

**Senior Clinical Fellow in Paediatric Critical Care and  
Palliative Care Medicine**

(ST5 level and above Equivalent)

**Post of Senior Clinical Fellow in Paediatric Critical Care and Retrieval Medicine  
(Equivalent to ST5 level and above)**

Applications are invited to apply for the above post as Clinical Fellows in Paediatric Critical Care (PCC) at the Children's Hospital Oxford and Palliative Care Medicine with Helen & Douglas House.

Candidates are invited to contact Dr Helen Turnham at Oxford University Hospital (OUH) PCC.

The following papers are attached:

- Advertisement
- Job Description
- Person Specification

## 1. ADVERTISEMENT WORDING

# OXFORD UNIVERSITY HOSPITAL NHS FOUNDATION TRUST

The Paediatric Critical Care (PCC) departments at Oxford University Hospital (OUH), Oxford, UK invite applications for Paediatric Critical Care and Palliative Care Medicine Fellowship.

### **Clinical Fellow (ST5-ST8) posts in Paediatric Intensive Care and Paediatric Retrieval Medicine**

**Posts commencing from August / Sept 2024**

**Fixed Term posts lasting 12 months**

We are pleased to offer a 12 months fellowship scheme at Oxford University Hospitals Paediatric Critical Care and Helen & Douglas House that will include work across both services. This fellowship is aimed at clinician with considerable experience in critical care medicine who have an interest in palliative care medicine which they would like to develop further.

The successful applicant will spend most of their “in hours” work with the palliative care team supporting activity across OUH PCC and Helen and Douglas House. The “out of hours” commitment will be spent as a senior Paediatric Critical Care fellow with a primary responsibility to retrieval medicine.

The successful applicant will work under the supervision of a team of consultants in the Paediatric Critical Care Medicine and Palliative Care Medicine. It is also expected that a successful applicant will take part in an agreed project strengthening the link between OUH PCC and Helen & Douglas House. This can include outreach education, quality improvement or guideline development.

### **Helen & Douglas House**

The specialist paediatric palliative care team for the region (Oxfordshire, Berkshire, Buckinghamshire) are based at Helen House Children’s Hospice. The medical team comprises three part-time consultants and three part-time associate specialists to offer 24/7 specialist support for children in their preferred place, and we work closely within a multi-disciplinary team to offer holistic care.

The hospice has a five bedded inpatient unit for children and their families and a bereavement suite, however support is also offered where patients are hospital inpatients (intensive care, neonates, children’s wards) or in their own homes.

The hospice MDT includes psychology and counselling, physiotherapy, and clinical nurse specialists. Helen & Douglas House is registered for SPIN training in paediatric palliative care with the RCPCH and GMC.

### **Paediatric Critical Care, Oxford University Hospital**

## Oxford University Hospitals

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The Paediatric Critical Care (PCC) unit provides intensive and high dependency care to the local population and children of Oxfordshire, Berkshire and Buckinghamshire as well as further afield. It comprises an eight-bedded Intensive Care Area and an adjacent eight-bedded High Dependency ward. The OUH is a major trauma centre and supports a number of medical and surgical specialities including Infectious Diseases, Respiratory medicine, Cardiology, Neurology, Endocrinology and Gastroenterology, Paediatric surgery, Neurosurgery, craniofacial surgery and Orthopaedic surgery.

The department is run by the Consultant of the week, one of eight Paediatric Critical Care consultants with either a Paediatric or Anaesthetic background. The Consultant is a strong presence on the unit and provides a continuous high level of training and supervision. The department is staffed with 16 trainees at ST6-7 level with a background in Paediatrics and Neonatology or Anaesthetics and adult Intensive Care Medicine.

Paediatric Intensive Care retrievals from the Oxford region are managed on a 24-hour basis jointly with Southampton General Hospital under the umbrella of the Southampton Oxford Retrieval Team (SORT). SORT provides support to over 15 District General Hospitals in the combined South Central Region. Successful applicants will work both on the shop floor and as part of the retrieval service.

The PCC is nationally recognised for grid & SPIN training in paediatric critical care medicine with the RCPCH and GMC.

**Applicants must be registered with the General Medical Council and be in their ST5-ST8 year of training in Adult intensive care Medicine / Anaesthetics / Paediatrics / Emergency Medicine**

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For Further Details/Information, please contact:

Dr Helen Turnham on [Helen.Turnham@ouh.nhs.uk](mailto:Helen.Turnham@ouh.nhs.uk)

### 2. JOB DESCRIPTION

<b>JOB TITLE:</b>	<b>Clinical Fellow posts in Paediatric Intensive Care and Paediatric Palliative Medicine</b>
<b>GRADE:</b>	Equivalent to ST5 and above
<b>DEPARTMENT:</b>	Paediatric Critical Care at OUH and Helen & Douglas House
<b>TYPE OF CONTRACT</b>	Fixed term 12 months post
<b>HOURS PER WEEK</b>	40 basic hours plus on call commitment equating to a maximum of 48 hours per week on average
<b>LOCATION</b>	Oxford University Hospitals NHS Trust Helen & Douglas House

#### OVERVIEW:

We are pleased to offer a 12 months fellowship scheme at Oxford University Hospitals Paediatric Critical Care and Helen & Douglas House that will include work across both services. This fellowship is aimed at clinician with considerable experience in critical care medicine who have an interest in palliative care medicine which they would like to develop further.

The successful applicant will spend most of their “in hours” work supporting palliative care provision across OUH PCC and Helen & Douglas House. The “out of hours” commitment will be spent as a senior Paediatric Critical Care fellow with a primary responsibility to retrieval medicine. The successful applicant will work under the supervision of a team of consultants in the Paediatric Critical Care Medicine and Palliative Care Medicine. It is also expected that a successful applicant will take part in an agreed project strengthening the link between OUH PCC and Helen & Douglas House. This can include outreach education, quality improvement or guideline development.

#### Summary of the Role's Main Purpose:

- To work in Paediatric Critical Care at OUH to support and improve the provision of palliative care planning and symptom management to the benefit of our patients.
- To participate in PICU out-of-hours and retrieval service rotas
- To work alongside paediatric colleagues at Helen and Douglas House (HDH), OUH Trust and regional hospitals, children's community services and other partner children's hospice services as part of a multi-disciplinary team to provide the highest possible standard of care, in the setting most appropriate to their needs.
- To develop skills in providing Paediatric Palliative Care to children and families across the region with consultant support and mentorship.
- To further enhance the links and shared working practices between Paediatric Intensive Care Unit and Paediatric Palliative Care through caring for patients across both settings, and contributing to education/training needs analysis and delivery and processes/patient & family journey through settings (CCCG)
- To participate in the Clinical Ethics Advisory Group, at a level appropriate to the applicant, initially as an observer

#### Key working relationships:

- Medical and outreach nursing children's palliative care team serving the palliative care needs of children across Berkshire, Oxfordshire & Buckinghamshire (BOB) based at Helen and Douglas House Hospice (HDH) – team member.

- Paediatric Intensive Care Unit (PICU) based at the John Radcliffe Hospital – senior registrar-level team member.
- SORT (Southampton & Oxford Retrieval Service) – senior registrar-level team member
- Clinical Ethics Advisory Group for Oxford University Hospitals NHS Trust
- Compassionate Collaborative Care Group (CCCG - OUH/HDH training, education and processes around palliative patients)

### **PRINCIPAL ACTIVITIES:**

### **HELEN & DOUGLAS HOUSE:**

#### **Clinical responsibilities:**

- To work alongside paediatric colleagues across the region as part of the multidisciplinary service to provide the highest standard of palliative and end of life care to infants, children and young people with life-limiting conditions, in the setting most appropriate to their needs
- To support symptom management for children with complex conditions (with consultant supervision), clear communication and advance care planning
- Provide palliative and end-of-life care 'in the setting most appropriate to children and families needs' and to proactively cross boundaries of care in the home, community, hospice and hospital, working within the managed clinical network
- Out-of-hours clinical work (on-call from home) can be built into working pattern if useful for personal development of post-holder but is not a requirement, as the fellow's main out of hours work will be with the PCC Retrieval team.

#### **Educational:**

- To contribute to identification and shared learning between OUH and HDH relating to paediatric patients (through CCCG group, case learning, OUH and HDH clinical study days)
- To maintain own personal portfolio of evidence of competencies, reflections and other work-place based assessments benchmarked against or formally working towards SPIN in PPM (Special Interest in Paediatric Palliative Medicine) and SPIN HDU or equivalent (High Dependency Unit) as appropriate to post-holder level, experience and career aims

#### **Professional:**

- To have personal responsibility for ensuring active participation in continuing professional development (CPD) and appraisal for successful revalidation
- To actively participate in both hospice and hospital Trust matters concerning Clinical Governance and audit
- To meet HDH & OUHT requirements for statutory and mandatory training, including safeguarding training

### **PAEDIATRIC CRITICAL CARE**

The Paediatric Critical Care (PCC) unit provides intensive and high dependency care to the local population and children of Oxfordshire, Berkshire and Buckinghamshire as well as further afield. It comprises an eight-bedded Intensive Care Area and an adjacent eight-bedded High Dependency ward. OUH is a major trauma centre and supports a number of medical and surgical specialities including Infectious Diseases, Respiratory medicine, Cardiology, Neurology, Endocrinology and Gastroenterology, Paediatric surgery, Neurosurgery, craniofacial surgery and Orthopaedic surgery.

The department is run by the Consultant of the week. The Consultant is a strong presence on the unit and provides a continuous high level of training and supervision. There are twice daily

consultant led ward rounds. The department is staffed with 16 trainees at ST6-7 level with a background in Paediatrics and Neonatology or Anaesthetics and adult Intensive Care Medicine.

The PCC is nationally recognised for grid & SPIN training in paediatric critical care medicine with the RCPCH and GMC.

### **SOUTHAMPTON & OXFORD RETRIEVAL TEAM (SORT)**

Paediatric Intensive Care retrievals from the Oxford region and the neighbouring District General Hospitals are managed on a 24-hour basis jointly with Southampton General Hospital under the umbrella of the Southampton Oxford Retrieval Team (SORT). SORT provides support to over 15 District General Hospitals in the combined South Central Region. Successful applicants will work both on the Paediatric Critical Care Unit and as part of SORT - Oxford available for retrievals and outreach educational activities to the district general hospitals as well as engage in an agreed project (Research / Education / Quality Improvement).

### **PCC & SORT Activities and responsibilities:**

This post offers ongoing training in Paediatric Critical Care and Retrieval Medicine. It is aimed at senior trainees in Paediatricians, Intensive Care Medicine, emergency medicine and Anaesthetics who will be able to undertake independent retrievals and lead the critical care team in assessment, stabilisation and management of the critically ill child.

The post holder's principle duties in PCC & SORT are patient review and monitoring and the implementation of management plans decided upon these ward rounds. They are also responsible for the admission and discharge of children, and liaison with speciality teams, the review and stabilization of deteriorating children on the wards and attending the Emergency Department for critically ill and injured children.

They will also hold the retrieval phone, accept and manage SORT referrals and undertake independent retrievals with remote supervision from a PCC consultant.

Supervised practical instruction will be given in:

- Airway skills: Basic & Advanced
- Vascular access: Central venous & arterial
- CVP, Arterial, and Intracranial pressure access and interpretation
- Cerebral function analysis monitoring
- Ventilation - standard techniques, BIPAP pressure and volume controlled modes, pressure release ventilation, high frequency oscillation and Non-invasive techniques.
- Neuro intensive care
- Advanced renal support
- Application of Brain Death Criteria
- Talking to Parents in Critical situations
- Stabilisation and Transport of sick infants and children

### **Education**

Education is a high priority and is reflected in the work of both medical and nursing staff. There are monthly educational day to cover topics in Paediatric Critical Care and Retrieval Medicine. The post holder will be encouraged to complete the national retrieval competency document There will be monthly Journal clubs and M&M meetings.

There are additional regular teaching sessions at OUH which the post holder will be encouraged to attend. There is also a weekly microbiology ward round and X ray meetings. Medical staff is encouraged to attend the Paediatric Grand Rounds on a Wednesday afternoon.

The post-holder will be offered all the opportunities for educational development that are provided for SpRs, including attendance at the monthly regional SpR training days organised by a team of registrars with the Programme Director. The format varies but often includes case presentation and discussion, clinical demonstrations; scenario based teaching and formal lectures.

### **Audit, Quality Improvement and Research**

The postholder will be expected to be actively involved in audit and quality improvement projects linking both Helen & Douglas House and OUH PCC.

You will also be involved in routine data collection and preparation of reports at discharge. The unit is involved in national data collection including the PICANET Database. Local audits are also performed. The PCC unit contributes to a number of active research projects and the postholder will be encouraged to participate.

### **Teaching**

You will be expected to teach both undergraduate and postgraduate doctors and nurses as well as engage in outreach teaching days. We will encourage you to develop your own methods within good practice taught locally. There are excellent regional library facilities, a Paediatric Directorate library, computer packages and audio-visual departments to help you.

### **Appraisal and Assessment**

The post-holder will be assigned a Clinical Supervisor and will be expected to maintain a personal development folder.

### **Risk Management**

The management of risk is the responsibility of everyone and will be achieved within a progressive, honest and open environment.

Staff will be provided with the necessary education, training and support to enable them to meet this responsibility.

Staff should be familiar with the:

- Major Incident Policy
- Fire Policy

and should make themselves familiar with the 'local response' plan and **their** role within that response.

### **Responsibilities for Health & Safety**

The post holder is responsible for ensuring that all duties and responsibilities of this post are carried out in compliance with the Health & Safety at Work Act 1974, Statutory Regulations and Trust Policies and Procedures. This will be supported by the provision of training and specialist advice where required.

### **Infection Control**

Infection Control is everyone's responsibility. All staff, both clinical and non clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections.

All staff employed by the Trust have the following key responsibilities:

- Staff must decontaminate their hands prior to and after direct patient contact or contact with the patient's surroundings.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to patients have a duty to contact Occupational Health.

### **Equality and Diversity**

The OUH values equality and diversity in employment and in the services we provide. We are committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised.

The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be based on the individual's ability to meet the requirements of the job.

### **Freedom of Information**

The post holder should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and is responsible for helping to ensure that the Trust complies with the Act when handling or dealing with any information relating to Trust activity.

### **Patient and Public Involvement**

The Trust is committed to, and has a statutory duty to involve service users, carers and the public in the work of the organisation. We consider that patient and public involvement is the responsibility of every individual working for our Trust. All staff have a responsibility to listen to the views of patients and to contribute to service improvements based on patient feedback. You will be expected to support the Trust with this through your working practice.

### **Serious Incidents**

All staff must report incidents and near misses so that the Trust can reduce the risk of harm by investigating and incorporating risk reducing measures to safe guard patients, visitors and staff, in accordance with the Trust Incident Reporting Policy.

### **Children's Rights**

The post holder will endeavour at all times to uphold the rights of children and young people in accordance with the UN Convention Rights of the Child.

### **Safeguarding Children and Vulnerable Adults**

The Trust is committed to safeguarding children and vulnerable adults throughout the organisation. As a member of the trust there is a duty to assist in protecting patients and their families from any form of harm when they are vulnerable.

### **Information Governance**

You must maintain a Trust email account. All staff must complete annual information governance training, which can be completed on-line. For further details, go to the Information Governance intranet site: <http://orh.oxnet.nhs.uk/InformationGovernance/Pages/Default.aspx>

### **General**

The post-holder will assume a continuing responsibility for the care of patients in his/her charge and the proper functioning of his/her department.

## **Oxford University Hospitals**

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The post-holder must take reasonable care of his/her own health and safety and any other personnel who may be affected by his/her omission. Trust policies and regulations must be followed at all times.

## 3. PERSON SPECIFICATION

**Post:** Senior Clinical Fellow in Paediatric Critical Care and Palliative Care Medicine  
**Job reference:**

Requirements	Essential	Desirable
<b>Qualifications/Training</b>		
Professional qualifications	MBBS or equivalent	Higher medical degree
Professional training	Full GMC registration	FRCA or MRCPCH or equivalent
		Post-Graduate Certificate or Diploma in Palliative Medicine
<b>Experience</b>		
	A minimum of 4 years training in paediatrics / anaesthetics / ICM / Emergency Medicine	Previous paediatric intensive care & critical care transport experience
	A minimum of two years at a registrar level	
	A minimum of 6 months in Paediatric Critical Care Medicine	
	Experience of teaching and presenting	
	Experience of audit activities	
<b>Skills and Knowledge</b>		
Communication and interpersonal skills	Good spoken and written English. Highly developed communication and interpersonal skills.	
Prioritising	Ability to organise and prioritise own workload Ability to prioritise clinical needs	
Leadership skills	Excellent leadership skills.	
Team work	Ability to work under pressure in a multi-disciplinary environment	
<b>Personal Characteristics</b>	Adaptable Able to work within multidisciplinary teams Able to prioritise and manage time effectively Able to work under pressure	

### **On Call work**

Retrieval fellow shifts are 13 hours long – Day shifts are 8am until 9pm and night shifts are 8pm until 9am. The post holder will undertake their on call commitments either as night shifts during the week or as either day or night shifts during weekends.