



Discover Herefordshire...a county which offers a unique quality of life and blends the benefits of city living with a country lifestyle.

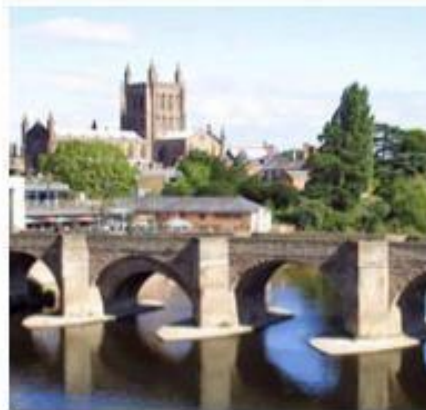
Consultant Paediatrician County Hospital, Hereford

Job Title: Consultant General Paediatrician

Hours: 10 PA substantive post

Professionally accountable to: Clinical Lead for Paediatrics

Managerially accountable to: Directorate General Manager



Job Summary

We seek to appoint a general paediatric consultant with an interest in endocrinology and diabetes. The successful candidates will work alongside 14 consultant paediatricians as part of a friendly and enthusiastic team providing care to the children and families of Herefordshire and the surrounding areas. The posts are based at Hereford County Hospital in the City of Hereford.

A good general Paediatric and Neonatal background is the priority and practical skills are essential.

To enable the delivery of consultant led care there is a consultant resident from 8.30am to 9.30pm on weekdays and 8.30am to 7pm on weekends. During these hours there is also a middle grade present and 2 SHOs. 3 nights per week are covered by middle grades which means that 4 nights per week are covered by consultants with a tier 1 doctor. The successful post holder will provide 4 resident night shifts per 10 week cycle which can be done as single nights or blocks of 2 nights. The resident nature of the oncalls provides for substantial time off during the week because daytime activity is adjusted accordingly – detailed example work schedule below.

Geographical Overview

Wye Valley NHS Trust delivers acute care from Hereford County Hospital and also runs community services including adult community hospitals. The Trust provides healthcare to the county of Herefordshire as well as part of Powys and other surrounding counties. This is a population of 225,000 with 25,000 children of school age and an annual birth rate of about 1,800. These factors combine to ensure a demand for high levels of general and specialist Paediatric services.

Herefordshire is a county of outstanding natural beauty and is a delightful place to live and work. At its heart lies the vibrant Cathedral City of Hereford with its strong tradition of music, theatre and art. Hereford has excellent leisure facilities and is the perfect location for the pursuit of outdoor activities. House prices compare favourably with other areas of the country. There is excellent state education at both primary and secondary school level; including a sixth form college voted 'Sixth Form College of the Year' by the Times Educational Supplement in 2016 and it has recently been graded as Outstanding by Ofsted.

Herefordshire covers an area of 834 square miles of which 95% is rural land and has one of the five lowest county population densities in England. Forty-seven percent of the population live outside of an urban area (either Hereford city or the five market towns: Ross-on-Wye, Ledbury, Bromyard, Leominster and Kington).

Major towns and cities close to Herefordshire include the following distances by car, Birmingham (2 hours), Bristol (1.5 hours), Cheltenham (1.25 hours) and Cardiff (1.25 hours) as well as the two neighbouring cathedral cities of Worcester (1 hour) and Gloucester (1 hour). They are all easily accessible by road and rail.

Trust Profile

Acute and Community Paediatric services are provided by Wye Valley NHS Trust. There are close working relationships between Acute and Community Paediatric services with shared management and governance structures. Hereford County Hospital is a purpose-built hospital providing 250 beds. The Paediatric and maternity units are co-located on the second floor. The hospital also houses supporting departments such as radiology providing imaging facilities including Nuclear Medicine, CT and MR scanning by fixed scanners on site. Ultrasound is well developed and includes detailed antenatal scanning and a neonatal service. IT services include digital imaging and wireless technology. The Trust is using an Electronic Patient Record programme and Electronic Prescribing Programme.

There is an active Postgraduate Medical Centre with lecture hall, seminar rooms, simulation suite, and medical library. The staff of the postgraduate centre provide administrative support for meetings and seminars. There are comprehensive medical education and audit programmes and invited lecturers.

Acute Children's Services Provided by WVT

The Paediatric unit opened in February 2002. The ward has sixteen in-patient beds that includes a HDU space, a four-bed day case area and a Paediatric Assessment Unit co-located in the Emergency Department. The ward admits children under seventeen from all specialties. The in-patient beds are provided in two four-bedded rooms, one two-bedded room, and ten cubicles. In addition to the HDU cubicle there is an isolation cubicle for patients with infectious diseases and a positive pressure cubicle for immuno-compromised patients. The department has an effective working relationship with our anaesthetic colleagues who provide support and short-term intensive care for children when appropriate. The regional 'KIDS' retrieval service (based in Birmingham) coordinate both paediatric and neonatal transfers to the Regional PICUs and NICUs. The ward provides shared care for children with many chronic conditions to enable care closer to home, for example cystic fibrosis exacerbations requiring IV antibiotics. The paediatric diabetes team meet the Best Practice Tariff and provide insulin pump care locally. The Children's Ward also has a play area and parent's unit with a parent's kitchen, shower facilities and a bedroom.

The department believes strongly in Multi-disciplinary team working and has specialist nurses in several areas including; cystic fibrosis, respiratory, allergy, diabetes, epilepsy and dermatology. The department also employs a full time Nurse Practice Educator and two play specialists as well as a Paediatric Research Nurse. We also have a team of Children's Community Nurses who provide care for patients in their own homes.

The Children's Outpatient Department is adjacent to the Children's ward, and includes 4 clinic rooms, a weighing area and a child-friendly waiting area. The Paediatric team provide a comprehensive set of specialist clinics supported in some cases by tertiary specialists. Consultants from Birmingham Children's Hospital in cystic fibrosis, growth and endocrine, nephrology, cardiology, clinical genetics and rheumatology undertake clinics in Hereford. We also offer peripheral clinics in the surrounding market towns.

The Special Care Baby Unit has twelve cots and has around two hundred admissions per year. The SCBU has been designated as a level 1 unit, but in view of its geographical isolation it has been agreed that the unit will undertake additional work, providing care to babies of 30 weeks gestation and above. Babies of any gestation needing intubation and ventilation are transferred out. There are three Transitional Care cots and a neonatal outreach team to support family-centred care. Some transitional care is carried out on the postnatal ward. The unit is part of the Southern West Midlands Newborn Network.

West Midlands Region

As regional centre for the West Midlands, Birmingham Children's Hospital receives most referrals for tertiary review from our department. There are good relationships with all departments at the Children's Hospital. Many patients are cared for jointly as part of managed clinical networks. Consultants from Hereford are actively involved in Peer Review of other Trusts as well as representing our county on regional Steering Groups, for example the Paediatric Critical Care Network. Bristol and Cardiff are a similar distance from Hereford and referrals to these centres are sometimes made.

The Trust has medical students on rotation from University of Birmingham Medical School. The Paediatric Department regularly receives excellent feedback from medical students and all Consultants contribute to their educational placement. The department employs rotational trainees from the regional GP training scheme, paediatric trainees from junior and senior tiers, foundation year trainees, a Physician Associate and an Advanced Clinical Practitioner. The department has a culture of responsive clinical and educational supervision, and is an active participant in the activities of Health Education West Midlands. A number of the paediatric consultants have chosen to achieve the GMC standards to be recognised educational supervisors and education is an integral part of the multi-disciplinary team ethos in our department.

Child Protection Services

The Trust is well supported by a Designated Doctor and Named Doctor for Child Safeguarding as well as a Named Nurse (jobshare), Named Midwife, 2 Specialist Nurse Advisors and a Child Safeguarding Practitioner as part of the Multi Agency Safeguarding Hub. Child Protection Medicals for physical abuse are seen by the oncall Consultant or Middle Grade (with supervision). All consultants are expected to participate in regular structured peer review in line with best practice. The Trust provides Adoption, Fostering and Looked-After-Children Services within the Community Paediatric Team.

Child and Adolescent Mental Health Services

The Child and Adolescent Mental Health Services are provided by Herefordshire and Worcestershire Health and Care NHS Trust, and provided from the Benet Building in Hereford. We have close links with the CAMHS team who provide an on call service 8am to 8pm Monday to Friday and 9am to 5pm at weekends for patients presenting in acute mental health crisis.

Medical staffing

Paediatric Consultants

Dr Jayne Clarke	Consultant Paediatrician special interest in Cystic Fibrosis and Respiratory Medicine. Associate Medical Director for Education.
Dr Iain Darwood	Consultant Paediatrician, special interest in Allergy, Cardiology and Respiratory Medicine.
Vacant Post	Consultant Paediatrician. Special interest in Diabetes, Growth & Endocrinology.
Dr Simon Meyrick	Consultant Paediatrician. Special interest in Clinical Haematology. SUDIC and CDOP lead.
Dr Shambhu Shah	Consultant Paediatrician. Special interest in Epilepsy, Neurology and Neuro-disability. Senior Academy Tutor for Paediatrics. College Tutor
Dr Julie Vickers	Consultant Paediatrician. Special interest in Rheumatology and Adolescent Health. Clinical Director Women & Children's Directorate
Dr Cathy Seagrave	Consultant Paediatrician. Neonatal Lead
Dr Hemantha Balehithlu	Consultant Paediatrician. Special interest in Diabetes. Transition Lead.
Dr Manju Sanjeevaiah	Consultant Paediatrician. Special interest in Allergy and Respiratory Medicine. Critical Care Lead.
Dr Michelle Slater	Consultant Paediatrician. Special Interest in Cystic Fibrosis and Coeliac Disease.
Dr Lesley Peers	Consultant Paediatrician. Named Doctor for Safeguarding. Acute Clinical Lead.
Dr Anna Kotas	Consultant Paediatrician. Special Interest in Renal.
Dr Sajal Gupta	Locum Consultant Paediatrician
Dr Chizo Agwu	Chief Medical Officer. Special interest in Endocrinology and Diabetes

Community Paediatric Consultants

Vacant Post	Community Paediatric Consultant.
Dr Fiona Goodwin	Community Paediatric Consultant. Named Doctor for Children in Care
Dr Pavel Krtil	Community Paediatric Consultant
Dr Sudha Arun	Community Paediatric Specialty Doctor. Medical Advisor for Adoption & Fostering. Interest in allergy

Junior Staff

Junior staff work entirely within the paediatric department and includes a full tier 1 level. Junior staff work a shift pattern which ensures compliance with EWTD. We employ:

- 1 ST2 trainee on the West Midlands Paediatric Rotation
- 5 GPVTS trainees
- 3 FY2 trainees
- 2 Clinical Fellows
- 1 Senior Specialist Trainee (ST4 and above) on the West Midlands Paediatric Rotation
- 4 Specialty Doctors
- 1 Physician Associate
- 1 Advanced Clinical Practitioner

Clinical Responsibilities of the Post

The duties of the contract are as follows:

- To provide, with Consultant colleagues, general paediatric and neonatal services within Wye Valley NHS Trust for the prevention, diagnosis and management of illness and the proper functioning of the department.
- To participate in the Consultant of the Week (CoW) rota. This consultant is responsible for all the patients seen by the Paediatric team in the hospital for a consecutive period of either 4 week days (Monday - Thursday) or 3 weekend days (Friday – Sunday). The week is split to provide better work-life balance. The Consultant of the Week will have no other routine commitments such as clinics. A twilight consultant works an evening shift 4 days a week so that the CoW finishes their shift at 5.00pm (Monday - Thursday).
- To participate in the resident 12 hour shift night rota (4 nights per 10 week cycle). There is a rest day provided directly before *and* after each night shift.
- To perform urgent (acute) Child Safeguarding Medicals when the concern is in the category of physical abuse. This cover is included in the Consultant of the Week and Twilight role and in exceptionally circumstances may be provided on a night shift.
- To undertake General Paediatric Outpatient Clinics (2 per 10 week cycle), Growth and Endocrinology Clinics (6 per 10 week cycle) and Diabetes Clinics (4 per 10 week cycle). A

consultant from Birmingham Children's Hospital does 4 full day clinics per year and the post holder will attend these too (included in Job Plan)

- The post holder undertakes to perform additional duties in occasional emergencies and unforeseen circumstances.

Education and Training

Departmental educational sessions are held weekly and involve hospital and community departments. Training of junior medical staff, nurses and medical students is an integral part of the role. The post-holder will be expected to be an active contributor to the teaching programme as well as supporting our trainees with their workplace-based assessments and other on-the-job learning opportunities.

Consultants are encouraged to undertake Leadership training in the form of Mary Seacole programme and that there are opportunities to take on roles in education, research and educational supervision.

Audit

Active participation in audit is expected and the department has a busy audit programme led by one of the paediatric consultants and supported by the Trust audit department. The team participate in National audits, audits against NICE standards and local audits. The latter are often part of a service development that has been identified by the team and this process is both encouraged and supported by the Directorate Management. Research is supported by the departmental research lead, paediatric research nurse and the regional network, opportunities for involvement in regional projects is often available.

Managerial and Budgetary Responsibility

Clinical engagement in management and governance has been shown to improve performance in healthcare organisations. With this in mind the post-holder is expected to attend regular departmental business meetings in order to be involved in management and decision making. The department benefits from a supportive management team who engage collaboratively with the consultant team in the development of new services, quality & safety improvement projects and innovation.

Support Facilities

The post holder will be provided with appropriate office space, secretarial support and a PC with IT support. There is an on call room within easy access to the clinical areas which can be used for rest during night shifts.

MAIN CONDITIONS OF APPOINTMENT

This appointment shall be governed by the nationally agreed **Terms and Conditions of Service for Consultants (England) 2003** where applicable and as amended from time to time. This appointment also adheres to Trust policies and procedures as appropriate.

The appointee is expected to undergo annual appraisal within the Wye Valley NHS Trust framework and attain appropriate and sufficient continual professional development to meet required recommendations. National guidelines from the main UK Royal Colleges are expected to be widely used and adhered to in clinical practice.

Annual leave entitlement is calculated according to length of service & the national scheme. An additional 2 days will be awarded after 7 years' service in the grade. The Trust policy is that all leave should be booked at least 6 weeks in advance otherwise it may not be granted. Leave needs to be coordinated with other staff in the department and through the Surgical Rotas team.

The study leave entitlement is 30 days over a period of three years. Leave arrangements must be discussed with the Consultants and Business Unit Manager and consultants must give 6 weeks' notice.

The post is non-resident and removal expenses may be payable in accordance with local policies. The post holder will be expected to reside within a distance of 30 minutes or ten miles by road from the Wye Valley NHS Trust hospital unless the Trust agrees that they may reside at a greater distance.

Conditions of Appointment

Applicants must hold full registration with the GMC with a Licence to Practise and be on the Specialist Register or within six months of obtaining Specialist Registration on the date of interview.

Provide satisfactory references for the preceding three year period.

In addition, the post holder must meet the essential Person Specification and the appointment is subject to satisfactory health and DBS (formerly CRB) clearance.

As a result of an agreement with the JLNC, Consultant medical staff retain the right to speak publicly and with the media. However, no action should be contemplated without having first advised the Chief Executive, and ensuring that information used is factually accurate.

The post is intended to be whole-time, but applications would be considered from candidates wishing for personal or domestic reasons to work part-time and the programme modified accordingly.

The appointment is pensionable and the salary is on the 2003 Consultant contract salary scale.

Further Information

Potential applicants are strongly encouraged to visit to see the unit and chat informally to staff and are invited to contact:

Dr Lesley Peers, Consultant Paediatrician and Acute Clinical Lead,
lesley.peers@wvt.nhs.uk
tel 01432 364115 (sec)

or

Dr Julie Vickers, Consultant Paediatrician and Clinical Director for Women & Children's Services,
julie.vickers@nhs.net
tel: 01432 364468 (sec).

EXAMPLE OF THE 10PA CONSULTANT WORK SCHEDULE

Week		MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1	AM PM EVE NIGHT	OFF OFF	ADMIN CLINIC	SPA TWILIGHT TWILIGHT	OFF OFF	ADMIN CLINIC		
2	AM PM EVE NIGHT	OFF OFF	ADMIN CLINIC	SPA TWILIGHT TWILIGHT				
3	AM PM EVE NIGHT	COW COW Oncall	COW COW Oncall	COW COW Oncall	COW COW Oncall	OFF OFF		
4	AM PM EVE NIGHT	OFF OFF	SPA SPA	SPA SPA	OFF Off	COW COW	COW COW COW until 7pm Oncall	COW COW COW until 7pm Oncall
5	AM PM EVE NIGHT	OFF OFF	ADMIN CLINIC	SPA SPA	OFF OFF	ADMIN CLINIC		
6	AM PM EVE NIGHT	OFF OFF	ADMIN CLINIC	SPA SPA	OFF OFF	ADMIN CLINIC		
7	AM PM EVE NIGHT	OFF OFF	ADMIN CLINIC	SPA TWILIGHT TWILIGHT	OFF OFF	ADMIN CLINIC		
8	AM PM EVE NIGHT	OFF OFF	ADMIN CLINIC	SPA SPA	OFF OFF	SPA TWILIGHT TWILIGHT Oncall	Oncall Oncall Oncall NIGHT	Oncall Oncall Oncall NIGHT
9	AM PM EVE NIGHT	OFF OFF	OFF OFF	SPA SPA	OFF OFF	ADMIN CLINIC		
10	AM PM EVE NIGHT	OFF OFF	SPA TWILIGHT TWILIGHT			ADMIN CLINIC		

Total DCC 7.5 - 8.5PAs – provides for Consultant of the Week, twilight shifts, resident night shifts, clinics, letters and clinical administration time. There is a second on call rota which runs overnight and at weekends in the rare event of an emergency requiring 2 consultants. This is currently remunerated at 5%.

Total SPA up to 2.5PAs – this includes 1.5PA minimum SPA time needed for routine consultant roles and revalidation. Additional roles such as college tutor, educational supervisor and service lead attract additional SPA time. The post holder may wish to take on additional roles, this can be discussed at annual Job Planning or informally between times as roles rotate within the team.

Consultant of Week days start at 08.30 to allow for handover. Each consultant has an electronic job plan on the Allocate software.

The fixed commitments are the Consultant of the Week (COW) days, twilight shifts and the resident nights. The exact days for these will be different for each consultant. This part of the role is covered prospectively (i.e. nights are swapped for annual leave) and calculated on an annualised basis.

The details of the other commitments (clinics, admin, audit, education etc.) are particular to the individual consultant's job plan, and are not covered prospectively, but instead calculated on a 42 week year.

ADDITIONAL INFORMATION

INFORMATION TECHNOLOGY

Employees are expected to develop the IT skills necessary to support the tasks included in their post. They will, therefore be required to undertake any necessary training to support this.

HEALTH AND SAFETY

The post-holder is required to conform to the trust's policies on health and safety and fire prevention, and also to attend related training sessions as required.

SAFEGUARDING VULNERABLE ADULTS & CHILDREN

Hereford Hospitals NHS Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers and contractors to share this commitment.

All staff have a duty to safeguard and promote the welfare of patients, their families and carers. This includes practitioners who do not have a specific role in relation to safeguarding children or adults, who all have a duty to ensure they are familiar with the trust's safeguarding policies, attend appropriate training for safeguarding and know who to contact if they have concerns about an adult or child's welfare.

CONFIDENTIALITY

All staff have a professional duty to maintain confidentiality at all times. In the course of their duties, employees will have access to confidential material about patients, and members of staff, as well as other health service business. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons (for example, medical, nursing or other professional staff) as appropriate who are concerned directly with the care, diagnosis and/or treatment of the patient. If there is any doubt whatsoever as to the authority of a person or body asking for information of this nature, advice must be sought from a superior officer. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded as serious misconduct, which could result in serious disciplinary action being taken, including dismissal.

POLICIES AND PROCEDURES

The post-holder will be required to comply with all policies and procedures issued by and on behalf of Wye Valley NHS Trust, which the Trust may amend from time to time.

INFECTION CONTROL

It is a requirement for all trust staff to comply with all trust infection control policies and procedures. All trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters, and that they challenge poor infection control practice in their workplace. All staff should have infection control training at induction and annual infection control updates via the Department of Health e-learning package or by attendance at an annual health and safety refresher. All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

NO SMOKING POLICY

In recognition of the trust's commitment to health promotion and its health and safety responsibility, the trust has a no smoking policy that prevents all staff from smoking whilst on duty.

EQUAL OPPORTUNITIES

The trust is an equal opportunities employer and the post-holder is expected to promote this in all aspects of his/her work. The trust's duty is to ensure that no existing or potential employees receive less favourable treatment on the grounds of sex, sexual orientation, race, colour, nationality, ethnic origin, religion, marital status, age or disability, or are disadvantaged by conditions or requirements that cannot be shown to be justifiable. This also applies to patients – the trust has a duty to ensure patients have the right to equal access, care and treatment. All employees are expected to comply with this policy.

FINANCIAL

To order and receipt goods in accordance with the trust's financial framework.

DATA QUALITY

The information that you record as part of your duties at the trust must be 'fit for purpose', reliable and easily accessed by appropriate/authorised personnel. To achieve this standard the information must be: accurate, legible (if handwritten), recorded in a timely manner, kept up-to-date, and appropriately filed. All staff must monitor and take responsibility for data quality throughout the areas of the system used locally, all users maintain timely input, and ensuring that data is checked with the patient, and staff (in relation to their staff record), whenever possible, and to support initiatives to improve data quality.

N.B. Recorded information includes: patient information entered in case notes and entered on any computerised care records system, financial information, and health & safety information (e.g. incident reporting and investigation), personnel information recorded in personnel files, etc. Failure to adhere to these principles will be regarded as a performance issue and will result in disciplinary action.

CONDUCT

The post-holder is an ambassador for the directorate and the trust and his/her actions and conduct will be judged by customers as an indication of the quality of the service provided by the directorate and the trust as a whole.

This job description is not intended to be an exhaustive list of duties but to highlight the current main responsibilities of the post and may be reviewed in consultation with the post holder.

The Trust is committed to continuous improvement in managing environmental issues, including the proper management and monitoring of waste, the reduction of pollution and emissions, compliance with

environmental legislation and environmental codes of practice, training for staff, and the monitoring of environmental performance