

18
OUT.
Coimbra


INSCRIÇÕES
ABERTAS

COMO DESBLOQUEAR
A PROGRESSÃO NA CARREIRA?

juntos pelo
SNS
FÓRUM FNAM

Federación Nacional de Médicos
FNAM


SINDICATO DOS MÉDICOS
DA ZONA CENTRO



Os ABCs do NHS

Vasco Laginha Rolo



ABCs

- **A**
- **B**
- **C**



ABCs do NHS

- **Anúncios de emprego**
- **Boas-vindas**
- **Cultura**

Anúncios de emprego

- **NHS jobs:** <https://www.jobs.nhs.uk/candidate/search>

NHS Jobs [Sign in](#) | [Create an account](#)
English | [Cymraeg](#)

Search

BETA Your [feedback](#) will help us to improve this service.

Search for jobs in the NHS

What?
For example, job title or skills

Where?
For example, a postcode, town or city

Distance
Select the distance
All locations

[More search options](#)

Advice for jobseekers

[Making successful applications](#)

[Applying from overseas](#)

[Searching for the perfect job](#)

[Pre-employment checks](#)

[Go back](#)

Guy's and St Thomas' NHS Foundation Trust

[Apply for this job](#)

Consultant in Cardiothoracic Anaesthesia

The closing date is 24 October 2025

Job summary

We are seeking to appoint a substantive Consultant in Cardiothoracic Anaesthesia based at the world-renowned Royal Brompton Hospital. The successful applicant will work within the department of the Royal Brompton Hospital the opportunity for work across areas of Guy's and St Thomas' NHS Foundation Trust.

For questions about the job, contact:

Deputising for Director in Anaesthesia

Dr Caterina Vlachou

a.vlachou@nhs.net

JOB DESCRIPTION & PERSON SPECIFICATION

(Incorporating general information about Guy's and St Thomas' NHS Foundation Trust)

<https://www.guysandstthomas.nhs.uk/jobs>

Anúncios de emprego

<https://www.guysandstthomas.nhs.uk/jobs>



Wellbeing and support

We are committed to ensuring all of our 23,700 staff feel valued and have the support they need to do their job to the best of their ability.

Our health and wellbeing programme is one of the most comprehensive in the NHS and provides a wide range of benefits and support to help in your professional, personal and family life.

[Support and benefits](#)



Be part of something exceptional

We've been at the forefront of medical innovation for hundreds of years. A career at Guy's and St Thomas' gives you the opportunity to learn from the best, and the inspiration and support to shape our future.

- [Our rich history](#)
- [Our exciting future](#)

The Job Plan!


Proposed timetable

Final agreement on the timetable of commitments will be agreed on taking up the post below is a simplified summary, the job plan will be reviewed at least annually as part of the job planning process.

Timetable 10PAs – (8.5 DCC / 1.5 Core SPA) Cardiothoracic Anaesthesia

DAY	Time & Activity	Times Per Year	PA
Monday*	07:30 – 18:45 Thoracic Anaesthetic List (inclusive of Pre & Post Op)	21	2.8
Tuesday*	07:30 – 18:45 Fixed flexible list	42	2.8
Wednesday	08:30 – 14:30 Core SPA (1.5)	42	1.5
Thursday			
Friday*	07:30 – 18:45 Cardiac Anaesthetic List (inclusive of Pre & Post Op)	42	1.4
		ONCALL	1.5
		TOTAL	10

The SPAs!



spas nhs

Modo de IA **Tudo** Imagens Vídeos Shorts Notícias Livros Mais Ferramentas

✦ Vista geral de IA

"SPA NHS" can refer to [Supporting Professional Activities for medical staff, which are non-clinical duties in a job plan, or to a Single Point of Access \(SPA\) service that manages referrals for community health services](#). Supporting Professional Activities are the non-clinical work of doctors and other medical professionals, such as training, research, audit, and management. A Single Point of Access is a service that receives and manages referrals for patients into community health services.

Supporting Professional Activities (SPAs)

- **What they are:** Time for activities that support clinical care and professional development.
- **Purpose:** To allow staff to engage in activities like continuing professional development (CPD), formal teaching, research, and clinical governance.
- **Job planning:** SPAs are a component of a medical professional's job plan, ensuring a balance between direct clinical care and other responsibilities.
- **Examples:**
 - Continuing Professional Development (CPD)
 - Teaching and medical education
 - Clinical governance and audit
 - Research
 - Clinical management and service development
 - Appraisal and revalidation

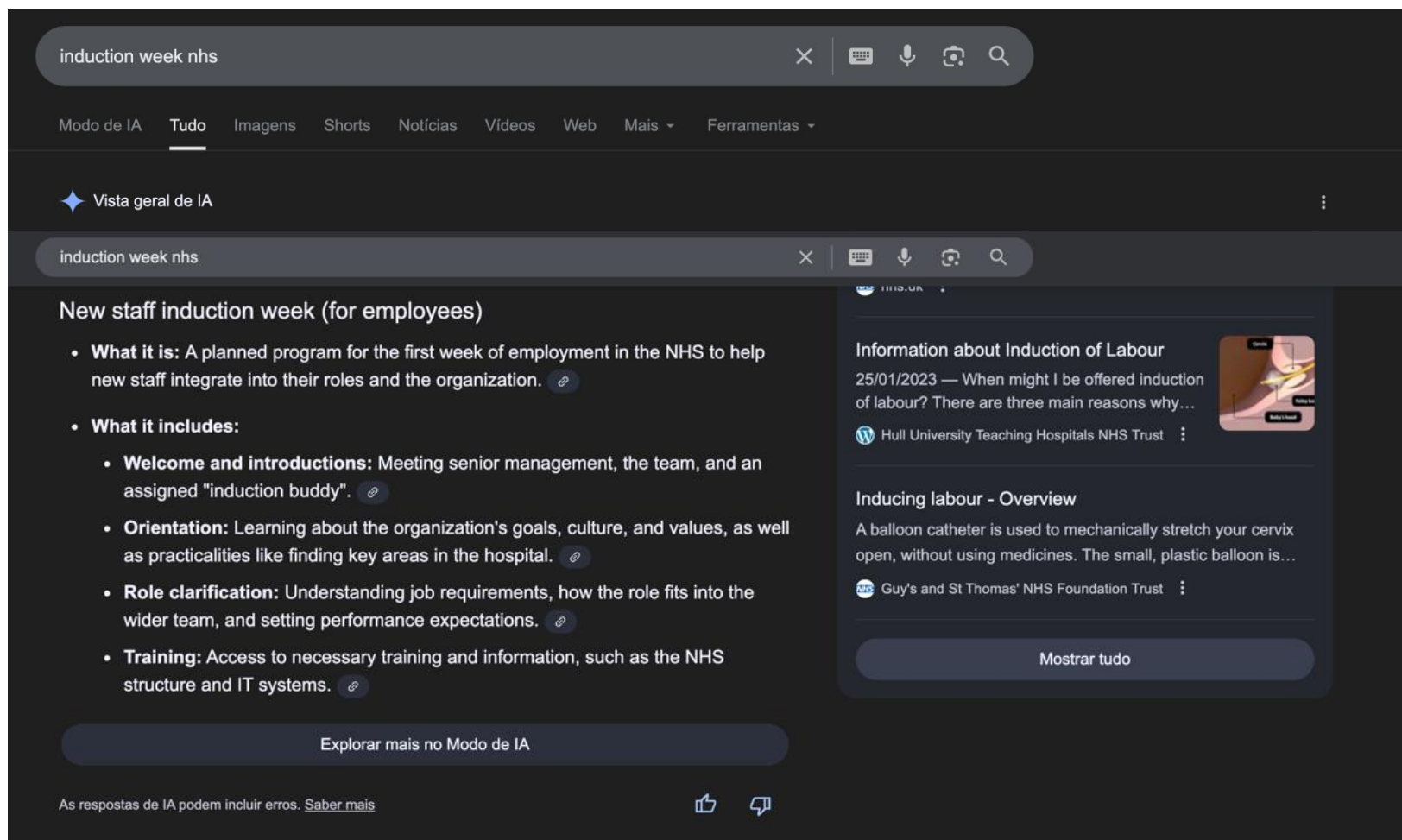
An overview of job planning - British Medical Association
18/09/2023 — A job plan will also cover other activities that are essential to your professiona...
British Medical Association

spas-policy-statement.docx - Royal College of Surgeons
Supporting Professional Activities (SPAs) underpin direct clinical care and reflect time given towards Continuous...
Royal College of Surgeons

Single Point of Access (SPA) - Sheffield Teaching Hospital
Single Point of Access (SPA) The Single Point of Access (SPA) is a service that manages patie...
Sheffield Teaching Hospital

Mostrar tudo

The Induction Week!



The screenshot displays a search engine interface with a search bar containing "induction week nhs". The interface is in "Modo de IA" (AI Mode) and shows a "Vista geral de IA" (AI Overview) section. The main content area is divided into two columns. The left column features a heading "New staff induction week (for employees)" followed by a list of bullet points: "What it is: A planned program for the first week of employment in the NHS to help new staff integrate into their roles and the organization.", "What it includes:" (a sub-heading), and four detailed items: "Welcome and introductions: Meeting senior management, the team, and an assigned 'induction buddy'.", "Orientation: Learning about the organization's goals, culture, and values, as well as practicalities like finding key areas in the hospital.", "Role clarification: Understanding job requirements, how the role fits into the wider team, and setting performance expectations.", and "Training: Access to necessary training and information, such as the NHS structure and IT systems." Below this list is a button labeled "Explorar mais no Modo de IA". The right column shows search results for "Information about Induction of Labour" from "Hull University Teaching Hospitals NHS Trust" and "Inducing labour - Overview" from "Guy's and St Thomas' NHS Foundation Trust". A "Mostrar tudo" (Show all) button is located at the bottom of the right column. At the very bottom of the interface, there is a footer note: "As respostas de IA podem incluir erros. [Saber mais](#)" and two icons for feedback.

induction week nhs

Modo de IA **Tudo** Imagens Shorts Notícias Vídeos Web Mais Ferramentas

✦ Vista geral de IA

induction week nhs

New staff induction week (for employees)

- **What it is:** A planned program for the first week of employment in the NHS to help new staff integrate into their roles and the organization.
- **What it includes:**
 - **Welcome and introductions:** Meeting senior management, the team, and an assigned "induction buddy".
 - **Orientation:** Learning about the organization's goals, culture, and values, as well as practicalities like finding key areas in the hospital.
 - **Role clarification:** Understanding job requirements, how the role fits into the wider team, and setting performance expectations.
 - **Training:** Access to necessary training and information, such as the NHS structure and IT systems.

Explorar mais no Modo de IA

As respostas de IA podem incluir erros. [Saber mais](#)

Information about Induction of Labour

25/01/2023 — When might I be offered induction of labour? There are three main reasons why...

Hull University Teaching Hospitals NHS Trust

Inducing labour - Overview

A balloon catheter is used to mechanically stretch your cervix open, without using medicines. The small, plastic balloon is...

Guy's and St Thomas' NHS Foundation Trust

Mostrar tudo



Cultura

- **Organização**
- **Preocupação**
- **Questionamento**








Cultura





- **Responsabilidade**
- **Sistematização**
- **Transparência**

Cultura

no blame culture nhs



- **Fairness and accountability:** A just culture balances fairness with accountability. 
 - It holds individuals accountable for reckless or deliberate actions. 
 - However, it does not punish individuals for unintentional errors or for failures in systems and processes. 
- **Encourages learning:** The goal is to learn from adverse events to make improvements, prevent future errors, and support staff who are affected. 
- **Support for staff:** It recognizes that staff are also "second victims" and deserve support and attention after an incident occurs. 


Implementing a just culture in the NHS

- **Leadership commitment:** A commitment from top leadership is vital to drive the cultural change. 
- **Open communication:** Staff must feel empowered to report mistakes without fear of unjust punishment. 
- **Focus on continuous improvement:** The process involves actively looking for opportunities to improve and creating systems that support this. 
- **Support systems:** Organizations are working to provide support mechanisms for staff who are impacted by incidents. 



Explorar mais no Modo de IA


As respostas de IA podem incluir erros. [Saber mais](#)



New guidance calls on NHS to embed a learning and just ... 

04/07/2019 — Being Fair provides clarity on what we mean by a just culture in healthcare. I...

 NHS Resolution 



Feature: In place of fear – ditching the NHS blame culture - MIP 

27/03/2024 — Many experts agree that a 'blame culture' – where attention is focused on blamin...

 NHS managers union 

Improving patient safety culture – a practical guide - NHS England

10/07/2023 — "A just and learning culture is the balance of fairness, justice, learning – and taking responsibility for action..."

 NHS England 

Mostrar tudo

Cultura

never event nhs

Key characteristics

- **Preventable:** They are considered "wholly preventable" because strong systemic barriers and national guidance are available to stop them from happening.
- **Not always catastrophic:** Despite the name, not all never events result in serious harm. Some may cause significant distress but not long-term harm, notes [NHS England](#).
- **Focus on systems, not blame:** The framework aims to focus on system failures rather than individual blame, with the goal of learning and improving safety for all patients.
- **Monitored by the NHS:** The NHS publishes data on never events to track incidents and identify areas for improvement, as seen on the [NHS England statistics page](#).

Explorar mais no Modo de IA

As respostas de IA podem incluir erros. [Saber mais](#)

Never Events list 2018 - NHS England
Circumstances Does this fit the Never Event definition? A patient underwent gynaecological surgery and a vaginal...

Never Events policy and framework | NHS England
Never Events are defined as Serious Incidents that are wholly preventable because guidance...

Mostrar tudo

NHS England
<https://www.england.nhs.uk> › ne... · Traduzir esta página

Never events
25/11/2020 — The Never Events policy and framework sets out the NHS's policy on Never Events. It explains what they are and how staff providing and commissioning NHS-funded ...



JUNTOS PELO SNS!

OBRIGADO!