



United Lincolnshire  
Hospitals  
NHS Trust

# Consultant General Paediatrician

January 2024

Candidate pack



*outstanding care personally delivered*

## Welcome

**Thank you for your interest in the position of Consultant General Paediatrician, at United Lincolnshire Hospitals NHS Trust.**

We recognise that outstanding care can only be delivered through our people.

We want to attract people who can help us deliver our vision. We want in return to help people achieve what they wish in their careers in the NHS at ULHT.

We are always keen to welcome highly skilled, committed and compassionate individuals to our hospitals – people who put patients at the heart of everything they do and are ready to help us achieve our vision.

## Our values

Our values guide everything we do. They are:

- **Patient-centred** – Putting patients at the heart of everything we do, listening and responding to their needs and wishes.
- **Safety** – Following ULHT and professional guidelines. Speaking up to make sure patients and staff are safe from harm.
- **Excellence** – Striving to be the best that we can be. Innovating and learning from others.
- **Compassion** – Caring for patients and their loved ones in ways we would want for our friends and family.
- **Respect** – Behaving and using language that demonstrates respect and courtesy to others. Zero tolerance to bullying, inequality, prejudice and discrimination.

If you believe in them too, then you are ready to join the ULHT team.

We've taken great pride in building working environments where staff always feel valued, cared for and part of a team. Without doubt this is a challenging yet very rewarding job that is at the centre of health and care in Lincolnshire - making a positive difference to our patients.

**We look forward to hearing from you!**

## Our Vision



**Our vision is to provide 'Outstanding Care, Personally Delivered' to the people of Lincolnshire and beyond.**

**We strive to offer consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together.**



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## About Us – ONE TRUST, EVERY OPPORTUNITY

United Lincolnshire Hospitals NHS Trust is situated in the beautiful county of Lincolnshire and is one of the biggest acute hospital trusts in the county, serving a population of more than 700,000 people. We provide acute and specialist services to people in Lincolnshire and neighbouring counties. We have an annual income of £643 million (20/21) and we employ nearly 8,500 people.

Lincolnshire is such a **great place to live and work** with many opportunities to grow and develop as well as spend time on hobbies, activities and taking in local historic sites. Find out more on the [Visit Lincolnshire website](#).

At ULHT we have a vision statement **“Outstanding Care Personally Delivered”** stating our ambition for our Trust to be among the best. In the last two years we have made several steps closer and despite COVID we have many achievements to be proud of over the last two years.

We also have a five year Integrated Improvement Plan setting out how we will achieve our strategic objectives, for patients, services, people and partners. The last recognising that our future success depends on our ability to ensure the Lincolnshire healthcare system is successful in achieving its ambition to help people live healthier lives and provide care closer to where people live.

Our latest CQC report increased our ratings for being effective and well led from ‘Requires Improvement’ to ‘Good’. Our rating for caring remained as ‘Good’ and this has contributed to the Trust being removed from ‘special measures’ status.

This is in recognition of the huge amount of work that our amazing staff have done to improve the quality of care for our patients in recent years and demonstrates the progress we have made as an organisation.

A **world-class** heart centre in Lincoln, a ground-breaking end-of-life 'hospice in a hospital' in Grantham, a £2 million investment in neonatal facilities, a new Respiratory Support Unit in Lincoln and the opening of a new Clinical Research Facility in Boston (which will complement our trust-wide research) are just some of the improvements we are making to ensure our communities receive safe, responsive care.

We have strong ties to the University of Lincoln, which offers undergraduate and postgraduate nursing, midwifery, and allied health and social care courses and research opportunities.

Additionally, we have established direct links with the new Lincoln Medical School, which has been developed in collaboration with the University of Nottingham, and we have welcomed our first cohort of medical students to the Trust for clinical placements.

We are aspirational for the future of ULHT as well as for you, which means professional development and innovation are a passion of ours. After reviews from CQC we are already improving our service with clear improvement and development dynamics. We take pride in our 'one Trust' ethos, our welcoming work environment, and the exciting and rewarding learning and development opportunities we offer our employees. We recognise that our success in developing and continuously improving efficient and financially viable services is a result of our employees' dedication, skills, and compassion.



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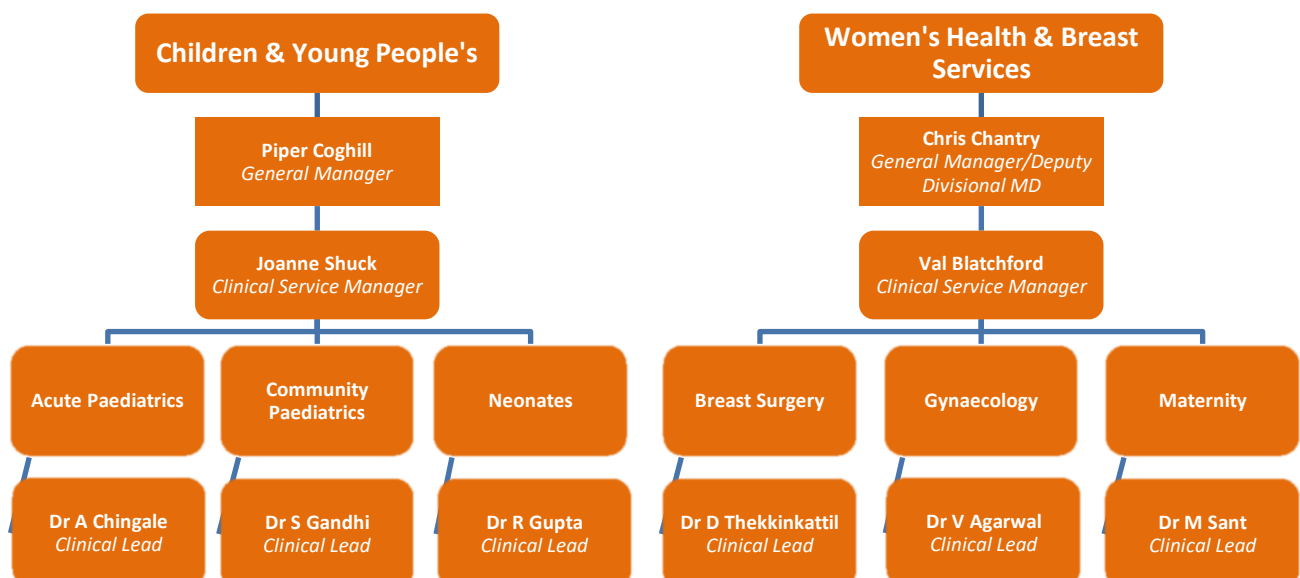
## The Family Health Division

The Trust is divided into 4 divisions each of which is led by a management team consisting of Clinical Director, Managing Director and Head/s of Nursing.



### CLINICAL BUSINESS UNIT AND DEPARTMENT INFORMATION

The Family Health Division is divided into separate Clinical Business Units. The management team is supported by Clinical Heads of Service. Paediatrics is part of the Child Health Clinical Business Unit. The Management Team are:



## GENERAL MEDICINE STAFFING

The Paediatrics department comprises the following consultant establishment:

### *Lincoln County Hospital*

Dr R Gupta	Paediatrician with Interest Special interest in Allergy, Clinical Lead Neonates
Dr A Chingale	Paediatrician with Interest Asthma & Cystic Fibrosis, Clinical Lead Acute Paediatrics and Audit Lead
Dr T Naydeva-Grigorova	Paediatrician with special interest in Diabetes and Endocrinology/ College Tutor
Dr D Agarwal	Consultant Paediatrician
Dr D Herath	Paediatrician with special interest in Epilepsy
Dr M Jiki	Consultant Paediatrician
Dr U Asoh	Consultant Paediatrician
Dr K Pemattileke	Locum Consultant Paediatrician
Dr A Olajide	Locum Consultant Paediatrician

### *Pilgrim Hospital, Boston*

Dr M Kumar	Paediatrician with special interest in Allergy
Dr D Broodbank	Paediatrician with an interest in Paediatric Nephrology & College Tutor
Dr A Reddy	Paediatrician with Interest in Neonatology and Asthma
Dr M Crawford	Paediatrician and Safeguarding Lead
Dr D Mapa	Consultant Paediatrician with special interest in neonatology
Dr A Banerjee	Paediatrician with special interest in Diabetes and Endocrinology
Dr T Banerjee	Paediatrician with special interest in Gastroenterology and Allergy
Dr A Al Zaghal	Locum Consultant Paediatrician with special interest in Cardiology
Dr S Bashir	Locum Consultant Paediatrician (Trust Locum)

### *Community Paediatric Consultants*

Dr F Johnson	Lincoln-based Consultant Community Paediatrician
Dr M Pervez	Pilgrim-based Consultant Community Paediatrician with responsibility for adoption
Dr J Clarke	Grantham-based Community Paediatrician, Triage Lead
Dr A Chhaochharia	Lincoln-based Consultant Community Paediatrician, interest in Neurodisability & Autism
Dr S Gandhi	Lincoln-based Consultant Community Paediatrician, Clinical Lead
Dr S Rizwan	Grantham-based Consultant Community Paediatrician
Dr D Secan	Grantham-based Consultant Community Paediatrician

### *Visiting Consultants*

Dr K Linter	Consultant Cardiologist (Glenfield Hospital, Leicester)
Dr S Shebani	Consultant Cardiologist (Glenfield Hospital, Leicester)
Dr A Smyth	Cystic Fibrosis (Nottingham City Hospital)



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Dr J J Kim	Consultant Paediatric Nephrologist (Nottingham City Hospital)
Dr L Denvir	Consultant Paediatric Endocrinologist (QMC, Nottingham)
Ms N Frazer	Consultant Paediatric Urologist (QMC, Nottingham)
Mr B Eradi	Consultant Paediatric Surgeon (Leicester Royal Infirmary)
Dr Ajay Sarkar,	Consultant Clinical Geneticist, Nottingham
Dr Sam Deepak	Consultant Rheumatologist, Nottingham
Dr Ong	Neuromuscular clinic---2/yr—PH (Sheffield Children's Hospital)
Dr Mordekar	Movement disorder clinic---2/yr.PH (Sheffield Children's Hospital)

## **HOSPITAL SITES**

### **Lincoln County Hospital**

Lincoln County Hospital is situated close to the centre of Lincoln. It is a large and modern complex, catering for the majority of major specialties and has 557 acute beds. There are 172 beds for acute general medical and elderly care, including coronary care and renal care, as well as a 51-bed medical emergency admission unit and an 18-bed surgical admissions unit. Additionally, there is a 19-bed Frailty Unit. The 10 side-room Respiratory Support Unit (4 negative pressure rooms) opened in summer 2021. A sizable, well staffed Accident and Emergency Department is available. Currently, the hospital has 108 general surgical beds, a 20-bed critical care unit (levels 2 and 3), a ten theatre operating suite, and three orthopaedic wards. There is an Ophthalmic Unit, an Adult Day Care Unit, an ENT department, and a newly constructed, fully equipped Clinical Oncology department.

### ***The Paediatric Service (Lincoln)***

Rainforest Ward is a 24 bed Paediatric Ward for Medical as well as Surgical in-patients. In addition, Safari Day Unit works as a Paediatric Assessment Unit and an 8 bed Day Case unit. There is 24/7 Middle Grade cover for the Acute Paediatric wards (separate from the NNU). Both the paediatric wards have been modernised recently.

The Paediatric Outpatient department has good play facilities and is located close to the Safari Day Unit. All the consultants pursue a subspecialty interest and where possible, we hope to increase the range of specialisms available within the department. Consultants with a special interest run pan-Trust services, holding outpatient clinics at more than 2 site, for example cystic fibrosis, renal and epilepsy clinics. In addition we welcome a number a Tertiary Specialists for joint clinics.

There is a strong commitment to both Undergraduate & Postgraduate Medical Education. Regular teaching sessions are led by all consultants. The consultant staff lead regular teaching of medical students, as well as junior medical staff, nurses midwives and other staff.

Medical students from Lincoln/Nottingham Medical school are attached to the Department and do a 6 week attachment in Lincoln (totalling 6 months of medical student rotations in a year). There are Medical Student module leads at LCH and PHB. There is Teaching Fellow in Paediatrics who supports the medical students. Clinical Audit sessions are held once a month.

### ***The Maternity & Neonatal Services (Lincoln)***



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At Lincoln County Hospital, the maternity service is housed in a separate wing and has antenatal and postnatal beds, as well as the delivery suite. The Neonatal Intensive Care Unit (Nocton Ward) is situated on the sixth floor immediately above the Delivery Suite. There are about 3000 deliveries per year. The NNU was refurbished in 2017 and is a well-equipped, modern Neonatal Unit with 2 intensive care cots and 15 Special Care Cots. There is 24/7 Middle Grade cover for the Neonatal Unit. There is a separate 24 hour Tier 1 cover for the NICU comprising of ANNPs and tier 1 junior doctors. The department has sought to train and employ Advanced Neonatal Nurse Practitioners. The unit is a designated Local Neonatal Unit (LNU). It currently delivers care for babies born at twenty seven weeks of gestation and above in line with the BAPM guidance (Level 2 Neonatal Unit). The Network and Specialised Commissioners are supporting us with this.

Neonatal Service across the trust has a 7-day Outreach team in operation which enables early discharge of babies with tube feeding and on home oxygen. Neonatal Units on both sites have support of Physiotherapist and Dietitian. There is a regular Sim programme in place run by them nurse educators and Consultants.

The unit works closely with the Neonatal Unit located in Pilgrim Hospital, which is part of ULHT. ULHT Neonatal service is part of the Trent Perinatal Network and works closely with the units within the Network. The Regional Perinatal Centre is based at Nottingham University Hospitals NHS Trust. There is a standalone neonatal transport service- CenTre, covering Trent Perinatal Network and Central Newborn Network which provides transport of neonates for ULHT.

The Obstetric Service has 10 consultant Obstetricians in Lincoln, 2 of whom undertake outpatient clinics in Grantham. Junior doctors rotate between Lincoln and Leicester/Nottingham. There is a good working relationship with all Obstetricians and there are regular Perinatal Mortality and Morbidity and Avoiding Term Admissions to Neonatal unit (ATAIN) meetings.

We have a 'consultant of the week' system in place: one hot week consultant on acute paediatrics and one hot week consultant on Neonatal Unit. When on hot week for Paediatrics during the hours of 9-9pm that consultant will be the resident consultant cover. Middle grade cover is provided 24/7 one each within acute paediatrics and Neonatal unit. Tier 1 rota is fully staffed with school of paediatrics, GPVTS and Foundation school trainees.

### ***Supporting Services (Lincoln)***

The Radiology department provides ultrasound, CT and MRI facilities. There is a monthly MRI list for children needing general anaesthesia. We hold weekly X-ray meetings with a Radiologist with an interest in Paediatric Radiology. There is a well-equipped Medical Physics department. Nuclear Medicine, EEG and Evoked Responses are available on site. Neonatal hearing screening is undertaken.

A Paediatric Physiotherapy service is available on site. There is good support from a number of other departments. There are two Consultant Orthopaedic surgeons who have a special interest in Paediatrics. There is an Ophthalmologist who undertakes screening of preterm infants on the neonatal unit. There is also an ENT Consultant who has a special interest in children.

### ***General Hospital Facilities (Lincoln)***

An extensive range of general surgical, orthopaedic surgery, ENT, ophthalmology, maxillofacial, head and neck cancers, dental, obstetrics, gynaecological and oncological services are provided. In addition general



medical and a wide range of medical subspecialty services are provided including Coronary Care and Renal Dialysis and Support units.

The hospital has close links with Nottingham and Leicester Medical schools providing undergraduate and postgraduate medical education. It has a modern postgraduate medical centre providing state of the art IT and educational facilities with an active postgraduate medical education programme. We have an upgraded Simulation equipment and vibrant Simulation programme in our department.

A full range of supportive services are provided. The hospital is a lively, forward-looking workplace with a strong identity and held in high regard within its community. It prides itself on providing a high standard of care and attention to the needs of patients and their families. Staff are well motivated and highly valued by management. Management encourage and support the professional development of staff. Medical and nursing staffs are active and represented in management throughout the organisation. Medical staff are encouraged to actively participate in management at all levels. Clinical Governance, Clinical Effectiveness, Clinical Audit and Risk Management are actively supported by management.

### [Pilgrim Hospital, Boston](#)

Pilgrim Hospital is a modern 547 bedded District General Hospital pleasantly situated in Boston with good transport links. It provides a full range of hospital services to a catchment population of approximately 200,000, which increases to 250,000 during the summer due to the holiday influx to Skegness and related resorts. A full range of clinical specialties and laboratory facilities of the highest standard are provided. It has close links with community hospitals in Skegness and Spalding and is the main hospital centre for South Lincolnshire. The hospital includes an Emergency Department and beds for General Medicine, Elderly Care, General Surgery, Orthopaedic Surgery, Vascular Surgery, ENT, Ophthalmology, Paediatrics, Psychiatry, Oral Maxillofacial Surgery, Obstetrics and Gynaecology and Intensive Care with 12 beds, an Endoscopy Unit and a new MRI scanner.

### [The Paediatric Service \(Boston\)](#)

There is a 16-bedded children's unit with colocated PAU at Pilgrim Hospital as well as a 'consultant of the week' system in place. There are facilities to resuscitate and stabilise very sick children on the Unit before they are retrieved by the COMET team.

The Paediatric Outpatient department runs a number of general paediatric and specialist clinics (allergy, obesity, Cystic fibrosis, asthma), including some joint clinics with tertiary specialists (paediatric cardiology, nephrology, neurology). The outpatient department is located on the main hospital corridor and has good play facilities. There is a strong commitment to Postgraduate Medical Education with a robust teaching programme and simulation training sessions. This programme has very good feedback on the GMC survey.

Clinical Audits are done regularly and presented in departmental education meetings, and we have an upgraded Simulation equipment and vibrant Simulation programme in our department. Safeguarding is a priority throughout family health, the trust safeguarding team support family health with all enquiries and investigations, currently our safeguarding lead for Paediatrics, Dr Crawford, is based at Pilgrim, Boston.

### [The Maternity & Neonatal Services \(Boston\)](#)



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The maternity service is housed in a separate wing and has antenatal and postnatal beds, as well as the delivery suite. The Neonatal Unit (SCBU) is situated on the fourth floor on the main tower block adjacent to the SSPAU and has easy access to the labour ward. There are about 2000 deliveries a year. SCBU is a well-equipped modern Neonatal Unit with 2 intensive care cots (for short term ventilation and stabilisation prior to transfer to NICU) and 6 Special Care Cots. Also, there is a 4 bedded Transitional Care Unit adjacent to SCBU. The Neonatal Service is functioning as a level 1 unit (SCBU) and works as part of a Trust wide Neonatal Service.

ULHT Neonatal service is part of the Trent Perinatal Network and works closely with the units within the Network. The Regional Perinatal Centre is based in Nottingham University Hospitals NHS Trust. There is a standalone neonatal transport system- CenTre, covering Trent Perinatal Network and Central New born Network which provides transport of neonates for ULHT.

All consultants cover both Neonatology and General Paediatrics when on-call. It would be preferable for the candidates to have recent neonatal experience.

The Obstetric Service has 8 consultant Obstetricians/gynaecologists. Junior doctors rotate between Boston and Leicester/Nottingham. There are good working relations with all Obstetricians and there are regular Perinatal Mortality and Morbidity meetings held every month.

#### Grantham and District Hospital

Grantham & District Hospital is a small district general hospital with 194 beds, offering all major specialties and has close links with Boston, Lincoln and Newark hospitals as well as teaching centres in Nottingham and Leicester. Primarily it serves the people of Grantham, Sleaford and Newark with a total catchment population of around 120,000. Grantham provides Integrated Medicine, General Surgery, Orthopaedics, Anaesthetics and Accident and Emergency services. There is an ambulatory Paediatric service and Midwife Managed Maternity Unit. There is a fully equipped X-Ray Department with a modern CT scanner as well as a Pathology Department providing all pathological services on site. There is a Medical Physics Department that does all cardio-respiratory work as well as gamma camera work including myocardial perfusion imaging and radionuclide ventriculography.

#### The Paediatric Service (Grantham)

Regular paediatric clinics are held in Kingfisher children's unit in Grantham Hospital where clinicians from Boston and Lincoln undertake clinics. A Paediatric Cardiologist from Leicester and a Paediatric Nephrologist from Nottingham run outreach clinics in Grantham. Kingfisher unit also acts as a hub for community paediatric services.

A Community Midwifery service is provided for the locality. Antenatal, Postnatal, Gynaecology Outpatients and Day Care services are offered at Grantham.

#### Pathology (Trust Wide)

The Path Links Consortium provides histopathology, immunology, and biochemistry, haematology, and microbiology services throughout Lincolnshire. At Pilgrim Hospital and Lincoln County Hospital, specialists serve each of these disciplines. They provide a comprehensive service of the highest calibre.



# The Role

## JOB DESCRIPTION

Title:	Consultant Paediatrician
Site:	Pilgrim Hospital Boston
Managerially Accountable to:	General Manager for Family Health
Professionally Accountable to:	Clinical Lead
Hours:	Full time – 10 PAs per week
Tenure:	Substantive

## JOB PURPOSE

This appointment is for a Consultant Paediatrician to complement the department of Paediatrics at Lincoln County and Pilgrim Hospitals which are part of the United Lincolnshire Hospitals NHS Trust. The Paediatric Department within United Lincolnshire Hospitals is currently undergoing an exciting period of service redesign and is seeing the greatest expansion in consultant numbers to facilitate this for many years. The Department is establishing Children and Young People assessment units (CYP AU) and will be aiming to meet the RCPCH 'Facing the Future' Standards.

The Department of Paediatrics and Child Health consists of:

- 24 bedded acute inpatient unit at Lincoln County Hospital
- Paediatric day assessment unit at Lincoln County Hospital
- Local Neonatal Unit(Level 2) at Lincoln County Hospital
- 16 bedded Children's unit at Pilgrim Hospital, Boston with the ability to go up to 21 at times of pressure
- Level 1 neonatal unit High dependency unit at Pilgrim Hospital, Boston
- Outpatient clinics that are conducted both at Lincoln and Boston along with a number of outreach clinics throughout the county of Lincolnshire
- Both sites also have a number of visiting speciality consultants including nephrology, endocrinology and cardiology
- Both primary sites offer day surgery

The successful candidate would join an 8-consultant rota and would be expected to provide both paediatric



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and neonatal cover on a rolling consultant of the week rota. Cover of the acute inpatient ward/paediatric day assessment unit will be provided on a 1:8 rota. Cover of the neonatal unit will also be provided on a 1:8 Hot week basis. The Rota consist of a 3 tier rota including consultants, tier 1 & tier 2 doctors.

The successful applicant will conduct general paediatric clinics, both at the primary sites and provide outreach clinics. Applicants would be supported to pursue or develop specialty clinics of interest.

There are excellent opportunities to develop clinical leadership skills and be part of service transformation in Lincolnshire.

The University of Lincoln has secured a new Medical School since 2019. This is an excellent opportunity for the consultants to pursue/develop an academic career and medical education.

The successful candidate will be part of a forward-looking department of General Paediatrics and Neonatology. The person appointed will be required to devote substantially the whole of his / her time to the duties of this post.

Applicants may elect to work whole time or less than full time. If the successful applicant chooses to work part time, modification of the job plan will be discussed on a personal basis with the Trust in consultation with Divisional Clinical Director / HOS and consultant colleagues.

## **DUTIES AND RESPONSIBILITIES**

### ***General Paediatrics***

- To provide a General Paediatric service, taking responsibility for emergency admissions when on-call
- To hold ward rounds on the paediatric wards
- To undertake out-patient sessions
- To undertake specialist clinics at Lincoln/Pilgrim Hospitals as per interest.
- To do peripheral Clinics at Grantham
- To update Paediatric guidelines
- To be aware of Child Protection guidelines for practise within the Trust
- On-call duties will be shared with other consultants in the department
- To liaise and act as a local link with visiting Paediatric Specialists as required

### ***Neonatology***

- Diagnosis, treatment and continuing care of new born infants in the Neonatal unit and related areas
- To supervise transitional care services
- To work closely with Neonatal Head of Service in developing the service
- To undertake to update the Neonatal guidelines and be actively involved in Neonatal Governance.

### ***Clinical Governance***

- To undertake regular review of Guidelines and Protocols within the Department.



- To undertake Clinical Audit.
- To participate in Neonatal and Paediatric Clinical Governance to monitor, maintain and develop the quality and effectiveness of care.
- To undertake and engage in risk management
- To respond to and support complaints management

### **Teaching**

- To take an active part in the teaching of both undergraduate and post graduate trainees. To provide education supervision of trainees.

### **Management**

- To attend and contribute at the Paediatric Business unit meetings, Clinical Governance and Perinatal Mortality and Morbidity meetings.
- The post holder will, in conjunction with their colleagues, provide a comprehensive service to the hospitals within ULHT. The post holder is expected to maintain a high level of professionalism.
- To provide appropriate clinical input into the labour ward to ensure the service can achieve appropriate labour ward cover as designated by the CNST. This involves taking part in a hot week rota on the Neonate ward, working closely with the labour ward.
- To provide on a reciprocal basis, emergency cover for Consultant colleagues during periods of absence and to take part in the Consultant rota for emergency duties.
- To undertake other appropriate duties as may be identified to meet the needs of the service, following consultation.
- To carry out teaching duties as required and take an active part in the Undergraduate and Postgraduate Medical Education programme and the education of junior medical staff.
- To have continuing responsibility for the appropriate patients under the team and for the proper functioning of the service.
- To take an active part in the service's Audit programme.
- To provide professional supervision and management of junior medical and other appropriate staff.
- To undertake research where appropriate.
- To actively participate in the management of the Paediatric and Neonatal services.

### **JOB PLAN AND APPRAISAL**

Please note that this is a provisional job plan and a final job plan will be agreed after the post holder joins in discussion with clinical director and clinical lead.

It is a condition of the appointment that the post holder will be willing to work in any of the Trust's locations or outreach district general hospital clinics.

There will be an annual job plan review by the Clinical Director. Annual appraisal will be undertaken in line with trust policy

### **On Call Commitment**

On call 1 in 8 including weekdays and weekends. On-call availability attracts a 5% supplement. The on call



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is prospective. During on call, you are expected to cover both neonatal and paediatrics emergencies and be responsible for all patients. Outcome of this recruitment process will allow us to work on on-call 1 in 8 including week days and weekends.

### **Professional Development**

Consultant Paediatricians are expected to register and maintain registration with the Royal College of Paediatrics and Child Health for CPD. The Trust will, within the existence of the service, support study leave to enable College CPD requirements to be met. The post holder is expected to have a formal appraisal annually.

Study leave applicable to Consultants for CPD is 30 days granted every 3 years including an allocated budget. Life support courses APLS & NLS are also included outside of this allocated budget

### **Proposed Weekly Timetable**

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
<b>Wk 1</b>	Paeds Hot week  09:00 - 17:00	Paeds Hot week  09:00 - 17:00	Paeds Hot week  09:00 - 17:00	Paeds Hot week  09:00 - 17:00	Paeds Hot week  09:00 - 17:00	On call	On call
<b>Wk 2</b>	Clinic admin  AM	SPA	Clinic  13:30 - 17:30	Grantham clinic 08:00 - 18:00	Clinic  09:00 - 13:00		
<b>Wk 3</b>		SPA	Clinic  13:30 - 17:30	Clinic admin  AM	Clinic  09:00 - 13:00		
<b>Wk 4</b>	Neonatal Hot week  09:00 - 17:00	Neonatal Hot week  09:00 - 17:00	Neonatal Hot week  09:00 - 17:00	Neonatal Hot week  09:00 - 17:00	Neonatal Hot week  09:00 - 17:00		
<b>Wk 5</b>	Clinic admin  AM	SPA	Clinic  13:30 - 17:30	Clinic admin  AM	Clinic  09:00 - 13:00		
<b>Wk 6</b>	Clinic admin  AM	SPA	Clinic  13:30 - 17:30	Grantham clinic 08:00 - 18:00	Clinic  09:00 - 13:00		





<b>Wk 7</b>	Clinic admin AM	SPA	Clinic 13:30 - 17:30	Clinic admin AM	Clinic 09:00 - 13:00		
<b>Wk 8</b>	Clinic admin AM	SPA	Clinic 13:00 - 17:30	Grantham clinic 08:00 - 18:00	Clinic 09:00 - 13:00		
<b>Wk 9</b>	Clinic admin AM	SPA	Clinic 13:00 - 17:30	Clinic admin AM	Clinic 09:00 - 13:00		
<b>Wk 10</b>	Clinic admin AM	SPA	Clinic 13:00 - 17:30	Clinic admin AM	Clinic 09:00 - 13:00		

*On-call consultant for the week will remain on shift until 10pm rather than 5pm*

**On-Call Supplement (5% Hours Breakdown)**

	<b>Core PAs</b>
<b>Direct Clinical Care (DCC)</b>	8.5
<b>Supporting Professional Activities (SPAs)</b>	1.5
<b>Total</b>	10

SPA allocation is in line with Trust guidelines. This will support CPD, attendance at all key meetings such as governance meetings, educational meetings, mandatory trust core learning, personal appraisal & revalidation, business meetings, supporting service developments, risk management and responding to complaints.

Additional clinical sessions may be available in discussion the Divisional management team, dependent upon service requirements.



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## RESPONSIBILITIES OF THE POST HOLDER

In undertaking this role the post holder is expected at all times to behave in accordance with the Trust values which demonstrate a commitment to the delivery of high quality services to patients. This will be in accordance with agreed objectives, targets, quality standards, controls and resource constraints.

Our values are:

<b>Patient-centred</b>	I am fully committed to providing the very highest standards of care to our patients
<b>Safety</b>	I do everything I can to keep my patients and my colleagues safe
	I keep my environment clean and tidy
	I recognise when something is going wrong and I have the courage to do something about it
<b>Compassion</b>	I show a genuine concern for my patients and my colleagues
	I communicate well with others, listening and showing an interest in what they have to say
	I am positive, approachable and friendly
<b>Respect</b>	I treat my patients and my colleagues with dignity and respect
	I work openly and honestly as part of an effective team
	I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can't
<b>Excellence</b>	I will always go the extra mile and improve things for my patients and my colleagues
	I am competent to carry out my role and committed to my personal and professional development
	I will share good ideas and best practice and encourage my team members to do so too



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## **MANDATORY TRUST RESPONSIBILITIES**

### ***Governance and Risk Management***

This will specifically include:

- An active contribution to incident reporting and analysis
- Participation in root cause analysis where required

To actively participate in lessons learnt from:

- Investigations into serious incidents elsewhere within the NHS
- Active considerations of reports from National Audits
- Feedback from local analysis of incidents and near misses

Actively engage in clinical audit and that, where appropriate, findings and conclusions from those audits influence the development of local clinical practice.

Active involvement in the investigation of complaints and Duty of Candour, and that:

- Any complaint investigation is undertaken in a timely manner, within the timescales set by the Trust
- That any lessons learnt from complaints are used to improve the delivery of services in the future

### ***Teaching***

It is expected that the post holder will provide professional supervision, teaching and management of the junior medical staff and also contribute to other educational activities that may be required.

There are close links between ULHT and the University of Nottingham and the University of Leicester. Regularly, groups of medical students come to Lincoln for training and the existing Consultants are all Clinical Teachers to the Universities. It is anticipated the post holder will become a Clinical Teacher likewise. There is a new fully equipped undergraduate education centre in the hospital.

The Trust has an excellent Post Graduate Medical Education Centre on site. It is equipped with state of the art audio-visual facilities, excellent library, meeting rooms as well as other resource rooms.

ST4/5 and career ST1/2 posts rotate to the hospital. Postgraduate trainees from the University of Nottingham and Leicester are posted for their training in Paediatrics and Neonates.

There are teleconferencing links with other Teaching Hospitals and other hospital sites within the Trust which facilitate regular meetings between all the sites.

### ***Continuing Medical Education***

The Trust is fully supportive of the needs and requirements to meet the external CME targets

### ***Clinical Audit and Research***

Clinical Audit and Research are actively encouraged within the Trust. The Trust has an active Research Unit



and is actively involved in recruiting patients for multi-centre trials. Links are currently being developed with the University of Lincoln to improve research activities within the Trust. As part of Clinical Governance, audit is mandatory for every specialty.

### ***Administrative Support***

Office accommodation and administrative support will be provided by the Trust, as well as a PC or laptop with email and internet access.

### ***Appraisal, Revalidation & Mandatory Training***

The post holder will be required to maintain their continuing professional development (CPD) to be able to successfully revalidate. It is a Trust requirement that the post holder has an annual appraisal and ensures that their mandatory training is kept up to date.

### ***Health and Safety***

The United Lincolnshire Hospitals NHS Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, safety and welfare at work of all its employees. In addition the business of the Trust shall be conducted so as to ensure that patient, their relatives, contractors, voluntary workers, visitors and members of the public having access to the Trust premises and facilities are not exposed to risks to their health and safety.

All Medical staff with a contract of employment with the United Lincolnshire Hospitals NHS Trust will be expected to comply with the Trust Health and Safety Policies

### ***Main Conditions of Employment***

The terms and conditions of employment will be determined by the United Lincolnshire Hospitals NHS Trust terms and conditions of employment. These are generally in line with the relevant provisions of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and General Whitley Council Terms and Conditions of Service, as amended from time to time. Copies of these can be seen in the Personnel Department.

In determining salary for the post, the Trust will pay no less favourable rates than those paid to NHS Consultant Medical and Dental Staff. If, in the future, the Trust establishes alternative negotiating arrangements you will be notified of those arrangements, and thereafter any agreements thus reached will form part of your Contract of Employment.

The post holder shall have medical clearance arranged by the Trust before taking up employment.

### ***Residence***

The person appointed will be required to maintain his/her private residence in contact with the public telephone service and reside within reasonable access (10 miles/30 minutes travelling time) of Lincoln County Hospital.



### ***Relocation Expenses***

Relocation expenses will be payable to the successful candidate in accordance with the Trust Relocation Policy.

### ***Office Accommodation***

Shared office accommodation with computer with Internet access will be available. Secretarial support is provided.

### ***Further Information***

Potential applicants are invited to contact the following prospective colleagues for further information:

Piper Coghill  
General Manager  
[Piper.coghill@ulh.nhs.uk](mailto:Piper.coghill@ulh.nhs.uk)

Amol Chingale  
Acute Pediatric Clinical Lead  
[Amol.Chingale@ULH.nhs.uk](mailto:Amol.Chingale@ULH.nhs.uk)

For further information about the Trust, please visit: [www.ulh.nhs.uk/hospitals](http://www.ulh.nhs.uk/hospitals)





## Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MRCPCH by examination or equivalent.</li> <li>• Full GMC registration.</li> <li>• On the GMC's Specialist Register OR within six months of CCT at time of scheduled interview.</li> <li>• Broad experience in Paediatrics and Neonates.</li> </ul>	<ul style="list-style-type: none"> <li>• Higher degree, e.g. MSc, MD, PhD in Paediatrics.</li> </ul>
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Is able to demonstrate having achieved the competencies equivalent to the Highest Specialist Paediatric Training.</li> <li>• Valid APLS and NLS.</li> <li>• Valid Level 3 Safeguarding Training.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working in NHS.</li> <li>• Wider experience, research, and training, in providing subspecialty service (if applicable).</li> </ul>
<b>Child Protection / Safeguarding Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of appropriate training and experience.</li> <li>• Evidence of level 3 training</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching on Child Protection course</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Willing to work unsupervised and make decisions.</li> <li>• Good communication skills, including communicating bad news.</li> <li>• Demonstrated ability to manage time effectively.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of risk management, annual job planning, appraisal review process, etc.</li> </ul>



	<ul style="list-style-type: none"> <li>Meets the requirements of the GMC's 'Good Medical Practice'.</li> </ul>	
<b>Academic</b>	<ul style="list-style-type: none"> <li>Evidence of participation in clinical audit/QI project, understanding the role of these in improving the medical practice.</li> <li>Experience and knowledge of critical appraisal of evidence, so as to improve clinical outcomes.</li> <li>Willingness to teach all grades of professional multidisciplinary staff.</li> </ul>	<ul style="list-style-type: none"> <li>Research degree.</li> <li>'Training the Trainers' certification.</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>Knowledge of the management and structure of the NHS.</li> <li>Understanding of management issues including medical management, clinical governance, service planning, and quality improvement.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of leadership attributes and experience.</li> <li>Evidence of motivational skills.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Ability to communicate effectively with patients, their relatives, colleagues, managers, other agencies, and staff at all levels.</li> <li>Energy and enthusiasm</li> <li>Ability to work under pressure.</li> <li>Flexible approach.</li> <li>Caring attitude to patients, carers, and colleagues.</li> </ul>	



Other	<ul style="list-style-type: none"> <li>• Ability to fulfil all of the duties of the post, including on-call commitments and travel requirements.</li> <li>• Satisfactory Enhanced DBS and required immigration status.</li> </ul>	
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