

Job title

Consultant Paediatrician with a special interest in Cardiology



Welcome from the Chief Medical Officer

Dear Candidate,

I am delighted that you are interested in a medical career at Barking, Havering, and Redbridge University Hospitals NHS Trust (BHRUT). We are a large teaching Trust located in Northeast London. Our vision is to provide outstanding healthcare to our community, delivered with pride. It is driven by our PRIDE values and behaviours which were developed together with our staff.

Our major sites – King George Hospital in Ilford and Queen's Hospital in Romford – are in excellent locations, less than 30 minutes from Central London, easily accessible to the coast, and the Essex countryside. We operate two emergency departments and offer a full range of acute services. We have a neuroscience centre, a cancer centre, and a hyper acute stroke unit to provide specialist care.

Our hospitals offer a range of exciting opportunities, and we have a huge range of services where you will get amazing clinical exposure. We provide care for the residents of three of the most diverse London boroughs.

We have a strong commitment to the delivery of high-quality education and training across all grades of doctors. We tailor the education and training programme to the needs, skills, experience and competence of each doctor and their specialty.

We have a clear clinically led strategy to transform secondary care in Northeast London. This includes our close working relationship with Barts Health, to tackle our waiting lists, improve our urgent and emergency care. Our doctors are fundamental to achieving this and we want to ensure that all our patients have the best experience and outcome in our care.

I wish you every success with your application.



A handwritten signature in black ink that reads "Mamta" with a stylized flourish underneath.

Mamta Vaidya

About us

We provide care for the residents of three diverse London boroughs. Most of our 7,800 permanent staff live in Barking and Dagenham, Havering and Redbridge and the majority are from black, Asian and minority ethnic groups. We also provide healthcare services to people in south west Essex, and specialist neurosciences services to the whole of the county.

Our services include all the major specialties of large acute hospitals and we operate from two main sites - King George Hospital in Goodmayes and Queen's Hospital in Romford. We have two of the busiest emergency departments in London – more than 300,000 people visited our A&Es in 2023. We also provide outpatient services at Brentwood Community Hospital, Barking Community Hospital, Loxford Polyclinic, and Harold Wood Polyclinic.

We're pleased to be leading the way in [reducing the time our patients](#) wait to get the treatment they need. The Elective Surgical Hub at King George Hospital is one of eight to be [accredited as part of a national scheme](#); the Care Quality Commission has raised the ratings for [urgent and emergency care](#) at Queen's and King George hospitals; and [data released by NHS England](#) showed that the Trust was the most improved in 2023 for reducing waits for emergency care.

We are particularly proud of our regional Neurosciences Centre; Radiotherapy Centre; Hyper Acute Stroke Unit; and dedicated breast care service at King George Hospital. We're also part of the [North East London Cancer Alliance](#).

OUR VISION: TO PROVIDE OUTSTANDING HEALTHCARE
TO OUR COMMUNITY, DELIVERED WITH PRIDE

OUR PRIDE VALUES

PASSION

RESPONSIBILITY

INNOVATION

DRIVE

EMPOWERMENT

WOMEN & CHILDREN'S CARE GROUP

The Division includes the following departments:

- Paediatric Service
- Neonatal Service
- Maternity Service
- Gynaecology Service
- Integrated Sexual Health Service

The services work cohesively to deliver the best care for women, children and families. There is an over-arching senior leadership team comprising the Divisional Director, Divisional Manager, Director of Midwifery and Director of Nursing for Children and Young People. Each service and specialty has its own leadership team including a Specialty Lead, Specialty Manager, Matrons and Service Manager. The Division also has a Trust wide remit for the professional leadership of children's nursing and as an advocate for children and young people.

The Divisional Director, who is a Consultant Obstetrician and Gynaecologist, takes the responsibility as a member of the Trust's Senior Management Team for the provision of a safe and effective delivery of maternity services. The Director of Midwifery ensures that safe and effective delivery of low risk normal midwifery care. The Divisional Director is also responsible for informing the Division of the Trust's strategic objectives and ensuring the multidisciplinary team has the strategic clinical leadership in developing and planning clinical services.

Paediatrics

The Paediatric service delivers care at both Queen's and King George Hospitals.

Queen's hospital has a 30 bedded inpatient ward called Tropical Lagoon and a 9-bedded CYP AU adjacent to the Emergency Department which also sees GP referrals, jaundiced babies from the community and certain other acute referrals.

Tropical Lagoon has fully funded 6 HDU beds.

Tropical Bay, day care facility, also on the Queen's site, is a 12 bedded which opens Monday to Friday providing a variety of services - day surgery, ward attenders, paediatric oncology shared care service, haematology transfusions, endocrine tests and MRI under sedation.

The Children's Community Team facilitates early discharges from the ward by attending the daily handover and supporting and caring for children in the community to avoid unnecessary admissions.

Children's Outpatient Department is situated at both Queens Hospital and King George Hospital. Queen's Children's Outpatient Department provides a Paediatric Phlebotomy service for children up to aged 7 years and for any children with special needs or learning disability. This service is by appointment only and runs Monday to Friday.

King George Hospital has a 8 bedded children's ward - Dahlia ward - which cares for children from 0-16 years. Children requiring a short stay admission and not requiring HDU care are admitted there.

Neonatology

The Neonatal Service at BHRUT is based at Queen's Hospital. The Local neonatal unit has 32 cots (seven Intensive Care, four high dependency, and 21 special care - two of which are cubicles). Additionally, there are 2 more rooms/facilities for parents to room-in with their baby prior to discharge home.

Approximately 8-10% of all babies delivered are admitted to the unit, which is fully equipped with state-of-the-art equipment. A Community Neonatal Nursing team operates seven days per week to support families after discharge.

All of the services are led by a team of Consultant Neonatologists, Matrons, Divisional team, Specialty Manager and Service Manager.

Maternity Services

Barking, Havering and Redbridge University Hospitals Trust (BHRUT) Maternity Services is the largest single site provider of maternity services in London and comprises of both midwifery and obstetric elements. Inpatient maternity services are delivered at the Queen's Hospital at Romford. Both Queen's Hospital and King George Hospital, based at Ilford, have antenatal services. We deliver circa 7500 women per year.

Our Labour Ward has 16 delivery rooms including one bereavement suite, one pool room/delivery room and two theatres. There is a separate triage, HDU and Obstetric Assessment Unit (OAU). We have a co-located midwifery led birth unit, Queen's Birth Centre (QBC) which has 8 individual delivery rooms, two with birthing pools and a four bedded post-natal bay. There is a 16 bedded Antenatal ward and two postnatal wards comprising 46 beds.

Trust Leadership Team

Chair	Jacqui Smith
Chief Executive	Matthew Trainer
Medical Director	Mamta Vaidya
Chief Operating Officer	Fiona Wheeler
Chief Nurse	Kathryn Halford
Director of Finance	Michael Gilham
Director of Communications and Engagement	Peter Hunt
Chief People Officer	Janine La Rosa

Divisional Directors

Women & Child Health	Miss Kathryn Tompsett
Frailty and Geriatrics	Dr Khalid Haque / Dr Donna Walker
Emergency Department	Dr Karim Ahmad
Cancer & Clinical Support	Miss Jo Howard

Surgery	Mr Thangadorai Amalesh
Anaesthetics	Dr Rajesh Jain
Specialist Medicine	Dr Fahad Farooqi

Consultant/Senior Members of Child Health Team

Consultants	Main Interest
Dr A Das	Neonatologist; College Tutor, Clinical lead for Neonatology
Dr R Bagtharia	Paediatrician & Neonatologist with Cardiology interest
Dr G Vasileiadis	Neonatologist
Dr K Mannan	Neonatologist
Dr D Nicholls	Neonatologist
Dr R Khan	Neonatologist
Dr D Robinson	Paediatrician
Dr A Shirsalkar	Paediatrician & Neonatologist with Infectious disease and Rheumatology interests
Dr M Ahmed	Paediatrician with Neurology interest
Dr G Subramanian	Paediatrician with Gastroenterology interest
Dr M Keane	Paediatrician with Diabetes and Endocrinology interest
Dr J Rawal	Paediatrician with Respiratory interest
Dr J Solebo	Paediatrician with Renal interest; Named Doctor for Safeguarding
Dr K Banerjee	Paediatrician with Diabetes and Endocrinology interest
Dr S Rao	Paediatrician with HDU and Allergy interest
Dr R Kotian	Paediatrician with Respiratory interest
Dr M Kumarasamy	Paediatrician with Diabetes and Endocrinology interest
Dr A Momoh-Ojewuyi	Paediatrician with Haematology interest (Haemoglobinopathy), Joint College Tutor
Dr R Joseph	Paediatrician and POSCU lead, Clinical Lead for Child Health
Dr D Sigdel	Paediatrician with Urgent Care/Ambulatory/Emergency, Allergy and Respiratory interest. Joint College Tutor
Dr W Toohey	Paediatrician with Urgent Care/Ambulatory/ Emergency interest. PAU lead
Dr A Salem	Paediatrician with Urgent Care/Ambulatory/ Emergency interest
Dr A Chowdhury	Paediatrician with Urgent Care/Ambulatory/ Emergency interest. Joint College Tutor
Dr R Mensah	Paediatrician with Urgent Care/Ambulatory/ Emergency interest
Dr S Santhalingam	Paediatrician with Urgent Care/Ambulatory/ Emergency interest
Dr K Ruck	Paediatrician with Urgent Care/Ambulatory/ Emergency interest
Dr B Ruge	Paediatrician with Safeguarding interest
Dr J Canlas	Paediatrician with Neurology interest (Locum)

Junior Doctors in Department of Paediatrics

Specialty Doctor Posts	10
Trust doctor posts (registrar level) -	6
ST4-ST5 training posts	16
Trust doctor posts (SHO level)	10
ST1-3 training posts	7
FY2 posts	2
FY1 posts	3
GPVTS posts	6

Main Duties of Post:

The successful applicant will work as an acute general paediatrician and along with colleagues the successful candidate will be responsible for delivering safe and effective care to the CYP attending the child health services.

General Paediatric duties:

The successful applicant will be part of a team of 20 general paediatricians (to be expanded to 24), providing a consultant delivered service to children at BHRUT. The main principles of the rota are:

- 3 hot weeks in 24 (on-take for either Tropical Lagoon ward at Queen's Hospital or Dahlia/A&E at KGH)
- 5 Hot days covering the Emergency Department, CYP AU and Hot clinics at QH over 8 weeks.
- 12 paediatric clinics over 8 weeks
- On calls (Category A) 1 in 7 resident until 7pm (Monday to Friday) and resident from 8.30 – 13:00 on Saturday, Sunday and Bank Holidays (times are under review with expected changes to 10pm on all days with reduced frequency).

On call: There are 3 separate consultants covering 3 acute areas, Tropical lagoon/HDU, CYP AU/Queens ED and Dahlia/KGH ED out of hours.

The Hot Week on Tropical Lagoon or Dahlia (1:8) is a DCC session and leave cannot be taken in this week. Consultant led and delivered ward rounds should take place twice a day. The morning round should start no later than 9.30am, after the early discharges have been identified in the joint handover at 8:30 am. The afternoon ward round should take place from 2.30 pm so that patients can be identified for discharge in the evening and early the following morning, in advance of the consultant morning ward round. The consultant must be contactable at all times on their DECT/mobile phone. The consultant will participate in the online Advice & Guidance service to local GPs as part of their regular duties as explained in the job plan.

The King George Hospital (KGH) Dahlia ward consultant will also respond to paediatric resus calls in ED at KGH. The consultant will be expected to have an overview of the children that have been referred to paediatrics from ED and actively participate in managing patient flow in ED.

The department has close ties with local GPs and provides an urgent clinic (Hot clinic) on weekdays between 9 am and 12noon at Queen's Hospital. Patients are referred to this service via the Advice and Refer (ERS) online with a paediatric consultant. The consultant covering the hot clinic also provides supervision to the review clinic in the day assessment unit and also is responsible for electronic triaging of GP referrals.

The on-call consultant is expected to be resident from the hours of 16:30-19:00, and to review patients on the ward/day assessment unit. This is to facilitate discharge and prevent unnecessary admission. This is counted as predictable on-call in the job plan. From 19.00hrs to 08:30 the consultant is on call from home. At weekends predictable on-call is from 08:30-13:30 on Saturdays and Sundays and Bank Holidays (subject to change, as above).

Paediatric Cardiology Service

Our level 3 paediatric cardiology service at BHRUT is one of the busiest in London and the Southeast covering a paediatric population of more than 200,000. We are a part of the GOSH cardiology network. It delivers high quality non-invasive paediatric cardiology care to children, performing more than 1200 cardiac echoes per year. The vast majority of patients are being diagnosed locally thereby reducing referrals to tertiary centres. There is an Outreach cardiac clinic monthly with consultant from Great Ormond Street Hospital.

The paediatric cardiac service is currently run by 1 consultant with expertise in cardiology with this post being a 2nd consultant. There is a dedicated cardiac clinic with echo facilities per week and the service is in need of expansion. The successful applicant will be responsible with his/her colleagues for seeing the patients in the children's wards, outpatients, helping the children / young people and their families with education and support both in clinic and outside clinic and in providing any necessary advice to general paediatric and neonatal colleagues. There is good administrative and managerial support.

Teaching and training

- The Trust is committed to sustaining and advancing the provision of medical, dental, nursing and other professional education and to the delivery of high-quality postgraduate and undergraduate training. The post holder is expected to contribute to teaching of paediatric trainees, peers and nurses, as required by the RCPCH, Health Education England, BHRUT Trust, and other regulatory bodies.
- BHRUT takes the training of medical students very seriously. Medical students come from Queen Mary University London and UCLH. The department recognises that consultant lead daily handover time as best time for teaching. There is weekly one hour session teaching for both neonatal and Paediatric junior doctors that are consultant led on KGH and Queen's Hospital. In addition, there is regular weekly programme for teaching, clinical governance and Audit, morbidity & mortality, complex patient case discussions and guideline review meetings.
- There is a regular simulation scenario training (skills and drills) every Wednesday morning.
- There is a simulation facility at King George Hospital and there is an established programme of quarterly multi-professional simulation sessions led by a faculty from

anaesthetics and paediatrics. These responsibilities are included with the job plan under 1.5 SPAs.

- The post-holder will be expected to participate fully in the scheduled academic activities:
 - Regular bedside teaching for the trainees and non-training Trust grade doctors
 - Journal Club
 - Weekly Critical Care teaching sessions
 - Monthly morbidity and Mortality meetings
 - Simulation sessions and other courses
 - Yearly session for the weekly Hospital Grand Round
 - Induction and in-house teaching of medical students and overseas students and trainees.
 - Support for the Trust induction programme
 - Teaching sessions on the Trust Foundation Teaching Programme For the majority of consultants this will involve specific timetables and regular teaching commitments agreed with the lead consultant and will be part of the SPA activity.

Secretarial and Office Accommodation

Office accommodation is provided together with medical secretarial support.

IT Support

The Trust provides IT support.

Medical and Clinical audit

The post holder is expected to participate in the process of medical audit and quality improvement. Audit and Quality Improvement is strongly encouraged within the paediatric department with all junior doctors being asked to complete an audit/QA project while they are at BHRUT. There are regular Trust audit presentation meetings and support is available from the Trust audit department.

Clinical Governance

The appointee will be expected to input into the Clinical Governance activities of the Trust to maintain the quality standards of clinical services.

CPD, Revalidation and Appraisal

The post-holder is expected to fully engage in the Consultant appraisal process and will construct a personal development plan which will be reviewed on annual basis. The development plan will take account of general and specialist requirements for professional development issued by the relevant Royal College(s), the General Medical Council, the Chief Medical Officer and the Trust itself. The post holder will be supported by appropriate study leave allocations with internal cover.

Revalidation is an important part of your learning and development. It shows you are fit to practice and that you are able to offer the best and safest care to our patients. This means that holding a license to practice is an indication that you continue to meet the professional standards set by the GMC. It is a contractual obligation for all doctors at all levels in the NHS

and the process is closely aligned with the GMC's core guidance for doctors, Good Medical Practice.

Critical incident reporting

The post-holder will have responsibility for ensuring that critical incidents and near misses are appropriately reported into the Trust's Risk management systems.

Mentoring:

Mentoring is part of Leadership - The PRIDE Way and will help us to introduce a learning culture across our Trust, which will encourage us to support each other every day and give us the opportunity to develop and learn new skills.

Post graduate facilities:

There are excellent postgraduate facilities at Queen's and King George Hospitals, both of which include library services.

Research and development:

The Trust has a well-developed research and development unit and an active interest in medical research is encouraged.

Terms and conditions of service:

The post is covered by the new Terms and Conditions – Consultants (England) 2003. The appointment is superannuable unless the post holder chooses to opt out of the National Health Service Superannuation Scheme.

The salary scale for the Consultants is presently starts at £88364 for the standard 10 Programmed Activities per week. The successful candidate will also receive a London Weighting Zone payment.

Short listed candidates will be required to complete a Health Statement and the Trust may require a medical examination as a condition of appointment.

Because of the nature of the work of this post it is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions, including those, which for other purposes are "spent" under the Provision of the Act and in the event of employment any failure to disclose such conditions could result in dismissal or disciplinary action by the Trust. Any information should be sent to the Medical Director in an envelope marked for his/her personal attention and will be completely confidential, only considered in relation to an application for positions to which the order applies.

This is a full-time post, and the proposed job plan will be subject to discussion and agreement. A standard full-time job plan will contain an average of ten Programmed Activities per week, subject to the provisions to agree extra Programmed Activities.

The successful candidate will be expected in the normal run of their duties, to deputise for absent Consultant or Associate Specialist colleagues on occasions.

The successful candidate who intends to undertake remunerated clinical work that falls under the definition of Private Professional Services, other than work specified in his/her job plan, will first consult with his/her clinical manager. The Trust may offer the opportunity to carry out up to one extra Programmed Activity per week on top of the standard commitment.

If the appointment is within a specialty where attending the hospital whilst on-call is necessary, the successful candidate will be required to live within 30 minutes travelling time. The private residence must be maintained in contact with the public telephone service.

Subject to agreement and compliance with the Trust's policy on Removal Expenses, assistance may be given to newly appointed Consultants with part of the cost of their removal expenses.

The successful candidate will be allocated a base but will need to work across the Trust should the need arise.

Proposed Job Plan:

The total contractual commitment will be 10 professional activities (PAs) per week.

The appointee will have continuing responsibility for the care of patients in his/her charge and for the proper functioning of the service. He/she will undertake the administrative duties associated with the care of patients and the running of the clinical department.

A formal job plan will be agreed between the appointee and their Clinical Director, on behalf of the Medical Director, three months after the commencement date of the appointment. The job plan will be reviewed annually, following an Appraisal Meeting. The job plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice, including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. The post holder will be expected to take part in the on-call rota at nights and at weekends. The current On-call Rota for the service is 1:7 and it is Category A.

There will be a separate general paediatric consultant on call for nights and the weekends at both Queen's and King George Hospital. At the weekend the consultant is on call from 17.00 hours on Friday until 09.00 hours on Monday. During this time, there is a requirement for the consultant to conduct daily ward rounds. The post-holder is not required to cover the neonatal unit. There are 3 separate middle-grade and SHO rotas to cover Queen's Hospital General Paediatrics, King George Hospital General Paediatrics, and Queens Hospital NICU.

During leave, it is the responsibility of each consultant to ensure that arrangements have been made to cover duties, including on-call.

The on-call commitment would be 1:7 and the daytime duties would be according to a 16 week pattern. The components of the job plan are as follows and proposed timetable is on the next page:

1:7 on call Category A. 2 hr predictable and 4 hrs unpredictable on weekdays. 10 hours predictable and 8 hrs unpredictable over weekend	2.6
1:8 ward week 08:30-17:15(prospective cover)	1.7
3 ED/CYPAU cover days over 8 weeks (prospective cover)	0.98
2 Hot clinic/ambulatory cover over 8 weeks (prospective cover)	0.66
12 Outpatient clinics over 8 weeks	1.56
Administration sessions	0.39
Service development	0.53
Total DCC	8.42
SPA	1.5

Total DCC + SPA 9.92

	Mon	Tue	Wed	Thurs	Fri	Sat	Sun
Week 1	0830-17:15 Ward	08:30-17:15 Ward	08:30-17:15 Ward	08:30-17:15 Ward	08:30-17:15 Ward		
Week 2		11:00-13:00 Admin	09:00-17:00 Hot clinic and ambulatory unit	09:00-17:00 Hot clinic and ambulatory unit	09:00-17:00 SPA		
Week 3	1300-1700 Cardiology clinic	0900-1100: Service Development 11:00-1300 Admin 1300-1700: General clinic			09:00-17:00 SPA		
Week 4	1300-1700 Cardiology clinic	09:00-1100 Admin 1100-1300: MDT/service development 13:00-17:00 : General clinic	08:30-17:15 ED cover/CYPAU	08:30-17:15 CYPAU/ED	08:30-17:15 ED/CYPAU		
Week 5	1300-1700 Cardiology clinic	0900-1100: Service development 1100-1300 Admin 1300-1700: General clinic			09:00-17:00 SPA		
Week 6	1300-1700 Cardiology clinic	0900-1100: Service Dev 1100-1300 Admin 1300-1700: General clinic			09:00-17:00 SPA		
Week 7	1300-1700 Cardiology clinic	0900-1100: Service Dev 1100-1300 Admin 1300-1700: General clinic			09:00-17:00 SPA		
Week 8	1300-1700 Cardiology clinic	0900-1100: Service Dev 11:00-1300 Admin 1300-1700: General Clinic			09:00-17:00 SPA		

Mandatory Trust responsibilities

Amending the job description

This is a newly created role and it is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the postholder. This will be done in consultation with the postholder and it is hoped that agreement can be reached to any reasonable changes.

Confidentiality

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with “Caldicott principles”.

Data protection

The Trust relies on special provisions under data protection legislation to process personal information. Personal information includes name, address, national insurance number and date of birth as well as anything else confidential or sensitive. For example, racial or ethnic origin, trade union membership, health and the commission or alleged commission of any criminal or civil offences.

The Trust’s fair processing notice is on our website details what personal information the trust uses, why this is required, the lawful basis for processing (legitimate reasons for collection, storage, usage and sharing), how the Trust processes (uses, stores, retains, disposes and protects) personal information, retention periods, who we share personal information with, confirmation of your information rights and the process for reporting a complaint or concern.

The Trust will lawfully process your personal information in compliance with data protection legislation.

Leaders’ agreement

If the post holder has leadership and/or line management responsibility, then they are responsible for demonstrating, and developing in line with, the standard of behaviour as outlined in our Trust ‘Leaders’ Agreement’.

Policies and procedures

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of our Trust’s Risk Management Strategy which includes the responsibilities placed on them by the Health and Safety at Work etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

Safeguarding children and vulnerable adults

Safeguarding and promoting the welfare of children, young people and adults is central to the care provided by our Trust and the post holder must be aware of their responsibilities and work in line with our Trust's Safeguarding Adult and Children Procedures.

Health and safety

Under the Health & Safety at Work etc. Act (1974), it is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts or omissions at work. This includes co-operating with management in complying with health and safety obligations, commensurate with their role, to maintain a safe environment and particularly by reporting promptly any incidents, defects, risks or potential hazards.

You must co-operate with Management in discharging its responsibilities under the Health and Safety at Work etc Act 1974 and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees, others and visitors.

Sustainable development and our health and wellbeing

The Trust is committed to UK Climate Change Act and NHS Sustainable Development Unit strategy to reduce its business activity related carbon emissions and its impact on the environment. Our Sustainability vision is to "continually sustain, retain and enhance the savings and culture change to meet our sustainability commitments."

All staff are required to support the Trust's Sustainability vision, which aims to minimise environmental and healthcare impacts by developing preventative approaches. This will help improve the internal and external environment, reduce impact on natural and energy resources, reduce air pollution, prevent infection, provide financial savings and improve the health and wellbeing of staff, patient and the public.

All Managers Band 7 and above are required to take appropriate responsibility in their departments. They are expected to support in raising awareness, encouraging staff on waste segregation, energy savings, promoting active and healthy modes of travel, help reduce waste and embed sustainability by completing a Sustainability Impact Assessment on their local activity and business cases.

Infection control

Employees must be aware of the responsibilities placed upon them by The Health Act (2007) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE).

Smoke free

Our Trust buildings and grounds became fully Smoke Free on National No Smoking Day 11th March 2015. Our Trust expects all staff to promote healthy living and to set good examples in their own behaviour. Those not ready to quit smoking must remain smoke free during working hours, and will not be able to smoke in Trust uniform, in Trust grounds including car parks, while driving on Trust business or take smoking breaks. Second hand smoke causes

heart and lung disease, and is harmful to young children. However, disposable or rechargeable e-cigarettes (“vaping”) may be used outside hospital buildings.

General

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As our Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

Equal opportunities policy

Our Trust operates in a multi-ethnic area. All members of staff are expected to take into account equalities in all areas of work.

All employees are expected to abide by our Trust’s equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.

Job Related Criteria

	Essential Criteria	Desirable Criteria
EDUCATION/QUALIFICATIONS		
Full registration with the GMC	X	
MRCPC or equivalent	X	
Entry on the Specialist Register or within 6 months of obtaining a UKCCT/CESR-CP for General Paediatrics	X	
Cardiology SPIN module		X
Higher qualification, e.g. MD, Medical Education		X
TRAINING		
Up to date Advanced paediatric life support training	X	
Social Paediatrics and child protection (up to date Level 3 safeguarding training)	X	
Echocardiography training	X	
EXPERIENCE		
Experience of a wide variety of general and specialist Paediatrics in senior roles in the UK	X	
1 year Paediatric Cardiology experience	X	
Experience in managing children with both chronic and acute Cardiac conditions	X	
Experience of clinical audits	X	
An understanding of NHS management responsibilities of consultants	X	

	Essential Criteria	Desirable Criteria
Attendance at an appropriate management course		X
Experience of undertaking audit and Quality Improvement activity	X	
TEACHING		
Interest in and commitment to undergraduate and postgraduate teaching	X	
Experience of teaching medical and other staff	X	
RESEARCH/PUBLICATIONS		
Evidence of recent and current research with relevant publications		X
PROFESSIONAL INTERESTS		
Membership of appropriate professional societies		X
Knowledge of the up-to-date literature	X	
PERSONAL REQUIREMENTS		
Excellent written and spoken English	X	
Ability to listen to comments and/or challenges and respond constructively	X	
Honesty and integrity	X	
Value diversity and demonstrate respect for others	X	
Organisational and self-management skills	X	
Able to prioritise workload effectively	X	
COMMUNICATION AND INTERPERSONAL SKILLS		
Good oral and written communication skills	X	
Good interpersonal and influencing skills	X	
Good presentation skills	X	
Able to empathise with people from different social, cultural and religious backgrounds	X	
Able to communicate with children and their carers effectively	X	
Training in communication skills		X
OTHER REQUIREMENTS		
Agreement to live within a reasonable distance of the hospitals to allow for emergency access	X	
Able to travel to meet the requirements of the post	X	
Satisfactory medical clearance from the Trusts Occupational Health Physician	X	

For further information regarding this post, please contact:

Dr Ranjith Joseph
Consultant Paediatrician and Clinical Lead for Child Health
Tel: 01708 435000, Ext. 6528
ranjith.joseph@nhs.net

Dr Rajesh Bagtharia
Consultant Paediatrician/Cardiology lead
Tel: 01708 435000, Ext
r.bagtharia@nhs.net