



University Hospitals Birmingham
NHS Foundation Trust

Join us at UHB

We are defined by our people



Building healthier lives

Welcome from our CEO

Jonathan Brotherton



Dear Candidate,

Thank you for your interest in working with us here at University Hospitals Birmingham NHS Foundation Trust (UHB).

Please take some time to read through this application pack to gain a better understanding of our Trust in general, this role in particular, and why UHB is a great place to work.

UHB is one of the largest teaching hospital trusts in England, serving a local, regional, national, and international population. We employ around 22,000 colleagues and are committed to investing in your training, development, health and wellbeing and future career with us.

We see and treat more than 2.2 million patients every year across our four hospital sites - Good Hope, Heartlands, Queen Elizabeth Hospital Birmingham and Solihull Hospital - and through our community services and clinics. We are centres of excellence in many clinical specialties.

But it's not just our patients we invest in at UHB; we also invest in our staff. In fact, we believe we are defined by our people, not the state-of-the-art equipment or facilities we work out of. We have high standards and we want to build healthier lives for patients and our teams, wanting you to enjoy your job, and flourish in it.

To reinforce this commitment, we recently refreshed our values after hearing from over 1,400 colleagues about what made them proud to work at UHB

We will be:

Kind: the kindness that people show to each other every day

Connected: the connections we build with everyone around us

Bold: the ability to be bold in how we think, speak and act

We hope you find this pack useful and look forward to receiving an application from you for this role within our Trust.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'J Brotherton', written in a cursive style.

Jonathan Brotherton
Chief Executive Officer

Trust Leadership



Dame Yve Buckland, Chair

Dame Yve started her professional life as an archivist, having completed a history degree and archives training at Leeds and Liverpool universities. She went on to have a series of managerial roles in local government, working for Cheshire and Birmingham councils, and in the early 1990s was appointed city secretary by Nottingham City Council, the first female chief officer in the council.

She is a Member of Birmingham Health Partners, Pro-Chancellor of Aston University and is the substantive chair of Birmingham and Solihull Integrated Care Board, leading the health arm of the ICS, which is a collaboration of all health and social care organisations, including NHS, local authority and the voluntary and community sector. In December 2022, Dame Yve joined UHB as Chair on an interim basis to provide stability during the recovery of services for patients and build on the excellent work already in place to respond to unprecedented demand on health and care services.



Jonathan Brotherton, CEO

Jonathan joined HEFT in September 2014 as Director of Operations and was appointed to the Board of Directors in March 2015. When UHB and HEFT merged in April 2018, Jonathan became the Chief Operating Officer (COO) for Good Hope, Heartlands and Solihull hospitals.

On 1 April 2019 he was appointed COO for the whole Trust and is responsible for the day to day running of its four hospitals, Birmingham Chest Clinic, Solihull Community Services and a number of 'satellite' units. In addition to holding the COO role, Jonathan was appointed as Deputy Chief Executive in February 2022, and became Interim Chief Executive in January 2023.

He joined the NHS in 1992 as a trainee paramedic in Worcestershire working clinically for 12 years before moving into management full time. He graduated from the University of Worcester with a Masters' degree in Management Studies in 2007 and has worked in senior leadership roles in a number of acute hospital trusts, regional ambulance services and the National Intensive Support team.



Research

As a regional and national and international centre for specialist clinical services, UHB is home to some of the country's leading clinical research institutions dedicated to developing and implementing ground-breaking treatments, technologies, and techniques.

Research plays an essential role in the development of care and because our clinicians are involved in research, they are closely engaged with the very latest advances in their area of medicine. In some cases, this means they can access drugs or treatments which are not generally available to the rest of the NHS. The Trust's research expertise is widespread: from Burns, Critical Care and Liver Surgery to Renal Medicine, Diabetes and Sexual Health, across a whole range of specialties in between. The diversity of its patient population allows the Trust to recruit effectively to clinical trials with valid and timely outcomes, which benefit not just our own patients but the whole of the NHS.



The Trust, in collaboration with the University of Birmingham, currently hosts the largest Wellcome Clinical Research Facility in the UK, a national research unit in liver disease, the largest specialist Cancer Trials Unit in the UK and the UK's only centre for trauma research. UHB also hosts the new Institute of Translational Medicine (ITM), a world class clinical research facility. The ITM is delivered by Birmingham Health Partners, which brings together clinical, scientific, and academic excellence of UHB, the University of Birmingham and Birmingham Children's Hospital NHS Foundation Trust, as well as the department for Business Innovation and Skills.

The ITM's vision is to use pioneering science to accelerate the delivery of personalised healthcare. It aims to cure disease and save lives by applying transformative science and technology and by educating and training the healthcare workforce.



Equality and Diversity

UHB has, and continues to be, committed to stamping out all forms of discrimination. The Trust works as an organisation to pro-actively deliver equality for all, to ensure that all staff, patients, and their families are treated in a more equal and equitable way and works collaboratively with stakeholders and the wider health economy. We aim to use our voice, lived experiences and the documented data available, to drive our actions in reducing inequality, both within our Trust and across the new Integrated Care System (ICS), and affect cultural and structural change.

We know inequality can stem from a wide range of social, cultural, economic, and physical circumstances. And we know from the many readily available sources, that there remains a consistent evidence base of variation and unwarranted disparity for individuals - many from an ethnic minority background and those with disabilities. This is understood as a Board and our Chief Executive has chosen, personally, to lead this agenda. The Trust is initially focusing on supporting those of our workforce from under represented groups and supports and promotes our staff networks. Key actions include:

- An established Fairness Taskforce, chaired by the CEO, with representation from our staff networks, senior managers, executive directors, and the Trust's dedicated inclusion team, as well as those passionate about stamping out discrimination.
 - Listening events to ensure the voices of staff are heard.
 - A Reciprocal Mentoring Programme (mentoring that works both ways) to enable us to have honest conversations about our lived experiences and those of our colleagues.
 - A root cause analysis process, based on that used in clinical quality management for many years, to learn from fairness issues.
 - Increased ways in which colleagues can speak out.
 - Centralising the access to work process to ensure staff with disabilities have the reasonable adjustments they need to thrive at work.
 - Increased diversity at senior levels within our organisation, through improved recruitment, retention, and progression.
- Birmingham and Solihull Integrated Care System (ICS) As part of the NHS Long Term Plan (LTP), it was confirmed that all parts of England would be served by an Integrated Care System (ICS). The ICS builds on the lessons and achievements of the earlier work which was undertaken through the Sustainability and Transformation Partnership (STP). UHB played an integral part in the Birmingham and Solihull (BSol) STP and continues to play an integral role in the now statutory ICS. The ICS is a collaboration of Public NHS and Local Authority social care providers working in partnership to meet the health and care needs across BSol, to co-ordinate services, and to plan in a way that improves the health of the population and reduces inequalities between different groups. There are over 80,000 health and care staff in the BSol ICS serving a population of 1.3 million people in Birmingham and Solihull. The BSol ICS vision is to help everyone in Birmingham and Solihull to live the happiest and healthiest lives possible and a number of delivery priorities have been identified with an associated development plan. As part of the ICS, UHB has been engaged with the development of a provider collaborative with other NHS organisations within BSol.



Equality and Diversity

Key priorities include:

- Investing in workforce
- Responding to COVID-19
- Reducing long waits and improving performance
- Improving the responsiveness of urgent and emergency care and building community care capacity
- Making primary care more accessible
- Enhancing mental health services and services for people with a learning disability and/or autism
- Addressing stark health inequalities



JOB DESCRIPTION

Job Title	Duty Consultant for Adult Critical Care Transfer Service (ACCOTS)
Pay Band	Consultant Payscale
Department	Adult Critical Care Coordination & Transfer Service (ACCOTS)
Clinical Delivery Group (CDG)	CDG9B
Reports to	Michelle Graham, ACCOTS General Manager
Professionally Responsible to	Dr Ravi Chauhan, ACCOTS Clinical Lead

JOB SUMMARY

The appointment will be ideally for no less than 2PA's per week and as agreed by the ACCOTS Clinical Director, General Manager and associated Clinical and Managerial Leads at the applicants main appointing hospital.

Adult Critical Care Transfer Services (ACCTS) are [commissioned by NHS England](#) to provide regional coordination, triage, decision support and transfer care for critically ill patients who require transfer between hospitals. The term 'critical care' in this Job Description is used in line with the definition provided in the [NHS England Adult Critical Care service specification](#) and is commensurate with the care provided to patients in designated critical care areas within hospitals.

Patients require critical care transfer for the following reasons:

- **Escalation:** patients requiring specialist care not available in the referring hospital, including, but not limited to, burns, cardiac, interventional radiology, major trauma, neurosurgery, severe acute respiratory failure, stroke and vascular.

A small but important number of these patients are classified as time critical transfers

- **Repatriation:** to maintain adult critical care flow and return patients closer to their home and family
- **Continuation of Care:** transfer of patients to a facility or location that is better suited to provide their ongoing care but is not an escalation. This is usually a step down in the overall acuity of care.
- **Capacity:** transfer from areas of high to low operational activity to ensure equity of access to high quality critical care, as seen during periods of surge and super-surge.

Duty Consultants are responsible for delivering the following operational elements of ACCOTS:

Triage, coordination, decision support

For all referrals to ACCOTS, supporting referring and receiving hospitals and clinical team(s) to prioritise, maximise the utilisation of resources

Supervision and delivery of clinical care

Ensure each patient referred to, and transferred by, ACCOTS receives appropriate resuscitation, stabilisation and continued critical care. This may be by direct clinical care working as part of the transfer team and/or oversight and supervision of other clinical teams.

Teaching, training and continued professional development

Support the induction, onboarding, signoff and ongoing training of all clinical staffing groups. Maintain continued professional development through attendance at regular education, training and governance days.

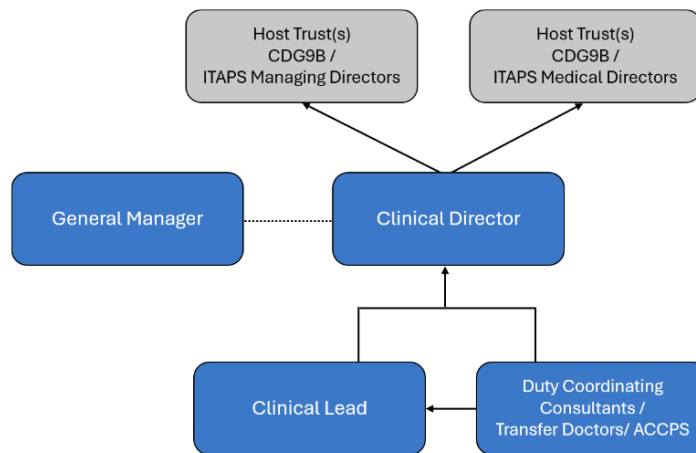
Governance and quality improvement

Maintain personal knowledge and currency of systems, processes, Standard Operating Procedures and policies to ensure you operate safely and effectively and maintain high standards of care whilst working within ACCOTS. Active engagement with, and contribution to, the ongoing development and improvement processes of ACCOTS.

Leadership

As the senior clinical leader of ACCOTS each shift, you are expected to act as an ambassador when interacting with service users and stakeholders. You are an exemplar of the values, behaviours and attitudes that ACCOTS upholds. There may be opportunities for additional leadership roles within the service, recruited on a separate basis.

TEAM/DEPARTMENT STRUCTURE CHART



KEY SKILLS

- Advanced intensive care and anaesthesia skills with the ability to independently assess, stabilise, and manage critically ill patients during transfer
- Strong clinical decision-making, triage, and prioritisation skills in urgent and time-critical situations
- Excellent leadership and teamwork within multidisciplinary environments
- Effective verbal and written communication, including calm coordination under pressure
- Ability to manage complex transfers safely and efficiently while adapting to unpredictable situations
- Strong organisational, governance, teaching, and quality improvement skills
- Professional, compassionate, resilient, and able to work autonomously in high-pressure settings
- Desirable experience in retrieval/transfer medicine, leadership training, and advanced critical care procedures

KEY RESPONSIBILITIES

Triage, coordination, decision support

- Act professionally at all times when interacting with service users.
- Receive referrals, provide clinical and logistical advice where required, and allocate appropriate transfer resource or signpost alternatives when out of scope.
- Follow service Standard Operating Procedures around referral handling and deployment and specialist clinical pathways.
- Manage the tasking of clinical transfer teams.
- Maintain high quality clinical records.
- Undertake and engage with induction and maintenance training associated with referral handling, triage and decision support.

Supervision and delivery of clinical care

- Provide clinical leadership and support to the multidisciplinary transfer team.
- Work collaboratively with the multidisciplinary transfer team and service users to develop and implement treatment plans for patients.
- Ensure service and regional Standard Operating Procedures pertaining to clinical pathways, conditions and service operations are followed.
- Ensure the safe, timely and efficient transfer of critically ill patients within the ACCOTS operating region.
- Recognise that shifts are unpredictable and that referrals and transfers may occasionally extend beyond the duty period.

Teaching, training and continued professional development

- Engage with day-to-day service education and training programme.
- Support the induction and ongoing development of multidisciplinary transfer team members.
- Contribute to service training days, as required.
- Maintain personal competency and currency in the delivery of adult critical care.

Governance and quality improvement

- Maintain personal currency in the systems, processes, Standard Operating Procedures and policies of ACCOTS.
- Assist in the development and maintenance of Standard Operating Procedures.
- Attend and present cases at team Clinical Governance days.
- Contribute to service quality improvement, audit and research programmes.

Leadership

- Be an ambassador for ACCOTS whilst handling referrals, interacting with service users and delivering clinical care.
- Demonstrate excellent non-technical skills, model the service values and behave in a professional manner at all times.

BUDGETARY AND RESOURCE MANAGEMENT

There are no direct budgetary or financial management responsibilities associated with this role. Responsibility is limited to ensuring the appropriate and efficient use of clinical resources, equipment, and transfer services in accordance with organisational policies and operational requirements.

MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES

The postholder will provide clinical leadership and supervision to the multidisciplinary transfer team, supporting safe and effective delivery of critical care transfers across the region. Responsibilities

include coordinating transfer activity, overseeing referral triage and operational decision-making, and ensuring adherence to service policies, clinical pathways, and Standard Operating Procedures. The role involves supporting the induction, supervision, and ongoing professional development of transfer practitioners and other team members. The postholder will contribute to teaching and training activities, including simulation, case review, governance meetings, and service education programmes.

The postholder will act as a senior clinical role model, promoting high standards of professional practice, effective communication, teamwork, and patient-centred care. They will also contribute to quality improvement, audit, governance, and the development of clinical guidelines and operational procedures where appropriate.

RESEARCH AND DEVELOPMENT

The role includes participation in clinical governance, audit, quality improvement, and service evaluation activities. The postholder may contribute to research programmes, data collection, and the development of evidence-based practice to support continuous improvement in critical care transfer services.

EFFORT

The role requires sustained physical, mental, and emotional effort in a fast-paced and unpredictable critical care environment. The postholder will be required to make complex clinical decisions under pressure, often involving critically ill patients requiring urgent transfer and escalation of care. Concentration levels must remain high during prolonged periods of triage, coordination, clinical supervision, and transfer activity.

The role also involves emotional effort associated with managing seriously ill or deteriorating patients, supporting distressed relatives and healthcare teams, and responding to high-risk or time-critical situations.

Physical effort includes working within confined ambulance environments, manual handling of equipment and patients, prolonged periods standing or travelling during transfers, and maintaining fitness levels appropriate for critical care transfer work. Flexible working and the ability to respond to unpredictable operational demands are essential.

TRUST VISION & VALUES

DO NOT AMEND THIS SECTION

The Trust is clear on its vision and values and aims to make sure that they are reflected in all areas of activity. Our vision is simple; building healthier lives. Our values apply to every member of staff and help us in all we do and how we do it. They are:

Kind: The kindness that people show to each other every day

Connected: The connections we build with everyone around us

Bold: The ability to be bold in how we think, speak and act

ADDITIONAL INFORMATION

This job description is designed to assist post holders with understanding what is expected of them in their role. University Hospitals Birmingham NHS Foundation Trust may ask them to undertake other duties, as required, which are not necessarily specified on the job description but which are commensurate with the grade of the post.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Trust policies, procedures and guidelines relating to their employment regardless of their position within the Trust.

Last Updated:21.05.26.....



PERSON SPECIFICATION

Job Title: Duty Consultant for Adult Critical Care Transfer Service (ACCOTS)	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
• Full GMC registration with license to practise. • Specialist register entry in a relevant specialty (Intensive Care Medicine, Anaesthesia). Demonstrable training, competency and currency (ongoing regular exposure) to the delivery of in-hospital critical care	• Higher qualification in retrieval/transfer medicine (e.g. Diploma in Retrieval and Transfer Medicine or international equivalent). • Formal training or postgraduate qualification in leadership and management. Relevant specialist courses (e.g. Advanced Life Support, European Trauma Course, point of care ultrasound, difficult airway management).
EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
• Compliance with GMC Good Medical Practice, appraisal and revalidation requirements. • NHS Consultant (or equivalent). • Experience in Intensive Care Medicine or Anaesthesia with an interest in Intensive Care Medicine. • Extensive experience within Intensive Care Medicine or Anaesthesia of independently assessing, resuscitating, stabilising and treating critically ill and injured adult patients (synonymous with Level 4 capability of the FICM curriculum and Stage 3 learning outcomes for Intensive Care within the RCoA curriculum). • Excellent verbal and written communication skills. • Excellent non-technical skills. • Able to demonstrate effective leadership of, and working within, a high performing small team. • Flexible and adaptable to changing situations.	• Previous critical care transfer and/or retrieval medicine experience in a dedicated service (e.g. another ACCTS, retrieval service in Australasia, long-distance aeromedical retrieval service). • Clinical leadership and management experience. • Evidence of specific training in non-technical skills • Evidence of specific training in advanced communication.

• Able to work under pressure and in emotive situations. • Excellent problem-solving and decision-making skills. • Ability to work unsupervised and manage own workload. • Effective time management and organisational skills.	
SKILLS & ABILITY	
ESSENTIAL	DESIRABLE
• Ability to work effectively as part of a multidisciplinary team and supervise juniors. • Experience of leading teams and awareness of leadership styles. • Ability to effectively organise, prioritise and manage clinical workload. • Understanding of wider health agenda and modern NHS. • Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills). • Knowledge and understanding of clinical governance issues.	• Evidence of management and administration experience. • Management training on an accredited course. • Awareness of Service Development issues.
OTHER SPECIFIC REQUIREMENT	
ESSENTIAL	DESIRABLE
• Demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues. • To be empathic and sensitive; capacity to take others perspectives and treat others with understanding. • Highly Developed Emotional Intelligence • Personal integrity and reliability. • Ability to motivate and develop both medical Staff and non-medical staff. • Effective participation in and a commitment to clinical audit. • Participation in a quality improvement	• Evidence of management and administration experience. • Management training on an accredited course. • Awareness of Service Development issues. • Highly developed emotional intelligence • High standard of presentation both written and verbal • Demonstrable track record of successful change management • Proven ability to maintain focus in a demanding environment • Commitment to further develop the post

programme • Experience of quality improvement work and audit • Understanding and interest in research. • Ability to appraise research critically • Ability to supervise juniors undertaking research projects. • Evidence of recent research and development activity • Experience of and a commitment to training/ teaching undergraduate and postgraduates. • Appraisal and assessment skills. • Ability to assess clinical competencies • Enthusiastic and ability to inspire and lead others. • Fitness levels sufficient to carry out critical care transfer work (e.g. delivering clinical care to the patient on a critical care transfer trolley, carrying equipment short to medium distances, manual handling of patients). • Be comfortable working in the ambulance environment which includes confined space and motion. • Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.	and the service provided. • Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence • Completion of formal courses in Audit and quality improvement. • Published Audit including quality improvement. • Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty. • Willingness to develop new approaches to teaching. Post Graduate qualification in teaching and training
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