The Renal Association
UK Renal Registry
Job Description

Job title: Clinical Fellow (ST3+ level) in Adult or Paediatic Renal Medicine (Secondment)

Duration: 12 months fixed term contract
Permission from the individual's training programme will be required, to undertake the secondment as out-of program experience (OOPE).

Base: UK Renal Association, Bristol
There will be a significant requirement to travel to hospital sites in England and on occasaion to the GIRFT offices in central London.

Reports to: RA director of audit and informatics
Consultant clinical advisors to GIRFT

General information

The UK Renal Registry (UKRR) is an independent organisation that is part of The Renal Association (RA). It is the major source of audit of renal services in the UK and plays an important role in monitoring and implementation of the National Service Specfications for UK Renal Services and RA Clinical Practise Guidelines, in addition to playing a major role in quality improvement of renal services through the Kidney Quality Improvement Partnership (KQuIP) . It employs about 30 staff and is based in premises within Bristol. Further details can be found on the web site www.renalreg.org. The UKRR also has close links with NHS England, Scotland, Wales and Northern Ireland and is funded by a direct charge to the participating renal centres.

Getting It Right First Time (GIRFT) is a national programme designed to improve the quality of care within the NHS by reducing unwarranted variations. By tackling variations in the way services are delivered across the NHS and by sharing best practice between trusts, GIRFT identifies changes that will help improve care and patient outcomes, as well as delivering efficiencies such as the reduction of unnecessary procedures and cost savings. The GIRFT programme is delivered in partnership with the Royal National Orthopaedic Hospital NHS Trust and NHS Improvement.

The UKRR collects data on patients with kidney disease – pre-dialysis chronic kidney disease, dialysis and kidney transplantation. Data collection from centres treating adults is purely electronic in the form of an extract from the information systems used in each centre for clinical care. It collects Patient Reported Experience across over 10 elements for patients treated by renal replacement therapy (RRT). In addition, it also receives data direct from laboratories on patients with Acute Kidney Injury (AKI) in England. This data is routinely linked with Hospital Episode Statistics (HES) and Civil Registrations to enable comparison of outcomes for patients with kidney disease.

The UKRR analyses and assists with the interpretion of a significant proportion of the information for the GIRFT data packs and is collating data from various GIRFT data sources in preparing the data pack. The Renal GIRFT team are currently visiting all of the renal centres in England to disucss their data and prompt critical thinking of outcomes and unwanted variation. This is only the first phase of the programme however, with plans for a comparative report following the visits, support for local and regional quality improvement and a repeat data analysis and re-visit.

Job purpose

To serve as the primary clinical data advisor to the UKRR and GIRFT colleagues, supporting the preparation of statistical analyses, data collection and validation, and along with the medical statistican take a key role in presenting data to renal centres and supporting quality improvement activity.

Key Working Relationships

Contact	Relationship to
RA director of audit and informatics	Line manager Provides professional support and guidance to postholder
Head of operations	Provides support and guidance to postholder Postholder reports progress
Consultant clinical advisors to GIRFT	Co-managers, close collaborative working Postholder reports progress
GIRFT team	Provides support and guidance to postholder Postholder reports progress
GIRFT medical statistician	Work collaboratively Professional and peer support
UKRR clinical fellow and statistical team	Professional and peer support

Main duties

1. Support the statisticians in the preparation of accurate information and statistics required for UKRR-GIRFT publications and reports.
2. Support the data managers' development of data collection and processing activities
3. Advise on improvements to the validation, coherency and quality of data held by the UKRR, contributing to the preparation of specifications required.
4. There is a key focus of this role to gain maximum benefit from the linkage between UKRR data-sets and HES – developing new clinically robust measures suitable for quality improvement for both renal, but also the wider GIRFT programs.
5. Lead the writing of reports for the GIRFT analysis.
6. Represent at GIRFT and UKRR meetings as required.
7. Develop and advise on the design of clinical audit projects.
8. Ensure effective working and compliance with relevant legislation including the Data Protection Act 2018 thus ensuring that patient and centre confidentiality is preserved.
9. Undertake personal development to ensure skills and knowledge are maintained and developed and to be aware of relevant developments in your field.

Opportunities

10. Support a programme of work which will include audit, quality improvement, leadership and management.
11. Understand how data is collected, processed and analysed by the UKRR as well as the legal framework behind that, the legislation around data collection and sharing – as well as how this will develop in the future – this is a skillset required by every renal unit.
12. Develop an understanding of legislation around data protection and information governance
13. Help design new analyses for inclusion in the GIRFT data-packs report.
14. Hone your management and leadership skills.
15. Gain a practical understanding of medical statistical techniques.

16. Through work with the national GIRFT, understand techniques in large scale quality improvement.
17. Collaborate with the UKRR patient council (see website) on patient focused projects.
18. Develop teaching and training skills within UKRR and also externally on behalf of UKRR and GIFRT.

Clinical work
No clinical work is offered as part of this post.

Educational approval
This post has neither Royal College or Postgraduate approval for training.

The post is, however, educationally sound and well supported. Applicants must ensure they are aware of the implications to their career plans when applying for this post. Applicants will have a place on the national training scheme in adult or paediatric nephrology and will be required to negotiate out of programme experience with their deanery, in which they will be supported by the UKRR. Applicants must ensure that their employer will agree to the secondment.

For work within the UKRR
The post holder is managerially accountable to the RA director for audit and infomatics, Dr James Medcalf, but will work closely with the consultant clinical advisors to GIRFT (currently Dr Graham Lipkin and Dr Will McKane) with regard to their work program and the goals and objectives of GIRFT. The chief executive officer of the RA is Mr Ron Cullen.

Main conditions of service

The terms and conditions of service of your current employment will remain during this secondment.
This is a whole time appointment, but would also consider part time applications.
The practitioners hours of duty shall be a standard working week of 40 hours.
The post holder will spend the majority of their working time in the UKRR office in Bristol.
Salary scale: the post holder will be paid at the unbanded rate at their level of SpR training

Person specification

Qualifications / Training	Essential/Desirable
Registered medical doctor with the GMC	E
Currently in a UK renal specialist training program	E

Experience/skills/knowledge	Essential/Desirable
Current, demonstrable experience in Nephrology	E
Experience and familiarity with UK hospital systems and practices	E
Understanding of the clinical processes and pathways in renal medicine in the NHS	E
Demonstrates an understanding of design and interpretation of clinical data and linked data sources	E
Experience in conducting clinical audit using data	E
Experience in interpreting statistical analysis and understand whether trends are statistically significant	E
High level of interpersonal skills with proven ability to build relationships and communicate effectively with a wide range of stakeholders at all levels	E
Able to articulate complex information and explain technical data to a non-technical audience	E
Excellent written and verbal communication skills	E
Evidence of excellent team working approach and collaborative working	E
Strong presentation skills	E
Competent to intermediate level in the use of Microsoft Word, Excel and PowerPoint	E
Excellent planning and organisational skills	E
Proven time management skills	E
Able to demonstrate dependability and reliability	E
Able to demonstrate initiative	E
Excellent analytical and problem-solving skills	E
Experience in quality improvement	D
Experience of teaching or training others	D
Advanced Microsoft Word, Excel and PowerPoint	D
Intermediate Microsoft PowerPoint and Access skills	D

Other Relevant Information

Equality & Diversity Aims
As a member of staff you have a personal responsibility to ensure you do not discriminate, harass or bully or contribute to the discrimination, harassment or bullying of any colleague(s) or visitors or condone discrimination, harassment or bullying by others.

Risk Management
Staff at all levels have a responsibility for ensuring that risks are managed, as an employee you will be expected to maintain a high level of awareness and assist in the process of reporting incidents, assessing risks and reporting unsafe occurrences and to co-operate with any investigations undertaken.

Health and Safety
Under the Health and Safety at Work Act 1974, as an employee, you must take reasonable care for the health and safety of yourself and for other persons who may be affected by your acts or omissions at work. The Act also states that you must not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare. As an employee you are required to report all accidents to the General Manager.

Information Security and Confidentiality
During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly relating to patients or staff. All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines [Caldicott] and the Data Protection Act 2018 unless explicit written consent has been give by the person identified, or where information sharing protocols allows it.

General Information
This job description is not intended to be an exhaustive list of duties, but it aims to highlight the typical main responsibilities of the post. It may be reviewed from time to time in agreement with the post holder.

Approved by: Date:

Accepted by: Date: