less favourable treatment on the grounds of sex, race, colour, nationality or ethnic or national origins or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end there is an Equal Opportunity Policy and the post holder must at all times carry out his/her duties in accordance with this policy.

15. Crown Indemnity: You will be indemnified by the Health Authority for all NHS work undertaken as part of your contract of employment.

16. You are encouraged to take out adequate defence cover as appropriate to cover you for any work which does not fall within the scope of the indemnity scheme.

OTHER FACILITIES

Clubs
Medical School Union – staff are honorary members (Huntley Street). There is a club for all South Camden District staff at Bonham Carter House, 52 Gower Street, with a bar, swimming pool and squash courts open from 10am to 9.45pm. Swimming pool at John Astor House, Foley Street, is free.