

JOB DESCRIPTION

Job Title: Consultant paediatrician with an interest in Neonatology
Speciality: Paediatrics
Dates of Post: To start ASAP
Base: Stoke Mandeville Hospital with cross site working at Wycombe General Hospital
New or Replacement Post: Replacement
Remuneration (Salary Scale) YC73 - £99k - £126k
Full Time / Part Time: Full time
Standard Hours of Work: 10 PA's
On call Supplement : 5% (currently in negotiation and may change to 3%)
Managerial & Professional Accountability : Medical Director
Reports to: SDU leads Dr Atanu Dutta/ Dr Michelle Russell-Taylor
THIS POST IS GOVERNED BY THE MEDICAL AND DENTAL TERMS AND CONDITIONS OF SERVICE

MAIN PURPOSE OF THE POST

This is a replacement post due to a vacancy in our neonatal specialist interest role

We are seeking a general paediatrician with a specialist interest in neonatology to play a key role in continuing to develop our neonatal service at Stoke Mandeville Hospital. An allied specialist interest eg cardiology could also enhance our service .

Our level 2 neonatal unit has 16 cots and we deliver both short term ITU care as well as HDU. We work collaboratively with the Thames valley neonatal network and between the neonatal consultants within the department shared responsibilities are identified.

We are committed to the training and development of allied healthcare professionals and currently have an ANNP in our service but are keen to develop our local team as well as employ others to be part of our medical workforce. We have been committed to the training and support of midwifery led NIPE service and providing leadership to meet CNST requirements. We hope the post holder will also have our passion for teaching and development as well as ensuring our requirements to meet national standards such as for NIPE will be a paramount priority.

There are a number of national standards that are being proposed for maternity and neonatal services which we need to be working collaboratively to achieve with our maternity colleagues. These include the themes mentioned below but are constantly changing.

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

- 1) To support objectives in the Three-year delivery plan for maternity and neonatal services
- 2) To support postnatal services, transitional care, and paediatric and maternity forum to facilitate cohesive working between maternity and neonates
- 3) To support core safety activities in relation to safety governance, clinical leadership, and perinatal mortality review tool along with the rest of neonatal team.

RESPONSIBILITIES

Clinical Responsibilities

The successful candidate will join a team of consultants and will undertake inpatient and outpatient work in neonates and general paediatrics including inpatient ward attending weeks, observation ward attending and on call activities on a pro-rata basis. In addition to the general paediatrics.

There will be 2 general paediatric clinic every week across both hospitals ensuring local access for patients. The post holder will also deliver 9 rapid access clinics per year on the days when they are not twilight. The post holder will be Paediatrician of the week (POW) and Neonatologist of the week (NOW) totalling 7 a year. There will also be attending weeks for the children's observation unit and the number of these will be confirmed on appointment (between 1.5-3.5 weeks depending on restructure of the rota) During these days s/he will have no other clinical commitment.

The post holder will have resident duties on a fixed weekday evening doing "Twilight" shifts from 1600-2200 within the Children's Emergency Department. There will be a weekend twilight shift to cover the Friday to Sunday evenings for 3 weekends a year to ensure that college standards for facing the future are fully met.

During on-call times, assessment of children in whom there are child protection concerns will be necessary. Alternative arrangements are in place for assessment of children with possible sexual abuse, utilising the specialised skills and training (including colposcopy) of a police doctor, who may or may not request a joint examination with a paediatrician.

Evening (middle grade) commitment

The successful candidate will contribute one weekday evening session to the twilight consultant cover, every other week. S/he will be supported by a resident junior grade and a non-resident consultant colleague.

Medical Education and Training

The post will have a commitment to the education of junior staff and medical students. Administrative support for the teaching of medical students will be available.

Clinical Audit and Clinical Governance

Participate in clinical audit across the department in line with Trust policy and guidelines
Implement audit and research findings across the department
Comply with the Trust clinical governance processes in a timely manner

Continuing Professional Development

Supporting Professional Activities are undertaken by all Consultants in a collaborative manner based on SDU needs

Job plan

The post will be 10 PAs under the “new” consultant contract. An indicative job plan and timetable can be found below. The final job plan for the post will be agreed with the SDU lead and will be subject to renegotiation at least annually.

The existing general paediatric consultant rota is designed around a 45 week rolling cycle. There is a planned change if requirement to all posts are successful to a 60 week rolling rota. Paediatrician of the Week (POW) and Neonatologist of the Week (NOW) weeks are shared equally between 15 consultants. 1st on call nights (non-resident) are shared equally. During the day there is a 2nd on-call (non-resident) consultant who covers the Children’s Day unit at Wycombe hospital and is available at night as back-up for the 1st on consultant in the event of e.g. simultaneous neonatal and paediatric emergencies.

With the opening of our New children’s ED department in April 2023 we are also doing on call weeks Monday -Friday between the team.

Each consultant has 10.5 on-call weeks in each year. The NOW and POW weeks runs from Friday-Thursday. 3.5 times a year the consultant will also cover the new Children’s observation unit (COU) which is co-located with the new Children’s ED department. This number may change to be 1.5 with redesigning the rota.

We are currently looking at redesigning the rota (60 week rolling rota instead of 45) with some colleagues doing only COU weeks as part of their acute service commitment. This will decrease the amount of on call weeks for the rest of the 15 on call team. We may also be stopping 2nd on call overnight duties which will decrease the supplement to 3% from 5% above. Daytime responsibilities for 2nd on call at Wycombe Hospital will continue.

8 consultants share weekday evening twilight shifts. Fixed days are covered across the year by paired consultants doing 26 shifts per year. Additionally, each of the 8 consultants cover 2.3 twilight weekends. During the twilight shifts patients requiring admission are reviewed by the twilight consultant to ensure appropriate management and early planning for discharge to protect capacity. The remainder of the twilight weekends are covered by the other 7 consultants.

In combination the 1st and 2nd on-call shifts mean that the rota is 1 in 7.5 and therefore attracts a Category A - Medium Frequency (5%) on call supplement. This may change as above to a 1 in 15 category A- low frequency (3%)

Provisional Job plan

Activity	Category	Programmed Activities
On Call Weeks Includes POW/NOW weeks X 7 /year (1.8 PA) - includes POW/NOW weekends - predictable on call work(0.86) COU weeks 3.5/year (0.75 PA)	DCC	3.4
1st & 2nd ON calls- unpredictable	DCC	0.4
Twilight Shift (16-2200) - Includes 26 / yr x Thursday twilight shifts (1.08) 2.3 / yr x Twilight Weekend (WET) –(0.29)	DCC	1.4
General Outpatient clinics 2 clinics per week +admin -1.55 9 RAC clinics /year +admin -0.2	DCC	1.8
Supporting activities Includes 1 Core PA for revalidation; Neonatal Service Development including governance(1 PA)- Also includes clinical supervision; departmental teaching, consultant meetings etc	SPA	2.0
Other patient related DCC-MDT meeting / communication / correspondence	DCC	1.0
Total		10

Provisional Timetable excluding POW/NOW weeks

	AM	PM	16.00 to 2230
Monday	General Clinic -SMH-am	Admin	
Tuesday	Neonatal SPA/MDT/M+M	Clinic 1 st ,3 rd and 5 th _WGH pm	
Wednesday	Day off	Day off	
Thursday		Rapid access clinic 9x/year WGH/or SMH	PDU shift (26/yr)
Friday	Clinic 1 st and 4 th WGH/admin	Core SPA	

Annual Leave Arrangements:

Leave should be arranged by mutual agreement of consultant colleagues and approval of the clinical director and/or general manager, in accordance with standard Trust and NHS regulations. It is essential that six weeks' notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery.

The post holder has a responsibility to ensure that appropriate arrangements are in place to cover his/her clinical duties during any absence and that all leave is coordinated with colleagues to ensure adequate cover arrangements. This includes all forms of leave.

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

Department information

Department of Paediatrics

The successful applicant will join a team of Acute Consultant Paediatricians.

Consultants based at Stoke Mandeville

- **Dr Atanu Dutta:**
 - Special Interests: Diabetes and Endocrinology, SDU Lead
- **Dr Beth Cheesebrough:**
 - Special Interests: Infectious disease, Haematology-Oncology Lead, Education
- **Dr Rania Alzoubidi:**
 - Special Interests: Neurodisability and epilepsy – College Tutor
- **Dr Baneera Shrestha:**
 - Special interest: Allergy and Gastroenterology, Eating Disorder
- **Dr Gopa Sarkar: -**
 - Special Interests: Neonatology and college Tutor
- **Dr Prakash Dey:**
 - Special Interests: Cardiology , Allergy,
- **Dr Craig McDonald:**
 - Special Interest: , Respiratory, Named doctor Child Death Reviews
- **Dr Caroline Lowdon**
 - Special Interest: , Nephrology , Named doctor Safeguarding
- **Dr Rebecca Duncombe:**
 - Special Interest; Emergency Paediatrics / HDU
- **Dr Clare Bell**
 - Special Interest; Medical Education and Long Covid
- **Dr Vineela Mandava**
 - Special Interest; Neurology and Epilepsy Lead

Consultants based at Wycombe Hospital

- **Dr Michelle Russell-Taylor:**
 - Special Interests: Diabetes and endocrinology, SDU lead
- **Dr Sanjay Salgia:**
 - Special Interests: Neonatology, Neurodisability
- **Dr Boon Tang:**
 - Special Interest: Gastroenterology
- **Dr Ralph Robertson:**
 - Special interest: Emergency Paediatrics, Gastroenterology
- **Dr Kamal Sawhney:**
 - Special Interests: ADHD, Neurodisability, Community Paediatrics
- **Dr Elina Wan Ariffin:**
 - Special Interest: Haematology / oncology

Middle Grade

- 4 Specialty doctors
- 10 Specialist Registrars – Oxford rotation and LED

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

SHO Grade

- GPVTS - 5- (3 FTE covered by LED)
- ST 1- 3 - 8
- FY 2 - 2
- 2 ANP's and 2ANNP's (1 post vacant currently)

Cross Site Working

The successful candidate will work across both Stoke Mandeville and Wycombe Sites.

Stoke Mandeville	Wycombe
24 hour in-patient paediatric service, with support for regional burns, spinal injuries unit, general surgery, trauma and orthopaedics	Day care/ambulatory unit open morning to late evening, Monday to Friday
Neonatal service with 16 cots (2/3 ITU & 2/3 HDU)	
General and specialist out-patient activity	General and specialist out-patient activity
In-patient surgery	Day case surgery
Day case investigation and treatment	Day case investigation and treatment

Community paediatricians in Wycombe and Aylesbury are employed by Buckinghamshire Healthcare NHSTrust and are based in the Paediatric unit at Amersham Hospital. They work closely with the acute paediatricians. A separate service delivery unit (SDU) for Children and Young People (CYP) operates which is where our community colleagues sit.

Specialist clinics, some with tertiary Oxford Consultants, take place on both sites including cardiology, neurology, clinical genetics, cystic fibrosis, oncology, endocrinology, complex orthopaedics.

The Neonatal Service

The neonatal service provided by BHT is part of the Thames Valley Neonatal Network. The tertiary unit to which we are affiliated is the John Radcliffe Hospital. A network board is established and this has improved working relationships in Thames Valley, and facilitated common policies and high standards of care. There are approximately 5,200 deliveries per year at Stoke Mandeville Hospital and a small number (300) in a Midwife Led Unit at Wycombe Hospital. The neonatal unit at Stoke Mandeville has 16 cots including 2/3 designated cots for Intensive Care, and a further 2/3 transitional care cots. We provide intensive care to most infants and transfer antenatally where gestation is less than 27 weeks or where there are high risk factors. For twins the cut off is less than 28 weeks.

Working pattern for consultants

Each consultant carries out their out-patient work on both sites (Wycombe and Stoke Mandeville). All consultants take part in the general "paediatrician of the week" (POW) system. During this week as the named consultant all patients are admitted under the POW who do all general ward rounds and provide on-site cover Monday to Friday, and ward rounds and on-call cover Saturday and Sunday. S/he has no other fixed commitments during that week. Night cover is still on a rota system.

We also have a separate neonatal "consultant of the week" (NOW) doing the morning ward rounds Monday to Friday and covers the unit till 5pm.

In April 2023 we opened a new children's ED department with an observation ward of 14 beds

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

. We also do on call weeks covering this area but all patients in this area are the responsibility of the POW .

During the working day at Wycombe, one of the total consultant numbers is available to support the acute ambulatory work, in conjunction with SHOs and middle grade staff. The day unit is open, Monday to Friday, from 9.30am to 6pm.

On-call working at Stoke Mandeville

During the working day, there are separate tiers of SHO and middle grade staff providing designated cover for neonatal and general paediatric care. For night time cover, the 1st on-call consultant is supported by two SHOs (one for neonates and one for general paediatrics) and two middle grade doctor. A second middle grade provides cover from 14.30 till 22.30 hrs Monday to Friday as a twilight working in ED. On Saturday and Sunday and Bank holidays the "twilight" reg is the second long day reg working 08:30-21:30. On Saturday and Sunday there is another SHO who does the baby checks from 08:30 hrs to 16.30hrs. The second on-call consultant does a ward round in the NICU on Saturday and Sunday morning and Bank holidays.

There will be a twilight consultant shift to cover the weekends (Friday(4-10) and Saturday/ Sunday (5-10), 3 times a year to ensure that college standards for facing the future are fully met.

In addition, many of the neonatal nursing staff have extended skills (ANNP and APNP) and contribute greatly to the service, for example by attendance at deliveries, carrying out venepuncture, intravenous cannulation, taking and analysis of blood gases.

The morning post-take ward round in general paediatric is carried out by the designated Paediatrician of the Week, rather than the consultant who was on call for the previous night.

ADDITIONAL INFORMATION

Trust Values



Health and Safety at Work Act

The post holder is required to take responsible care for the health and safety of him/herself and other persons who may be affected by his/her acts or omissions at work. The post holder is also required to co-operate with Buckinghamshire Healthcare NHS Trust to ensure that statutory and departmental safety regulations are adhered to.

Confidentiality

The post holder has a responsibility to maintain confidentiality and ensure the principles of the Data Protection Act 1998, the Confidentiality: NHS Code of Practice and Trust policy on confidentiality and Data Protection are applied to patient, staff and Trust business/information.

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

Equal Opportunities

The Trust welcomes all persons without regard to age, ethnic, or national origin, gender or sexual orientation, religion, lifestyle, presenting illness, marital or parental status or disability. We aim to provide a non-judgemental service at all times.

Managing Risk: Maintaining skills and learning from problems

Reducing risk is everyone's responsibility. All staff in the Trust must attend training identified by their manager or stated by the Trust to be mandatory. The Trust uses risk assessments to predict and control risk and the incident reporting system to learn from mistakes and near misses and so improve services for patients and staff. All staff are expected to become familiar with these systems and use them. The Trust has designated the prevention and control of infection as a core issue in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to:-

- i) Follow consistently high standards of infection control practice, especially with reference to hand hygiene and aseptic techniques,
- ii) Be aware of all Trust infection control guidelines and procedures relevant to their work.

SAFEGUARDING OF CHILDREN AND VULNERABLE ADULTS

During your employment with the Trust, you have a responsibility to safeguard children and vulnerable adults. You are required to complete statutory and mandatory training and take appropriate action as set out in the Trust's policies and procedures.

Governance

Post holders will aim to ensure that areas of the trust under their responsibility comply with "Standards for Better Health" Core and Developmental Standards and bring deficiencies to the attention of their Director"

Audit

All doctors will be expected to participate in clinical audits including audits of clinical record keeping.

Rehabilitation of Offenders Act

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exception) Order 19. Applicants are therefore not entitled to withhold information about convictions, which for other purposes are 'spent' under the provision of the Act, and, in the event of employment, any failure to disclose such convictions could result in the dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

[For relevant posts - Within the terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders, or cautions. The Trust is committed to carefully screening all applicants who will work with children, and you will be expected to undertake a 'disclosure' check.]

Relocation

Relocation expenses are not offered for this role in line with the Trust's policy. Relocation expenses will only be reimbursed as per the Trust's policy and only if specifically referenced above. If applicable when the Trust is satisfied that the claim from the employee is required, and the arrangements proposed are reasonable. The Trust will take due account of the Terms and Conditions applicable to Hospital and Dental Medical Staff as appropriate. There is a maximum sum payable and further information can be obtained from Human Resources.

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

References & Health Screening

Any offer of appointment will be subject to the receipt of three satisfactory references (one most recent employer at time of interview) and a health interview.

Information Management/ Data Quality

The post holder must ensure that Trust records are documented, secured, stored and disposed of appropriately and in accordance with the Records Management: NHS Code of Practice and Trust policy. In addition, information recorded must be fit for purpose - accurate, relevant, up to date and complete.

Freedom of Information

The post holder must be aware that any information held by the Trust in theory could be requested by the public, including emails and minutes of meetings. It is therefore essential that records are accurately recorded and maintained in accordance with the Trust's policies.

Travel to other sites

You may be required to travel to other Trust locations. Please complete travel expense using the online system. Details of allowances can be obtained from the Human Resources Department.

Conflict of Interest

The Trust is responsible for the service to the patients in its care and to meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position for personal gain or for the benefit their family or friends.

Smoking statement

Smoking is not permitted in any premises or grounds managed, leased or owned by the Trust. Smoking is not permitted in Trust vehicles or in any vehicle parked on Trust premises.

General

The duties outlined above are not intended as a restrictive list and may be extended or altered to include other tasks that are commensurate with the grade. Should you have any queries or concerns relating to the contents of this letter, please contact the Medical HR Office, The Corporate Hub, Wycombe Hospital, Queen Alexandra Road High Wycombe Bucks HP11 2TT

Medical Education and Training

The Trust has a reputation for teaching and training excellence in medical education. There are two district clinical tutors and one director of medical education. A *Modernising Medical Careers* committee oversees the implementation of foundation training programmes and changes to basic specialty training.

The Trust has a strong partnership with Oxford clinical school and a number of other medical schools and provides teaching attachments for clinical students in a range of specialties. Consultants who contribute substantially to teaching students are eligible for an honorary senior clinical lectureship. Further expansion in student numbers, with development of a faculty model for delivering undergraduate education, is planned.

There are modern, well-equipped education centres and libraries on all three sites with an active programme of continuing education for senior medical staff, training grade doctors and general practitioners. The education centres are fully equipped with lecture theatres, seminar rooms and state of the art audio-visual equipment.

The libraries are housed within the education centres and are accessible 24 hours a day

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

providing access to many healthcare databases and access to over 1000 journals in electronic full text that can be accessed at work or at home from any computer with internet connection.

Each directorate undertakes monthly academic, audit and governance meetings, which are multidisciplinary and involve staff from other sites. Routine clinical commitments are usually cancelled to enable all staff to fully participate.

Career Advice and Counselling

For core trainees, career advice and guidance should be sought in the first instance from your named allocated educational supervisor, who will be a consultant in the department. Career problems may be discussed with your unit Training Representative or Clinical Tutor.

Division of Surgery and Critical Care	Division of Integrated Medicine	Division of Integrated Elderly and Community Care	Division of Integrated Women's and Children's	Division of Specialist Services
<p>Anaesthetics/critical care</p> <p>General surgery</p> <p>Patient access</p> <p>Plastics and burns</p> <p>Ears, Nose and Throat (ENT)</p> <p>Ophthalmology</p> <p>Pain team</p> <p>Urology</p> <p>Trauma and orthopaedics</p> <p>Oral surgery and orthodontics</p>	<p>Emergency medicine</p> <p>Acute and general medicine</p> <p>Site team</p> <p>Community speciality teams</p> <p>Ambulatory care</p> <p>Respiratory medicine</p> <p>Diabetes and endocrinology</p> <p>Gastroenterology</p> <p>Stroke and neurology</p> <p>Cardiology</p> <p>Dermatology</p> <p>Rheumatology</p>	<p>Community locality teams</p> <p>Medicine for older people/rehab</p> <p>MuDAS</p> <p>Palliative care</p> <p>Integrated therapies</p> <p>Falls and bone health</p>	<p>Community and integrated paediatrics</p> <p>Obstetrics and gynaecology</p> <p>Sexual health services / HIV</p>	<p>Imaging / radiology</p> <p>Pathology</p> <p>Cancer services</p> <p>National spinal injuries centre (NSIC)</p> <p>Pharmacy</p> <p>Haematology</p>

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK