

**UNIVERSITY HOSPITALS OF
DERBY AND BURTON NHS
FOUNDATION TRUST**

**Division of
Integrated Care**

Appointment

of

**Locally Employed Senior Clinical
Fellow
In
Paediatrics**

Date: January 2022

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SECTION 1: Job Description – General Details
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Title:	Locally Employed Senior Clinical Fellow in General Paediatrics
Location:	Based at Derbyshire Children's Hospital at Royal Derby Hospital
New or Replacement Post:	1 post
Prime responsibility:	Supporting Provision of a Paediatric Urgent and Emergency Care service for Southern Derbyshire & the surrounding areas.
Accountable to:	Executive Medical Director – Dr Magnus Harrison
Reports to:	Clinical Director for Paediatrics – Dr Anthony Choules Divisional Medical Director Women and Childrens– Dr Anish Bali
	<ul style="list-style-type: none"> • Maintenance of the highest clinical standards in the management of the Paediatric Service with regard to Emergency and Neonatal intensive care • To support the senior decision making in the Children's Emergency Department and on the General Paediatric Wards • Teaching & training of junior staff, medical students • To actively participate in both departmental & Trust matters concerning Clinical Governance & audit. • To have responsibility for ensuring active participation in continuing medical education (CME).

SECTION 2:	Person Specification
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REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications / Specialist Listings	<ul style="list-style-type: none"> • MBBS/MBChB or equivalent • Full GMC Registration with a license to practice at time of application. • APLS Provider • Training in Child Protection/ Safeguarding (Min Level 3) • Eligibility to reside & work in the UK 	<ul style="list-style-type: none"> • APLS instructor • ATLS/ETC provider • Full RCPCH membership
Clinical Experience	<ul style="list-style-type: none"> • Evidence of achievement of Foundation competencies or equivalent by time of appointment in line with GMC standards 'Good medical Practice' • Evidence of achievement of core ST1-ST3 competencies or equivalent for general paediatrics and neonates. • 4 years full-time postgraduate experience with minimum of 3 years SHO or equivalent level and a minimum 6 mths NHS experience • Good standard of clinical skill & expertise in paediatrics and neonatal care. • Experience in making clinical decisions and ability to prioritise clinical need. • Ability to take responsibility for clinical care of patients with acute and long-term illness. • Evidence of ability to work effectively as part of a multi disciplinary team & share clinical responsibilities 	<ul style="list-style-type: none"> • 1 year experience at Middle grade/Registrar/ Clinical Fellow level
Clinical Knowledge and Skills Experience	<ul style="list-style-type: none"> • Ability to organise & manage eg busy department supervising others • Capacity to apply sound clinical knowledge relevant to job • Experience in clinical decision making and managing risk. • Knows when to seek help, able to prioritise clinical need • Aware of own limitations • Proven ability to work effectively in different clinical settings required in the job 	<ul style="list-style-type: none"> •
Teaching/Audit Experience	<ul style="list-style-type: none"> • Evidence of interest and experience of teaching junior doctors and medical students • Ability to teach clinical skills • Evidence of active participation in Audit • Demonstrates understanding of the principles of research 	<ul style="list-style-type: none"> • Qualification in medical education • Experience in facilitating simulations
Research Experience	<ul style="list-style-type: none"> • Ability to apply research outcomes to clinical problems 	<ul style="list-style-type: none"> • Publications in peer-reviewed journals • Evidence of active participation in research • GCP or equivalent trained
Other Attributes	<ul style="list-style-type: none"> • Proven effective interpersonal skills • Enquiring, critical approach to work • Caring attitude to patients and parents • Willingness to work within a Multi-disciplinary team. • Ability to communicate effectively with patients, relatives, GPs, nurses & other agencies • Commitment to Continuing Professional Development & the requirements of Clinical Governance & Audit 	

SECTION 3: Duties of the Post

3.1 Duties & responsibilities of the post:

This is an amazing opportunity to take advantage of exciting post at our Childrens hospital on the general paediatric side to help with responsibility for out of hours middle grade cover for the Paediatric wards, Paediatric HDU and Childrens Emergency department. The posts come with the opportunity and supervision to develop an interest within the paediatric department and are ideally suited to a candidate who is ready to take on middle grade decision making or a post CCT candidate to develop and complete a project that will help make them more competitive in the Consultant Job Market. The interest supported will can be tailored to suit the individual applicant. For example:

Quality Improvement fellow: to work with our paediatric QI faculty to embed QI in the paediatric department and lead a QI programme of work. The post would include training in QI methodology as well as support and supervision to lead a QI project.

Simulation fellow: to support our simulation consultant in the simulation programme for paediatrics. The post would include training in simulation and the ability to write, lead and debrief from simulations including MDT ones.

General Paediatric fellow: to help support improved exposure and experience in acute Paediatrics and we are happy to support other specialist interests if requested including allergy, diabetes, respiratory, cardiology and neurology.

- i. Provision of a comprehensive general paediatric service to Derby Hospitals Foundation Trust & surrounding areas and assisting the Paediatric Consultants responsibility for the prevention, diagnosis & treatment of illness, & the proper functioning of the department
- ii. Responsibility for the continuing care & treatment of patients in your charge & personal performance of clinical duties as agreed in your job plan.
- iii. Responsibility to carry out any work related to and reasonably incidental to the duties set out in their Job Plan e.g. the keeping of records and the provision of reports, the proper delegation of tasks, maintaining skills and knowledge.
- iv. Responsibility to be flexible and co-operate with reasonable requests to cover colleagues leave and absences where they are safe and competent and where it is practicable to do so.
- v. Participation in the clinical governance arrangements of the Trust & specifically within the Directorate including clinical audit, & research
- viii Responsibility for implementing the Infection Control Policies as determined by Derby Hospitals NHS Foundation Trust
- viii Responsible for compliance with personal continuing medical education requirements with the support of the Trust
- ix Responsible for maintaining awareness of professional guidelines such as 'Duties of a Doctor' & 'GMC Performance Procedures' & acting in accordance with them
- x An exceptional requirement to undertake additional duties for limited periods within the

geographical areas specified above or undertake duties at other hospitals in the event of a major disaster or incident

3.2 Job Plan

The appointee will work a full shift rota.. This will form part of the rota with other middle grade trainees. It will include personal objectives, including details of their link to wider service objectives, & details of the support required by the doctor to fulfill the job plan & the objectives. It will be subject to review at appraisal.

3.3 Proposed Timetable

Final timetable will depend on the interest of the candidate, 50% of daytime working will be within the area of interest. Out of hours working is based on a full shift rota with 14 slots covering nights on NICU, night on General Paediatrics and CED, weekends and twilight shifts.

3.4 On Call Availability

The registrars take part in a full shift working pattern to cover the out of hours service. Shift patterns on both sites include nights, long days and weekends. The rota is EWTD compliant.

3.5 Teaching & Training

The appointee is expected to participate in teaching medical students and to supervise junior medical staff within the specialty.

3.6 Study & Training

The applicant will be expected to access teaching and training opportunities in the trust.

3.7 Clinical Governance

All members of staff have a responsibility to abide by all clinical governance policies, practices and codes provided by the Trust and have an equal responsibility with management for developing and maintaining appropriate systems and practice for maintaining safe working practices. The post holder is expected to demonstrate a firm commitment to the principles of clinical governance, including:

- Co-operating and liaising with clinical governance committees and leads as appropriate and developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service.
- Attending and contributing to the Trust's Clinical Governance Programme, including the Trust's Clinical Incident Reporting systems, Adverse Incident Policy and other umbrella policies.
- Encouraging and promoting an open climate within the Trust to enable training grade staff to participate fully in Trust wide programmes.

Copies of Trust wide clinical governance policies are available on the Trust intranet site. The postholder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management and quality improvement activities as required by the Trust and external accrediting bodies.

3.8 Research

The Trust comprises research-active Teaching Hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation according to their subspecialty interests.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

Specialty Doctors who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval, and must adhere to the National Framework for Research Governance.

SECTION 4: The Department of Paediatrics

4.1 Introduction

The Department provides Paediatric services for Derby Acute Hospitals & some parts of adjoining areas: Nottinghamshire, Leicestershire & Staffordshire.

Appointment

This is a fixed term post for University Hospitals of Derby and Burton NHS Foundation Trust based at Derbyshire Children's at Royal Derby Hospital.

Any applicant unable for personal reasons to work full time will be eligible to be considered for the post; if such a person is appointed; modification of the job content will be discussed on a personal basis with the Associate Director, but the out of hours commitment is fixed.

Derbyshire Children's Hospital

The purpose-built Derbyshire Children's Hospital was opened in September 1996 and provides a centralised service to a total population of over half a million people. It is located on the Royal Derby Hospital site and acute medical and surgical cases are admitted directly from the Children's Emergency Department.

Puffin Ward: a 31 bed inpatient ward including medical day case facility.

Sunflower Ward: a 14 bed surgical ward.

Dolphin Unit: 3 bed High Dependency Unit

Ladybird Ward: an 11 bed medical in patient ward.

Children's Outpatient Department: Approximately 60,000 children and young people attend annually.

Children's Emergency Department: purpose built department opened May 2009 that sees over 36,000 attendances per year. It is audiovisually separate from the adult department and has a collocated 5 bedded observation unit. It won the CHKS award for UK best emergency department in 2014, and is used by the RCPCH as a practice example for as a joined up urgent and emergency care unit and for its SSPAU. It is a PERUKI accredited site with an active research portfolio.

The Neonatal Intensive Care Unit is recognised as a Local Neonatal Unit providing intensive care services within the Trent Peri-natal Network, undertaking medical neonatal

intensive care. It has 24 cots including 7 designated for critical care and 17 special care, and is adjacent to the delivery suite and theatres, serving approximately 6000 births per year. There are currently 5 Consultants committed to the neonatal service, working 'service weeks' with a Consultant ward round each day.

There is a separate EWTD compliant SHO rota for the Unit including ANNPs and specific middle grade cover through the day and evening. Out of hours middle grade cover is currently shared with paediatrics with Consultant back up.

Support Services

The KITE team is a team of highly trained specialist nurses who provide the link between acute hospital care and ongoing care at home. This team includes outreach support for respiratory and CF, surgery, complex medical problems, discharges from the Baby Unit and trauma liaison.

Children's x-ray service (with CT/MRI scan facilities on site)

Children's pharmacy

Children's psychology service

Children's physiotherapy and occupational therapy

Children's audiology

Children's dietetics

Local Authority school

The Ronnie MacKeith Child Development Centre is also located in the Derbyshire Children's Hospital and provides multidisciplinary assessment and support for children with complex disability. The Community Pediatricians provide some specialist clinics e.g. for autism, here.

Paediatric Surgical Services

Surgery in children is undertaken by a small group of designated surgeons and anesthetists. There are two surgeons who undertake general paediatric surgery, two who undertake orthopedic surgery in children, five ENT surgeons, and an ophthalmologist with special interest in paediatric ophthalmology.

We have visiting Consultants from Nottingham and Leicester providing outpatient services for paediatric cardiology, surgery, urology and genetic counseling. Children who need specialist surgery, neurosurgery, tertiary level intensive care and plastic surgery are transferred to Nottingham.

The Academic Division of Child Health

The Academic Division of Child Health is located in the Clinical Sciences Building within the new Derby Medical School. Sharon Conroy (Lecturer in Clinical Pharmacy) as well as various research staff. Paediatric pharmacology and therapeutics is the main interest of the department.

The department currently directs and co-ordinates the paediatric undergraduate training of medical students from Nottingham Medical School, including those who have their pre-clinical training in Derby as Graduate Entry Medical students, sent for their paediatric attachment to Derby, currently 28 students at a time. All Derby Paediatricians contribute to teaching their curriculum.

4.2 Staffing: NHS & Academic

General Paediatric Consultants	Special Interests
Dr Rusia Manuel	General Paediatrics and Epilepsy

Dr Claire Weights	General Paediatrics and Haematology
Dr Tracy Tinklin	Diabetes and Endocrinology
Dr Vanessa Cox	General Paediatrics
Dr Jenny Evennett	General Paediatrics and coeliac disease, Designated doctor Safeguarding (Derby and Southern Derbyshire)
Dr Julie Smith	Diabetes and phenylketonuria
Dr Lizzie Starkey	General Paediatrics and Clinical Pharmacology
Dr Richard Bowker	Nephrology and Rheumatology
Dr Donna Traves	General Paediatrics and Allergy
Dr Nivedita Aswani	General Paediatrics and Diabetes
Dr Rajani Kalepu	General Paediatrics and Gastroenterology
Dr Okike Ifeanyichukwu	General Paediatrics and Education
Dr Hayley Griffin	Consultant Neurodisability
Dr Ai Mai Li	Consultant General Paediatrics and Nephrology
Children's Emergency Department	
Dr Julia Surridge	Paediatric Emergency Medicine
Dr Gisela Robinson	Paediatric Emergency Medicine
Dr Ian Lewins	Paediatric Emergency Medicine
Dr Simon Li	Paediatric Emergency Medicine
Dr Catherine Hearnshaw	Paediatric Emergency Medicine
Dr Julie Mott	Paediatric Emergency Medicine, Named Doctor Safeguarding
Dr Graham Johnson	Emergency Consultant with dual accreditation in PEM. Clinical Academic
Dr Vicky Mottram	Emergency Consultant with dual accreditation in PEM
Miss Susie Hewitt	Emergency Consultant with dual accreditation in PEM
Dr Nick Howarth	Emergency Associate Specialist with dual accreditation in PEM
Neonatal Consultants	
Dr Nigel Ruggins	Respiratory
Dr John McIntyre	Neurodevelopment
Dr Mal Ratnyaka	Epilepsy
Dr Bala Subramaniam	Infectious Diseases
Dr Gitika Joshi	Cardiology
Dr Bemigho Etuwewe	Cardiology
Dr Shalini Ohja	Academic
Other Medical Staff	
Specialist Registrar/ ST3+	11, including 2 Medical Educators, 2 Clinical Pharmacology Registrars Additional middle grade cover to NICU provided by 3 ANNP's
CT3	3
ST1/2	4 neonatal, 3 paediatric 1 Community Paediatric, 5 GPVTS
FP2	2
FP1	5
ED CESR	1

4.3 Directorate Management Arrangements

The Paediatric Department is part of the Division of Woman and Childrens which is led by Ms

Sue Whale (Divisional Director) and Dr Anish Bali (Divisional Medical Director). The Paediatric Business Unit is led by Mrs Rachel Jerram (General Manager), Dr Gisela Robinson (Clinical Director) and Ms Laura Churm (Lead nurse) & other members of the Directorate Management Team.

4.4 Accommodation

Office accommodation & secretarial assistance will be provided. All consultants have their own PC.

4.5 Visits

Visiting should be arranged through the secretary to Dr Donna Traves 01332 786441.

SECTION 5: General Conditions of Appointment

5.1 General Conditions of Appointment

This is a locally employed UHDB appointment subject to local Terms and Conditions.

Occupational Health Clearance:

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

Criminal Records Disclosure and Check:

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales).

It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body. It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check).

Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s).

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential & will be considered in relation to an application for positions to which the Order applies.

GMC Registration and Revalidation:

The Trust requires the appointee to have & maintain full registration with the General Medical Council (GMC), with a license to practice, & to fulfil the duties & responsibilities of a doctor as

set down by the GMC Good Medical Practice. It is the responsibility of all medical and dental staff to ensure that this registration is maintained.

All medical practitioners are required to participate in the Trust Revalidation and Appraisal processes.

Identity and Right to Work:

All employees are required to provide original photographic evidence of identity at appointment and have the necessary documentation to demonstrate they have the right to reside and work in the UK.

SECTION 6: Application Information
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Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. Applications to be submitted in the form of:

A completed Application Form, giving names of three referees and confirmation that you are on the General Medical Council

Closing date for receipt of applications: As per advertisement

SECTION 7: General Information
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University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield and Tamworth – to provide the highest quality care to patients across southern Derbyshire and south east Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our VISION is to deliver exceptional care together.



Our PRIDE objectives are about putting patients first, making sure we get it right first time, investing our resources wisely, developing our people and ensuring value through partnerships.

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke Free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Trust Policies and Procedures

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

Further Information

To find out more about the Trust, please visit www.uhdb.nhs.uk

To find out more about Derbyshire or Staffordshire please visit www.derby.gov.uk or www.enjoystaffordshire.com