

People Centred

Positive

Compassion

Excellence

JOB PROFILE

FOR THE POST OF

LOCUM CONSULTANT COMMUNITY PAEDIATRICIAN WITH RESIDENT DUTIES (6 months)

BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST

JOB TITLE: Consultant in Community Paediatrics with resident duties (8- 10 PA post)

REPORTS TO:

ACCOUNTABLE TO: Head of Department

Head of Department
Divisional Director

KEY INTERNAL RELATIONSHIPS:

- Divisional Director, Families Division.
- Consultant Colleagues in the Child Health Department and CAMHS.
- MDT for Blenheim Child Development Centre
- MDT for Neurodevelopmental pathway
- Consultant Colleagues in Obstetrics and Gynaecology
- Consultants in Emergency Medicine and Radiology.
- Senior nursing staff across Families Division.
- Divisional Management Team
- Clinical Administrative Support Staff
- Community Therapy Teams
- Safeguarding Team

KEY EXTERNAL RELATIONSHIPS:

- General Practitioners
- Blackpool CCG & North Lancashire CCG's
- Blackpool Unitary Authority and Lancashire County Council
- Blackpool and Lancashire Educational Authority
- Social services

INTRODUCTION

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and is committed to Values Based Collaborative Leadership and being a 'Great Place to Work'.

Blackpool Teaching Hospitals NHS Foundation Trust was established on 1st December 2007. The Trust gained Teaching Hospital status and became Blackpool Teaching Hospitals NHS Foundation Trust in 2010. In April 2012 the Trust merged with community health services from NHS Blackpool and NHS North Lancashire as part of the Transformation of Patient Pathways Programme. We are now a Vanguard site with Extensive Care Services provided for the complex elderly population within Blackpool, Fylde and Wyre.

The Trust serves a population of approximately 440,000 residents across Blackpool, Fylde, Wyre, Lancashire and South Cumbria and the North of England. It comprises [Blackpool Victoria Hospital](#) which is a large busy acute hospital and two smaller community hospitals – [Clifton Hospital](#) and [Fleetwood Hospital](#) and the [National Artificial Eye Service](#). The Trust is also responsible for the provision of Community services such as District Nursing and Midwifery to a large geographical area, extending from Lytham St Annes in the South to Morecambe and Carnforth in the North. The Trust provides Tertiary haematology services for Lancashire and South Cumbria and is the site of the Lancashire Cardiac Centre which provides comprehensive cardiology and cardiothoracic surgical services for the adult population of Lancashire and South Cumbria (around 1.6 million people).

The Trust is highly active in clinical research. We are the highest recruiting centre for many clinical trials for commercial and non-commercial sponsors; and have recruited the first global, European and UK patients across a number of specialities. The Clinical Research Centre is the dedicated facility for use by researchers, where patients can participate in research. We have high calibre staff with long track records of being research active, staff who are enthusiastic to get involved in research for the first time and staff who support research through their role.

POST

The successful candidate will be appointed as locum Consultant Community Paediatrician with resident duties, (up to 10PA) joining our team of 15 WTE consultants delivering integrated Paediatric care to Blackpool, Fylde and Wyre. Note within the Consultant body there are 3 Community-Only Consultant Paediatricians and 6 Consultant Paediatricians that deliver both Acute and Community Paediatric care. The post advertised is a replacement of an existing post, as the existing post holder takes on a greater community workload.

The successful candidate will be responsible for the management of patients in their direct care. The Appointee will be responsible for delivery of community based paediatric care predominately within the Blackpool area, working closely with colleagues who cover the Fylde and Wyre areas, ensuring all children and schools have a designated link Paediatrician.

Since the launch of the update NICE guidance for the diagnosis of ASD, our service has designed and rolled out a Neuro-developmental pathway and the post holder will work with colleagues across the coast to deliver this service. This includes initial triage screening and further in depth with assessments of developmental and social, emotional and behavioural issues including assessment and diagnosis of Autism Spectrum Disorder. As part of this pathway, the coast has 10 ADOS trained staff from a multi-professional background, including Paediatrics, Speech and Language, Educational Psychology and Specialist Teaching. This allows delivery of a two person

ADOS evaluation service for select cases and this would be a desirable skill in the post holder on application, but training could be arranged for the successful candidate.

Within the Blackpool area, the post holder will also contribute to SEND work for their case load, as well as caring for children with long term and pre-existing complex medical conditions. However, complex care of epilepsy and seizure disorders is managed primarily by our specialist medical and nursing team, who will work with the post holder to support children with such needs.

The successful candidate would be expected to play a role in safe guarding initially through their consultant of the week work and possibly with further developments in the future as part of a formalised rota.

Additionally, to support both experienced applicants keeping up their acute care skills and newer consultant appointees in developing acute skills, the applicant will contribute to a resident duty Monday to Thursday on a 1 in 5 rota (with prospective cover) running from 2pm to 9pm, supported on site by two first on doctors, an FY doctor and a non-resident colleague off site. They will also contribute to a consultant of the week system 8.30am-4.30pm on a 1 in 9 rota when clinics are cancelled and they offer on call at the weekend, as well as a second consultant of the week system 9am - 1pm the following week.

TRUST VALUES

Genuine engagement of our staff is vital to our success and aspiration. Our core values provide us with the framework to create the right culture that supports our staff to be the best they can be and achieve better care together for the benefit of our patients. We expect all staff to uphold our agreed set of values and be accountable for their own attitude and behaviours.

People Centred	Serving People is the focus of everything we do
Positive	Having a can do response whatever the situation
Compassion	Always demonstrating we care
Excellence	Continually striving to provide the best care possible

INDICATIVE WORK PLAN

This is a 10 PA job plan. There are 8.5 PA of direct clinical activity and 1.5 PA of supporting professional activity. (Example job plan below.)

	MON	TUES	WEDS	THURS	FRI
AM	SPA 1 PA	Community clinic 0.75PA DCC General Paediatric Clinic (Follow ups only from Consultant of the week) 0.25 DCC	Clinical Admin 1.25 PA DCC	OFF	ND pathway Clinic / Panel 0.5PA DCC / 0.5 PA OFF
PM	Community Clinic / ND Pathway clinic 1.0 PA DCC	Clinic Admin 1PA DCC	Resident duty 2pm-9.30pm 2 PA DCC	OFF	0.5 SPA OFF 0.5 PA

Weekly Job Plan :

8.5 DCC and 1.5 SPA

There is also 1.25 PA allocation given for consultant of the week predictable and unpredictable weekend duties 1 in 9 weekends and to recognise a 1 hour late finish during COW week (lieu time for this, resident duties gives 1 day off per week and a further alternative day off a month which accounts for lost time off during Consultant of the week duties)

During a 1 in 9 1st consultant of the week, all standard clinical activity is cancelled. The day starts with handover at 8.30 and handover in the afternoon finishes at 4.30. The day ends at 6 to recognise time needed for associated admin and other activities after handover. During this week the consultant is 'on take' and all new patients come under their care. This is also the week when weekend duties take place, with the week starting on Thursday and running till Wednesday.

The following week is a 1 in 9 2nd Consultant of the week. Routine activities are also cancelled, and this runs Monday – Friday 8.30am - 1pm. During this week the consultant is not on take, but till 1pm supports the 1st COW.

Both of these are offered with prospective cover for leave expected and lieu time is offered in the normal job plan for missed SPA and admin time from these weeks. This equates to 1 day off per week and an extra day off on alternative weeks, when not on COW duties.

As the only non-resident on call duties are during 1 in 9 weekends, we welcome applicants from across the North West. Free accommodations on site can be booked during these weekends for post holders who live further than 30 minutes from the hospital. Rooms are also available at

reduced rate at the village hotel next door to the hospital, which has full gym, pool and sports facilities.

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), 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. 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.

TEACHING

Blackpool Teaching Hospital has a faculty of engaged, motivated and enthusiastic Trainers to support the students and trainees that we host. 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 specialities. We also have students from UCLAN and Lancaster University who do 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 specialities, 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 AND 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 HIC (Health Innovation Campus) 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 process

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 of 'People Centred, Positive, Compassion and Excellence'. 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.

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.

ASSOCIATED DUTIES AND RESPONSIBILITIES

i) Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually and in line with the provisions below.

ii) Associated duties

You are responsible for the associated duties set out in schedule 2 of the Terms and Conditions. These include amongst other things a requirement to:-

- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.
- Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged. Conforming to “state of the art” advances will ultimately depend on other priorities within the total unit.
- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Paediatrics and Child Health and is committed to providing time and financial support for these activities.

iii) Objectives

Agreed personal objectives will form part of individual Job Plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual's clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

CHILD HEALTH – STAFF ESTABLISHMENT

Medical Staff - Consultants

Dr Peter Curtis (Divisional director)	Diabetes & Asthma
Dr Nigel Laycock	Neurodevelopmental, Epilepsy and Safeguarding
Dr. Rabin Mohanty	Diabetes Lead, Education, Cardiology
Dr. Chris Rawlins	Neonatal Lead
Dr. Ned Rowlands	Cystic Fibrosis
Dr. Wing Tang (College Tutor)	Endocrinology
Dr. M. Ahmed	Neurodisability, Diabetes, Education
Dr. Jayne Hopewell (Head of department)	Palliative Care, Neurodisability
Professor. Morris Gordon	Gastroenterology, neurodevelopmental and Academic
Dr. Nicola Cable	Paediatric Epilepsy, Community
Dr Navin John	(Research lead) Respiratory
Dr Ramani Nanayakkara	Allergy, Audit lead
Dr Sharmini Ragunathan	Neurodisability, ND pathway lead, adoption
Dr Kate Goldberg	Education, Safeguarding
Dr Jayshree Kapoor	Community Paediatrics
Dr Mamata Manmohan	Respiratory, HDU / CAU lead
Dr Sunitha Peiris	Renal, IHA lead

1 Community Paediatrician Post Vacant – This Post

Medical Staff at Blackpool Teaching Hospitals

2 Speciality Doctors.

4 Specialist Registrars ST4-8

5 ST1-2 Paediatrics/GP

5 FY 1-2 doctors.

Community Medical Staff

1 Specialist Registrar ST4-8 with on-call commitments at Blackpool Teaching Hospitals

The paediatric department has excellent support from four dedicated consultant paediatric radiologists and radiographers with paediatric interest.

We have an experienced team of Paediatric Outreach nurses, Diabetic Nurse Specialists and dedicated Epilepsy Nurse Specialists.

PROCESSES

This post will facilitate the provision of paediatric care to children resident in Blackpool, Wyre and Fylde, and to holidaymakers who may attend the hospital.

Facilities

The Department of Child Health provides a comprehensive Paediatric Service to children under 16 and a Level 2 Neonatal Service for the provision of both intensive and special care for babies born in the district.

Paediatrics

The Paediatric unit consists of 2 modern wards, Children's Assessment Unit and the outpatient department.

There are 17 inpatient beds on the Children's ward (2x 4 bedded bays, 6 cubicles and 3 HDU beds) and 7 en-suite cubicles on the Adolescent Ward. Contiguous with the Children's Ward is the Children's Assessment Unit (6 beds) and a separate day case/ambulatory bay (4 beds).

Children requiring stabilisation for intensive care are accommodated in a side bay of the adult intensive care unit. The ICU team / Anaesthetists and Paediatricians jointly manage them prior to transfer to a regional Paediatric Intensive Care Unit.

On the ground floor is a spacious and modern outpatient unit which is used by all specialties for children's clinics. Clinic staff provide support for the general outreach clinics held in Fleetwood, Lytham and Kirkham. Paediatric Out patient area is modern and newly built with outstanding facility to run 7 clinics at a time.

Visiting Consultants providing Specialist Clinics:

Renal	Dr Brix
Genetics	Dr T Briggs
Cystic Fibrosis team	RMCH
Neurology and Epilepsy	Dr Basu
Cardiology	Dr Narayannan
Paediatric Surgeon	Miss Corbett

Multi-disciplinary care is provided to children with complex needs at the dedicated Child Development Centre, Blenheim House.

Neonatal Care

Dr Rawlingson is the Lead Consultant in Neonatology.

The purpose built fully equipped Neonatal Unit allows us to deliver Level 2 care with 16 cots; 2 intensive care, 4 high dependency care and 10 special care.

Babies are transferred out for level 3 care (<27 weeks gestation), and for surgery and cardiology services.

Ophthalmological screening for susceptible neonates is offered on the unit by Mr Ali, consultant ophthalmologist.

An ultrasound service is provided by a dedicated paediatric sonographer with radiology consultant support.

Community Child Development Centre.

The Child Development Centre at Blenheim House now based at White gate Drive Health Centre. The Child Development Centre receives over 300 new referrals per year and is a predominantly preschool service. The multidisciplinary team consists of OT's, PT's, SPCDs (Specialist Practitioner in Child Development, clinic assistant, admin staff and doctors. We also work closely with SLTs, dieticians, audiology, and orthoptists, all of whom offer appointments within the CDC. Representatives from Education and Brian House (Paediatric Hospice) regularly attend the weekly MDT meeting.

Regular clinics are provided by a number of consultants. Combined clinics are held there with the Consultant Neurologist and the Consultant Geneticist.

Special Schools

There are three schools for children with severe learning disability, Pear Tree, Woodlands and Red Marsh. A regular clinic is held in each school. In addition, there are two schools for children with moderate learning disability and one school, Highfurlong, for children with predominately physical disability. It is anticipated that the post holder will hold clinics in some of these schools and take a lead in SEND.

Child Health Surveillance

This is routinely managed by General Practitioners within Fylde and Wyre with the exception of some single-handed practitioners.

TRUST LEADERSHIP

The Trust Board members are as follows:

Chairman

Mr Steve Fogg

Executive Directors

Chief Executive
Executive Director of Strategic & Transformation
Director of Finance
Medical Director
Director of Integrated Care & Performance
Chief Operating Officer
Director of Nursing, AHP's & Quality
Interim Executive Director of People & Culture
Joint Director of Communications

Mrs Trish Armstrong-Child
Mr Steve Christian
Mr Feroz Patel
Dr Jim Gardner
Mrs Janet Barnsley
Mrs Natalie Hudson
Mr Peter Murphy
Mrs Louise Ludgrove
Mrs Shelley Wright

Non-Executive Directors

Mr Mark Beaton
Mrs Sue McKenna
Mr Mark Cullinan
Mr James Wilkie
Mr Andy Roach
Miss Fiona Eccleston

POLICY & STRATEGY

Policies which drive our Agenda include:

- Blackpool Teaching Hospitals NHS Foundation Trust Strategic Review
- The 5 Year Forward View
- NHS Plan
- The National Service Frameworks
- National Cancer Plan
- National Clinical Guidelines (NICE)
- Health Improvement Programmes and Joint Investment Plans

HEALTH & SAFETY

The Trust has a comprehensive Health and 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 ongoing quality improvement of clinical services.

RESOURCE MANAGEMENT

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

CONSULTANT PERSON SPECIFICATION

POST: Consultant Paediatrician

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Legal Requirements	Full registration with the GMC		Curriculum Vitae (CV) CV
Qualifications and Training	MB ChB or equivalent MRCPCH or equivalent Inclusion on the Specialist Register or eligible for inclusion within 6 months of interview date	Higher degree (MD/PhD)	CV CV
Experience	Has achieved the competencies relating to General Paediatric Training, usually after 2 years of General Professional Training in Paediatrics Is able to demonstrate having achieved the competencies equivalent to Higher Specialist Paediatric Training including usually 3 years in Community Child Health (usually after 5 years of Higher Specialist Training in total) Experience of team working	Experience in other areas relevant to Community Child Health e.g. paediatric neurodisability including assessment and management of children with social communication disorders, child mental health, public health Evidence of standardised training in child development and neurodisability tools e.g. ADOS, Griffiths Experience of working with looked-after, and children being considered for adoption Experience of working as a medical advisor for adoption panels Experience of working at strategic level	CV/application form Interview

Skills and Abilities	Excellent communication skills – both oral and written. Effective teaching skills Ability to organise and prioritise workload and to delegate responsibility and supervise staff. Ability to motivate and inspire a multi-disciplinary team and work sensitively within teams and across organisations Involvement and evidence of implementation of service development and managing change in a healthcare setting Leadership skills- ability to take responsibility, show leadership and make decisions	Computer and IT skills Educational qualification or working towards.	CV/Interview/ Assessment Centre CV/Interview CV/Interview/ Assessment Centre Interview/ Assessment Centre CV/Interview CV/Interview/ Assessment Centre
Management skills	Awareness of NHS organisation and core values of NHS Understanding of the management responsibilities of NHS consultants Participation in a management training course		CV/Interview CV/Interview/ Assessment Centre CV/Interview

Knowledge / Research	Commitment to CPD and requirements of clinical governance and audit	A proven track record in self-directed research Publications in peer reviewed journals	CV/Interview CV/Interview
Adherence to the Values of the Trust	People Centred Always patient and staff focused. Supports effective team work. Able to demonstrate integrity through honest and open behaviours Communicates widely and effectively. Compassion Always shows empathy for patients and staff. Always seeks to understand how others are feeling. Positive Always staying positive to reassure staff and patients.		CV / Interview / Assessment Centre

	Always reflecting the impact of own attitude and behaviours upon the service and staff. Excellence Always striving to do best for patients and staff. Always appreciating the efforts of others. Always taking responsibility for actions. Always seeking out opportunities for improvements.		
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