

JOB DESCRIPTION

Locum Consultant Community Paediatrician

10 Programmed Activities- Fixed Term 12 months



March 2024

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Introduction

South Warwickshire University NHS Foundation Trust is seeking to appoint an enthusiastic Locum Consultant Community Paediatrician with relevant expertise to strengthen the delivery of a highly regarded service for children in Warwickshire. This is an ideal opportunity for a motivated paediatrician to complement a team of supportive and experienced medical leaders in improving the health and well-being of children, young people and families we serve. This post has been advertised to ensure future sustainability of our services with increasing demands. There is opportunity to develop specialist interest roles in conjunction with current and evolving population and departmental needs. There is currently opportunity to develop specific interests or support pathways to manage neurodevelopmental conditions. The post has been advertised as 10 programmed activities though applicants wishing to work more flexibly or job share are also encouraged to apply.

Multidisciplinary and interagency working will form a significant part of the role. The team work cohesively with members of the Family Health Division within South Warwickshire Foundation Trust as well as with primary care, CAMHS and colleagues in other local acute hospital and regional tertiary units. We provide services in partnership with the local authority and many other organisations to meet the health needs of our communities.

Direct line management will be by Clinical Lead Community Paediatrics, Dr Vaishali Desai and Ms Catherine Coates, General Manager, Family Division. The post holders will have an office base in either the North or South Warwickshire, according to clinical commitments.

With our central location and great transport links we're closer than you might think. We are located in the heart of England with easy access to the motorway network and a good railway service. Warwickshire is accessible from a number of nearby cities including Birmingham, Leicester, Northampton, Oxford and Worcestershire.

Surrounded by a collection of picturesque towns and villages, there is always a lot to see and do across the County. Numerous sport and leisure venues, theatres, parks and great shopping facilities make Warwickshire an idyllic place to work and live.

As well as enjoying where you work, we want all of our staff to lead happy and healthy lives. That's why we offer a number of benefits to support this, such as flexible working opportunities, Childcare Vouchers, and onsite subsidised restaurant at our hospitals in Warwick and Leamington Spa as well as a number of recognition awards.

South Warwickshire University NHS Foundation Trust (SWFT)

South Warwickshire University NHS Foundation Trust provides acute and maternity services for the people of South Warwickshire and community services for the whole of Warwickshire, covering a population of 550,000, of which 125,000 are children and young people. The trust also provides school nursing services for Coventry and Solihull; and health visiting services across Coventry, Warwickshire and Solihull.

The Trust includes Warwick Hospital which is the main inpatient acute facility for South Warwickshire and community hospitals also based in the south of the county. The Trust is a Level 1 NHS provider, CHKS top 40 hospital and consistently scores highly in the National Staff Survey. We have been rated as Outstanding by Care Quality Commission (CQC).

The Trust runs the majority of community services for the whole county and rehabilitation hospitals in Warwickshire. These hospitals see day patients and also offer inpatient care for those patients where a stay in an acute hospital is not necessary. The hospitals also play a role in providing rehabilitation for patients who have long-term conditions or are recovering from major operations or acute medical episodes.

These hospitals are:

- Stratford Hospital
- Warwick Hospital
- Ellen Badger Hospital
- Leamington Spa Hospital - Central England Rehabilitation Unit

Stratford Hospital also has a nurse-led minor injuries unit, an outpatients department and local surgery unit used by various medical and surgical specialties. There is an 18 bedded inpatient facility; the Nicol Unit, also based at Stratford, which accepts step-up patients, referred from GPs in the community, transfers from acute hospital for rehabilitation and a small number of palliative patients.

Warwick Hospital -This site houses the majority of the Trust's acute services including; Accident and Emergency services, Diagnostic and Pathology departments, Maternity and Special Care Baby Unit, Main and Day Surgery Theatres together with an Intensive Care Unit and Coronary Care Unit.

Ellen Badger hospital is a 26 bedded community hospital based in Shipston upon Stour in the south of Warwickshire and is clinically managed by local GPs.

Leamington Spa Hospital - The Central England Rehabilitation Unit is located on this site and is a leading provider for Neurological Rehabilitation in the Midlands. It has achieved a designation of Major Trauma Rehabilitation Provider and is designated as a level 1 service i.e. Regional

Rehabilitation Provider. It has a structured Multidisciplinary team. The Trust has developed and rebuilt the unit to provide 42/44 inpatient Rehabilitation beds in order to meet the demand on its Neurological Rehabilitation service and provide further capacity for major trauma and musculoskeletal Rehabilitation. It is the Trust's vision for the hospital to develop both clinically and academically and continue to provide a leadership role for Rehabilitation Medicine.

In addition to the rehabilitation service, the CERU is also developing a county wide Community Neurological Rehabilitation Team. There are three wards, which provides outpatient physiotherapy, occupational therapy and other medical services.

The trusts' community healthcare services include:

- Adult Community Teams
- Audiology
- Community Children's Nursing
- Community Paediatrics
- Community Tissue Viability
- Continence
- Coventry, Family Health and Lifestyle
- Dietetics
- District Nursing
- Diabetes
- End of Life Care
- Family Nurse Partnership
- Falls Service
- Health Visiting
- HomeFirst
- Children in Care
- Neighbourhood Teams
- Occupational Therapy
- Palliative Care Nurse Specialists
- Parkinson Disease Nurse Specialists
- Physiotherapy
- Rheumatology
- Safeguarding
- School Nursing
- Speech and Language Therapy
- Stroke Outreach

Community services for adult's end of life care and children and young people are also provided by the trust.

In 2017 a 'Foundation Group' was created in partnership with South Warwickshire University NHS Foundation Trust (SWUFT) and Wye Valley NHS Trust (WVT). In 2018 George Eliot Hospitals NHS Trust (GEH) joined the Group. All three organisations face similar challenges and have a common strategic vision for how these can be solved. The Foundation Group model retains the identity of each individual trust whilst strengthening the opportunities available to secure a sustainable future for local health services. There are numerous benefits for local communities across Warwickshire and Herefordshire including the provision of a wider platform to share best practice and improving whole system patient pathways. Mr Glen Burley is the Chief Executive at all three Trusts, with Managing Directors in post whom are responsible for each individual organisation; Mr Adam Carson is Managing Director at SWUFT.

The Trust's Vision

"Our vision is to provide high quality, clinically and cost effective NHS healthcare services that meet the needs of our patients and the population that we serve."

The Trust's Values

Safe - We put safety above everything else

- Keep patients, service users and staff safe
- Take personal responsibility
- Deliver high quality care
- Listen, value and support our staff

Effective - We will do the right thing at the right time

- Proactively seek to make improvements
- Work in partnership
- Deliver evidence based care
- Engage and involve

Compassionate - We offer compassionate care to everyone

- Friendly, helpful and courteous
- Sensitive to individual needs
- Respect privacy, dignity, diversity and choice
- Offer care we would want for ourselves and our loved ones

Trusted - We will be open and honest

- Treat everyone with openness, honesty and respect
- Decisions driven by our local communities and a public service ethos
- Commitment to excellence
- Maintain professional standards

Specialty Structure at South Warwickshire University Foundation Trust

Currently the Trust clinical management structure is based on 5 divisions:

Elective Division

Emergency Division,

Family Health Division,

Support Division and

Out of Hospital Care Division.

The clinical management of the Division is headed by an Associate Medical Director, supported by Clinical leads. This post sits within the Family Health Division together with the specialties listed below.

- Gynaecology
- Obstetrics
- Acute Paediatrics
- Community Paediatrics
- Midwifery Services
- Community Children's Nursing
- Children's therapies teams
- Corporate Safeguarding team
- Children in Care teams
- Health Visiting
- Family Nurse Partnership
- School Nursing For Coventry and Solihull

Community Paediatric Service

Secondary care community clinical services to the child population of 125000 are provided by a team of paediatricians, community children's nurses (CCN), children in care nurses (CIC) and allied health professionals working closely with colleagues in primary care, health visiting, school nursing and the local authority. Close links exist between all paediatric medical colleagues in provider organisations across Coventry and Warwickshire who have worked collaboratively for many years.

Community Child Health provision in Warwickshire is delivered by South Warwickshire University NHS Foundation Trust. Child and Adolescent Mental Health Services are provided by the Coventry and Warwickshire Partnership Trust. The two teams are working in close collaboration to deliver Warwickshire's Pre-School Autism Service. Acute paediatric services are provided locally at Warwick Hospital with collaborative working with George Eliot Hospital NHS Trust and University Hospitals Coventry and Warwickshire NHS Trust for patients in North Warwickshire and Rugby. Through Coventry and Warwickshire Sustainability and

transformation plan, work continues to be done to promote integrated working and produce safe, effective and equitable children, young people and maternity pathways across Coventry and Warwickshire. There is postgraduate and undergraduate teaching organised with participation of Paediatric Consultants across Coventry and Warwickshire. The Trust has an active role of delivering medical education to undergraduate students from Buckingham University Medical School, in addition to supporting the undergraduate curriculum of University of Warwick Medical School and postgraduate medical education from West Midlands deanery and School of Paediatrics.

The Community paediatric team in Warwickshire is a countywide team of doctors, based by locality who strive to deliver the highest standards of care to children and their families within the community, closer to home. The team provide specialist assessment and continuing holistic care for children and young people with long-term and often complex health conditions/disability and manage particularly vulnerable children. The team undertake statutory medical assessments for Education, Health and Care Plans, Looked after Children and non-acute child protection assessments referred from local authorities and agencies.

We are seeking colleagues who have the relevant experience and are motivated to support and lead service developments in line with their specialist interest to deliver the highest quality care, in an integrated manner to children, young people and families referred to our services. There is a strong commitment to ensure that arrangements are equitable and effective within the community service provision. There is ample opportunity to develop a special interest and take on leadership roles should the successful applicant wish to do so within service needs. You will also actively contribute to the development of services for children within the organisation and future integrated care system in the local region.

Staff

The Community Paediatricians are:

- Dr Cheryl Adams-Consultant Paediatrician with lead responsibility for complex and palliative care services, Coventry and Warwickshire and governance lead.
- Dr Vaishali Desai - Consultant Paediatrician with community child health responsibilities in Nuneaton and Bedworth, Designated Doctor for Looked after Children and Named Doctor for Safeguarding within the Community service.
- Dr Sadhu Dhuwalia - Consultant Paediatrician with community child health responsibilities in North and South Warwickshire
- Dr Pamela Lewis- Consultant Paediatrician with community child health responsibilities in South Warwickshire, Named Doctor for Looked After Children responsibilities.

- Dr Sumathi Subramaniyan - Consultant Paediatrician with lead neurodisability responsibilities and Designated Medical Officer for SEND.
- Dr Lucy Coker – Speciality Doctor, medical advisor for adoption and fostering.
- Dr Thomas Heron- Speciality Doctor with community child health responsibilities in complex care across Warwickshire.

These positions are supported by:

Speciality Paediatric Trainees

Medical secretarial Service

Service Manager

Community Children's Nurses, Health Visitors and Allied Health Professionals

Safeguarding and Children in Care Team

General Manager for Community Services

Job Description

The Principal Elements of the Post:

- To participate in clinical and other service activities with the objective of ensuring a high standard of patient care.
- To be able to work flexibly, and cross cover for colleagues.
- To take an active part in teaching, training and supervision of undergraduates, post-graduates and multi-disciplinary team.
- To contribute to the management of clinical service and service development.
- To contribute to the research and development of the department.
- To provide cover for Consultant colleagues as appropriate and in accordance with local Trust arrangements and Trust Policy.
- To observe the Trust's agreed policies and procedures
- To take responsibility for your own health and safety complying with any safe working arrangements, policies and procedures which are in place.
- To accept a duty to other staff and patients to ensure that any hazards are reported and managed appropriately.
- To ensure that there are adequate arrangements for staff involved in the care of patients to be able to contact you when necessary.

Clinical commitments:

- Paediatric Clinics: To provide appropriate consultant assessment, treatment and advice in general chronic and complex paediatric conditions, child development, neuro-disability, child protection and complex behavioural concerns. Referrals are received from a wide range of resources including hospital and community health professionals and other agencies. Clinics are booked accordingly to locally agreed templates that are responsive to local and family needs.
- Special School Clinic: To assess and manage referrals from school nurse and teachers; in addition to the above referrers. Clinics are booked accordingly to locally agreed templates that are responsive to local and family needs.
- To meet all statutory duties for children in Warwickshire within appropriate timescales, including medical reports for Education Health and Care plans and looked after children health assessments;
- Participate in Child Protection responsibilities including medical assessments of Warwickshire children referred for possible abuse or neglect. Assessments for suspected sexual abuse are through the Regional West Midlands Paediatric Sexual Assault service.
- Participate in Telephone consultations with parents/guardians of children with complex health needs.

Patient related administration commitments

- To take responsibility for timely clinic dictation and correspondence; report writing; reviewing follow up of investigations, emails, post and telephone messages relating to patient care and necessary multi-agency liaison.

Supporting Professional Activities

- To take responsibility for continuing professional education in accordance with guidelines set out by the appropriate college/faculty/professional body and participate in appraisal and revalidation processes.
- To work in collaboration with colleagues in developing skills to provide new ways of working across different professions and organisations.
- In conjunction with colleagues, to ensure that the requirements clinical governance are met.
- The appointee will be expected to take part in the teaching rota and share responsibility for educational supervision, training and professional development of the junior medical staff.

The Trust is committed to continuing professional development for all their staff and the provision of adequate resources to meet these ends. The job plan allows programmed activities for the purpose of continuing professional development and audit, in addition to the normal study leave provision, with an annual study leave budget of £750. The appointee will be expected to develop his/her personal 'Professional Development Plan' in collaboration with their appraiser and clinical lead. This will be subject to annual review as part of their annual appraisal and revalidation.

Proposed Job Plan

	Location	Minimum 8PAs	Maximum 10PAs
Direct Clinical Care Out Patient Clinic- General Community / Special School MDT Meetings	Warwickshire Community/Nuneaton/Rugby Specialist School Warwickshire	3	4
Direct Clinical Care Patient Related Administration/ Meetings		3	4
Additional Admin		0.25	0.25
Supporting Professional Activities Mandatory Training CPD Departmental meetings Additional SPA for roles eg. Teaching and Training Pathway Development		1.0 0.25 0.25	1.0 0.25 0.25
Travel		0.25	0.25

Provisional Timetable 10PA

	Monday	Tuesday	Wednesday	Thursday	Friday
AM 0900-1300	General Clinic	General /Neurodisability Clinic	Special School Clinic (2/month)/General Clinic	SPA	General /Neurodisability Clinic
PM 1300-1700	Patient Admin	Patient Admin	Patient Admin	SPA/Pt Admin	Patient Admin

The exact job plan, timetable and travel time will be agreed in conjunction with the post holder following appointment.

Mentoring of the New Appointee

Support for the new appointee will primarily be from within the Department through coaching, peer review and regular CPD meetings. SWUFT is proud to be one of the top 6 NHS Trusts to work at from national audit for family, friends and the NHS staff survey.

The Trust has a supportive environment and is still small enough for personal contact with colleagues from a wide variety of disciplines.

Clinical / Medical Secretarial Support and Facilities

The successful applicant will have the support of a medical secretarial team. He/she will have a computer and access to E-mail, the Intranet and Internet and have access to office accommodation in South Warwickshire. Remote access facilities will also be available.

Hours of duty

The hours of this post are 8-10 programmed activities per week. Applicants wishing to work less than full time are also encouraged to apply.

Conditions of Service

The appointment will be made on Trust terms and conditions, which presently reflect the terms and conditions of the service for consultants (England) 2003, as amended from time to time.

Subject to the provisions of the terms and conditions of service the appointee must observe agreed policies on clinical matters and should follow the standing orders and financial instructions of the Trust. This is to support the development of evidence-based medicine and is not intended to constrain individual consultant freedom.

In the management of employees of the Trust, the appointee will be expected to follow legislation and Human Resource policies and procedures and in particular to act in accordance with the legislation laid down in this respect.

Annual Leave and Study Leave

Annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks' notice is required before taking leave.

The post holder will be entitled to thirty-two days annual leave per year, and after seven years of service, an additional 2 extra days are added. Annual leave must be requested and authorized in line with Trust guidance.

A maximum of thirty days study leave with pay and expenses can be taken over a 3 year period, or ten days each year. The current method for taking study leave is under review and advice should be sought from the Medical Workforce Team.

Notice Period

The employment is subject to three months' notice, subject to the provision of paragraphs 190 to 198 of the Terms and Condition of the Service of the Hospital Medical and Dental Staff.

Salary

The starting salary of the appointment (exclusive to any distinction and meritorious service award payable to you) will be the appropriate point on the National Medical and Dental Contract (£84,559.00 - £114,003.00).

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which he / she feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment.

Superannuation

This post is superannuable under the Health Service Superannuation Scheme.

Health and Safety

The Trust fully recognizes its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the healthy, safety and welfare at work of all its employees and, in addition, the business of the Trust shall be conducted so as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Hospital premises and facilities are not exposed to the risk to their health and safety.

The list of duties and responsibilities given above is not an exhaustive list and the consultant may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required from time to time.

Conditions of Employment

The following conditions must be met before the Trust will confirm an offer of employment:

Verification of ID and right to work

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- a) 2 forms of photographic ID plus 1 document confirming your address, or
- b) 1 form of photographic ID plus 2 document confirming your address
- c) Plus any current permit documentation issued to you by the Home Office

Criminal convictions and Police Checks

Employees must declare full details of all criminal convictions or cautions under the Rehabilitation of Offenders Act, 1974. The information given will be treated in the strictest confidence and taken into account only where the offence is relevant to the post applied for.

Successful applicants for posts will be required to give permission in writing for a police check to be done by the Criminal Records Bureau. The successful applicant will have an Enhanced Criminal Records Bureau Check/Enhanced Disclosure. (Named and Designated professional posts comprise a registered activity under the Disclosure and Barring Service (*DBS*) for England and Wales, Disclosure Scotland (for Scotland) and Access Northern Ireland in Northern Ireland.

Employment References

It is a condition of employment that three satisfactory references are provided which are acceptable to the Trust, one of which must be from your current or most recent employer. The Trust requires references to be obtained from your last three years of employment.

Occupational Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates. To avoid unnecessary delay, health screening interviews are arranged, wherever possible, for the same date as the Advisory Appointments Committee.

Professional Registration

The successful candidate is required to be registered with the General Medical Council and be on the Specialist Register of the GMC for Paediatrics. Membership of an approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advised.

Tenure

This is a fixed term Locum Community Consultant Paediatrician appointment and is based on a total of 8-10 PA's per week, under a fixed term contract for minimum 6 months and maximum 12 months duration.

Application Process

Applications should be made through our website www.jobs.nhs.uk and enter the Job Reference number.

Informal/Formal Visits

Applicants wishing to visit the department are encouraged and can do so by prior arrangement with:

Dr Vaishali Desai
Consultant Paediatrician, Clinical director
Riversley Park Clinic
Clinic Drive
Nuneaton
CV11 5TY
Tel: 024 76378611

Or

Mrs Catherine Coates
General Manager Community Paediatrics and Children's therapies
Family Health Division
Lakin House
Warwick Hospital
Lakin Road
Warwick
CV34 5BW
Tel: 01926 495321

To contact the Medical Workforce Department telephone: 01926 495321 Ext 4307

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Academic achievements	MBCHB or equivalent obtained through examination MRCPCH or equivalent	Research experience and/or higher qualifications
Professional Qualifications	Full GMC Registration On the GMC specialist register or within 6 months of CCT or CESR-CP in Paediatrics. Capable to work at Consultant level in Community Child Health. Basic Life Support	Additional Relevant Qualifications: MSc, PhD/MD or equivalent or postgraduate qualification Teaching and Training Qualification Paediatric Life Support
Training & Experience	Is able to demonstrate having achieved the competencies equivalent to Higher Specialist Paediatric Training including usually 3 years in Community Child Health (usually after 5 years of Higher Specialist Training in total) Good Clinical Practice Training Training the Trainers Course/ Teaching experience Clinical experience and expertise in Community child health with ability to take full and independent responsibility and clinical care of patients Experience in managing children and young people with complex health needs within a multi-disciplinary team Level 3 (or equivalent) training in safeguarding and experience of managing cases.	Specialist experience in Neurodisability and/or safeguarding Evidence of experience of developing paediatric clinical services Commitment to further develop appropriate practical, leadership and management skills

	Willingness to work with colleagues and develop good working relationships Willingness to contribute and support change	
Physical requirements	Satisfactory Occupational Health Clearance	
Practical requirements	Able to travel to meet requirements of the post Developed IT skills	Car owner and driver