

ALDER HEY CHILDREN'S NHS FOUNDATION TRUST

JOB DESCRIPTION

Post: Locum Consultant in Paediatric Surgery

Hours: 10 PA contract (inclusive of 1 in 10 on-call commitments)

Accountable to: Director for the Division of Surgical Care
Clinical Director for Paediatric Surgery, Urology & Gynaecology

Reports to: Clinical Director for Paediatric Surgery, Urology & Gynaecology

ROLE SUMMARY

We require two full-time (10PA) locum consultants to join the Department of Paediatric Surgery and Urology. The successful applicant will work alongside the current consultant team to provide outpatient and inpatient services at Alder Hey. They will also be expected to provide services at one or more partner hospitals.

Emergency neonatal surgical cover is delivered at both Alder Hey and Liverpool Women's Hospital as part of the Liverpool Neonatal Partnership. A new level 3 neonatal unit for infants requiring surgical care will be opening at Alder Hey in the near future.

The successful applicant will primarily work within the Department of Paediatric Surgery joining an established service consisting of 12 Consultant Paediatric Surgeons, alongside a highly skilled specialist nursing team.

The post offers 10 PA's which consists of 7.5 Direct Clinical Care PAs, including specific PAs for on call commitments in General Paediatric Surgery at Alder Hey Hospital, currently as part of a 1 in 10 rota. 1.5 and 1.0 PAs are awarded for SPA and Admin, respectively.

MAIN DUTIES AND RESPONSIBILITIES

Duties

Clinical

The successful candidate will work alongside the current consultant team in providing emergency and elective paediatric surgery. Emergency duties will be according to a rota of approximately 1 in 10 FTE and include the full range of emergency paediatric and neonatal surgery.

Emergency daytime consultant cover Monday to Friday is by a designated 'Surgeon of the Week' who does not have elective scheduled activity and provides continuity of care for

children presenting as emergencies. This week includes input to neonatal surgical patients both at Alder Hey and Liverpool Women's Hospital, where three times weekly ward rounds are provided. An additional '2nd on' consultant provides 24 hour on-call emergency cover including split weekends (Fri/Sun and Sat) with a rest day following.

Elective activity will include both outpatient and inpatient service at Alder Hey and at partner hospital(s) with whom we hold Service Level Agreements including Glan Clwyd Hospital, Blackpool Victoria Hospital, Royal Preston Hospital and Stoke University Hospital, Arrowe Park, Warrington, Leighton, Wrexham, Chester, Bangor and Ormskirk Hospitals.

Teaching & Academic role

Participate in the teaching and training of undergraduates and postgraduates.
Develop research interests in their area of interest and expertise

Managerial responsibilities

Supervise junior staff.
Participate in departmental meetings related to strategic planning.
Take an active role in service review and development

CPD, Audit & Clinical Governance

Participate in CPD activity for which financial support is available
Initiate and undertake appropriate audits as required within the department.
Take part in the clinical governance programme

Proposed job plan

This post attracts 10 programmed activities per week. There may be the opportunity to discuss and review this with the clinical director.

The job plan for the first three months will be based on a provisional/indicative timetable. A formal job plan will be agreed between the appointee and the Clinical Director within three months of the commencement date of the appointee.

The supporting professional activities (SPAs) allocation within the provisional job plan is an illustrative guide only and will be finalised following individual agreement with successful candidate.

The basic template for new consultants is 1.5 SPA. Any additional SPA time in the Job Plan is linked to defined roles with clear objectives.

➤ 1.0 SPA for

- Personal revalidation, appraisal/job planning/quality improvement /clinical governance/statutory & mandatory training/CPD.
- Engagement in Quality Improvement, including :
 - Attending Quality Improvement meetings
 - Contributing data; and

- Implementing agreed Quality Improvement recommendations in own practice.
- 0.5 SPA for departmental & Trust meetings and teaching (UG, departmental, Trust).
- Indicative 0.25 SPA for a formal Postgraduate Medical Educational Supervisor role.
- Additional SPA(s) for defined roles in
- , departmental leadership or wider governance, and audit, as agreed through the job planning process.

The Job plan entails:

This full-time post will comprise a weekly average of 10 programme activities (PAs) based on an annualised job plan. Emergency theatres and follow up arrangements are incorporated into on call DCC.

- 7.5 DCC (A proportion of which awarded for emergency/on call cover)
- 1.5 SPA
- 1.0 Admin
- Additional PAs available by application of a business plan to the divisional director for additional professional responsibilities and other duties.

Regular job planning meetings will be undertaken with the post holder to ensure that the appointee is remunerated for any additional activities undertaken and that the job plan accurately reflects the overall workload undertaken by the post holder.

Staffing

Consultants

CONSULTANT	SPECIALTY
Miss Sarah Almond (CD)	Consultant Paediatric Surgeon, (LGI, IBD)
Miss Harriet Corbett	Consultant Urologist
Mr Stephen Donnell	Consultant Paediatric Surgeon
Professor Iain Hennessey	Consultant Paediatric Surgeon
Mr Matthew Jones	Consultant Paediatric Surgeon
Professor Simon Kenny	Consultant Urologist and Paediatric Surgeon (LGI)
Miss Fiona McAndrew	Consultant Paediatric Urologist
Mrs Charlotte Melling	Consultant Urologist and Paediatric Surgeon
Ms Joanne Minford	Consultant Paediatric Surgeon, (Oncology, Thoracic, UGI)
Miss Fiona Murphy	Consultant Paediatric Surgeon, (Oncology, Thoracic, UGI)
Mr Roland Partridge	Consultant Paediatric Surgeon, (UGI, Thoracic)
Mr Josef Taylor	Consultant Paediatric Surgeon, (LGI, IBD)
Mrs Sarah Wood	Consultant Paediatric Surgeon

Nursing and Junior medical staff

There are 9 specialty trainees in paediatric surgery and 8 foundation/core trainees rotating within the department.

We are supported by 2 physician associates, 3 advanced paediatric nurse practitioners, who run a Rapid Access Clinic service, and a team of urology specialist nurses. The surgical neonatal ward has 7-day cover led by advanced neonatal nurse practitioners and onsite consultant neonatologists.

Support Staff

The successful candidate will be provided with office accommodation and secretarial cover on the Alder Hey site. A computer with access to the hospital IT system is also provided along with internet facilities.

ADDITIONAL REQUIREMENTS AND RESPONSIBILITIES

Research

We know that a children's hospital is different and that our job is more than just treating an illness; that's why Alder Hey has a dedicated research, education and innovation institute. The Trust has a comprehensive research portfolio with research embedded into every division and is very proud to have enrolled 800-1000 children and young people per month

to research studies from a diverse portfolio of more than 150 observational and interventional research studies. All consultants, nurses and allied health professionals are encouraged to be involved in research such that clinicians from more than 25 specialities are currently principle investigators for a portfolio of local, national and international studies.

The trust hosts an NIHR funded Clinical Research Facility, funding for which was renewed in 2022. The CRF enables delivery of clinical trials in experimental medicine whilst the Paediatric Medicines Research Unit specialises in clinical studies which aims to make drug treatments safer and more acceptable to children and young people.

Overall responsibility for the Trust's Research Strategy lies with the Medical Director and the Director of Research and Innovation. The Clinical Research Division ensures that research is incorporated into the management infrastructure and is part of the Trust's overall service plan and strategy. A number of operational groups and key individuals facilitate the design, coordination and support of research.

Innovation

Alder Hey is the UK's leading trust for technological innovation and commercial exploitation, enjoying an international reputation for advancing child health in novel ways. With a dedicated innovation team of 27 individuals and an underground 1000sqm facility featuring VR, AR, rapid prototyping, simulation and 3D printing facilities, it has unrivalled capabilities to develop clinical problems into commercially viable solutions. The innovation system has multiple partnerships with large corporates, academic institutions and small companies to ensure that clinicians can access a wide range of technologies and experts to co-create their solutions.

Our problem based approach aligns with the trusts research and overall strategy to grow the future, making today's child tomorrows healthier adult. Opportunities for clinicians to become part of the innovation drive include as a founder of a new company, intrapreneurship, dedicated time to join the innovation team or with bespoke support to allow translation of research to patient impact.

Our areas of strength lie not only in our open innovation methodology, facilities and dedicated support teams, but extends to specific technology themes including healthtech, digital therapeutics, artificial intelligence, immersive health and our Alderhey@nywhere patient facing user interface.

Teaching

Alder Hey serves as a teaching hospital to the University of Liverpool. The undergraduate curriculum is based on problem-based learning. All consultants are expected to take part in undergraduate teaching. Support is available to enable new consultants to deliver Level Two training.

All consultants have responsibility for organising the teaching and training of all members of staff in their department. There is an active training scheme for all junior medical staff and all consultants are expected to contribute to this programme. There are many postgraduate activities within the Trust including a weekly Grand Round.

Audit and Clinical Governance

The appointee will be expected to participate in the audit programme.

Whilst the Trust organises regular half day sessions to enable intra and inter-departmental audit and general education programmes, it is expected that the successful applicant will maintain their personal portfolios in accordance with the requirements of the Royal College of Surgeons and ensure that they achieve suitable continuing professional development. An appraisal system for all consultants is now established, including an annual review of job plans and CPD.

Consultants are also expected to be aware of the principles of clinical governance and to contribute to the aims of each Trust in achieving continuing improvement in all aspects of delivery of the service.

Continuing Professional Development

Consultants are expected to maintain their personal portfolios in accordance with the requirements of the Royal College of Surgeons, including the acquisition of the appropriate CPD points. The Trust has introduced an Appraisal system for all consultants which includes a review of Continuing Professional Development.

Mentoring of newly appointed consultants by a more senior colleague is available within the Trust and the appointee will be encouraged to make use of this resource.

Terms and Conditions of Service

1. The Terms and Conditions applying to the post are those relating to Consultants (England) 2003 and shall be subject to any amendments negotiated from time to time by the appropriate bodies and approved by the Secretary of State.
2. The appointee will be expected to work with local managers and professional colleagues in the efficient running of the services and will share with consultant colleagues in the medical contribution to management.
3. The successful candidate will be expected to maintain existing service commitment and comply with Trust performance targets.
4. The post holder must be a medical practitioner fully registered with a licence to practice with the General Medical Council. The appointment is subject to clearance by the Disclosure and Barring Service and satisfactory medical screening results, including verification of Hepatitis B status.
5. The appointee will have responsibility for training and supervision of junior medical staff who work with him/her and will devote time to this on a regular basis.

6 . Residence

- (a) The successful candidate will normally be required to live within 15 miles/30 minutes of his/her base hospital (the hospital where the principal duties lie) and in a location offering easy access to the other organisations / facilities as required.
- (b) Where, however, the successful candidate already resides within 15 miles by road of his/her base hospital, he/she will not be required to remove his/her home nearer the hospitals.
- (c) Where the successful candidate's present residence is more than 15 miles by road from the hospital he/she will be required to remove his/her home to meet the residential clause of his/her contract, unless he/she has the written consent of the Trust to the contrary.
- (d) The Trust does not have a policy for reimbursement of relocation expenses.

7. Disclosure & Barring Service (previously Criminal Records Bureau)

The successful applicant will be required to undertake an enhanced DBS Disclosure check.

Further information on the DBS is available on their website at <http://www.dbs.gov.uk>. The Appointee will be required to pay for the DBS Enhanced Disclosure.

It is the policy of the Trust to undertake disclosure checks via the Disclosure & Barring Service (DBS) as appropriate under the Trust's policy and in line with current legislation. Criminal records will be taken in to account for recruitment purposes only when the conviction is relevant to the post applied for.

The offer of this post and continuation of your employment is subject to a satisfactory DBS disclosure (to be determined in accordance with current legislation).

The Trust retains the right to request that a further disclosure be sought at any time throughout your employment in line with current legislation and the continuation of your employment is subject to a satisfactory DBS check.

DBS checks will be completed every three years during your employment with the Trust and the cost of these checks will be deducted from your pay and you will be given the opportunity to pay this over three instalments.

Alternatively if you are registered with the DBS Update Service at the same level required for your employment with the Trust there will no requirement to complete a DBS and no further cost applied by the Trust as payment will be made by yourself directly to the DBS Update Service.

You are required to inform the Trust if you commit, or are investigated for, charged with, cautioned for or convicted of any criminal offence. A failure to provide such information or providing incorrect information may be considered to be gross misconduct warranting summary dismissal.

As an organisation which uses the Disclosure and Barring Service (DBS) Disclosure service, the Trust complies fully with the DBS Code of Practice and undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

We meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all job applicants will be subject to a criminal record check from the Disclosure and Barring Service before an appointment is confirmed. This will include details of convictions cautions and reprimands, as well as 'spent' and 'unspent' convictions. A criminal record will not necessarily be a bar to obtaining a position. A decision will be made depending on the nature of the position and the circumstances and background of the offences.

Mandatory Statements

1. The Trust is pro-diversity and anti-discrimination. Trust policies prohibit discrimination, victimisation, bullying or harassment. The Trust is committed to treating people equally, whether they are patients, colleagues, suppliers or other customers. We would like all our families and staff to feel valued and respected because we try to understand and provide for their individual needs.
2. The Trust is committed to promoting an environment that embraces diversity and promotes equality of opportunity. Staff should apply the values of respect, excellence, innovation, togetherness and openness in all that they do to ensure that Alder Hey truly belongs to everyone.
3. In the course of your duties you may acquire or have access to confidential information which must not be disclosed to any other person unless in the pursuit of your duties or with specific permission given on behalf of the Trust. You must ensure that you handle personal information in accordance with the requirements of the Data Protection Act 1998.
4. You are reminded that, in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, you have a duty to take reasonable care to avoid injury to yourself and to others by your work activities, and are required to co-operate with the Trust in meeting statutory requirements.
5. You must ensure that you adhere to the Trust Infection Control policies and procedures at all times. You have a duty of care under the Health Care Act to prevent the spread of infection.
6. Within the NHS, good patient care is reliant on the availability of complete, accurate, relevant and timely data. The quality of information can limit the capability to make operational decisions about the way care is planned, managed and undertaken. Poor information quality can lead to poor decision making and may put service users at risk. High quality information means better, safer patient care. Where you are required to record data on systems, whether patient or staff data, or paper or electronic format you must ensure that it is up to date, accurate, complete and timely. You have a responsibility to ensure that you feel sufficiently knowledgeable about the system you

are asked to use and what is required of you in order to fulfil your task accurately. Where an error is created or discovered by yourself on any system which you cannot rectify, you must contact the relevant helpdesk / system owner or your Line manager. Please read the Data Quality and Information Governance Policies located on the Intranet and ensure you understand your responsibilities.

As an employee of the Trust you will be accountable for the data entered into records and systems. It is very important that the Trust records the most up to date patient demographic details, including full name, D.O.B., address, contact number, NHS number, GP and GP Practice. This is not only to fulfil our legal obligation under Principle 4 of the Data Protection Act, which states 'Personal data shall be accurate and, where necessary, kept up to date', but it is also crucial in ensuring patient safety.

All staff should take ownership of records that are accessed and take the opportunity to check that the data held is correct.

7. Alder Hey Children's NHS Foundation Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Staff have a responsibility to ensure they are aware of specific duties relating to their role and should familiarize themselves with the Trust's safeguarding and child protection procedures, regular safeguarding and child protection training updates are mandatory for all staff All individuals will have some risk management responsibilities with which you are required to comply, for details of your responsibilities please refer to the current Risk Management Strategy which is available on the intranet and in the local strategies folder.
8. You must comply with all Trust policies and procedures and attend all necessary mandatory training.
9. This document provides an outline of the main responsibilities of the post. It is not intended to be an exhaustive list of duties.

Further Information

Further information concerning the post is available from:

Ms Sarah Almond, Clinical Director Paediatric Surgery and Urology
Sarah.Almond@alderhey.nhs.uk

Georgia Von Bargaen, Service Manager for Paediatric Surgery and Urology
Georgia.VonBargaen@alderhey.nhs.uk

PERSON SPECIFICATION

Consultant in Paediatric Surgery

	ESSENTIAL	DESIRABLE
1. Education and Training	<ul style="list-style-type: none"> - Full registration with the GMC (or eligible for full registration) and Licensed to Practice - Registered on the GMC Specialist Register or be eligible for relevant CCT within 6 months of interview - MBChB or equivalent Postgraduate qualification - FRCS Paediatric Surgery or equivalent - Completion of higher surgical training in Paediatric Surgery or equivalent - Advanced Paediatric Life Support 	<ul style="list-style-type: none"> - Higher degree - Specialist training
2. Experience	<ul style="list-style-type: none"> - Working in a Paediatric surgery tertiary centre with experience of specialist surgery within the last 2 years - Implementing service improvement projects <p>Teaching and Audit</p> <ul style="list-style-type: none"> - Teaching Medical Students - Experience of audit - Teaching junior medical staff <p>Academic Achievements and Research</p> <ul style="list-style-type: none"> - Research projects relating to Paediatric Surgery 	
3. Skills	<ul style="list-style-type: none"> - Organizational skills- the ability to organize and prioritise personal workload and that of others - Communication skills- oral written and communication - Leadership skills - Ability to build effective relationships and work collaboratively with staff at all levels of the organisation - Ability to relate to patients and carers from a wide range of backgrounds and to empathise with their needs and concerns 	-
4. Personal Attributes	<ul style="list-style-type: none"> - Self-motivated to set and achieve targets - Proven strong commitment to all aspects of teamwork - Effective member of multidisciplinary team with highly developed interpersonal and communication 	<ul style="list-style-type: none"> - Evidence of examples of complete audit cycle - Experience in presentations at national and/or international meetings - Demonstrate an interest in Clinical Research related to

	<p>skills</p> <ul style="list-style-type: none"> - Demonstrable evidence of ongoing commitment to personal and professional development - Demonstrable evidence of ongoing commitment to clinical governance 	<p>Paediatric surgery</p> <ul style="list-style-type: none"> - Demonstrable evidence of ongoing commitment to the development of a high quality service including the development of services in peripheral centres
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