



## JOB DESCRIPTION

<b>Job Title:</b>	<b>Specialty Doctor in Community Child Health</b>
<b>Responsible to:</b>	Medical Director / Locality Clinical Manager
<b>Accountable for:</b>	The post holder will be professionally accountable to the Medical Director of the Trust and managerially responsible to the Locality Clinical Manager (LCM). Job plans will be agreed with the Consultant Clinical Lead and the LCM

## SHROPSHIRE COMMUNITY HEALTH NHS TRUST

The Specialist Community Paediatric Services for children in Shropshire are provided by Shropshire Community Health NHS Trust, the organisation was formed in July 2011. The total combined population is around 475,000, made up of a child population (0 to 19 years) of approximately 111,000. We provide a service to England's largest inland county with a wide mixture of social environments from deprived urban to isolated rural communities.

### Our Vision

"We will work closely with our health and social care partners to give patients more control over their own care and find necessary treatments more readily available. We will support people with multiple health conditions, not just single diseases, and deliver care as locally and conveniently as possible for our patients. We will develop our current and future workforce and introduce innovative ways to use technology."

### JOB PURPOSE

The post holder will be based at either Coral House, Shrewsbury or Stepping Stones, Telford, with clinical sessions at various outreach clinics and this is a ten PA substantive **fixed term contract until 31.3.23**.

The post holder will be expected to work within the Community Paediatric Team and work closely with community nursing staff, allied health professionals and social workers in the Local Authorities area. Interagency working is vital to the successful delivery of services to Children in care and working across statutory, community and voluntary sectors is encouraged. The Trust aims to provide services in partnership with local communities, the voluntary sector and statutory bodies that are of high quality, evidence based and accessible to local people. There are in place good co-operative and joint working across disciplines and between Trusts.

## COMPETENCY BASED KEY RESULT AREAS

These are key leadership result areas which will be applicable to the area of responsibility outlined above and are commensurate with the grade of the post.

### Vision

- To be the best local provider of innovative, high quality and accessible Community Paediatric services, working closely with the rest of the health and care system to respond to the needs of our local children.

### Delivery

#### Locality Provision

- The appointee will help to cover the provision of Community Paediatric services in a particular geographical area in Telford & Shropshire and provide clinics to those areas. Well-equipped community clinics are held throughout the county, enabling children to be seen close to their homes.

#### Special Educational Needs and Special Schools

- The appointee duties will include providing medical advice for EHCPs of children

#### Looked After Children

- The appointee's duties will include the statutory Initial Health Assessment (IHA) of children in the Looked After System

#### Child Protection Opportunities

- If interested the appointee can be part of the Community child protection rota.

#### Supervision and Teaching

- The appointee will aid in the clinical supervision of doctors in training clinical work, and carry out Work Based Assessments.
- The appointee will be expected to contribute to the Continuing Professional Development (CPD) within the community paediatric team.

#### Child Development Centre (CDC)

- The appointee will be expected to contribute to multi-disciplinary assessments of children referred to the CDC.

#### Clinical Governance

- The appointee will be expected to play an active role in clinical audit and guideline development.
- The appointee will be expected to support any Quality Improvement activity.

### Continuing Professional Development

- The appointee will be expected to undertake Continued Professional Development in accordance with current RCPCH guidelines. The appointee will be subject to annual appraisal and revalidation in line with GMC and Trust guidelines.

### **Understanding and Managing in Context**

- The post holder will be expected to work within the Community Paediatric Team and work closely with community nursing staff, allied health professionals, education and social care in the Local Authorities area. Interagency working is vital to the successful delivery of services to Children in Care and working across statutory, community and voluntary sectors is encouraged.
- Contribute to the future planning and evaluation of the service.

### **Relationship building**

- To communicate effectively and work collaboratively with medical, nursing and therapy colleagues, social care and education, to ensure delivery of a co-ordinated multidisciplinary service.

### **Team and People Development**

- There are training posts within the Community paediatric team. The appointee will support them in their clinical work.
- To provide advice, teaching and training to other members of the MDT regarding Paediatric management of complex patients.
- To maintain Trust mandatory training requirements.

### **Emotional Intelligence**

- Behave consistently with the values and beliefs of the organisation and promotes these on day-to-day basis.
- Able to reflect and learn.
- Understands impacts on others.
- Maintain emotional resilience and maturity with the occasionally exposure to highly distressing or highly emotional circumstances for example in giving bad news to parents.

### **Personal Development**

- Take responsibility for keeping up to date and reviewing your personal development needs and objectives on a regular basis, including participating in annual appraisal.
- To be responsible for maintaining competence to practice through a commitment to continuing professional development, including attending internal and external training and undertaking reflective practice.

### **Corporate Responsibilities**

- To ensure that your actions and behaviours are in line with, and consistent with, our values.

- Understand and accept that you hold a privileged position; matters of a confidential nature (regarding both staff and patients) may be available to you and divulgence of information - or even of the knowledge of such information - must only occur in the proper exercise of the above duties.
- Take personal responsibility to ensure that information security is maintained at all times, being aware of and ensuring that your actions and behaviours are in line with the Trust's information governance policies.
- The post holder will be required to comply with regulations relating to the Health and Safety at Work.
- Take personal responsibility to comply with regulations relating to Infection Prevention and Control (IPC) including adherence with IPC policies, challenging poor IPC practices of others and to report any breaches using appropriate Trust mechanisms e.g. incident reporting policy.
- Take personal responsibility to comply with policies and procedures issued by and on behalf of the Trust.
- Take personal responsibility to comply with Trust policies on Safeguarding. The Trust is committed to safeguarding and promoting the welfare of children and adults, and to protecting them from the risks of harm. The Trust also recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults and families in their care.

## **THE SPECIALIST COMMUNITY CHILDRENS' SERVICES**

### **Introduction**

The Community Children's Services Directorate was formed in May 1993. It covers the whole of Shropshire and Telford & Wrekin and brings together all the Community Children's Services, Therapy, Medical, 0-19 Public Health Nurses, Nursing (Special School and Paediatric Community) and Administrative.

At present Community Paediatricians and support staff serving the west of the county are based at Coral House, 11 Longbow Close, Harlescote Lane, Shrewsbury, SY1 3GZ. The Community Paediatricians and their PAs serving the Telford area are based at The Stepping Stones Centre, Brunel Road, Malinslee, Telford, TF3 2BF.

### **The Child Development Centres (CDC)**

There are two CDCs in the county.

Shrewsbury CDC is based in a purpose-built site on the Monkmoor Campus. It is on the same site as Severndale Special School.

The Telford CDC is also a purpose-built site in The Stepping Stones Centre in Malinslee, which is also utilised by some Local Authority Children's practitioners.

Both CDC's have multi-disciplinary teams which include Community Paediatricians, Nurse Consultant, Speech & Language Therapists, Physiotherapists, Occupational Therapists, Nursery Nurses and Educational Psychologist. Both CDCs work closely with Education and provide holistic developmental assessment for children.

The CDC's also run groups for young children with complex needs and speech & language therapy treatment groups.

### **Community Paediatric Team**

#### **Medical Leadership:**

Within the Children and Families Service Delivery Area one Consultant Community Paediatrician (also deputy medical director) is the designated Lead Consultant, and is involved in the management team for the Service and gives leadership to the relevant medical staff.

#### **Consultant Staff in the Community Child Health Medical Team:**

1. Dr Diane Short, MBChB MRCPCH - 0.8 wte
2. Dr Gregory Minnaar, MBChB, MRCPCH, - 0.9 wte
3. Dr. Shachi Buch, MD Paeds, MRCPCH, MSc - 1.0 wte.
4. Dr Helen Unsworth MBChB MRCPCH - 1.0 wte
5. Dr Noreen Mushtaq
6. Vacancy

The Consultant Paediatricians have dual roles:

- They all have a geographical area with a general neuro-disability caseload. Consultant neuro-disability clinics are held around the county and in the two special schools (Severdale School and Bridge School).
- They also have a special interest which is county-wide and they are available as an expert resource for the teams in other geographical areas in relation to that specialism.

At the moment the Special Interests are:

1. Neurodisability and Shrewsbury CDC Clinical Lead and College Tutor – Dr Short
2. Neurodisability and Paediatric Palliative Care – Dr Buch.
3. Fostering, Adoption, Neurodisability and Children in Care – Dr Gregory Minnaar
4. Neurodisability and ASD Lead – Dr Unsworth.

#### **Non Consultant Grade Staff in the Community Paediatric Medical Team:**

Each carries out neurodisability work and has a special interest:

1. Dr Janet Butterworth – 0.8 wte  
Associate Specialist
2. Dr Sam Postings – 1.0 wte  
Associate Specialist, Named Doctor for Safeguarding and CDOP, and Enuresis lead.
3. Dr Sarah Ogilvie – 1.0 wte  
Specialty Doctor in Community Paediatrics, Adoption/Foster Panel Medical Advisor
4. Dr Preetha Raveendran - 1.0 WTE, Speciality Doctor in Community Paediatrics
5. Narinder Kular- 1.0 wte  
Nurse Consultant in Community Paediatrics

## **SHROPSHIRE COMMUNITY HEALTH TRUST:**

Shropshire Community Health NHS Trust provides community based health services for adults and children in Shropshire, Telford and Wrekin and some services in surrounding areas too. These range from district nursing, urgent care services, out-patients, to running four community hospitals through to providing very specialist community care through talented and dedicated staff

Our aim is to ensure that children, young people and their families are at the centre of all that we do and are empowered to achieve their maximum potential.

## **SHROPSHIRE and the LOCAL HOSPITALS**

### **The Area - Shropshire**

Shropshire is the largest inland county and is predominantly a rural county. The two main urban areas are Telford and Shrewsbury, the county town. The population of the area is increasing influenced by the development of Telford and good road and rail links with Birmingham, the main West Midland cities, the North West of England, Wales and London.

The County enjoys beautiful unspoilt countryside and many sites of archaeological, geological and historic significance.

Entertainments range from agricultural and Flower Shows, music and folk Festivals, and open-air theatres to large modern shopping arcades, multi-screen cinema complexes or a range of night clubs, supplemented by the wide provision of sports and leisure facilities.

The County is well served by excellent schools in both the public and private sector.

Housing is readily available in all price brackets.

### **Hospitals**

#### **Shrewsbury & Telford Hospital NHS Trust (SaTH)**

There is one acute Trust in the area - Shrewsbury & Telford Hospital NHS Trust (SaTH) which was formed in 2004 following the merger of two District General Hospitals, the Royal Shrewsbury Hospital (RSH) and the Princess Royal Hospital in Telford (PRH). This is now a teaching hospital linked to Keele University.

Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

A new purpose-built Women and Children's Unit at Princess Royal Hospital (Telford) was opened in September 2014 where the previous two current inpatient paediatric units have consolidated into one inpatient site. The neonatal unit is also located at PRH alongside the consultant obstetric unit. There are approximately 5,000 deliveries per year. PAUs (Paediatric Assessment Units) continue at both Princess Royal Hospital and Royal Shrewsbury Hospital.

## Robert Jones and Agnes Hunt Hospital

The RJAH Orthopaedic Hospital offers specialist paediatric services including neurology, neuromuscular, rheumatology and orthopaedics including collagen disorders. There is an in-patient ward for elective orthopaedic surgery and rehabilitation and a gait laboratory.

Consultants include;

- Prof. Tracey Willis, Paediatric neurologist with special interest in neuromuscular disorders.
- Dr. Richa Kulshrestha, Consultant Paediatrician with special interest in neuromuscular disorders.
- Dr Annabelle Copeman, Paediatric Rheumatologist
- Mr Derfel Williams, Paediatric Orthopaedic Surgeon
- Mr Nigel Kiely, Paediatric Orthopaedic Surgeon
- Mr Rob Freeman, Paediatric Orthopaedic Surgeon

There is a specialist multi-disciplinary neuromuscular team including two specialist nurses, a physiotherapist and clinical psychologist. ORLAU, gait laboratory has a multi-disciplinary team of bioengineers, physiotherapists and orthotics. The paediatric surgeons offer rehabilitation including botulinum toxin, multi-level surgery and movement assessments. The regional spinal injuries unit is based at the hospital and takes paediatric referrals.

### **Proposed job plan**

*Dependent on clinic room	Am	pm
<b>Monday</b>	SPA	SPA
<b>Tuesday</b>	Clinic 1 alternate weeks SPA alternate weeks	Clinic 1 admin alternate weeks SPA alternate weeks
<b>Wednesday</b>	Clinic 2	Clinic 2 admin
<b>Thursday</b>	Clinic 3	Clinic 3 admin
<b>Friday</b>	Clinic 4	Clinic 4 admin

<b>Fixed term Speciality Doctor Community Paediatrics Neurodisability</b>		
<b>10 PA's</b>		
<b>Direct clinical care (includes administration time and travel)</b>	Outpatient clinic weekly (LAC, EHCP, Neurodisability/Neurodevelopmental	7.75
<b>Supporting Professional Activities (SPA)</b>	CPD (mandatory training, revalidation, appraisal, external learning)	2.00

	Department meetings/governance	0.25
	<b>Total PA's</b>	<b>10</b>

## OUR PARTNER AGENCIES

### Local Authorities

Both CCGs are coterminous with their respective Local Authorities. This facilitates clear working arrangements between the Local Education Authority and Social Services Departments with each Child Development Centre, to ensure smooth delivery of the necessary services for children with special needs.

### Special Schools

- There are two schools for children with severe complex developmental difficulties – Bridge School in Telford and Severndale School in Shrewsbury, which is the largest in the country. Consultant Paediatricians provide outreach clinics at these Special Schools. Other special schools and units provide a comprehensive range of special educational opportunities for children with moderate learning disabilities, although these children are increasingly being integrated into mainstream schools.
- Around 2,500 children (3.8% of the population) have an Education and Health Care Plan.

### **CAMHS (from 1<sup>st</sup> June 2018 delivered by Midlands Partnership NHS Foundation Trust)**

0-25 Emotional Health & Wellbeing Service - This partnership delivers a broad spectrum of community based services ranging from early intervention through to specialist treatment and crisis resolution for young people with mental health problems.

**This job description will be subject to review and amendment, in consultation with the post holder, to meet the changing needs of the service and the organisation.**

<b>Post Holder's Name:</b>	
<b>Post Holder's Signature:</b>	<b>Date:</b>
<b>Manager's Name:</b>	
<b>Manager's Signature:</b>	<b>Date:</b>





## PERSON SPECIFICATION

<b>JOB TITLE:</b>	<b>Speciality Doctor in Community Child Health</b>
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	<b>ESSENTIAL</b>
<b>TRAINING AND QUALIFICATIONS</b>	Full GMC registration and licence to practice. MBBS, MBChB or equivalent medical qualification.
<b>ELIGIBILITY/EXPERIENCE</b>	<p>At least two years full time (or equivalent) in general paediatrics, or equivalent experience and competence.</p> <p>Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards in <i>Good Medical Practice</i> including:</p> <ul style="list-style-type: none"> <li>• good clinical care</li> <li>• maintaining good medical practice</li> <li>• good relationships and communication with patients</li> <li>• good working relationships with colleagues</li> <li>• good teaching and training</li> <li>• professional behaviour and probity</li> </ul> <p>Applicant's knowledge is up to date and fit to practise safely</p> <p>Eligibility to work in the UK.</p>
<b>CLINICAL SKILLS</b>	<p>Competent at Paediatric History Taking, Physical Examination, Assessment, Investigation &amp; Interpretation Skills. Prescribe medication and arrange onward referral to therapy services as appropriate.</p> <p>Ability to assess a normal child and to recognise and appropriately manage abnormality.</p> <p>Ability to work on own initiative without immediate supervision, but awareness of one's individual limitations.</p> <p>Good communication skills (written and oral) and ability to develop good working relationships with families and team.</p> <p>Understanding of management issues including medical</p>

	<p>discipline, clinical governance and service planning.</p> <p>Willingness to participate in service developments.</p> <p>Good organisational skills.</p> <p>Computer literate with experience of using IT clinical systems and Microsoft Office software</p>
<b>PERSONAL QUALITIES</b>	<p><b>Team working:</b> demonstrated experience working in a team and liaison across organisation boundaries, values the input of other professionals in the team.</p> <p><b>Managing others &amp; team involvement:</b> capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.</p> <p><b>Problem solving &amp; decision making:</b> capacity to use logical/lateral thinking to solve problems &amp; make decisions. Willingness to take responsibility for own practice.</p> <p><b>Organisation &amp; planning:</b> capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p><b>Flexible approach to work:</b> able to adapt and work with employers to deliver improved patient care.</p> <p><b>Equality and diversity:</b> promotes equality and values diversity</p>
<b>CLINICAL GOVERNANCE / IMPROVING QUALITY OF PATIENT CARE</b>	<p><b>Clinical governance:</b> Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.</p> <p><b>Audit:</b> evidence of active participation in audit.</p> <p><b>Teaching:</b> evidence of interest and experience in teaching where required in the job</p>
<b>EMOTIONAL EFFORT</b>	<p><b>Coping with pressure:</b> capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks &amp; adapt to rapidly changing circumstances. Proven ability to work effectively in different clinical settings required in the job</p>
<b>MENTAL EFFORT</b>	<p>Ability to concentrate in a busy work environment.</p>
<b>PHYSICAL SKILLS</b>	<p>Ability to carry equipment for use in clinics and assessments.</p> <p>Interaction with small children requiring some physical movement.</p>

<b>REQUIREMENTS DUE TO WORKING ENVIRONMENT</b>	Able to travel to meet the requirements of the post.
<b>OTHER</b>	Ability to work flexibly.