

SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST

JOB DESCRIPTION

JOB IDENTIFICATION

Job Title: Consultant Paediatric ENT Surgeon

Department: Ear, Nose and Throat, Surgery and Critical Care (S&CC) Care Group

Responsible to: Paediatric ENT Clinical Lead

Accountable to: Clinical Director

Band: Consultant

GENERAL INFO

Health services in Sheffield are provided for a resident population of approximately 526,000. Regional services are provided for approximately 450,000 children under sixteen. The majority of acute children's services are based at the Children's Hospital. Sheffield Children's NHS Foundation Trust is one of only four dedicated children's hospital trusts in the UK and provides acute and specialist services combined with community and mental health care.

The hospital became a designated paediatric regional trauma centre in 2012 and the children's Emergency Department sees 52,000 new patients per year. Sheffield Children's Hospital provides secondary paediatrics for the city, which comprises about 20% of the population of North Trent.

Hospital services for adults are provided by the Northern General Hospital and the Royal Hallamshire Hospital, which, together with the Charles Clifford Dental Hospital and Weston Park Hospital, form the Sheffield Teaching Hospitals NHS Foundation Trust. They house University Departments in various disciplines and have academic, laboratory and library facilities on their respective sites.

The Supra-District Neonatal Intensive Care Unit is part of the Jessop Wing of the Royal Hallamshire Hospital, situated about a quarter of a mile from the Children's Hospital. Spinal injuries (except PICU) are based at the Northern General Hospital. Cardiac services for children are based at the Leeds General Infirmary and their Consultant Cardiologists provide an outreach service as required.

WHY SHEFFIELD?

Sheffield is the 4th largest city in England and one of the greenest in Europe. It combines city living (with some of the best voted neighbourhoods in the UK) with quick and easy access to one of the greatest outdoor playgrounds, the Peak district, with excellent walking, climbing and fell running. It is also one of England's safest cities. There is a varied arts and theatre programme, with the world renowned Crucible at its heart. There are some of the best sports facilities with the English institute of sport and Pond's forge acting as "hot houses" for many Olympic sports.

SHEFFIELD CHILDREN'S HOSPITAL (SCH)

The Children's Hospital is approximately one mile from the City Centre on the South-West aspect of Sheffield, close to the Royal Hallamshire Hospital and the Jessop Wing (Obstetrics/Neonates), the Charles Clifford Dental Hospital, Weston Park Radiotherapy and Oncology Hospital, the Medical School and the main University Campus.

Adjoining the Children's Hospital is the Stephenson Building, which contains the Academic Division of Child Health (www.shef.ac.uk/childhealth), the Illingworth library and lecture theatre and the Department of Postgraduate Medical Education.

ACTIVITY

As a result of the rationalisation of Paediatric services in Sheffield, the hospital is in the process of significant development. A new outpatient department opened in 2017 and new inpatient facilities opened in April 2018. Currently the hospital supports approximately 150 beds. All paediatric in-patients in Sheffield are cared for at SCH.

There are currently 8 operating theatres, a procedure room, a 9-bedded Post-Anaesthesia Care Unit. There are about 16,000 anaesthetics given each year. Activity continues to grow at 5-10% per annum, and this along with neurosurgical standards has led to the development of theatres.

Surgical services involve general, urology, neonatal, orthopaedic (including spinal surgery and limb reconstruction), neuro-surgery, plastic, ENT, max-fax, dental and ophthalmology. Currently there are 6 Consultant General Paediatric Surgeons and 7 Consultant Paediatric Orthopaedic Surgeons, plus a further 3 Spinal surgeons. The Trust has a 4-bedded Paediatric Burns Unit.

Medical Services comprise audiology and hearing services, allergy, infectious diseases, immunology, child development and neurodisability, child protection, safeguarding and forensic sexual abuse service, community paediatrics, cystic fibrosis regional centre, dermatology, diabetic medicine, general paediatrics, looked after children's Health team, oncology, haematology (including bone marrow transplantation), respiratory medicine including sleep studies, neurology, gastroenterology, hepatology, cardiology, nephrology, metabolic medicine, metabolic bone disease, neurophysiology and palliative care. The hospital has a separate children's Emergency Department that sees about 52,000 new patients per year.

All of the above are supported by specialist dietetics, physiotherapy and occupational therapy staff.

The Trust delivers out-patient services from a range of sites including Western Bank, Northern General Hospital, and the Ryegate Centre and Community bases. Across many specialities, there are hub and spoke arrangements to deliver clinics in local hospitals across the region.

Community, Well Being and Mental Health (CWAMH) Services comprise community CAMHS (Child and Adolescent Mental Health Services), inpatient CAMHS, specialist CAMHS (Learning Disability and Mental Health, Adolescent Forensic and Services for Looked After Children). It also includes Community Midwives, Health Visitors and Chaplaincy Services. CWAMH services also provide a Paediatric Psychology Service to the acute side of the Trust.

There is full on-site laboratory and radiological support, including MRI and spiral CT with a 3T scanner in the new build. The radiologists provide an echocardiography service and although the cardiology service is based at Leeds General Infirmary we have a cardiologist on site for advice.

Research is one of the Trust's core strategic objectives. The Sheffield Children's NHS Foundation Trust Children's Clinical Research Facility (CCRF) was the first dedicated CCRF in the UK. It was opened at Sheffield Children's Hospital in January 2008. The CCRF provides all the facilities needed to undertake first class research in children and the Trust's R&D staff are embedded within the CCRF to provide on-site support. The CCRF can accommodate a range of studies,

from experimental and translational medicine to phase IV clinical trials. The CCRF hosts a wide range of specialist paediatric research which includes NIHR portfolio research supported by the NIHR Medicines for Children Research Network (MCRN) and South Yorkshire Comprehensive Local Research Network.

JOB PURPOSE

Applications are invited from candidates with suitable training and experience for a full time, 10 PA post of Consultant in ENT based at Sheffield Children's NHS Foundation Trust. This post is whole time paediatric ENT but may involve sessions at a regional district general hospital and may involve adult work if desirable to the candidate. The post is a general paediatric ENT post and the candidate will have the opportunity to develop a special interest in line with the needs of the department.

The Sheffield Children's Hospital offers a comprehensive range of tertiary referral paediatric otolaryngological services, excluding tracheal surgery requiring the input of cardiothoracic surgeons. We have particular interests in endoscopic and open airway reconstruction, paediatric head and neck/salivary gland disease, and we run an Otology & Hearing Implant service.

Applicants should possess FRCS ORL-HNS or equivalent certification at the time of appointment and have had appropriate experience within a dedicated paediatric and neonatal hospital. It would be desirable for the candidate to be fellowship trained or equivalent in tertiary paediatric ENT.

Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with Consultant colleagues.

MAIN DUTIES/RESPONSIBILITIES

Clinical Duties

(Table shows likely apportionment of PA's – weekly timetable will be flexible depending on availability of sessions)

<u>Programmed Activity</u>	<u>Direct Clinical Care</u>	<u>Supporting Professional Activities</u>
Theatre Lists	2	
Outpatient Clinics	3.5	
Clinical Admin	1.5	
On call PA	1	
On call supplement	1 in 6 (weekdays) 1 in 10 (weekends) **	
Service Development / CPD / Audit / Governance / revalidation		1.5 (or 2 for newly qualified Consultants)

*On-call activity will take place within an existing dedicated paediatric ENT rota based at the acute SCH site, provided by the existing consultant team. This includes non-resident on-call out of hours. The candidate will cover ENT emergencies whilst on call and on an ad hoc basis at other times.

**Subject to change.

Discussions will take place with the successful candidate prior to commencement to firm up details of their timetable. At an appropriate point, normally three months, post commencement a job plan review will take place with the Clinical Director and Associate Director.

Appropriate support will be extended to the new appointee for appraisal and revalidation, they will also be allocated an appraiser.

The Trust is committed to supporting clinicians in continued professional development, appraisal and revalidation. There are a number of experienced appraisers within the Division. The Trust has an induction programme for new consultants and mentoring support is available normally with one of the more experienced consultant members of the specialty team. Where this is not suitable for whatever reason, mentoring is available from the Divisional Clinical Director. The Trust has a Health and Wellbeing service, which can provide support to any member of staff regarding non-clinical issues.

The existing consultant team are supported by a dedicated group of experienced medical secretaries this support will be extended to include this post holder. Booking of outpatient clinics and secretarial support is managed via a central General Services Department. Booking of inpatient and day case patients is managed within the Surgery & Critical Care Division. The post holder will be provided with all the support facilities afforded to consultant surgeons.

Audit

There is a rolling programme of audit (12 half days per year). This includes specific audits, critical incident reporting and morbidity and mortality. Interdepartmental meetings with the surgeons and paediatricians are held regularly.

Continuing Professional Development

The trust is committed to supporting the professional and personal development of consultant staff. Consultants are expected to participate in Continuing Medical Education. Study and Professional leave (up to 10 days per annum, pro rata) and financial support for this is available.

All consultants are required to participate in the Trust's Consultant Appraisal Programme which includes mandatory training.

The main conditions of service

The consultant will be appointed by Sheffield Children's NHS Foundation Trust. Terms and Conditions will be in accordance with nationally agreed conditions of service for Consultants (England) 2003 in the National Health Service as approved by the Secretary of State for Health and may be amended from time to time. The arrangement of duties will be such as may be agreed from time to time between the Trust and the person appointed. The Trust has no objection to the post holder undertaking private practice in accordance with the Terms and Conditions of Service and the Code of Conduct for Private Practice.

This post has been assessed as having a high risk of occupational transmission of Hepatitis B; therefore, evidence of pre-existing immunity of Hepatitis B is a condition of appointment. The

evidence provided must be to the satisfaction of our Occupational Health Doctor; in the event of the Occupational Health Doctor not being satisfied with the evidence produced, the appointee will be required to undergo a further blood test as confirmation of immunity. The successful candidate may be required to undergo a medical examination and will be required to undergo a police criminal convictions check.

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure and apply it.

Residence

The successful candidate will be required to maintain their place of residence in contact with the public telephone service and live not more than 10 miles by road or half-an-hour's drive from the Children's Hospital, Sheffield, unless prior specific approval to a greater distance is given by the Trust. Removal expenses on appointment will be paid in accordance with the Trust's Relocation Expenses Policy. This document can be obtained from the Human Resources Department.

Points of Contact and Visiting Arrangements

You are encouraged to visit the department. Informal enquiries should be directed to:-

<p>Mr Sanjeev Gupta Consultant ENT Surgeon ENT Team Lead ENT Department</p> <p>Sheffield Children's Hospital Clarkson Street Sheffield S10 2TH (0114) 2717423 Sanjeev.gupta5@nhs.net</p>	<p>Mrs Katia Allchurch Associate Director for Surgery and Critical Care</p> <p>Sheffield Children's Hospital Clarkson Street Sheffield S10 2TH (0114) 2717063 katia.allchurch@nhs.net</p>
<p>Mr Mark Flowers Clinical Director for Surgery and Critical care</p> <p>Sheffield Children's Hospital Clarkson Street Sheffield S10 2TH</p>	<p>(0114) 2260525 Mark.flowers@nhs.net</p>

SCOPE AND RANGE

Internal Relationships

The Sheffield Children's Hospital ENT department provides a wide range of ENT services to children from Sheffield, Yorkshire and beyond and is one of the premier tertiary referral paediatric hospitals in the country. There are four surgeons routinely offering paediatric airway surgery based primarily at the hospital, as well as an Otology & Hearing Implant service provided by two Otologists. We also have input from a Head and Neck surgeon and a Rhinologist for anterior skull base & major H&N support. The rest of the ENT team comprises two senior clinical fellows, one ST3-8 Speciality Registrar, one GP ST1-2 trainee, and two clinical Nurse Specialists.

There is joint airway working with gastroenterology, respiratory medicine, paediatric surgery and

neonatal intensive care. The otology service provides a full range of services including mastoid exploration and bone anchored hearing aids and middle ear implants. This department works closely with the medical audiology department to provide rehabilitation as well as the investigation of complex auditory conditions.

The ENT Team

Mr Simon Carr	Consultant ENT Surgeon
Mr Sanjeev Gupta	Consultant ENT Surgeon and ENT Team Lead
Mr Showkat Mirza	Consultant ENT Surgeon in Rhinology
Ms Nicola Stobbs	Consultant ENT Surgeon in Head and Neck
Mr Ravi Thevasagayam	Consultant ENT Surgeon
Mr Rohit Verma	Consultant ENT Surgeon
Mr Eishaan Bhargava	Locum Consultant ENT Surgeon
Mr Liran Stiler Timor	Specialist Doctor ENT
Ms Kalliopi Argyriou	Speciality Doctor ENT

JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Manager's Signature:

Date:

TRUST VALUES

Our Values express what it is like to work in our organisation and our employees should make these a part of everything we do.

Keeping children, young people and families at the heart of what we do

Compassion

- We are led by kindness for all – for our patients, their families and our colleagues
- We will show empathy and understanding, treating everyone with dignity and courtesy
- We will respect each other and those we care for

Accountability

- We always strive to do the right thing
- We own responsibility for our successes, failures and understand where we need to improve
- We will create a supportive working environment where everyone takes responsibility for their own actions

Respect

- We value differences and treat everyone fairly and consistently
- We will actively tackle inequality and will foster a culture of inclusion

Excellence

- We will seek to improve the way we work and deliver a high quality standard of care
- We will be open to new ideas, through innovation, partnership, research and education locally, nationally and internationally

Together we care

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PERSON SPECIFICATION – Consultant Paediatric ENT Surgeon

Assessment Criteria	Essential	Desirable	How assessed
Qualifications and Training	MBBS or equivalent	Senior Clinical Fellowship training in tertiary paediatric ENT	AF
	FRCS ORL-HNS or equivalent qualification	Distinction, prizes, awards, scholarships, other degrees, higher degrees	AF
	Certificate of completion of training (CCT) or equivalent or within 6 months of gaining CCT	Presentations	AF
		Publications	AF
Experience	Appropriate training and experience in Paediatric ENT and management of the Paediatric airway	Preparation of audit	AF/In
	Basic experience in management e.g. trainee rotas	Understanding of NHS management responsibilities of Consultants	AF/In
	Clear involvement in audit		AF/In
Knowledge and Skills	Organisational ability	Initiative	In
	Potential to cope with stressful situations and undertake responsibility	A critical enquiring approach to the acquisition of knowledge	In
	Understand and communicate intelligibly with patients	Ability to teach	In
	Ability to work as a team with professional colleagues from medical and other disciplines		In

Personal Attributes	Caring attitudes	Outside interests	In/REF
	Honesty		In/REF
	Trustworthy and reliable		In/REF
	Behave in a manner which establishes professional relationships with patients		In/REF
	Be physically and mentally fit and capable of conducting operative procedures which may be demanding of a number of hours of close attention		In
	Manual dexterity as confirmed by referees		REF
Demonstrates Trust Values	Compassion, Accountability, Respect, Excellence		In/REF
Other requirements	Full GMC registration and on GMC specialist register		AF
	Medical Insurance		AF
	Right to work in UK		AF

Key for How Assessed: AF = Application form, In = Interview, P = Presentation, T = Test, REF= Reference