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University Hospitals of Morecambe Bay

NHS Foundation Trust

JOB DESCRIPTION

Job Title:	Consultant Paediatrician – Acute Paediatrics with Resident Duties Substantive Post
Department/Ward:	Children and Young People’s Services
Remuneration	£82096.00 - £110683.00 for 10 PA
Care Group:	Women’s and Children’s
Responsible to:	Acute Paediatric Clinical Lead FGH
Accountable to:	Medical Director, via the Divisional Clinical Director

We are seeking a friendly and enthusiastic colleague who is able to provide excellence of care in a modern Children and Young People’s Service.

The CYP team provides hospital-based acute Paediatric care, neonatal services, scheduled day case and outpatient care, and safeguarding / Child-Protection expertise.

The successful candidate will support our consultant delivered acute Paediatric service. The rota comprises a 1 in 6 acute ‘hot week’ (including provision of support to the Level 1 Special Care Baby Unit), resident evening and clinic weeks.

In addition, the consultant will participate in the 1 in 6 on call Rota (non-resident nights and non-resident weekend, supporting the resident Middle Grade Tier Paediatrician).

As a Paediatric Consultant you will be expected to:

- Deliver high-quality services within the children and young people’s services regularly benchmarking to improve practice.
- Make a positive contribution to the management and financial strategies of the Trust in line with our values and Behavioural Standards Framework
- Develop a special interest in a chosen field such as neonatal, cardiology or respiratory disorders
- Have an active role in research
- Meet maximum waiting time targets
- Actively support patients and their families, communicating clinical information to explain a diagnosis and treatment options using various methods to ensure practical understanding.

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- Coordinate treatment plans and prescribe various types of treatment. Provide constant monitoring and care for patients.
- Communicate with patients and the wider multidisciplinary team on shared patient decision making.
- Work in and where appropriate, lead a multidisciplinary team.
- Assess and prioritise patient/client requirements, delegating effectively to others.
- Recognise, review, and report a patient's condition and any changes to the patient and the multidisciplinary team.
- Performing basic administrative and clerical tasks, such as keeping records of test results, writing prescriptions, providing information to patients, and monitoring treatment plans.
- Help teach and train other junior doctors and medical students and other members of the multidisciplinary team.

In addition, as a Paediatric Consultant at Furness General Hospital you will have:

- Quick thinking abilities
 - Patience and the ability to teach, coach and mentor
 - Excellent attention to detail
 - A systematic approach to tasks and delegation
 - Excellent timekeeping
 - Empathy and understanding
 - A flexible attitude
 - A dedication to improving and developing knowledge and skills
 - Active listening skills
- Main Duties/Responsibilities

1. Overview

University Hospitals of Morecambe Bay NHS Foundation Trust (UHMBFT) operates from three main hospital sites in North Lancashire and South Cumbria (namely Royal Lancaster Infirmary (RLI), Furness General Hospital (FGH), and Westmorland General Hospital (WGH), and from a range of smaller peripheral units.

Within UHMBFT, Children and Young People's (CYP) Services are integrated with Maternity and Gynaecology within the Women's & Children's Services (WACS) Division. Leadership and support is provided through a robust management and governance structure.

The CYP team provides hospital-based acute paediatric care, neonatal services, scheduled day case and outpatient care, and safeguarding / child-protection expertise. UHMBT covers North Lancashire and South Cumbria. In North Lancashire, University Hospitals of Morecambe Bay NHS Foundation Trust (UHMBFT) is responsible for the provision of community paediatric services in the Morecambe Bay Clinical Commissioning Group (CCG) area.

Morecambe Bay is part of the ICS which involves Lancashire Teaching Hospitals, East Lancs Hospital Trust and Blackpool Teaching Hospitals. Working together to develop services across the geographical foot print.

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Our consultants are strongly supported and encouraged to develop areas of expertise and service. Team working with children, families, and a wide range of agencies and professionals is crucial to the success of the Children and Young People’s Service.

There are exciting academic links between UHMBFT, Lancaster University, and University of Lancaster Medical School. Lancaster Medical School has an intake of approximately 125 medical students and the paediatric department is very closely involved in the training and examining of students throughout the curriculum.

Research interests are supported by the Greater Manchester, Lancashire, and South Cumbria Medicines for Children Research Network (MRCN).

Together with our staff, governors, and volunteers we have created a vision which clearly states our key aims, and how as a team we will behave towards each other, our patients, and partner organisations.

VISION

We will constantly provide the highest possible standards of compassionate care and the very best patient and staff experience. We will listen to and involve our patients, staff, and partners.

VALUES

- Patients: Our patients will be treated with compassion, dignity and respect. Their experience is our most important measure of achievement.
- People: Our staff and volunteers are the ones who make a difference. They understand and share our values and this is reflected in their work.
- Partnerships: Our partnerships make us strong. By investing in them, we will deliver the best possible care to our communities.
- Performance: Our performance drives our organisation. Providing consistently safe, high-quality care is how we define ourselves and our success.
- Progress: Our progress will be improved through innovation, education, research, and technology to meet the challenges of the future.

Within the Children and Young People’s Service, we aim to achieve our vision by:

- Helping more children and young people keep fit and well for longer
- Ensuring the acute hospitals provide comprehensive care to the standard of the best in the country
- Providing services that reflect local priorities, with local doctors, nurses and other professionals playing a significant role in setting local priorities
- Developing services which are more responsive to what patients and their families need, such as fewer and shorter admissions to hospital
- Supporting services in the community by strengthening the capacity and knowledge of community and primary care services

2. An introduction to Morecambe Bay

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University Hospitals of Morecambe Bay NHS Foundation Trust serves a population of 350,000 in an area covering 1,000 square miles in the North West of England. This includes the city of Lancaster, towns of Kendal and Barrow-in-Furness, and a large rural area around the South Lakes and the Lune Valley.

The area is well known for its natural beauty. There is a vast range of outdoor pursuits available, particularly related to the sea, lakes, fells and countryside in the surrounding Lake District National Park, Silverdale and Arnside Area of Outstanding Natural Beauty, and nearby Pennines and Forest of Bowland.

Housing costs in the area are relatively low.

3. Barrow-in-Furness

Furness General Hospital is situated to the north of the town centre of Barrow-in-Furness, and primarily serves the populations of Barrow-in-Furness, Ulverston, Millom, and a large rural area extending into the South Lakes.

The Lake District National Park, adjacent to the Furness Peninsula, is known all over the world for its natural beauty and unique, vibrant culture.

Major industries with the area include tourism, shipbuilding, pharmaceuticals, food processing and a large number of medium sized engineering and chemical companies.

4. Children and Young People’s Services at Furness General Hospital

The CYP service based at Furness General Hospital primarily serves the resident populations of Barrow-in-Furness, Ulverston, Millom, and the surrounding rural area. Paediatric in-patient, assessment, and neonatal services are located at Furness General Hospital. Outpatient clinics are held at Furness General Hospital in Barrow-in-Furness, and Westmorland General Hospital in Kendal.

The Medical Team at Furness General Hospital

Dr Kosmas Kailidis Clinical Lead, Consultant Paediatrician - Gastro Lead, Audit Lead, Rota Master, Appraiser

Dr Ashutosh Kale, Consultant Paediatrician - Endocrinology Lead, Trust Guideline Lead

Dr Anas Olabi, Consultant Paediatrician - Epilepsy Lead, Safeguarding Lead, Education Lead

Dr Samar Sen, Consultant Paediatrician - Allergy and Respiratory Lead, Deputy Education Lead

Dr Ravi Kakkar, Consultant Paediatrician - Cardiology Lead, GP Teaching

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Dr Osama Braima, Locum Consultant Paediatrician
Dr Helen Peace, Consultant Paediatrician - Diabetes Lead

The Middle Grade tier comprises: 6x Speciality Doctors and Senior Clinical Fellows

The Intermediate Grade tier comprises: 3x Speciality Doctor and Junior Clinical Fellows, 4x GPST, 1x Foundation Year 2 Doctor

FGH Children’s Unit

The FGH Children’s Unit is a 26 bedded ward sited close to the Maternity Unit, SCBU, main theatres, and the Emergency Departmental children admitted to the hospital are admitted to this unit. The ward incorporates paediatric assessment facilities (4 beds), a day care surgery area (8 beds), and a 14-bedded in-patient unit including a high dependency area for stabilisation prior to transfer. Patients under surgical consultants are jointly admitted under the care of a Consultant Paediatrician. There is a school room and an extensive play area supervised by a Play Specialist. A seminar room is incorporated into the facility.

Children’s Unit and Paediatric Outpatient Activity 2019/20 (Pre COVID-19)

In Patient Activity	Day Case Activity	Assessment Unit Activity	Out Patient Activity
Total 1198	Total 352	Referrals 2176	New Referrals 1487
Medical 1034	Medical 115	Admissions 997	Review 3425
Surgical 164	Surgical 237		

Special Care Baby Unit

There are approximately 1,100 deliveries per annum at Furness General Hospital. The Special Care Baby Unit (SCBU) is a Level 1 unit with 5 cots, one of which is fully equipped to provide short term ventilatory support and intensive care prior to retrieval and transfer. The Special Care Baby Unit admits approximately 100 babies a year. The provision of Transitional Care on the Postnatal Ward is jointly supported by staff from neonatal and maternity services. FGH and RLI are part of Lancashire and South Cumbria Neonatal Network. Tertiary level care is provided within the Network in Preston and Burnley (Level 3 NICUs). Surgical services are located in Manchester and Liverpool.

Furness General Hospital Special Care Baby Unit Activity 2019/20 (Pre COVID-19)

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Unit	Births	SCBU FGH Categories of Care	Days of Care Provided
Furness General Hospital	1008	Intensive Care (eg prior to transfer)	22
		High Dependency Care	122
		Special Care	656

Outpatient Service

The department is dedicated entirely to children / young people and their families, and sited next to the Children’s Unit.

Specialist Clinics:

Allergy - Sr C Heaton
Diabetes - Dr H Peace
Epilepsy - Dr A Olabi
Orthopaedics - Mr P Marshall
Surgery - Mr C Ball
Asthma / Respiratory - Ms J Marshall & Ms L Sharples

Tertiary Visiting Specialist Clinics:

Cardiology - Dr G Soda
Neurology - Dr D Ram
Nephrology - Dr M Shenoy
Endocrinology - Dr P Murray

Community Paediatrics/Child Development Centre

Atkinson Health Centre, situated in Barrow-in-Furness, provides a base for therapists and delivers a wide range of services to children, including children with developmental delay, children in the looked after sector and children with a disability. There has been a significant investment in services in the community, including the recent appointment of a Clinical Director for Children’s Services, Dr W Rankin. Child psychiatry is also delivered through the Child and Adolescent Mental Health Service which works closely with the acute facilities.

The Wider Paediatric Team

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Although it is intended that the post holder will conduct the majority of their clinical duties at Furness General Hospital, it is important to note that some clinicians do have roles extending across multiple sites : these are generally referred to as 'cross-bay' roles, reflecting the geography of Morecambe Bay. We are continuously looking for ways to effectively integrate learning and working cross-bay therefore roles are likely to become more integrated over time, and some cross-bay working would be expected including daily, cross bay safety huddles ensuring an awareness and understanding of what is happening within the wider teams

5. General Information Relating to the Advertised Post

Clinical and Financial Governance

Clinical and Financial Governance principles underpin Children and Young People's Services, and are crucial to our stated goals. Each Consultant is personally responsible for meeting the requirements and standards of Clinical Governance. The Trust will provide resources to support each individual. It is a responsibility of all members of the Children and Young People's Service to ensure the service meets the standards of Clinical and Financial Governance.

Child Health Education

There is a RCPCH College Tutors within Children and Young People's Services. We also have a Clinical Teaching Fellow and a Practice Educator who play a major role in the training of medical staff at all levels.

There are well equipped education centres with a comprehensive library service and clinical skills laboratories. There is a busy programme of general medical meetings organised by the clinical tutors.

The appointee will be encouraged to play an active part in developing, improving and delivering the training programme for undergraduate and postgraduate nurses, doctors, and other disciplines.

The Care Group, together with colleagues in A&E, Anaesthesia, Resuscitation Officers and Education, run paediatric resuscitation courses each year and help towards multidisciplinary training on the management of sick children.

Research interests are supported locally by the Greater Manchester, Lancashire and South Cumbria Medicines for Children Research Network. Consultants are encouraged to develop an active role in the research projects taking place locally.

Continuing Professional Development

The Trust is committed to providing time and financial support for continuing professional development according to the Royal College of Paediatric and Child Health guidelines. Continuing professional development is crucial to our goals.

Annual Appraisal and Revalidation

All staff have annual appraisals. The Trust has appointed a Revalidation Officer (Mr P Dyer) and is active in ensuring that the requirements for Revalidation are met.

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Resources, training, and support is provided to enable and encourage staff development.

Job Planning

All Consultants have an annual review of their job plans. We are a dynamic district and anticipate that with the modernisation of services and the evolving aspirations of individual Consultants, job plans will change over time. Job plans will be changed by mutual agreement within the department and endorsed by the Trust. We strongly encourage and support the development of lead roles and responsibilities.

Audit

There is an active programme of multi-disciplinary clinical audit. The annual forward audit programme is developed in conjunction with the Trust's audit department, with a view to meeting national and regional audit requirements. Audit planning and cross-bay audit meetings take place on a regular basis. The department has a strong ownership of audit, supported by the audit department.

Medical, nursing and other professional guidelines are in the process of being unified, and are accessible via the Trust's intranet site.

Relationships with Other Specialities

Paediatrics enjoys good relationships with other specialities. There are well developed multi-disciplinary teams involving Clinical Psychologists, Dieticians, Speech and Language Therapists, Occupational Therapists, and other specialities. There is a close working relationship with the Department of Obstetrics and Gynaecology. The department also has good relationships with other specialities within the hospital including the Anaesthetic Department, Emergency Department, Radiology, Surgery, and ENT. Paediatric Liaison services facilitate links to Education and Social Care.

Surgical Care of Children

All children admitted to the hospital for surgical care are also under the care of a Consultant Paediatrician; shared care is accepted as the best model of care.

Safeguarding

We have site-based safeguarding lead on each site at RLI/FGH. The Trust also employs a number Named Nurses for Safeguarding / Child Protection, and a Named Midwife for Safeguarding. These individuals support the wider Trust Safeguarding team.

Responsibility for cases of suspected non-accidental injury / child protection lies with the Consultant Paediatrician on call. Management of child sexual abuse is dealt with by Social Services and the Police, in co-ordination with appointed Police Surgeons and Paediatricians. The local SAFE Centre (for forensic assessment of suspected sexual abuse) is based in Preston.

We have a looked after children's nurse who gives invaluable support and advice for our Initial Health assessments.

Facilities

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The appointed Consultant will have access to secretarial support, office accommodation, and computer. This will include personal access to the hospital intranet, Trust computer systems, and the internet.

6. Children and Young People’s Services at Royal Lancaster Infirmary

The CYP service based at Royal Lancaster Infirmary primarily serves the resident populations of Lancaster, Morecambe, and Carnforth in North Lancashire, Kendal in South Cumbria, and the surrounding rural area. Acute assessment, in-patient, day case, and neonatal services are located at Royal Lancaster Infirmary. Outpatient clinics are held at Royal Lancaster Infirmary in Lancaster, and Westmorland General Hospital in Kendal.

Children’s Ward (Ward 32)

The Children’s Ward at Royal Lancaster Infirmary is a purpose built 35 bedded unit, which includes a 6-bedded Assessment Unit, 8-bedded Day Case unit, and 21 beds / cubicles on the in-patient ward. There are 2 HDU cubicles, one with a dedicated ventilator. All children admitted to hospital from the Lancaster and Kendal area are admitted to this unit.

Local Neonatal Unit

There are approximately 2,200 deliveries in total per year at Royal Lancaster Infirmary and in the nearby Helme Chase Midwifery Led Unit (MLU) at Westmorland General Hospital. Mothers considered to be at increased risk of complication are delivered at Royal Lancaster Infirmary.

The neonatal unit at RLI is a Level 2 Local Neonatal Unit (LNU) that provides care for babies from 287/28 weeks gestation upwards. The unit has 10 cots, of which 2 cots are designated for the stabilisation and short term management (up to 48 hours) of very sick / ventilated infants. The unit admits approximately 200 babies a year.

7. Key Colleagues from the CCG Children’s Commissioning Team

The Divisional Management Team have a close working relationship with their counterparts in the Clinical Commissioning Groups. Joint commissioning meetings take place on a regular basis, along with more frequent meetings regarding service development.

8. Job Plan

Individual job plans will be discussed with the post holder on appointment to finalise the job plan which will become operational on commencement. All jobs plans are agreed in line with the Trusts Job Planning Principles.

We strive to support your leadership and development in role, and would be keen to discuss

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development pathways and subspecialty interests; ensuring activity is allocated within your job plan to achieve this.

Job plans will be reviewed at least annually, following an appraisal meeting. The job plan will be a prospective agreement that sets out a Consultants typical working pattern, duties and responsibilities and objectives for the coming year. It will cover all aspects of a Consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities and external commitments. Additional programmed activities may be offered to the post holder. Any offer of additional programmed activities will be based on the needs of the service and in line with the Trust objectives and will be reviewed on at least an annual basis.

In addition to the Job Plan, other responsibilities / expectations include:

- Working with others to influence and promote the health and achievement of all children in a wide range of contexts e.g., health inequality, child poverty etc
- Supporting all aspects of Clinical Governance.
- Supporting all aspects of Financial Governance.
- Respecting colleagues and the duties of the post.
- Active participation in undergraduate and postgraduate teaching, training and professional development for doctors, nurses and other professional groups.

The successful applicant will have secretarial support and office accommodation.

It is expected that the successful applicant will work at other sites within the Trust based on the needs of the service and their special interest.

Basic job plans at UHMB are based on 10 Programmed Activities (PAs). Typically, a minimum of 1.5* are supporting PAs (core Supporting Professional Activities, SPA), and up to 8.5 PAs are for clinical care (Direct Clinical Care, DCC).

*1.5 SPA is a minimum guaranteed to support with revalidation, appraisal, CPD and core skills training. However, where it is agreed an additional 1PA may be offered subject to departmental agreement.

Some Trust job plans contain lead role activity with PAs allocated dependent on the requirements of the role.

Indicative job plan as below:

Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	Clinic (1 PA)	Off	x-ray meeting (0.125 PA) Clinic (1 PA)	SPA (2 PA)	Clinic (1 PA)	1 st On-call (predictable 1.33 PA (9am –	1 st On-call (predictable 1.33 PA (9am

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	+ admin (0.5 PA) Clinic (1 PA) + admin (0.5 PA)		+ admin (0.5 PA) SPA (0.5 PA)		+ admin (0.5 PA) Evening handover (4:30 pm – 5 pm) 0.125 PA Non-resident 1 st on-call (5pm-9am) Review new ward admissions (9pm – 10pm) 0.33 PA	1pm) + unpredictable) Review new ward admissions (9pm – 10pm) 0.33 PA	– 1pm) + unpredictable) Review new ward admissions (9pm – 10pm) 0.33 PA
2	Hot week 9am - 5pm (2 PA) Non-resident 2 nd on-call (5pm-9am)	Hot week 9am - 5pm (2 PA) Non-resident 2 nd on-call (5pm-9am)	x-ray meeting (0.125 PA) Hot week 9am -5pm (2 PA) Non-resident 2 nd on-call (5pm-9am)	Hot week 9am - 5pm (2 PA) Non-resident 2 nd on-call (5pm-9am)	Hot week 9am - 5pm (2 PA)	Off	Off
3	Clinic (1 PA) + admin (0.5 PA)	Off	x-ray meeting (0.125 PA) Clinic (1 PA) + admin (0.5 PA)	SPA (2 PA)	Clinic (1 PA) + admin (0.5 PA)	Off	Off

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	Clinic (1 PA) + admin (0.5 PA)		SPA (0.5 PA)				
4	Clinic (1 PA) + admin (0.5 PA) Clinic (1 PA) + admin (0.5 PA)	Off	x-ray meeting (0.125 PA) Clinic (1 PA) + admin (0.5 PA)	SPA (2 PA)	Clinic (1 PA) + admin (0.5 PA)	Off	Off
5	Clinic (1 PA) + admin (0.5 PA) Clinic (1 PA) + admin (0.5 PA)	Off	x-ray meeting (0.125 PA) Clinic (1 PA) + admin (0.5 PA)	SPA (2 PA)	Clinic (1 PA) + admin (0.5 PA) Non-resident 2 nd on-call (5pm – 9am)	Non-resident 2 nd on-call	Non-resident 2 nd on-call
6	Non- resident 2 nd on- call (9am – 5pm) Non- resident	Non- resident 2 nd on-call (9am – 5pm) Non- resident	Non-resident 2 nd on-call (9am – 5pm)	Non- resident 2 nd on-call (9am – 5pm) Non- resident	Non-resident 2 nd on-call (9am – 5pm)	Off	Off

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	1 st on-call (5pm-9am)	1 st on-call (5pm-9am)	Non-resident 1 st on-call (5pm-9am)	1 st on-call (5pm-9am)			
	Review new ward admissions (9pm – 10pm)	Review new ward admissions (9pm – 10pm)	Review new ward admissions (9pm – 10pm)	Review new ward admissions (9pm – 10pm)			
	0.33 PA	0.33 PA	0.33 PA	0.33 PA			

In addition to the core SPA time included, UHMB operates a rolling programme of ‘KIDS Days’, these being a full day session (2 PAs) of audit / learning activity once per month. Non-acute clinical activity is suspended in order for clinicians to attend these sessions.

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior manager you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments.

ENVIRONMENTAL IMPACT

It is the responsibility of all staff to minimise the Trust’s environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use and it is safe to do so, minimising water usage and reporting faults promptly.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

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INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.