

## Newborn Services

### Job Description

<b>Job Title:</b>	Locum Consultant Neonatologist
<b>Band:</b>	Consultant
<b>Hours of Work (p/w):</b>	Full Time - 10PAs with applicants wishing to work part-time / job sharer welcome to apply.
<b>Service Centre/Directorate:</b>	Children's Services
<b>Base:</b>	St George's Hospital
<b>Accountable to:</b>	Neonatal Care Group Lead
<b>Reports to:</b>	Neonatal Care Group Lead
<b>Key working relationships:</b>	Consultant Neonatologists and Paediatric Surgeons Consultant body – Children's Services Neonatal Junior Doctors Neonatal nursing staff Maternity and Obstetric Staff Outpatient's staff Children's Services Management team

### Job Summary:

This is a locum consultant post to cover maternity leave. The appointee will participate in the delivery of safe, high quality neonatal services for local and network babies as outlined by British Association of Perinatal Medicine (BAPM), the NHS Long Term Plan and the Consultant Contract. The postholder will have special interests and expertise to complement that of the consultant group.

### Role of the Department:

The Neonatal Unit at St. George's Hospital is a neonatal intensive care unit (Level 3) with neonatal surgery and is one of the three lead centres in South London. South West London has approximately 20,000 deliveries each year and approximately 5000 deliveries at St. George's. St George's provides specialist neonatal surgical services for neighbouring networks covering a large geographical area which extends down to the south coast. This region has a delivery rate of about 40,000 per annum and a population of about 3 million.

The unit currently has 12 intensive care cots, 12 high dependency and 16 special care cots. We have over 500 admissions/year (excluding transitional care) and > 12,000 cot days per annum. 40% of babies are in-utero or ex-utero transfers; and over a quarter of all admissions have a surgical condition. 8% of babies are <27 weeks gestation. We care for all conditions requiring intensive care

support, except complex cardiac and ECMO cases. Available facilities include conventional and high frequency ventilation, neurally-adjusted ventilatory assist (NAVA), inhaled nitric oxide, echocardiography, POCUS, complex imaging and neuroimaging, CFM, EEG, and up to three cots for therapeutic hypothermia. Other specialist paediatric services include infectious diseases, respiratory medicine with long term ventilation, neurosurgery, ophthalmology, radiology, neurology, genetics, 1

Consultant Neonatologist/ job description, St George's Hospital NHS Trust, Dec 2022

**Our values**    **excellent**    **kind**    **responsible**    **respectful**

endocrinology, community paediatrics, ENT, plastic surgery, orthopaedics, haematology, oncology and gastroenterology, respiratory medicine, as well as a visiting cardiologist. We work closely with the fetal and maternal medicine department who provide a supra-regional service in fetal medicine.

The neonatal unit has an embedded neonatal in-patient therapy service to support the national recommendations. These comprise neonatal physiotherapists (Band 7 and Band 8A), neonatal occupational therapists (Band 7 and Band 8A), neonatal speech and language therapists (Band 7 and Band 8A) and a neonatal dietician (Band 8A). There is a Child Development Centre located within the hospital. The department uses electronic documentation and bespoke neonatal prescribing on the Cerner platform. Admission, discharge summaries and data collection are performed on the Badger database. Some transitional care takes place on the postnatal ward and there are plans in development for a fully funded 24 hour transitional care.

St George's Neonatal Unit has an evidence and research-based ethos with a strong dedication to teaching. Clinical and research interests of the consultant team include respiratory, infection, nutrition, resuscitation, neurodevelopment, education, cardiology, point of care ultrasound, and neurology. We strongly believe that we should allow our families the opportunity to be involved in research studies and have recruited patients into large NIHR studies: Feed1, Surfon, PIPS, Elfin, PLANET 2, Baby Oscar alongside other research studies particularly with a focus on infectious diseases and vaccination. We have strong links with the paediatric infectious diseases team, who have a national profile leading neonatal infectious diseases research. There is an active neonatal simulation training programme. Successful candidates may apply for an Honorary Senior Lecturer appointment with St George's University London (see section 'About St George's, University of London').

The quality of our service is highly valued by families. Our most recent Care Quality Commission inspection in 2019 rated services for children and young people as "Outstanding". In the last SW London Parents Survey, >95% of all responses regarding quality of medical and nursing care were positive. The unit rates highly in the friends and family test and is a recent recipient of the Trust values awards.

In the most recent 2022 GMC Trainee Survey, the neonatal unit ranks in the top three units nationally for "overall trainee experience". We pride ourselves on our breastfeeding support and were awarded Level 3 UNICEF Baby Friendly Accreditation in 2019, re-accredited with Silver status in 2022 and being accredited for Gold status in 2024. In the latest published National Neonatal Audit Project report, 83% of our preterm inpatients were discharged home on an intake of breastmilk. (Top five all neonatal units nationally).

## **Clinical Duties:**

Clinical duties are divided pro rata based on clinical professional activities (PA's). This post will be remunerated at a rate of 10 PA's per week although the number of PA's worked each week will vary depending on attending duties, which are shared between the consultant group.

- **Intensive Care weeks:** The attending consultant has continuing responsibility for care of both medical and surgical patients in their charge, including all babies in intensive care and the isolation room. During weeks on service other activities can be suspended to allow commitment to the acute daily workload and service needs. The consultant will lead a grand ward round twice a week and it is expected that the consultant will do an informal ward round each day. There is occasional need for consultations for babies on the General Paediatric wards and PICU. The consultant attends the registrar handover round at 8.00 am, and hands over care to the on-call consultant between 5 and 7pm.
- **High-dependency Care weeks:** The attending consultant has continuing responsibility for the care of patients in their charge including all babies in the high dependency area on the unit. During weeks on service other activities can be suspended to allow commitment to the acute daily workload and service needs. The consultant will do a grand round twice a week and it is expected that the consultant will do an informal ward round each day. This consultant is also responsible for covering emergency activity outside of the neonatal unit (delivery suite and the emergency department), and for antenatal counselling of women on labour ward. The consultant attends the registrar handover round at 8.15 am, and hands over care to the oncall consultant between 5 and 6 pm.
- **Special Care weeks:** The appointee will participate in providing cover for special care babies and the postnatal wards. During these weeks, the consultant will review patients in their care daily and provide support for junior staff looking after patients on the postnatal wards. There is an allowance for twice weekly ward round of transitional care patients on the postnatal wards. They also provide consultant support for the neonatal community nursing team.
- **Non-attending weeks:** The appointee will undertake appropriate administrative and clinical duties associated with the running of the clinical department. Attendance at multi-disciplinary unit meetings, the Thursday morning teaching session, Grand Round and the multidisciplinary meetings planning direct patient care is expected as well as contribution to the educational activity of the department. There are days off during non-attending weeks in accordance with the total PA remuneration.
- **Clinic:** There is a once weekly neonatal follow-up clinic, staffed by two neonatal consultants and a middle grade doctor. Once a month, this clinic is reserved for high-risk neonatal graduates who have a detailed neurodevelopmental assessment. This post holder will provide cover for 10 clinics/year. This will include high risk neonatal graduate clinic cover with detailed neurodevelopmental assessments. Clinics cannot be done during intensive care and high dependency attending and may be done during special care attending or in non-attending weeks. Other clinics done by consultants include a 2-year Bayley's follow-up clinic, a neonatal respiratory clinic and paediatric cardiology clinics with a consultant from Royal Brompton Hospital. There is also a bimonthly fetal medicine counselling clinic with parents for infants with abnormalities detected antenatally requiring specific care postnatally.
- **Out of hours of cover:** On call will be 1:10.1 with prospective cover allowing for colleague's leave. The on-call consultant will remain in the hospital until at least 10 pm. The post holder will be expected to liaise with consultant colleagues in providing internal cover for annual leave and study leave. The consultant on-call for the weekend will do an ITU and HDU ward round each day and be on site for at least 12 hours per day.

## Non-clinical duties:

- **Education:** All consultants actively support multi-professional and undergraduate education within the department. It is expected that the post holder will contribute to undergraduate and postgraduate teaching. There may be opportunities to present at Medical School and Child Health Grand Rounds.
- **CPD, Appraisal and Job-planning:** All consultants are expected to regularly update their professional knowledge and to maintain a portfolio of evidence for CPD. They will also have a commitment to participate in the Trusts mandatory and statutory training (MAST). The post holder will be supported to develop the required skills in educational supervision.
- **Leadership & Management:** All consultants take an active role in the leadership and management of the clinical service, attend regular multidisciplinary meetings and lead defined areas of the service. SPA responsibilities will complement those of the team. This will include consultant quality assurance for the Newborn Infant Physical Examination programme. The successful candidate will participate in the Trust's system of governance and audit and to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust.
- **Research:** Applicants with a comprehensive research portfolio who can lead new projects on the neonatal unit will be welcome. Current research active collaborators are paediatric infectious diseases, the fetal medicine unit and the medical school. Applicants who have active links and would collaborate with new research groups for the neonatal unit will be welcome. There are opportunities to participate as the Principal Investigator in NIHR portfolio studies.
- **Academic:** The post-holder will be expected to contribute to undergraduate and postgraduate teaching

## Job Plans

The Job Plan is 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. In addition, it should include personal objectives, including details of their link to wider service objectives, and detail the support required by the consultant to fulfil the job plan and the objectives. The PA remuneration for this post is 10 PA's. The job plan will be discussed in detail after the appointment and reviewed annually. Changes may arise to job plans as necessary.

## Neonatal Consultant, Women and Children's Directorate

(Job Plan calculated as annualised PAs over 42 weeks)

Activity	Annual PA's
<b>Direct Clinical Care</b>	
Includes:	
5 weeks attending ITU (08.00-19.00 hours)	1.94
5 weeks attending HDU (08.15-18.00 hours)	1.45
5 weeks attending SCBU (09.00-17.00 hours)	1.27
Outpatient clinics (10 /year, 4 hrs+1.5hrs admin)	0.39
Bereavement counselling	0.05
Clinical Meetings outside attending weeks (perinatal morbidity and mortality, mortality reviews, X-Ray, fetal medicine, Surgical, Grand Round)	0.24
Predictable on-call work (based on 4 hours of predictable work per on call night, with 2 of those hours between 19.00-07.00 and a further 20 hours of predictable on-call work per weekend on call). Unpredictable on-call work (based on 7.5 hours total for nights on call and per weekend on call).	2.66
<b>Weekly annualised PA's (total PAs per year/42)</b>	<b>8.0</b>
<b>Supporting Professional Activities</b>	
CPD: job planning and appraisal 4hrs/year, GGKT meetings non-attending, child health meetings non attending, MDT meetings, other CPD activity	1
Clinical management in non-attending weeks (care group meeting, consultants meeting, Governance meetings, audit, QI projects guidelines).	0.25
Other SPA responsibilities that complement team	0.25
Educational supervision of two junior doctors	0.5
<b>Total SPA</b>	<b>2.0</b>
<b>Total PA's (annualised)</b>	<b>10</b>

1 PA=4 hours (in hours)

**Table 1: Intensive Care attending weeks (X 5 per year)**

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
8.00-8.30am	Handover	Handover	Handover	Handover	Handover	Handover	Handover
8.30-9.30am	ITU	ST teaching/ ITU	ST teaching/ ITU	Junior doctor presentation	NNU surgical meeting	Safety Huddle  NNU ward Round on-call 1 in 9.3	Safety Huddle  NNU ward Round on-call 1 in 9.3
9.30-9.45am	Safety Huddle	Safety Huddle	Safety Huddle	Safety Huddle	Safety Huddle		
9.45 - 1pm	Consultant WR (ITU)	ST WR, consultant review (ITU)	ST WR consultant review	NNU Grand Round ITU	ST WR, consultant review		
1 – 2pm	Perinatal Meeting	Radiology meeting	Fetal Medicine meeting	ITU	ITU		
2- 2.30pm	Respiratory team meeting	ITU	Infectious Disease meeting ITU work	ITU	ITU		

3-5pm	ITU	ITU	Care Group meeting (3 <sup>rd</sup> Monday)	Consultant meeting once a month	Cranial Ultrasound scan meeting (GGKT meeting once/ month)		
5pm	Handover	Handover	Handover	Handover	Handover		

**Table 2: High Dependency attending weeks (X 5 per year)**

	<b>MONDAY</b>	<b>TUESDAY</b>	<b>WEDNESDAY</b>	<b>THURSDAY</b>	<b>FRIDAY</b>
8.15-8.30am	Handover	Handover	Handover	Handover	Handover
8.30-9.30 am	HDU	ST teaching/ HDU	ST teaching/ HDU	Junior doctor presentation	NNU surgical meeting
9.30-9.45am	Safety Huddle	Safety Huddle	Safety Huddle	Safety Huddle	Safety Huddle
9.30 am - 1pm	ST WR, consultant review	Consultant WR	ST WR, consultant review	NNU Grand Round ITU	Consultant WR
1 – 2pm	Perinatal Meeting	Radiology meeting	Fetal Medicine meeting	HDU work	HDU
2 – 2.30 pm	Respiratory meeting	Psychosocial meeting	Infectious Disease meeting	HDU	HDU
3-5pm	HDU	HDU	Care Group meeting (3 <sup>rd</sup> Monday)	Consultant meeting once a month	Cranial Ultrasound scan meeting (GGKT meeting once/ month)
5 pm	Handover	Handover	Handover	Handover	Handover

**Table 3: Special Care attending weeks (X 5 per year)**

	<b>MONDAY</b>	<b>TUESDAY</b>	<b>WEDNESDAY</b>	<b>THURSDAY</b>	<b>FRIDAY</b>
8.30 – 9.30am	SCBU	ST teaching/ SCBU/ admin	ST teaching/ SCBU/ admin	Junior doctor presentation	NNU surgical meeting
9.30- 9.45 am	Safety Huddle	Safety Huddle	Safety Huddle	Safety Huddle	Safety Huddle
9.45am - 1pm	Community nurses meeting. ST/ NNP WR, consultant review	Consultant SCBU round	ST/ NNP WR, consultant review	ST/ NNP WR, consultant review	Consultant SCBU round
1 –2pm	Perinatal Meeting	Radiology meeting	Fetal Medicine meeting	SCBU	Dept Child Health Meeting
2 – 2.30pm	Medical student teaching (2-3pm)	Psychosocial meeting	Infectious Disease meeting	SCBU PN ward/ TC	SCBU PN ward/ TC
2.30- 5pm	SCBU PN ward/ TC	SCBU PN ward/ TC	Care Group meeting once/ month	SCBU PN ward/ TC	Cranial Ultrasound review meeting or (GGKT meeting once/month)

**Table 4: Non- attending weeks**

	<b>MONDAY</b>	<b>TUESDAY</b>	<b>WEDNESDAY</b>	<b>THURSDAY</b>	<b>FRIDAY</b>
8.30 – 9.30am	SPA/CPD	ST teaching/ SPA/ CPD	ST teaching/ SPA/ CPD	Junior doctor presentation	NNU surgical meeting
9.30 - 1pm	SPA/ CPD	SPA/ CPD Governance meeting monthly 12-1pm	Neonatal follow up clinic	ITU grand round	Fetal medicine clinic
1 –2pm	Perinatal Meeting	Radiology meeting	Fetal Medicine meeting		SPA/CPD
2 – 2.30pm	SPA/ CPD	SPA/ CPD	Infectious Disease meeting	SPA/ CPD	SPA/ CPD
2.30-5 pm	SPA/ CPD	SPA/ CPD	Care Group meeting monthly  PMRT monthly	Consultant meeting monthly	Cranial Ultrasound review meeting (GGKT meeting monthly)

### **Other Duties/Responsibilities:**

- ✦ To have responsibility for the Health, Safety and Welfare of self and others and to always comply with the requirement of the Health and Safety Regulations.
- ✦ To always ensure confidentiality, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
- ✦ To work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery.
- ✦ To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role.
- ✦ To comply with St. George's Healthcare No Smoking Policies.
- ✦ To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

### **Trust Vision & Values:**

The post holder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision of providing excellent healthcare to our patients and local population. We expect all our staff to share the values that are important to the Trust: Being Excellent, Kind, Responsible & Respectful, and behave in a way that reflect these.

### **St George's University Hospitals NHS Foundation Trust**

With over 9,000 dedicated staff caring for patients around the clock, we are the largest healthcare provider in southwest London.

Our main site, St George's Hospital in Tooting – one of the country's principal teaching hospitals – is shared with St George's, University of London, which trains medical students and carries out advanced medical research. St George's Hospital also hosts the St George's, University of London

and Kingston University Faculty of Health and Social Care Sciences, which is responsible for training a wide range of healthcare professionals from across the region.

As well as acute hospital services, we provide a wide variety of specialist care and a full range of community services to patients of all ages following integration with Community Services Wandsworth in 2010.

St George's University Hospitals NHS Foundation Trust serves a population of 1.3 million across southwest London. Many services, such as cardiothoracic medicine and surgery, neurosciences and renal transplantation, also cover significant populations from Surrey and Sussex, totalling around 3.5 million people.

The trust also provides care for patients from a larger catchment area in southeast England, for specialties such as complex pelvic trauma. Other services treat patients from all over the country, such as family HIV care and bone marrow transplantation for non-cancer diseases. The trust also provides a nationwide state-of-the-art endoscopy training centre.

Several our services are members of established clinical networks which bring together doctors, nurses and other clinicians from a range of healthcare providers working to improve the quality of services for patients. These include the South London Cardiac and Stroke Network and the South West London and Surrey Trauma Network, for which St George's Hospital is the designated heart attack centre, hyper-acute stroke unit and major trauma centre.

We provide healthcare services at:

Hospitals:

St George's Hospital, Tooting

Queen Mary's Hospital, Roehampton

Therapy centres:

St John's Therapy Centre

Health centres:

Eileen Lecky Clinic

Nelson Health Centre

Stormont Health Clinic Tooting

Health Clinic

We also provide services in GP surgeries, schools, nurseries, community centres and in patients' own homes.

By delivering vibrant programmes of research and education, we make sure that our staff can consistently provide the excellent clinical care for our patients. We are committed to providing the highest quality education programmes for our staff, partners, GPs and student doctors and nurses, and to driving lasting improvements in patient care across south London by through research and innovation.

As a leading UK teaching hospital, we aspire to improve patient safety, patient experience and outcomes through excellence in our provision of education and training for the staff, students and

trainees with whom we work. We have formed a strong alliance with [St George's, University of London \(SGUL\)](#), to enable innovative developments in practice, research and education.

We aim to:

- Ensure development of a competent and capable workforce
- Be a national leader in multiprofessional training
- Implement innovative training pathways
- Be a field leader in patient safety training
- Play a leading role in the South London Local Education and Training Board (LETB)
- Ensure the infrastructure and facilities support the delivery of excellent education

## **St George's, University of London**

St George's, University of London shares a site with St George's University Hospitals NHS Foundation Trust, one of the UK's largest teaching hospitals. The partnership with St George's University Hospitals NHS Foundation Trust, along with the strong links with other healthcare providers, enable up-to-the-minute clinical insight that keeps research and teaching relevant to evolving healthcare needs. The co-location with the Trust gives our researchers access to a diverse range of patients who participate in clinical trials and are essential to the success of many of our research activities.

St George's University of London, is now the only stand-alone medical school within the federation, offering students not only the advantage of a smaller, friendly school but also the benefits on one of the largest most diverse universities in Britain.

With more than 250 years of excellence and innovation in research and education resulting in groundbreaking advances in medicine and healthcare. Our alumni include Edward Jenner, John Hunter, Muriel Powell and Patrick Steptoe.

Research work at St George's is focused within three research institutes, [Cardiovascular and Cell Sciences](#), [Infection and Immunity](#) and [Population Health](#). We aim to improve the prevention, diagnosis and treatment of disease in areas including infection and immunity, heart disease and stroke, and cell signaling. We are also focused on enhancing understanding of public health and epidemiology, clinical genetics, and social care sciences.

We are proud of our diversity, offering students from a wide range of backgrounds the opportunity to work and study on a health campus reflecting the full range of healthcare professions.

St George's is one of the UK's universities dedicated to medical and health sciences education, training, and research. Our distinctiveness is based on our exclusive focus on health sciences and medicine and we strive to bring an innovative and collaborative approach to all we do.

We provide a world-class multi-professional health sciences education that equips our graduates to meet today's healthcare needs through relevant scientific research, clinical excellence, strong interpersonal skills and team-based working. Sharing a clinical environment with a major London teaching hospital, our innovative approach to education results in well-rounded, highly skilled clinicians, scientists, and health and social care professionals.

We also work closely with healthcare providers throughout south London to ensure that our courses reflect latest clinical practices and that our students benefit from diverse clinical placement

opportunities. The wealth of clinical experience available is one of the reasons why St George's continues to be so popular with students.

[The Faculty of Health, Social Care and Education](#) that we run in partnership with Kingston University teaches courses including nursing, midwifery, radiography, paramedic science, physiotherapy and social work.

Our programmes are rigorous, but we pride ourselves on the personal support we provide our students, ensuring they become first-rate clinicians and scientists, with their feet firmly on the ground. We believe everyone should be able to access the benefits of biomedical discovery and that research should be an integral part of the training and education of healthcare professionals.

Our three research institutes focus on biomedical and scientific discovery, advancing the prevention and treatment of disease in the fields of population health, heart disease and infection - three of the greatest challenges to global health in the 21<sup>st</sup> century.

We are committed to developing public understanding and involvement in our research programmes and actively contribute to partnerships across London, linking students and researchers to practitioners and employers across the region.

Our purpose is to develop people who meet today's healthcare needs and tomorrow's healthcare challenges and we warmly welcome students who share our values, energy and ambition.

**This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the post holder.**

**St George's Healthcare NHS Trust is an Equal Opportunities employer and operates a No Smoking Policy.**

## Person Specification

**Job Title:** Consultant Neonatologist

**Band:** Consultant

Factor	Essential	Desirable	Method of Assessment
<b>Qualification</b>	MRCPCH/MRCP (or equivalent) MD	Higher medical or related degree	I, A
<b>Certification</b>	Registration with GMC and on the Specialist Register with: <ul style="list-style-type: none"> <li>✦ CCST or CCT in Paediatrics (Neonatal Medicine) or equivalent, (or eligible for CCST/CCT and registration within 6 months of interview)</li> <li>✦ On specialist register by equivalence</li> <li>✦ Child Safeguarding level 3 training</li> </ul>		I, A
<b>Expertise</b>	Ability to take full and independent responsibility for a wide variety of neonatal illness, including care of surgical neonates Advanced technical skills in neonatal medicine Expertise in neonatal follow-up programmes Ability to advise on the efficient and smooth running of a specialist service Family integrated care experience Experience of undergraduate and postgraduate teaching	Formal training in teaching skills Higher qualification in medical education Appraisal and assessment training and skills Clinical interests to complement current medical staff Neonatal intensive care sub specialist area/s of expertise Bayley Scales developmental assessment trained	I, A
<b>Research skills</b>	Author of publications in peer reviewed journals Presentation to learned societies	Lead author in research publications Lead investigator in clinical study Higher research degree (PhD / MD) Research group collaboration and leadership	I, A

<b>Management skills</b>	Evidence of leadership skills Evidence of management skills Good understanding of the structure and processes of the NHS	Formal Management and Leadership training	I, A
	Attendance at management course		
<b>Clinical Governance</b>	Understanding of Clinical Governance & Risk Evidence of involvement in multidisciplinary Governance, Risk and Audit	Formal audit/ risk training & publication	I, A
<b>Personal skills</b>	Commitment to continuing CPD, teaching and educational supervision Excellent organisational skills Excellent communication skills Ability to develop excellent working relationships with neonatal team and new teams Excellent interpersonal skills. Caring attitude to patients	Formal leadership training	I, A

Notes:

Essential – A requirement that all candidates MUST meet.

Desirable – A requirement that is not necessarily needed to be appointed to the post.

Key: I = Interview, A = Application Form

## Staffing of the Department

### Medical Staff

All the medical posts provide clinical cover to babies on the Neonatal Unit, postnatal wards and for outpatient follow-up; none of the posts have General Paediatric commitments.

### NNU Consultant Configuration from December 2022

#### Consultants in Post:

Dr Donovan Duffy – Care Group Lead and Neonatal Cardiology  
Dr Charlotte Huddy - Lead for neurodevelopment & PMRT. Trust Caldicott Guardian  
Dr Sijo Francis – Divisional Chair Children's, Women's, Diagnostics, Therapies  
Dr Justin Richards - Simulation Lead and Clinical Lead for South London network  
Dr Nigel Kennea - Lead Medical Examiner (Wandsworth and Merton)  
Dr Nasreen Aziz - College Tutor  
Dr Sandeep Shetty - Respiratory Lead, Unit and Network Data lead  
Dr Anay Kulkarni – Lead Clinical Governance and Neonatal Cardiology  
Dr Amy Reid - Bereavement Lead and Education  
Dr Touqueer Fatima- Junior doctor Lead, Nutrition  
Dr Nicola Crowley- Junior doctor Lead, FICare  
Dr Rose Crowley- Neurodevelopment  
Dr Sarah McLoughlin- Newborn Screening

### Junior Medical Staff

9 Specialist Registrars operate a full-shift rota for middle-grade cover. Up to 2 of the middle grade trainees are monospeciality neonatal trainees from the neonatal national grid. The others spend between 6 and 12 months at St. George's during the final 3 years of higher specialist training. We have 10 ST2/3 posts. The ST2/3 junior doctor rota is 2009 EWTR compliant and banded 1A. We currently have 5 nurse practitioners contributing to a third tier of cover at night, with a further trainee nurse practitioner due to complete training this year.

### Nursing staff

We currently have an establishment of 150 WTE nurses including Head of Nursing, Anita D'Souza, two Matrons Laura James and Swapna Thomas, 3 community-neonatal sisters, 2 Practice Educators, 6 NNPs/ANNPs and a governance nurse.

### Support staff

The unit employs a number of support staff. These include 2 admin staff, 2 receptionists, 1 administrative assistant, a psychologist, 6 nursery nurses and 6 neonatal assistants, a data manager and 1 family care coordinators. In addition, we also have the support of physiotherapists, speech therapists, dieticians, medical physics technicians and scientists as well as social workers and family support team.

## **Education, Training and Teaching Activities**

The Neonatal Unit has an active educational programme. The appointee will be expected to contribute to this and be involved in the teaching and training of junior doctors, nurses and other relevant health care professionals. Encouragement will also be given to support undergraduate education. We have a weekly neonatal grand round with a ST presentation followed by a consultant led ward round for all staff. In addition, there are weekly programmes for ST teaching plus a programme of regular in-house nursing study days. We also regularly run multidisciplinary simulation training on the neonatal unit.

During the week there are several opportunities for Neonatal staff to meet with members of other departments; these include weekly Perinatal meetings, X-ray meetings and joint meetings with Paediatric surgeons, the Fetal Medicine Unit (FMU) and Genetic teams. We hold a monthly multi-disciplinary meeting for all NNU staff and a bi-monthly Clinical Governance meeting.

Each month we have a joint neonatal meeting with colleagues from Guy's & St. Thomas' and Kings College Hospitals. Annually St. George's hosts a well-attended National Neonatal Nursing Study Day and a Monospeciality Neonatal Grid study day for trainees from all over the South East regions.

## **Obstetric and FMU services**

There are approximately 5000 deliveries annually at SGH from the local population and regional referrals for prenatally diagnosed problems. The Perinatal Unit comprises the Fetal Medicine Unit, High Risk Obstetrics, Neonatology, Genetics and Paediatric Surgery and these teams meet regularly. Over the last 7 years the FMU has expanded from one to four fetal medicine consultants under the leadership of Professor Basky Thilaganathan and Professor Asma Khalil and receives an increasing number of referrals both from the region and from further afield; the FMU performs nearly 3000 antenatal scans annually and is a national centre for some supraregional services e.g., twin-twin laser ablation surgery, in-utero transfusions and pleural drains for effusions. Dr. Tsai-Goodman, Fetal and Paediatric Cardiologist, does sessions at SGH and the Royal Brompton Hospitals and thus provides antenatal and postnatal care for babies with congenital heart disease.

## **Perinatal Pathology**

SGH has 2 perinatal pathologists who provide the regional perinatal pathology service and who regularly attend the weekly FMU meetings. There are also bi-monthly perinatal mortality meetings. Perinatal pathology support twice monthly Perinatal Mortality Review Tool meetings.

## **Paediatric Surgery**

There are 7 Paediatric surgeons who provide a service for all surgery except cardiac surgery. Their specialist areas of expertise include urology, chest surgery, major gut surgery, minimally invasive surgery and oncology. They receive referrals from the SW network and in addition provide Paediatric surgical expertise for other local networks. We have a combined weekly neonatal surgical meeting. There is an active paediatric anaesthesia service.

There are three paediatric neurosurgeons. The neonatal unit provides neurosurgical preoperative and postoperative care to infants requiring neurosurgical investigation and intervention for spinal abnormalities, intra and extracerebral shunts.

### **Clinical Genetics**

Regional Clinical and diagnostic genetic services are provided by a team of consultant clinical geneticists, counsellors, and scientists. Consultants in Clinical Genetics are available to see inpatients on the neonatal unit and their families.

### **Paediatric Medicine and Specialties**

St. George's Children's Hospital provides a comprehensive level of services at district (secondary) level and specialist (tertiary) level. These include Infectious Diseases, Haematology, Oncology, Neurology, Endocrinology, Respiratory, Gastroenterology, and Paediatric intensive care.

Paediatric Infectious Diseases (PID) is a well-established specialty and one of the 3 national centers for PID, with a large throughput of patients including children with HIV and other immunodeficiencies. There is a weekly joint ward round on the neonatal unit with the paediatric infectious diseases team. This is a multidisciplinary meeting and is attended by the consultants from both teams as well as the Medical Microbiology consultant and team.

The Paediatric Neurology service is the main provider of this specialty to South Thames (West) and patients include children with acute neuromuscular disorders, encephalopathy and epilepsy. The Paediatric Endocrinology Service is well established with 2 WTE consultant endocrinologists.

The neonatal unit and paediatric respiratory team work closely to support transitioning of infants with long term respirator and airway conditions to paediatric services and home. There is a weekly attending consultant meeting with the attending respiratory paediatric consultant and long-term ventilation nurse specialist.

Other special interests in the Paediatric Department are Gastroenterology, Allergy and Respiratory Paediatrics. Child Psychiatry services are provided at district level. The Child Development Centre has a multidisciplinary team involved in the care of children with special needs in the Wandsworth area.

### **Paediatric Outpatients**

There is a dedicated paediatric outpatient suite which has recently been re-furbished with its own nursing and clerical staff. Apart from neonatal and general clinics there are numerous specialist clinics, including diabetes, asthma, endocrinology, infectious diseases, gastroenterology and immunology. Urgent Paediatric referrals are seen in a "rapid referral clinic".

### **Paediatric Inpatients**

The in-patient Paediatric facilities are made up of five paediatric wards - a day care ward, a surgical ward, a medical ward, a paediatric infectious diseases unit and a 15 bedded Paediatric Intensive Care Unit, making a total of 78 beds.

## **Paediatric Educational Activities**

There are several academic and separate team meetings in the department. These meetings frequently involve members of other disciplines. There is a regular programme of audit meetings.

## **Accident and Emergency Department**

There is a dedicated, separate paediatric ED, which has recently been upgraded and is open 24 hours a day. The department sees over 25,000 children a year. There is a Paediatric Assessment Unit.

## **Consultant Paediatricians and Specialists at St. George's Hospital**

### **General Paediatrics**

Dr Atefa Hossain	General Paediatrics, Safeguarding
Dr Luci Etheridge	General Paediatrics, CAMHS Liaison + Associate Medical Director
Dr Pushpa Subramanian	General Paediatrics
Dr Sophie Vaughan	General Paediatrics and Allergy
Dr Emma Sage	General Paediatrician/Haematology and Oncology
Dr Marianne Leach	General Paediatrician
Dr Harry Dougherty	General Paediatrician (Care Group Lead)
Dr Rajeshree Ravindran	General Paediatrician
Dr Dieudonne Birahinduka	General Paediatrician
Dr Jane Runnacles	General Paediatrician
Dr Irina Luca	General Paediatrician
Dr Charlotte Stockley	General Paediatrician
Dr Simon Buckley	General Paediatrician
Dr Hannah Opstad	General Paediatrician

### **Respiratory**

Dr Richard Chavasse	Respiratory / Asthma
Dr Alexia Kappos	Respiratory/ Asthma
Dr Ema Kavaliunaite	Respiratory/Asthma
Dr Andres Almaro	Respiratory/Asthma

### **Allergy**

Dr Rosy Wells	Allergy
Dr Rina Chotai	Allergy
Dr Dominika Murgasova	Allergy

### **Endocrinology and Diabetes**

Dr Assunta Albanese	Endocrinology
Dr Evagelia Paraskevopoulou	Endocrinology and Diabetes

Dr Zacharoula Karabouta

Endocrinology and Diabetes

**Gastroenterology**

Dr Thankam Paul  
Dr Nkem Onyeador  
Dr Attah Ocholi  
Dr Rajat Kapoor

Gastroenterology and Nutrition  
Gastroenterology and Nutrition  
Gastroenterology and Nutrition

**Haematology and Oncology**

Dr Alison Thomas  
Dr Rubina Malik

Haematology  
Haematology/oncology

**Infectious Diseases**

Dr Katja Doerholt  
Prof Paul Heath  
Dr Amaya Bustinduy  
Prof Kirsty LeDoare  
Dr Simon Drysdale  
Dr Laura Ferreras Antolin  
Dr Borbala Zsigmond  
Dr Konstantinos Karampatas

Infectious Diseases / HIV / TB  
Infectious Diseases / Immunology  
Infectious Diseases  
Infectious Diseases  
Infectious Diseases  
Infectious Diseases  
Infectious Diseases  
Infectious Diseases

**Intensive Care**

Dr Anami Gour  
Dr Buvana Dwakanathan  
Dr Caroline Davison  
Dr Jonathan Round  
Dr Nick Prince  
Dr Soumendu Manna  
Dr Dilanee Sangaran  
Dr Maeve O'Connor

Intensivist  
Intensivist  
Paediatric Anaesthetist  
Intensivist and Educationalist  
Intensivist  
Intensivist ( Care Group Lead)  
Intensivist  
Intensivist

**Neurology**

Dr Antonia Clarke  
Dr Penny Fallon  
Dr Tim Kerr  
Dr Samantha Chan  
Dr Luigi D'Argenzio

Neurology  
Neurology  
Neurology  
Neurology  
Neurology

**Paediatric Surgery**

Mr Bruce Okoye  
Mr Chandrasan Sinha  
Mr Eric Nicholls  
Mr Feilim Murphy  
Mr Zahid Mukhtar  
Mr Dean Rex  
Ms Kathryn Evans

Paediatric Surgery  
Paediatric Surgery (Care Group Lead)  
Paediatric Surgery  
Paediatric Urology  
Paediatric Surgery  
Paediatric Surgery  
Paediatric Urology

Ms Shabnam Parkar Paediatric Surgery  
Mr Hesham Elagami Paediatric Urology

### **Children's Surgery**

Mr Hamid Daya Paediatric ENT / Airway  
Miss Nneka Eze Paediatric ENT / Airway  
Mr Prince Modayli Paediatric ENT / Airway

Mr Neel Mohan Paediatric Orthopaedics  
Ms Yael Gelfer Paediatric Orthopaedics  
Ms Anna Bridgenes Paediatric Orthopaedics

Mr Andrew Martin Paediatric Neurosurgeon  
Mr Simon Stapleton Paediatric Neurosurgeon  
Ms Samantha Hettige Paediatric Neurosurgeon

Mr Tim Bishop Spinal Surgery

### **Neurodevelopmental Consultant Paediatricians**

Dr I Hadjikoumi Consultant Paediatrician, Neurodisability & Epilepsy  
(Care Group Lead)

Dr M Ghazavi Consultant Paediatrician, Neurodisability & Epilepsy  
Dr D Deshmukh Consultant Paediatrician, Clinical Lead for

Neurodevelopment, also involved in ASD and ADHD  
Dr P Green Designated Doctor for Child Safeguarding  
Dr S Haywood Consultant Paediatrician, Clinical lead for ADHD & also  
involved in Neurodevelopment

Dr P Hudson Consultant Paediatrician, ASD clinical lead and also  
involved in Neurodevelopmental

Dr Alia Osman Consultant Paediatrician, Designated Doctor for SEND,  
also involved in Neurodevelopmental and ADHD

### **Paediatric Anaesthesia**

There are 10 paediatric anaesthetists.

### **Middle Grade**

9 ST 4-8: Paediatric Medicine including Gastroenterology, Endocrinology, Neurology,  
Paediatric Infectious Diseases (PID), Respiratory, Developmental, and PICU

4 Clinical Fellows in Paediatric Medicine (PID, Neurology, Teaching and General)

### **Junior Grade**

10 ST 1-3: Paediatric Medicine including subspecialties and PICU, Paediatric Surgery and  
Developmental Paediatrics

1 Clinical Fellow in Paediatric Neurosciences

3 VTS trainees for General Practice – assigned to Paediatric Medicine and Paediatric Surgery

3 F1 doctors in General Paediatrics, PID and Paediatric Surgery

### **Other Supporting Paediatric Services**

Physiotherapy, Speech Therapy, Dieticians, Occupational Therapists, Audiology, Echocardiography, Neurophysiology, Pharmacy

### **Medical & business management**

The Neonatal unit is part of the Children's directorate. The General Manager is Bethea Hanson-Jones.

The post-holder will have office accommodation with computer, and there is a neonatal secretary, Sandra McLennon as well as other administrative staff.

Informal enquiries can be made to Dr Donovan Duffy (care group lead) via neonatal secretary on 0208 725 3528.

## **GENERAL CONDITIONS APPLYING TO ALL CONSULTANT APPOINTMENTS**

### **Funds**

No special funding can be made for any additional supporting staff, specialist equipment or other facilities unless such provision has already agreed by the Executive Board. All requests will be treated in competition with others by the appropriate Clinical Director and General Manager, in the light of the total priorities.

### **Main conditions of service**

The appointment will be held with St George's University Hospitals NHS Foundation Trust.

All Consultant appointments made after 31 October 2003 are offered on the new Consultant contract (2003). The nationally agreed Terms and Conditions of Service apply as well as local policies for pay and other terms and conditions of employment.

The terms and conditions of employment in St George's University Hospitals NHS Foundation Trust are currently based on those determined nationally and described in the Whitley Council Handbooks.

Salary Scale: The Consultant salary scale starts at £75,249; pay progression will be as set out in 'Terms and Conditions – Consultants (England) 2003'.

The annual leave entitlement is 6 weeks + 2 days per annum. Consultants who have worked for 7 or more years as an NHS consultant are eligible for 2 additional days. The leave year runs from the date of the Consultant's appointment or adjusted to a common start date in force in this employment.

Study and professional leave amounts to 30 days in 3 years (taken approximately at a rate of 10 days per year).

Annual, study and professional leave arrangements are to be coordinated within the department to maintenance of adequate consultant cover in all specialties.

### **Place of residence**

The successful candidate will be required to reside within a reasonable distance of St. George's Hospital, SW17. This will normally be within ten miles, but subject to the discretion of the Trust.

### **Appraisal, Revalidation and job planning**

The Trust has a responsibility to ensure that the medical workforce is up to date with continuous professional development, fit to practice and compliant with relevant professional standards that will improve the quality of patient care. Medical revalidation is a statutory requirement for all licensed doctors. Appraisals and job plans must be undertaken annually.

### **Removal expenses**

Reasonable removal expenses will be paid if agreed with the department prior to appointment, subject to a maximum, currently £5,000.

### **Indemnity**

The Trust will cover all medical staff for NHS work under NHS Indemnity. St George's University Hospitals NHS Foundation Trust is required to encourage medical and dental staff to ensure that they have adequate defense cover for any work which does not fall within the scope of the Indemnity Scheme (HSG (96)48 refers). Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organization

### **Training in radiation protection**

It is a legal requirement for any clinician who personally directs or performs radiological investigations (other than radiologists) to have attended a recognized course in radiation protection and possess a Core of Knowledge Certificate.

This includes medical staff who undertake x-ray films in theatre. For radiopharmaceutical exposures, this includes medical staff who administer radiopharmaceuticals for diagnostic or therapeutic purposes or who clinically direct.

### **Health clearance**

A full medical examination will not normally be required but the successful candidate will be required to complete a health questionnaire and will also be required to produce evidence of a satisfactory chest x-ray within the last year.

Posts are offered on the understanding that the applicant will comply with requirements regarding immunisations.

Applicants for posts which include surgical/invasive work will be asked to supply written evidence to the Occupational Health Department of degree of immunity to Hepatitis B.

If not immunised, the result of a test which indicates freedom from carrier state will be required and immunisation should then be commenced. Applicants should be aware of the guidance to HIV infected health care workers from the Department of Health and the GMC/GDC.

**Medical audit**

The post-holder will be expected to take part in clinical audit activities.

**Conditions of appointment**

The appointment will be made in accordance with the National Health Service (Appointment of Consultants) Regulations 1982 (S.I.1982 No. 276), as amended by the National Health Service (Appointment of Consultants) Amendment Regulations 1990 (S.I.1990 No. 1407) and EL (93)25.

Applications received after the closing date will be accepted only in exceptional circumstances and where the Chairman of the Advisory Appointments Committee is satisfied that there is a reasonable explanation for the failure to make the application by the closing date.

Canvassing of any member of the Advisory Appointments Committee or of St. George's Healthcare NHS Trust or of the Regional Health Authority, will disqualify the applicant.

A candidate 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 in consultation with consultant colleagues.

**Place of work**

Whilst the duties of the NHS appointment will be primarily at the hospital(s) stated, the appointment will be made to the St George's University Hospitals NHS Foundation Trust and there will be a commitment to attend occasionally at any other hospital or clinic in the Trust, as may be necessary from time to time, e.g., in emergencies.

St George's University Hospitals NHS Foundation Trust is an Equal Opportunities Employer.

**Induction**

New staff are required to attend a Trust induction either on the day they start or the first Monday on which a Trust induction is held. The Trust induction is held on alternate Mondays throughout the year, except for Public Holidays.