

Be part of Our Future

Consultant Application Pack

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SECTION 1: About Us

The University Hospitals of Leicester NHS Trust (UHL) provides services for 1.1 million people in Leicester, Leicestershire and Rutland, and a further 2 million nationally through our specialist cardiac and renal services. The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland.

Our three acute sites are the Leicester Royal Infirmary, the Leicester General Hospital and the Glenfield Hospital. As an integrated Trust, we provide services in seven community hospitals as well as in people's homes and virtually. We are a renowned biomedical research facility with an established international reputation for research excellence in cardiovascular, respiratory, diabetes, renal and cancer medicine. Together with University of Leicester, Loughborough University and De Montfort University – and as one of the country's largest teaching hospitals – we provide world-class training for tomorrow's health and care professionals.

As an organization with a long history and a £1.5bn annual turnover, we also play a role as a community anchor organisation. More than 18,000 people representing over 70 different nationalities work at UHL and we are proud of the diversity of our workforce. As one of the largest employers in the region, we use our economic influence to improve the health and wellbeing of our community, by purchasing local goods and services and being a good civic partner.

We are committed to working in partnership with health and social care, local authority and charitable sectors to make a difference at scale. UHL's 2023 – 2024 strategy, published in October 2023, sets out a clear vision to be leading in healthcare and trusted in communities.

Our strategic framework

Vision: Leading in healthcare, trusted in communities

Four goal areas

High-quality care for all

We will deliver timely, safe and personalised care for everyone who needs it

A great place to work

We will support our diverse workforce and create learning environments that promote high-quality care

Partnerships for impact

We will make a difference at scale and strengthen community relationships

Research and education excellence

We will grow as an international centre of excellence for research, education and innovation

Our UHL values



Compassionate

We care for patients and treat each other with kindness, dignity, and respect



Proud

We are proud of what we do, are responsible for our actions, and continuously improve to be the best we can be



Inclusive

We promote fairness and equity, celebrate diversity, and challenge discrimination wherever we find it



One Team

We work together and collaborate to make a difference for patients, partners and communities

Embedding health equality and inclusion in all we do

Enablers of success



Continuous improvement approach



Digital, data and technology



Financial sustainability



Becoming a Green Trust



Working with people and communities

Welcome from Our Chief Executive

Mr Richard Mitchell

“Thank you for your interest in joining University Hospitals of Leicester NHS Trust (UHL). We are proud of the progress we are making and we are excited about our future as an integrated provider of health and care.

At UHL, we are working to achieve four goals; high quality care for all, a great place to work, partnerships for impact and research and education excellence. We have a turnover of £1.5bn and over 18,000 colleagues and we provide care in three main acute sites, seven community hospitals and in patients’ homes.



UHL and University Hospitals of Northamptonshire (UHN) have formed a collaboration with me as the Joint Chief Executive. The three neighbouring trusts provide home, community, hospital and virtual care to a population of over two million people in the East Midlands. The Trusts have many shared services, jointly employed clinicians and deliver world leading research through the Leicester National Institute of Health and Care Research (NIHR) Biomedical Research Centre.

We will work more closely to strengthen clinical and support services and will improved efficiency, productivity and quality. We will collaborative with NHS and Local Authority partners to improve health and wellbeing of patients and create better employment opportunities across the region.

I am proud to work in Leicester, Kettering and Northampton, we have a truly diverse workforce and I look forward to working with you too.”



Richard Mitchell
Chief Executive Officer
Richard.Mitchell@uhl-tr.nhs.uk
07795 211 370

SECTION 2: About the University of Leicester

The University of Leicester is the major academic partner of the University Hospitals of Leicester NHS Trust. This partnership is hosted within the University by the College of Life Sciences and enables the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, locally within Leicester, Leicestershire and Rutland and in the wider world. Contributions made by consultant colleagues to this broad academic mission are recognised by the University through the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.



The high calibre of our academic endeavour was recognised in the latest Research Excellence Framework (REF2021) which ranked the University of Leicester 2nd for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). Leicester was also ranked 18th (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5th in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle)

The College hosts two Research Institutes: [Leicester Institute of Structural and Chemical Biology, Led by Prof John Schwabe](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> led by Professor Chris Brightling; and nine Research Centres:

- Centre for Cancer Research,
- Centre for Diabetes Research,
- Centre for Microbial and Infectious Disease,
- Centre for Environmental Health and Sustainability,
- Centre for Phage Research,
- Centre for Lifespan Health and Wellbeing,
- Centre for Fibrosis Research,
- Centre for Sarcopenia and Muscle Research, and
- Centre for Population Health.

Our newly expanded NIHR Biomedical Research Centre (BRC) recently received a 2.5-fold increase in funding, and now brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health

The University's Mission is to 'change lives through education and research' and to work in partnership with our communities to become truly inclusive.

Our values are:

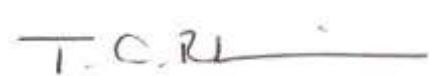
- **Inclusive**, diverse in our makeup and united in ambition;
- **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions;
- **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

Our strategy consists of three themes:

- World-Changing Research
- Research-Inspired Education
- Our Citizens

Our educational ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned. A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2023, following a major philanthropic donation to the university. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

I look forward to welcoming you to Leicester and to you joining both UHL and the University in our joint endeavour to improve the health outcomes and quality of life of our local population through research and education with world-wide impact.



Professor T G Robinson BMedSci MD FRCP FESO
Pro Vice-Chancellor, Head of the College of Life Sciences and Dean of Medicine
tgr2@leicester.ac.uk

SECTION 3: Leicester, Leicestershire and Rutland

A GREAT PLACE TO LIVE AND WORK

The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland, including Rutland Water

Leicester is the largest city in the East Midlands and the fastest growing. With a proud history of migration, it is famously the first 'plural' city in the country, with no single ethnic majority. The 2021 census identifies 94 languages spoken here, making Leicester one of the most linguistically diverse places in the UK

The city is home to the largest Diwali celebration outside India each Autumn, and across the rest of the year Leicester celebrates Vaisakhi, Eid, Hanukkah and Chinese New Year. It also hosts the third largest Caribbean Carnival in the country

Leicester has seen the development of the Space Park and Waterside area of the city in recent years, with a view to nurturing specialist industry skills and the retention of knowledge from graduates of the city's two universities. In the wider county, life sciences and logistics are industry growth areas, creating jobs and attracting more people to settle in Leicestershire.

Leicester has been one of the most successful sporting cities in the UK in the last decade with Leicester City Football Club, Leicester Tigers rugby union club and Leicester Riders basketball team all winning their respective leagues

The county is crisscrossed by footpaths, cycle trails and canals. Outdoor attractions include the National Forests, Bradgate Park, Beacon Hill and Swithland Wood. The strong transport infrastructure means you are never far from other destinations in the UK or overseas. Find out more at Visit Leicester and Discover Rutland

<https://www.visitleicester.info/>

<https://www.discover-rutland.co.uk/>

SECTION 4: Job Description

Department of Paediatrics in Women's and Children's Clinical Management Group

The Leicester Children's Hospital

Leicester Children's Hospital at University Hospitals of Leicester (UHL) NHS Trust provides:

- Secondary Paediatric Services to just over one million residents of Leicester, Leicestershire and Rutland (LLR);
- Tertiary Paediatric Services to the population of LLR and patients from surrounding counties;
- Quaternary Paediatric Services (e.g. Primary Ciliary Dyskinesia and ECMO) to the population of LLR and patients from across the country.

The Children's Hospital forms part of UHL's Women and Children's Clinical Management Group (CMG). Children's services and the East Midlands Congenital Heart Centre (EMCHC) are located at the LRI.

Leicester Children's Hospital is staffed by a highly skilled multi-disciplinary team who provide high quality care to all patients in a variety of specialties including emergency, elective and specialised services for children and families within and outside of the East Midlands.

Within the Children's Hospital there are 96 beds comprising 12 Day Care beds, 78 Inpatient beds and 6 commissioned HDU beds in addition to 8 PICU beds and 12 Cardiology beds (which includes 2 HDU beds)

The Children's Hospital has an annual income of £38.2 million from patient care activities; including 4,300 day cases, 940 elective spell, 5,900 emergency admissions and 41,500 outpatient attendances within the hospital per annum. The hospital has an establishment of 454 WTE including 258 Nursing staff, 105 Medical staff and 72 administrative staff

Services at Leicester Childrens Hospital

The Children's Hospital is based at the Leicester Royal Infirmary LRI and Glenfield Hospitals and manages a large number of paediatric specialities including:

- Cardiac Surgery
- Cardiology
- Clinical Immunology
- Dermatology
- Endocrine and Diabetes
- Gastroenterology
- General Paediatric Medicine
- General Paediatric Surgery

- Haematology
- Infectious Diseases (including HIV and TB)
- Intensive care
- Metabolic
- Neonatal and Paediatric ECMO
- Nephrology
- Neurology
- Oncology
- Orthopaedics
- Respiratory (including asthma, allergy and home ventilation)
- Rheumatology
- Urology
- Many specialities also do outreach clinics/lists.

Job Title; 2 x Consultants in Acute and General Paediatrics with an interest in High Dependency Care (10 PAs)

Location; University Hospitals Leicester

Managerially Accountable to; CMG Clinical Director or Head of Service

Professional Accountable to; Medical Director

Medical Staff

Women and Children's Clinical Management Group (CMG)

Women and Children's CMG Clinical Director	Dr Jonathan Cusack
Women and Children's CMG Lead Nurse	Ms Louise Evans
Women and Childrens CMG Head of Operations	Ms Sue McLeod

The Leicester Children's Hospital

General Managers	
Acute Paediatrics and Paediatric Surgery	Mrs Belinda Ross
Paediatric Subspecialty Medicine	Mr William Burdett-Derby
Heads of Service	
Cardiac Surgery, Cardiology, ECMO and ICU	Dr Claire Westrope
Subspecialty Paediatrics	Dr Simon Robinson
Acute and General Paediatrics	Dr Srin Bandi
Paediatric Surgery	Mr Nitin Patwardhan
Clinical Governance	
Clinical Governance Lead	
Education	

Education Governance	Dr Sridhar Arani
Undergraduate Medical Education	Dr David Luyt
Paediatric Training Programme Director (Level2)	Dr Hemant Bhavsar Dr Rajiv Mohan
Research	
Research Lead for Children's Hospital	Dr James Greening
Academic Respiratory Research Programme	Dr Erol Gaillard

Consultant Medical Staff at Leicester Children's Hospital

NHS Consultant Paediatricians	
Dr Mehul Joshi	Acute General Paediatrics
Dr Razi Paracha	Acute General Paediatrics
Dr Dan Bronnert	Acute General Paediatrics and Safeguarding
Dr Srini Bandi	General Paediatrics and Infectious Disease
Dr Joanne Forster	General Paediatrics and metabolic medicine
Dr Amisha Mistry	General Paediatrics
Dr Helen Bullivent	General Paediatrics
Dr Vinayak Rai	General Paediatrics
Dr Birendra Rai (Locum)	General Paediatrics
Dr Briony Stone	General Paediatrics and Allergy
Dr Sonal Kapoor	General Paediatrics and Diabetes
Dr Prerna Patel (locum)	General Paediatrics and Eating Disorders
Dr Savitha Shenoy	General Paediatrics and Endocrinology
Dr Prem Sundaram	General Paediatrics and Diabetes (College Tutor)
Dr Arani Sridhar	General Paediatrics and Rheumatology (Honorary Lecturer)
Dr Ruth Radcliffe	General Paediatrics and Immunology
Dr Pradeep Nagisetty	General Paediatrics and Nephrology
Dr James Greening	Diabetes and Endocrinology
Dr Anbu Subbarayan	Diabetes and Endocrinology
Dr Hemant Bhavsar	Gastroenterology
Dr Anne Willmott	Gastroenterology
Dr Rajiv Mohan	Gastroenterology
Dr Suchandra Pande	Gastroenterology
Dr Gary Stiefel	Allergy
Dr David Luyt	Allergy(Honorary Senior Lecturer)
Dr Kaljit Bhuller	Oncology and Haematology
Dr Sunita Dhir	Oncology and Haematology
Dr Kamal Ahmed	Oncology and Haematology

Dr Emma Ross	Oncology and TYA Oncology Service
Vacant	Paediatric Nephrology
Dr Angela Hall	Nephrology
Dr Bedangshu Saikia	Intensive Care
Dr Pompa Kukreja	Intensive Care
Dr Raghu Ramaiah	Intensive Care
Dr Jamie Whitelaw	Intensive Care
Dr Zoha Mohamad	Intensive care
Dr Sanjiv Nichani	Intensive Care and Dermatology (Honorary Senior Lecturer)
Dr Simon Robinson	Intensive Care and ECMO
Dr Claire Westrope	Intensive Care and ECMO
Dr Anand Patil	Intensive Care
Dr Jeremy Tong	Intensive Care
Dr Julia Vujcikova	Intensive Care
Dr Dhinesh Bhaskaran	Neurology
Dr Nahin Hussain	Neurology (Honorary Senior Lecturer)
Dr Rajib Samanta	Neurology
Dr Kamini Jain	Respiratory Medicine
Dr Ahmed Molla	Respiratory Medicine
Dr Manisha Ramphul	Respiratory Medicine
Dr Aidan Bolger	Cardiology (Honorary Associate Professor)
Prof Frances Bu'Lock	Cardiology (Honorary Professor)
Dr Tariq Saifullah	Cardiology
Dr Suhair Shebani	Cardiology
Dr Katie Linter	Cardiology
Dr Daniel Velasco-Sanchez	Cardiology
Dr Simon Macdonald	Cardiology
Dr Saran Durairaj	Cardiology
Honorary Consultant Paediatricians (University)	
Dr Erol Gaillard	Respiratory Medicine and Cystic Fibrosis
Dr David Lo	Respiratory Medicine
NHS Consultant General Paediatric Surgeons	
Mr Ashok Rajimwale	
Mr Bala Eradi	
Mr Nitin Patwardhan	
Mr Haitham Dagash	
Mr Anthony Owen	
Ms Madhavi Kakade (locum)	

Mr Khalid El-Malik
NHS Consultant Paediatric Cardio-Thoracic Surgeons
Mr Branko Mimic
NHS Consultant Paediatric Orthopaedic Surgeons
Mr Alwyn Abraham
Ms Anna Peek
Mr Andrew Furlong
Mr Assad Qureshi
Neonatal Service (part of Women and Children's Clinical Management Group)
NHS Consultant Neonatologists
Dr Kamini Yadav
Dr Andrew Currie
Dr Fiona Wood
Dr Deepa Panjwani
Dr Jo Behrsin (Head of Service)
Dr Jonathan Cusack (Honorary Senior Lecturer)
Dr Sumit Mittal
Dr Venkatesh Kairamkonda (Honorary Lecturer)
Dr Robin Miralles (Honorary Senior Lecturer)
Dr Joe Fawke
Dr Jane Gill
Prof Tilly Pillay (Honorary Senior Lecturer)
Dr Ben Baucells
Dr Katherine Millard
Dr Joanna Preece
Honorary Consultant Neonatologists (University)
Professor Elaine Boyle

<u>Consultant Staff in other Services providing care for children</u>		
Anaesthesia	Dr Brid Cagney	Dr Emma Helm
	Dr David Marriott	Dr Elsa Dekker
	Dr Tim Bedford (Cardiac)	Dr William Russell
	Dr Stahl	Dr Peiris
	Dr Pat Slater	Dr Angadi
	Dr Kay Mobley (Cardiac)	Dr Nick Moore (Cardiac)
	Dr Jaswant Sumal (Cardiac)	
Dermatology	Dr Ingrid Helbling (Honorary Associate Professor)	
	Dr Rob Burd	

	Dr Shika Gupta	
ENT Surgery	Mr George Murty	
	Mr Anil Banerjee	Prof Henry Pau
	Mr Peter Conboy	Prof Peter Rea (Honorary Professor)
	Ms Marianne Elloy	
Immunology	Dr Arthur Price	
Ophthalmology	Ms Anamika Tandon	Miss Nagini Sarvananthan (Honorary Associate Professor)
	Ms Samira Anwar (Honorary Senior Lecturer)	
Pathology	Dr Helen Porter	Dr Angus McGregor
	Dr Roger Malcolmson	
Plastic Surgery	Mr David Ward	
	Mr Sanjay Varma	
Radiology	Dr Fiona Dickinson	Dr Andy Rickett
	Dr Mandip Heir	Dr Ahmad Sharaff
	Dr Rachel Holmes	
Emergency Dept	Dr Rachel Rowlands	Dr Amy Atkinson
	Dr Gareth Jones	Dr Samantha Jones
	Prof Damian Roland (Honorary Professor)	Dr David Sinton
	Dr Habab Mekki	Dr Catherine Nunn
	Dr Aaron Green	Dr Mark Williams
	Dr Vivek Pillai	Dr Ffion Davies (Honorary Senior Lecturer)

Appointment

The appointment will be whole time. Any Consultant who is unable for personal reasons, to work whole 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 in consultation with Consultant colleagues.

Base

Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

Key Tasks

- To contribute to the provision of the Acute and General Paediatric service as well as providing care to the patients admitted to HDU.
- Weekly General Paediatric outpatient clinics.
- Participate in the consultant cover and service provision for the General Paediatric Service including the Consultant of the week day time rota.
- Participate in the General Paediatric Consultant on-call service. This includes 24-7 out-of-hours cover for the Children's Hospital.
- Lead the care of patients admitted to HDU which is based on ward 12. Currently we have 6 commissioned HDU beds and the plan is to go up to 8 beds in the next few months.
- Promote and strengthen links with colleagues in Primary Care, including GP's and AHP's
- Maintenance of the highest clinical standards in the management of patients.
- To share with colleagues responsibility for the day-to-day management of patients.
- In addition the post holder will work closely with the general paediatric team as well as relevant Heads of Service and General Managers
- To promote new ways of working and co-ordinating care for patients in the community and to ensure that services are based on effective and integrated partnerships across the health community.
- Supervise and train junior medical staff
- To be involved in appraising and assessing juniors.
- Teaching, research and administration.
- To proactively develop the service.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.

Duties and Responsibilities of the post

The overriding purpose is to support the provision of highest quality patient care through personal actions and continuous improvement.

- Responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department;
- Cover for colleagues' annual leave and other authorised absences;
- To participate in service development and business planning in collaboration with the other Consultants in the department, the CMG and local GPs and commissioners within the local CCGs;
- Professional supervision and management of junior medical staff including the observance of local employment and human resource policies and procedures;
- Responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally;
- Participating in medical audit, the Trust's Clinical Governance processes and in CPD – CPD is provided in job plans and attendance at audit and other governance meetings is mandatory; Managerial, including budgetary responsibilities where appropriate and compliance with standing orders and standing financial instructions of the Trust.;
- In line with GMC Good Medical Practice it is the responsibility of the post-holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- The post-holder is expected to respond in a timely fashion to legitimate requests from Trust officers – this might include investigations of incidents or complaints.
- The post-holder is expected to participate in teaching and training of junior staff and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty. If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.
- The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose.
- The post-holder will be expected to undertake the Trust Corporate and Directorate specific Induction and competency Programmes appropriate to role.
- The post-holder will be required to maintain their continuing professional development (CPD) to be able to successfully revalidate. As per the Trust requirement the successful candidate will be required to have annual appraisal and attend / keep fully up to date with statutory and mandatory training as stipulated.

Job Plan

The job plan will be subject to annual review, with any revisions sought by mutual agreement but it is expected that the successful candidate will work with the CMG management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future.

Direct Clinical Care (DCC)	
Outpatient clinic	1.0
Clinical Administration	0.8
Single Front Door (ED)	2.0
Ward Round (COW)	1.2
On-call	1.5
HDU	1.5
Supporting Professional Activity (SPA)	
SPA for revalidation (CPD, audit, mandatory training, appraisal, departmental meetings etc.)	1.5
Teaching/Educational Supervision	0.5
Total PA	10

Supporting Professional Activity (SPA)

It is expected that most Consultants within the Trust will have 2.5 PA's for Supporting Professional Activities (SPA).

1.5 PA's are allocated as a minimum to all consultants for SPA in order to support the requirements of revalidation which include activities such as participating in audit, CPD and mandatory training.

Up to a further 1 PA will be available for SPA by mutual agreement as part of the job planning process for further appropriate verifiable SPA. Where a consultant decides not to undertake additional SPA over and above 1.5 PA's, suitable alternative clinical work will be offered to bring the job plan up to 10 PA's.

Mentorship

There is a mentorship scheme for all new consultant staff, this is designed to help and assist new appointees to settle into working at UHL as easily as possible. It is designed to assist individuals in a personal way to familiarise them with the Trust and how things work in practice.

The Trust also has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Appropriate secretarial and office accommodation will be available. The University Hospitals of Leicester NHS Trust are committed to support continued professional development with paid study leave within a budget. Each Consultant is provided with a personal computer with access to the internet and NHSNet connection.

The post holder will have the opportunity to apply to become a clinical teacher. In addition to the standard 1.5SPAs the clinical teacher role is supported by 0.5 SPA to support two hours of undergraduate teaching time per week. This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

Any Other Duties

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

Education: Teaching and Training

All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role as a Consultant in UHL.

Consultants will normally have undergraduate medical students placed with them during clinical duties and are expected to teach alongside clinical service work. Similarly, Consultants will normally be involved in clinical supervision of postgraduate trainees working within UHL.

Medical students based at the University of Leicester follow a standard 5 year programme with years 1 and 2 (phase 1) predominantly based in the University but including both a Healthcare assistant training programme, and a programme developing their consultation and examination skills; and three years on clinical placement in phase 2. The teaching of undergraduate students in UHL reflects the Divisional structure of the Trust. Undergraduate medical students are taught by UHL throughout the medical course from years 1 to 5. Both ward- and outpatient-based clinical teaching, as well as tutorial and lecture style teaching is undertaken in addition to individual supervision of clinical students (years 3-5) attached to them,

Some Consultants will choose to take on additional undergraduate and/or postgraduate education and training responsibilities. This activity will be specific, identifiable, evidenced, recognised and appraised. Such additional teaching and training activity will be recognised within their SPA allowance.

Those undertaking specifically agreed additional undergraduate teaching duties recognised as part of the SPA allowance (up to 0.5SPAs) within their job plan may be recognised as Clinical Teachers.

This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

Principal Elements:

- To support and oversee the placement of students in the department and act as a clinical teacher
- To facilitate delivery of undergraduate teaching as directed by the departmental undergraduate education lead

Enhanced undergraduate duties also includes: acting as examiners in medical school assessments; providing regular seminar and small group teaching; lecturing and other Phase 1 teaching (year 1 & 2) within the medical curriculum; and leadership of a Student Selected Component (lasting four weeks in year 3 and/or six weeks in year 5).

Those who undertake additional significant responsibilities as a block or clinical education lead within their DCC time may be eligible for the award of the title of honorary lecturer or honorary senior lecturer depending on their level of activity

Enhanced postgraduate duties will include acting as an Educational supervisor for Foundation or Specialty trainee, UHL Divisional Education governance lead, contributing to recognised postgraduate-teaching courses in UHL, e.g. Specialty Training programmes, involvement in recruitment of trainees, interviews for specialty training and recruitment to Foundation programmes.

General Policies, Procedures and Practices

The post holder will be expected to comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

SECTION 5: Person Specification

Appointment of: Consultants in Acute and General Paediatrics with an interest in High Dependency Care in Women's and Children's CMG

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
Commitment to Trust Values & Behaviours		
	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours 	
Qualifications / Training		
	<ul style="list-style-type: none"> MB BS or Equivalent Full GMC Registration Fully Accredited for Higher Specialist Training or will be eligible for inclusion on the Specialist Register within 6 months of the interview date. HDU SPIN or 6 months PICU training MRCPCH APLS Level 3 Safeguarding 	<ul style="list-style-type: none"> Membership of relevant Specialist Societies or Associations. Higher degree e.g. MSc, MD or equivalent.
Experience / Clinical Skills		
	<ul style="list-style-type: none"> Fully trained in General and Acute Paediatrics Excellent clinical skills and experience requisite to meeting all aspects of the Job Plan. Ability to apply sound clinical judgment to problems. Demonstrates clear, logical thinking / analytical approach. 	<ul style="list-style-type: none"> Evidence of clinical or research commitment and a relevant specialty interest.
Management		
	<ul style="list-style-type: none"> Ability to work effectively as part of a multidisciplinary team and supervise juniors. Experience of leading teams and awareness of leadership styles. Ability to effectively organise, prioritise and manage clinical workload. Understanding of wider health agenda and modern NHS. 	<ul style="list-style-type: none"> Evidence of management and administration experience. Management training on an accredited course. Awareness of Service Development issues.

	<ul style="list-style-type: none"> • Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills). • Knowledge and understanding of clinical governance issues. 	
Communication Skills		
	<ul style="list-style-type: none"> • Demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues. • To be empathic and sensitive; capacity to take others perspectives and treat others with understanding. • Highly Developed Emotional Intelligence 	<ul style="list-style-type: none"> • Highly developed emotional intelligence • High standard of presentation both written and verbal • Demonstrable track record of successful change management • Proven ability to maintain focus in a demanding environment
Motivation		
	<ul style="list-style-type: none"> • Personal integrity and reliability. • Ability to motivate and develop both medical Staff and non-medical staff. 	<ul style="list-style-type: none"> • Commitment to further develop the post and the service provided.
Audit/ Quality Improvement		
	<ul style="list-style-type: none"> • Effective participation in and a commitment to clinical audit. • Participation in a quality improvement programme • Experience of quality improvement work and audit 	<ul style="list-style-type: none"> • Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence • Completion of formal courses in Audit and quality improvement. • Published Audit including quality improvement.
Research		
	<ul style="list-style-type: none"> • Understanding and interest in research. • Ability to appraise research critically • Ability to supervise juniors undertaking research projects. • Evidence of recent research and development activity 	<ul style="list-style-type: none"> • Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty.
Teaching		
	<ul style="list-style-type: none"> • Experience of and a commitment to training/ teaching undergraduate and postgraduates. • Appraisal and assessment skills. • Ability to assess clinical competencies • Enthusiastic and ability to inspire and lead others. 	<ul style="list-style-type: none"> • Willingness to develop new approaches to teaching. • Post Graduate qualification in teaching and training.

Equality & Diversity		
	<ul style="list-style-type: none"> • Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs. 	

SECTION 6: Pre-employment Checks

Professional Registration

All persons appointed to the post are required to hold GMC / GDC registration with a licence to practice. In order to be a Consultant in the NHS you must also be on the specialist register.

Health Clearance

It is recommended that all new healthcare workers have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.

These standard health clearance checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.

For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:

- HIV
- Hepatitis B
- Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

**Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

Disclosure and Barring Service

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.

Statement On The Recruitment Of Ex-Offenders

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to withdraw conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at: <https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

SECTION 7: Recruitment Services Contact Information

Recruitment Services Contact (Consultant Recruitment):
07977957295

Recruitment Services email (Consultant Recruitment):
uhlconsultantrecruitment@uhl-tr.nhs.uk

Recruitment Services Address:
University Hospitals of Leicester NHS Trust
Knighton Street Offices
Level 3
Leicester Royal Infirmary
LE1 5WW



We are UHL