

# Blackpool Teaching Hospitals NHS Foundation Trust

**Consultant in Paediatric Emergency Medicine**

## Job Description & Person Specification



# Job Description

**Job title:** Consultant in Paediatric Emergency Medicine

**Grade:** Consultant

**Hours:** 10 PAs (additional available)

**Reports to:** Head of Department

**DBS (Criminal Record) Check Level required for role (please tick):**

No DBS Required	Standard	Enhanced without Barred list checks	Enhanced with Child only Barred List Check	Enhanced with Adult only Barred List Check	Enhanced with Child and Adult Barred List Check
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Job Overview:

**An Exciting opportunity has arisen for a Consultant in Paediatric Emergency Medicine. We are committed to appointing the right person to lead our Paediatric Emergency Department.**

Applications are invited for a full time or part time post of a Consultant in Paediatric Emergency Medicine with to lead the paediatric service in the emergency department of Blackpool Teaching Hospitals. We have created a novel, flexible job plan that will allow the successful candidate to undertake a flexible additional roll relevant to the post.

We are seeking a candidate who will join us in our commitment to providing high quality, consultant delivered emergency care. The successful candidate will also have the ability to make a major contribution to the training and development of our junior medical staff, extended role nursing staff and wider professional team. The purpose of this post is to support the medical and nursing team and provide broad and detailed knowledge, skills and expertise within the department.

Applicants must hold full registration with the GMC this must be on the specialist register for either in: Emergency Medicine with Paediatric Emergency Medicine sub specialist qualification Or Paediatrics with Paediatric Emergency Medicine sub-specialist qualification.

The role may also be accompanied by an attractive relocation package and incentives.

# About your department

As of August 2020, Blackpool has commenced the NHS 111 First service as an early implementer which is a new way to manage access to emergency departments which was rolled out nationally from December 2020. In short: NHS 111 First aims to build on the beneficial changes in the way patients have been accessing healthcare during the COVID-19 pandemic.

This will mean booking ED appointments rather than just turning up to the department which will aim to navigate patients to more appropriate services where possible, reduce nosocomial infections and reduce ED overcrowding. This is an exciting time to join our team and potentially be part of this new service development!

In addition, we are very fortunate to be building a brand new Emergency Village. This will give staff a chance to work in a state of the art Emergency department that's modern and fit for purpose.

The ED will have excellent facilities to deliver up to date care.

The Emergency Department is co-located with the Urgent Treatment Centre on the Blackpool Victoria Site. The department footprint currently comprises of the following:

- Reception area with 24 hour clinical streaming to GP OOH's service / Urgent Treatment Centre
- Ambulance triage area and Walk in triage area
- 4 resuscitation bays (1 of which is for paediatrics), Majors assessment and treatment area
- Minors assessment and treatment area
- Dedicated paediatric area

The department receives all unheralded emergencies and is a Trauma Unit receiving in excess of 90,000 patients per year. There is some seasonal fluctuation in attendance as Blackpool is a popular seaside resort attracting many visitors and holiday makers throughout the year.

Job plans will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity. All consultants will be allocated 1.5 core SPA per week for professional development (CPD).

Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed, agreed and made clear within the consultant job plan. Additional SPA time will be made available to consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Head of Department during the job plan review session. Additional (non-core) SPA time will be undertaken within the Trust or at other agreed NHS sites or academic institutions during the normal working day.

There will be significant governance roll for the post holder including:

- Lead for Paediatric Emergency Medicine
- Safeguarding Lead for the Department
- Educational Supervisor for Trainee ACPs in Paediatric Emergency Medicine

# Duties and Responsibilities

## Indicative Work Plan

We recognise the current demands of ED clinical Work, to support sustainable job plans clinical DCC will be programmed at the rates recommended by RCEM. ie 2 hours per PA out of hours and 1.5 hours per PA between 11pm and 7am.

Jobs plans will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity.

All consultants will be allocated 1.5 core SPA per week for professional development (CPD). Job Planning, Appraisal, Mandatory Training, attendance at regular team meetings which will have a clinical governance aspect and participating in Audit. Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed, agreed and made clear within the Consultant Job Plan.

Additional SPA time will be made available to consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Head of Department during the Job Plan review session.

The Rota will be organized using annualised self-rostering based on a 42-week commitment. This will allow as much flexibility as possible to balance work and personal commitments.

## Duties & Responsibilities

While on duty a doctor has clinical and professional responsibility for their patients. It is also the duty of a doctor to:

- Reception, resuscitation, diagnosis and initial treatment of all emergencies as appropriate
- Provide high quality care to patients including clinical leadership and supervision of junior medical staff
- Be proactive in ensuring all patients receive rapid assessment, treatment and clinical decision making whilst ensuring quality and safety are delivered and sustained
- Work with the Nurse Coordinator to ensure there is effective and timely communication between the clinical team, providing timely intervention and safe care to maintain optimal patient flow
- Ensure robust PEM teaching and training for all doctors and nurses within the department
- Coordination of paediatric resuscitation courses
- Liaison with other paediatric (medical, surgical, orthopaedic, critical care) departments in the hospital and the associated hospitals in the network
- Lead doctor for child protection within the ED.
- Maintain the knowledge and skills essential for fulfilling the job plan. The Trust supports continued professional development and is committed to providing time and financial support for these activities. Study leave can be taken subject to the terms and conditions of service. Regular education session including grand round and leadership programmes are regularly available
- Participate in undergraduate and post graduate teaching to provide a rich learning environment for all students, juniors doctors and allied health professionals.
- Ensure adequate supervision of junior staff including break supervision and adherence to European Working Time Directive
- Undertake revalidation as per the General Medical Council and undergo multisource feedback and

- participate in reflective practice
- Adhere to all Trust policies and procedures
- Attend Clinical Governance and take on leadership roles to support continuous learning and improvement
- Liaise with clinicians and managers within and outside of the department to address issues arising that affect service
- Participate in relevant audit and quality assurance processes
- Provide cross cover for clinical duties when colleagues are absent to maintain service delivery
- Be aware of the content of the Trust's Major Incident Plan and be able to carry out the relevant roles as determined by the plan
- Management of the department to maintain efficient and timely patient flow with specific reference to both local and national standards
- Administrative duties within the department
- Supervision of junior team members

## Teaching

Blackpool Teaching Hospitals NHS Foundation Trust has a facility of engaged, motivated and enthusiastic trainers to support the students and trainees. We promote a multidisciplinary approach to education and training and the successful candidate would be fully supported by the Medical Education team. The team are keen to develop and support their trainers to enable us to deliver training to the standards required by the GMC.

The Trust is a teaching hospital for the University of Liverpool Medical School and we host 4th and 5th year students in most specialties. We also have students from UCLan and Lancaster University who undertake various placements throughout the Trust. The successful candidate will participate in undergraduate teaching within the sessions allocated to support professional activities

There will also be the opportunity to participate in the supervision and training of Postgraduate trainees. The Trust hosts Junior Doctors in training placements in all specialties, working in collaboration with Health Education England North West. This includes Foundation Doctors, Core Trainees and Specialist Trainees at all levels. There are extensive opportunities for teaching all grades of doctor.

Other opportunities are available for committed and engaged trainers with our postgraduate trainees from Buckingham University, trainee Physician Associates and various other educational programmes.

Facilities available at Blackpool for both trainers and trainees are exemplary and include the Health Professionals Education Centre with 24-hour library facilities as well as a clinical skills department and a full simulation suite.

The accredited simulation-based training unit has various high fidelity training manikins as well as state of the art A/V feedback capabilities. A faculty development programme is available for those trainers that would like to utilise the facilities available.

The resources available from our library services are constantly reviewed and include access to a wide range of journals as well as Up to Date and Clinical Key. A clinical librarian is also available and utilised by existing trainers.

## **Clinical Audit**

The appointee will be expected to carry out an ongoing programme of clinical audit and participate where appropriate in regional and national audit.

## **Research & Development**

Research is considered core Trust business, with a separate Research, Development and Innovation Division. There is an expectation to deliver evidenced based care and to also contribute to the evidence base by supporting research studies. This includes NIHR portfolio studies and the opportunity to develop in-house studies. The Trust is a member of the CLAHRC North West (Collaborations for Leadership in Applied Health Research and Care) and the NW Coast CRN and AHSN. The Trust works closely with the Lancaster Health Hub and there are opportunities for honorary academic appointments with Lancaster University, a top ten university in the UK, to recognise research contributions including supervision of PhD and MSc students.

### **Contractual Commitment**

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

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

### **Appraisal**

There is a requirement to participate in annual appraisal in line with GMC regulations and incremental salary progression is linked to engaging with this progress. You will be expected to maintain your CME/CPD in-line with college guidelines, and this will be supported by the Trust study leave policy.

### **Leadership Development**

The Trust is committed to being a clinically led organisation which espouses and embodies our values. There is evidence that organisations which are clinically led and have high levels of clinical engagement produce better outcomes for patients. In order to support this commitment, we offer a range of leadership and development programmes for both new and senior Consultants employed by the Trust.

All new Consultants will be automatically invited to attend a New Consultant and Senior SAS Doctor Induction programme, which takes place over 4 months and includes action learning - as well as taught interactive modules. The programme is designed to equip you with sufficient knowledge, information and support to enable you to undertake your new role more confidently and effectively. We place great value on coaching and mentoring and encourage all new consultants to access our trained in-house coaches and mentors.

### **Supplementary Information**

As a valued member of the team, the Trust will support with covering costs of staff members Visa's and will provide pastoral support as and when required to secure accommodation on arrival to the area.

There will be a relocation package made available of up to £8000 in line with the Trust policy and MHRC guideline.

We also offer:

- Significant recruitment / retention bonus
- E-Portfolio Access





- Flexible annualized self-rostering
- 30 days study leave over 3 years
- Study leave funding departmental teaching opportunities to undertake research and audit
- Additional PA opportunities
- Office space and secretarial support
- A flexible, open approach to job planning
- All newly qualified consultants are provided with leadership training and support
- An indicative job plan will include:
  - 4.5 PA DCC in Paediatric Emergency Department
  - 1.5 Core SPA
  - 2.0 Additional SPA: including PEM lead; Safeguarding
  - 2 PA in specialist Interest area to be discussed at interview eg CAU; MTC; Retrieval; Medical Education; Comm Paeds.

## Appraisal

There is a requirement to participate in annual appraisal in line with GMC regulations and incremental salary progression is linked to engaging with this progress. You will be expected to maintain your CME/CPD in-line with college guidelines, and this will be supported by the Trust study leave policy.

## Annual Leave

It is recognised that annual leave has an important role in maintaining Doctor's health and wellbeing. We therefore expect that time will be taken as leave and not used for additional work.

## Health & Safety

The Trust has a comprehensive Health & Safety policy with corporate policies and procedures at directorate level. It is the responsibility of each employee to observe these policies.

## Risk Management

A comprehensive risk management strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

## Clinical Governance

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust has adopted an approach to Clinical Governance which draws together its pre-existing self-assessment programme, clinical

audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

### **Clinical Results**

The post holder will be expected to contribute to the on-going quality improvement of clinical services.

### **Resource Management**

The post holder will be expected to ensure that services are delivered within agreed parameters.

# Person Specification

Requirements	Essential / Desirable	Assessment Method
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Education and Qualification		
Primary Medical Qualification	Essential	Application Form
Significant post qualification experience in Paediatric Emergency Medicine	Essential	Application Form
On the Specialist Register or within 6 months of qualification	Essential	Application Form
Evidence of achievement of CT1/2/3 ACC Emergency Medicine competences or evidence of 36 months training in CT1/2/3 levels in all specialties that make up ACCS and CT3	Essential	Application Form
Emergency Medicine Training Programme	Essential	Application Form
Full registration with the General Medical Council, FCEM, FRCA, FRCS, MRCP or equivalent	Essential	Application Form
Entry on Specialist register or in receipt of CCT within 6 months of interview	Essential	Application Form
PEM sub specialist qualification through RCEM or RCPCH	Essential	Application Form
ALS, EPALS/APLS, ATLS (ETC)	Essential	Application Form

Knowledge and Skills		
Competent in basic clinical procedures	Essential	Application Form / Interview
Able to prioritise clinical needs, time and workload	Essential	Application Form / Interview
Understand the importance of effective team working	Essential	Application Form / Interview
Ability to assess, recognise and initial management of the acutely ill patient and play an effective part in advanced life support	Essential	Application Form / Interview
Knowledge of UK health systems, practices and values	Essential	Application Form / Interview
Computer Literate	Essential	Application Form

Ability to practice evidence-based medicine	Essential	Application Form / Interview
Evidence of continued professional development	Essential	Application Form

### Quality Improvement

Understand the principles of audit and clinical governance	Essential	Interview
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### Professionalism

Enthusiastic and committed to the specialty	Essential	Interview
Registered as a member of RCEM	Desirable	Application Form

### Personal Skills

Good organisational and leadership skills	Essential	Application form / Interview
Good verbal and written communication skills	Essential	Application Form / Interview
The ability to effectively communicate in English	Essential	Interview
Team player	Essential	Interview
Good initiative	Essential	Application Form / Interview
Leadership qualities	Essential	Application Form / Interview

### Health

Fit to undertake the post	Essential	Pre-employment health screening
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