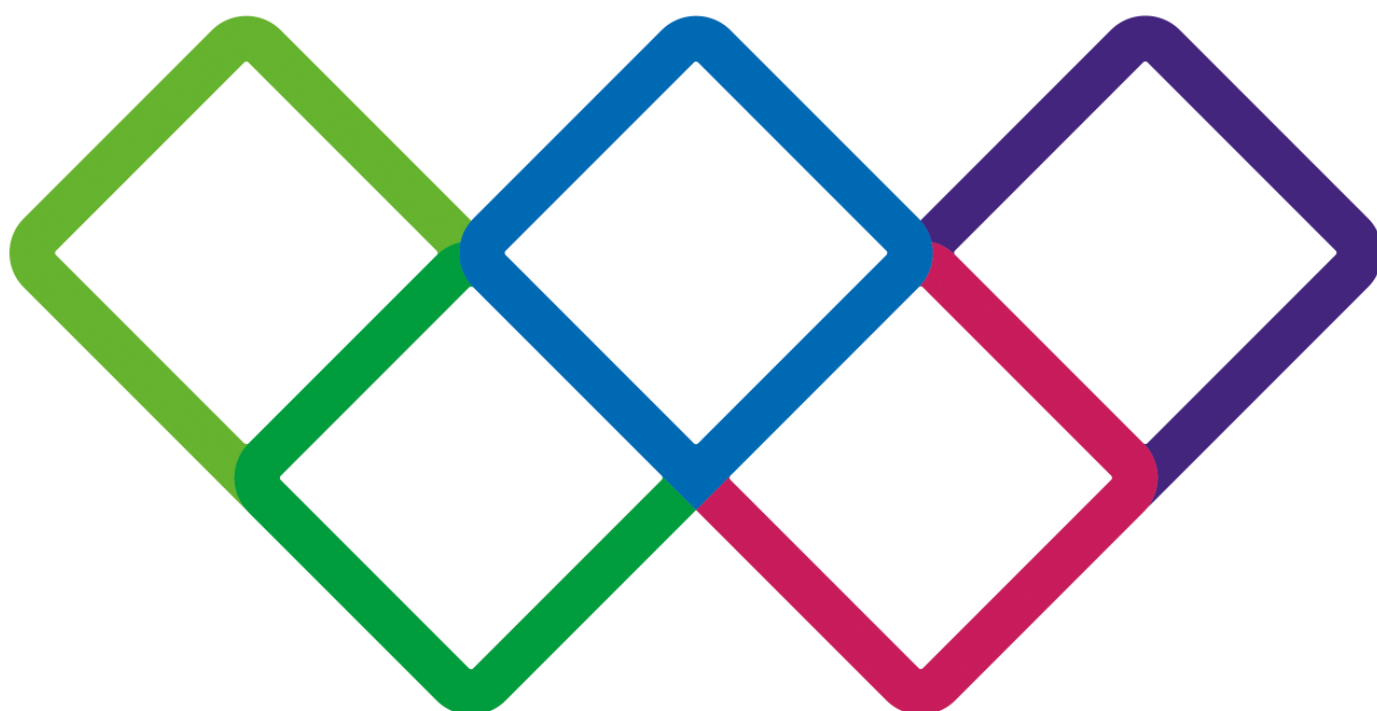




# Senior Clinical Fellow

NEONATOLOGY

JOB DESCRIPTION



## About our organisation

Chelsea and Westminster Hospital NHS Foundation Trust provide services from two main hospitals, Chelsea and Westminster Hospital and West Middlesex University Hospital, and a number of clinics across London and the South-East.



We have nearly 6,000 members of staff that care for nearly one million people locally, regionally, nationally and internationally. Both hospitals provide full clinical services, including full maternity, emergency and children's, in addition to a range of community-based services across London, such as award-winning sexual health and HIV clinics.

We are one of the best performing FTs in London for A&E waiting times, and mortality rates are better than average. Since the Care Quality Commission last inspected our hospitals we have taken on responsibility for a range of new services. Our new services include:

- Cardiac catheter service and a paediatric assessment unit on the West Middlesex site
- Surgical assessment unit on the Chelsea site
- New sexual health clinic at 10 Hammersmith Broadway
- Virtual fracture clinics
- Learning disabilities passports

Plans are in place for a £25 million expansion to critical care facilities and refurbishment of the children's unit at West Middlesex, both in partnership with the Trust's dedicated charity CW+.

### ***Our priorities***

#### **1. Deliver high-quality patient-centred care**

Patients, their friends, family and carers will be treated with unfailing kindness and respect by every member of staff in every department and their experience and quality of care will be second to none.

#### **2. Be the employer of choice**

We will provide every member of staff with the support, information, facilities and environment they need to develop in their roles and careers. We will recruit and retain people we need to deliver high-quality services to our patients and other service users.

#### **3. Deliver better care at lower cost**

We will look to continuously improve the quality of care and patient experience through the most efficient use of available resources.

### ***Our staff***

Our staff survey results show that our Trust continues to have high levels of job satisfaction. Striving to improve this even further remains our priority of being an employer of choice. This means not only attracting staff, but keeping them through investment in learning and development, career progression and attention to work/life balance.

<b>Job title</b>	Senior Clinical Fellow in Neonatology
<b>Grade</b>	ST4-8 equivalent
<b>Division</b>	Women's and Children
<b>Responsible to</b>	Clinical Lead for Neonatology
<b>Accountable to</b>	Divisional Medical Director
<b>Type of contract</b>	Fixed term
<b>Hours per week</b>	40-48
<b>Location</b>	Chelsea and Westminster Hospital

### Trust Values

The Trust has launched its values to patients and members of the public to demonstrate the standard of care and experience they should expect from any of our services.

These values form the mnemonic PROUD:

**P**utting patients first

**R**esponsive to, and supportive of, patients and staff

**O**pen, welcoming and honest

**U**nfailingly kind, treating everyone with respect, compassion and dignity

**D**etermined to develop our skills and continuously improve the quality of care



**proud  
to care**

## Our neonatal services

Chelsea and Westminster Hospital Foundation Trust is the 4th busiest trust in UK with over 11,000 deliveries per year across, Chelsea and Westminster and West Middlesex, and has amongst the lowest perinatal mortality rates across the country. The maternity services at Chelsea and Westminster Hospital site provide care to over 6,600 women per annum. We receive a significant cohort of high risk pregnant women, including those with chronic cardio / respiratory disease managed by the Royal Brompton Hospital. There are weekly joint PIMS (Perinatal Integrated Multidisciplinary Service) meetings with the neonatal and paediatric surgical teams and paediatric cardiologist from the Royal Brompton Hospital.



We are one of the two tertiary neonatal intensive care units in the North West London Neonatal Operational Delivery Network, (NWLODN) and is the designated unit for neonatal surgery. The neonatal unit is one of the largest in London, with 37 cots comprising 12 ITU, 12 HDU and 13 SCBU cots. A major redevelopment of the neonatal unit has been recently completed, which has increased our total cots to 42 with 2 additional ITU and 3 HDU cots and a complete redesign and expansion of facilities. The unit currently looks after approximately 800 babies a year. Transitional care is delivered on the postnatal ward.

There are 11 substantive NHS consultant neonatologists, a Professor of Neonatal Medicine, one reader and two Clinical Senior Lecturers. The neonatologists work closely with a team of Paediatric Surgeons and Gastroenterologists to provide a comprehensive neonatal surgical service. Other specialties at Chelsea and Westminster providing a service to neonatal patients include paediatric ophthalmology, paediatric ENT, paediatric plastic surgery, paediatric endocrinology, paediatric neurology, and paediatric craniofacial surgery. There is a very close working relationship with the Royal Brompton Hospital both for babies born with antenatally diagnosed congenital heart disease and for those patients on NICU who require cardiology input. There is an established Perinatal HIV and sexual health service. Follow-up of high-risk medical and surgical babies is undertaken in the 5-star and 7-star neurodevelopmental clinics, and there is also a weekly general neonatal clinic. A neonatal community follow up service is provided in partnership with the paediatric community nursing teams.

The academic department of neonatal medicine is led by Professor Neena Modi. There is a very active research programme encompassing the understanding of fundamental processes during normal

Education/Improvement Fellow in Neonatology – Job description – January 2022

Chelsea and Westminster Hospital NHS Foundation Trust

development, with particular reference to the regulation of body composition, multi-centre clinical trials and population based epidemiology.

### **Our consultant team**

The consultant team comprises of 14 consultants, of which 3 have part time academic roles, and 6 contribute to the resident consultant roster.

Dr Shu-Ling Chuang	Service Director for Neonatology Lead for governance, audit, undergraduate teaching, neonatal surgery
Dr Cheryl Battersby	Consultant Neonatologist Clinical Senior Lecturer Neonatal Medicine, Imperial College London Neonatal College Tutor
Dr Deena Patel	Consultant Neonatologist Lead for simulation, resuscitation & trainee education programme Programme Lead Paediatrics and Child Health MSc, Imperial College
Dr Walton D'Costa	Consultant Neonatologist Lead for information technology and co-lead for simulation
Professor Neena Modi	Professor, Imperial College London Academic lead
Dr Christopher Gale	Clinical Senior Lecturer (Reader), Imperial College London Consultant Neonatologist
Dr Luke Mills	Consultant Neonatologist Lead for guidelines development
Dr Enitan Ogundipe	Consultant Neonatologist Lead for neurodevelopmental follow-up
Dr Anoop Pahuja	Consultant Neonatologist Lead for postnatal ward
Dr Mark Thomas	Consultant Neonatologist Lead for NICU redevelopment
Dr Sabita Uthaya	Consultant Neonatologist Clinical Senior Lecturer, Imperial College London Lead for mortality and morbidity meetings
Dr Nilesh Agrawal	Consultant Neonatologist Lead for ST4-8
Dr Nora Tusor	Consultant Neonatologist Lead for clinical effectiveness, neonatal neuroimaging/cooling

Chelsea and Westminster Hospital is the 2<sup>nd</sup> busiest trust in UK with over 11,000 deliveries per year across Chelsea and Westminster and West Middlesex sites and has amongst the lowest perinatal mortality rates across the country. The maternity services at Chelsea and Westminster Hospital site provide care to over 6,600 women per annum. We receive a significant cohort of high risk pregnant women, including those with chronic cardio / respiratory disease managed by the Royal Brompton Hospital. There are weekly joint PIMS (Perinatal Integrated Multidisciplinary Service) meetings with the neonatal and paediatric surgical teams and paediatric cardiologist from the Royal Brompton Hospital.

As the designated tertiary intensive care centre for NWLPN, trainees will gain exposure to management of extremely premature infants and the associated complications. With an active in house fetal medicine unit, many of our admissions are infants born to mothers with complex and high risk obstetric histories. As the lead surgical centre for the network, a large proportion of our admissions are surgical neonates. In addition, the unit closely works with the paediatric cardiology team at the Royal Brompton Hospital

for delivery and pre-operative stabilisation of infants antenatally diagnosed with complex cardiac conditions.

### **Job Purpose**

The Fellow post is based in the Neonatal Department at Chelsea and Westminster Hospital.

The post holder will join the clinical fellow rota. Although, classed as a non-training post, the training opportunities provided are identical to a training grade ST4 to ST8. Applicants will be supported in gathering the experience and portfolio evidence they needed to support their applications to the GMC for CESR.

### **Duties include**

- Operational management of NICU under direct supervision of consultant neonatologists
- Daily consultant ward rounds and a weekly nutrition ward round with paediatric gastroenterologists
- Lead ward round and clinical decision making once a week on the registrar led ward round
- Overseeing documentation and progress of discharge summaries
- Support of SHOs in the assessment and management of acutely ill and postnatal ward neonates.
- Attendance at the weekly grand round with neonatal and paediatric surgical consultants
- Weekly liaison meeting with NICU staff and social services
- Weekly perinatal grand round with all obstetricians and neonatologists
- Liaison with neonatal surgical team and anaesthetists, paediatric cardiology and respiratory teams
- Involvement in neonatal medical and neurodevelopmental follow-up clinics
- Participate in neonatal transport (when not performed by NTS)

### **Provide high quality care to patients**

- Maintain GMC registration and hold a licence to practice
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure families are involved in decisions about care and respond to their views

### **Key working relationships**

- All members of the multidisciplinary paediatric teams
- Educational supervision by consultant neonatologist educational supervisors
- Simulation Team
- Internal – Director of Medical Education/Associate Medical Director, Associate Directors of Simulation, PGMDE Team, Undergraduate Office, Consultants, Junior Medical Staff, Nursing Staff, Allied Health Professionals, and Service Management Teams
- External – Patients, Health Education England, Royal Colleges, Speciality Schools, Course Delegates, Students and the General Public, Imperial College Centre for Paediatrics and Child Health, West London Children Healthcare Alliance

### **Clinical**

The post holder will also join the clinical fellow rota. Although classed as a non-training post, the training opportunities provided are identical to a training grade ST4 to ST8. Applicants will be supported in gathering the experience and portfolio evidence needed to support their applications to the GMC for CESR, or to add to their existing training experience.

Duties include:

- Operational management of NICU under direct supervision of consultant neonatologists
- Daily consultant ward rounds and a weekly nutrition ward round with paediatric gastroenterologists
- Lead ward round and clinical decision making once a week on the registrar led ward round
- Overseeing documentation and progress of discharge summaries
- Support of SHOs in the assessment and management of acutely ill and postnatal ward neonates.
- Attendance at the weekly grand round with neonatal and paediatric surgical consultants
- Weekly liaison meeting with NICU staff and social services
- Weekly perinatal grand round with all obstetricians and neonatologists
- Liaison with neonatal surgical team and anaesthetists, paediatric cardiology and respiratory teams
- Involvement in neonatal medical and neurodevelopmental follow-up clinics.
- Participate in neonatal transport (when not performed by NTS).

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and his/her supervisor.

All duties must be carried out under supervision or within Trust policy and procedure. You must never undertake any duties that are outside your area of skill or knowledge level. If you are unsure you must seek clarification from a more senior member of staff.



## Person Specification

<b>Job title</b>	Senior Clinical Fellow in Neonatology
<b>Band</b>	ST4-8 equivalent
<b>Division</b>	Women and Children

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

Essential: E      Desirable: D

### Trust Values

Putting patients first	E
Responsive to, and supportive of, patients and staff	E
Open, welcoming and honest	E
Unfailingly kind, treating everyone with respect, compassion and dignity	E
Determined to develop our skills and continuously improve the quality of care	E

### Education and Qualifications

MBBS	E
MRCPCCH or equivalent	E
Higher Degree in Paediatrics/ Teaching/ Research	D
GMC Registration (or eligible for)	E

### Experience

Middle grade experience in a neonatal unit	E
Previous experience in a tertiary neonatal unit	E
Previous experience in a neonatal/ paediatric surgical unit	D
Previous experience in a paediatric intensive care unit / cardiology	D
Evidence of teaching experience	D
Previous Research Experience	D

### Skills and knowledge

Competent in resuscitating and stabilising neonates	E
Intubating and Managing Ventilated Neonates	E
Competent in neonatal procedures like umbilical catheterisation	E
Experience in managing pre and post -surgical aspects of neonatal care	D
Perform Neonatal Echocardiograms	D
Ability to perform Cranial ultrasound scans	D
Design and manage clinical audit projects	D



Supervise junior trainees and involve in informal and formal teaching	D
Publications in peer reviewed journals	D
<b>Personal qualities</b>	
Committed to patient focused care	E
Motivation for personal development and improvement	E
Ability to work as a team member in own and allied disciplines	E
Excellent time management and organisational skills	E
Excellent communication skills	E
Reliability	E