

JOB DESCRIPTION

for

CONSULTANT PAEDIATRICIAN
GENERAL PAEDIATRICS

DIVISION OF FAMILY CARE



JOB SUMMARY

This is an exciting opportunity to work in a large, highly supportive and enthusiastic paediatric team providing inpatient and outpatient General paediatric services across East Lancashire. The paediatric team are leading members in new ways of working in East Lancashire and are involved pilots of transformational models of care linking in with GP's and other primary care health, education, social care and third sector professionals. We are also involved in regional redesign as part of the integrated care system developments in Lancashire and South Cumbria.

This is a replacement Consultant post. This post is part of a team of 22 hospital-based Consultant Paediatricians, 17 full time equivalents covering the acute rota. There are also 8 Consultant Community Paediatricians and 8 Consultant Neonatologists in East Lancashire. The post will be based in the Royal Blackburn Teaching Hospital where all inpatient and emergency paediatric services are centralised and Burnley General Teaching Hospital where the additional outpatient and surgical services are located. The post represents an exciting opportunity to work within a large paediatric service, managing patient care in general paediatrics and working in the paediatric diabetes team.

The Child Health Service in East Lancashire is the largest centralised children's service in the North West and one of the largest in the country. Emergency paediatric work is centralised on the Royal Blackburn with most day case elective work is undertaken at Burnley General Hospital. All inpatient paediatric activity has centralised in an extended paediatric footprint on the Blackburn site which includes a 51 bedded inpatient ward including 3 HDU beds, and 11 cubicles and 2 assessment rooms in the Children's Observation and Assessment Unit (COAU). There is also a 19 bedded Day Case Unit for children in Burnley serving the whole of East Lancashire. Children's Outpatient Clinics are undertaken on both sites together with clinic in peripheral sites, including Accrington, Colne, Clitheroe and Rossendale. During the Covid outpatients was centralised to Burnley General Hospital, however clinics have now restarted in Blackburn in the previous assessment unit area and further development will mean a return to 5 days per week clinics within the next 6 months. The Level 3 Neonatal Unit is based in Burnley General in the *Lancashire Women and Newborn Centre* which has separate dedicated medical and nursing teams catering for over 6000 deliveries per year. The Level 3 Neonatal Unit is one of two in the Lancashire and south Cumbria zone.

The main clinical duties of this post are in general paediatrics. The Consultant Paediatricians who participate in the acute rota work a 1:8 Consultant of the week system which is split into 2 half weeks, working a block from Monday – Thursday, and a block Friday - Sunday. During the 'hot week' there are 2 Consultants of the week who are both ward based responsible for the ward, COAU, ED emergency calls and inpatient safeguarding.

All consultants also participate in cover on the COAU from 1-10pm leading a team of registrars, junior doctors and APNPs to manage ambulatory patients and review GP and ED referrals. This is covered in a 1:16 rota currently Mon-Fri.

All consultants partake in non-resident on call. 2 consultants are non-resident on call at weekends and 1 consultant Monday to Thursday.. Overall frequency of non-resident on calls other than weekends is 1:16.

There is a separate 9-5 safeguarding rota which is shared with community paediatric colleagues. General paediatricians also cover triage on these days, which includes taking advice calls from GP's. assessing e-referrals and advice and guidance requests.

THE POST

This post will average approximately 2.5 clinics per week completing 80 clinics a year. The number of clinics is annualised as clinics are cancelled for acute activity including ward weeks, COAU shifts etc. This post will include clinics delivered at Burnley, Blackburn when clinics restart and possibly a peripheral hospital. This is a general paediatric post but there will be opportunity to develop an interest dependent on candidates experience and the needs of the department.

Existing consultants in East Lancashire have expertise and interests in different specialty branches of paediatrics. The aim is to have a lead consultant for all specialty areas who can undertake independent and/or joint care of complex patients with nearby tertiary centres. In particular we provide expertise in Diabetes, Endocrinology and Respiratory Medicine including a large Cystic Fibrosis service, Epilepsy, Neurodisability, Nephrology, Haematology and Rheumatology. We are keen to develop new specialist interest in for example cardiology or gastroenterology or to join the existing teams including diabetes dependent on the successful candidate's interest and qualifications.

The department is also heavily involved in medical education at both undergraduate and postgraduate level including placements from both UK and overseas students. As the largest centralised children's service in the Northwest we also have an active research portfolio with 2 dedicated paediatric research nurses.

Clinical

1. The post holder will be expected to provide a patient centred service, respecting the privacy, dignity and choice of individual patients. They will be responsible with Consultant Paediatric colleagues for the care of babies, children and young people referred for hospital treatment in the East Lancashire Hospital Trust.
2. The post holder will observe and comply with clinical and non-clinical policies and procedures (including local and national employment and personnel policies) agreed with employees and management.
3. The post holder will be closely involved in clinical audit and other clinical governance issues.
4. The post holder will carry out general paediatric outpatient clinics as defined in the provisional job plan.
5. The post holder will participate in the consultant ward week system of care with prospective cover. There are two consultants of the week who are both ward based.
6. The post holder will participate in the out of hours duties on a 1 in 16 basis for non-resident on calls with prospective cover and pro-rata on call rota one weekend in 8.
7. The post holder will participate in our duty to see child protection cases
8. The post holder will engage pro-actively with other members of the health economy to help and design and implement transformational models of care.
9. The post holder will be provided with office space, secretarial support and a trust computer to undertake their clinical and administrative duties

TRUST PROFILE

East Lancashire Hospitals NHS Trust serves a population of approximately 566,000 in the Pennine Lancashire area. The Trust's catchment area lies within the local districts of Blackburn with Darwen, Hyndburn, Ribble Valley, Burnley, Pendle and Rossendale. The main urban areas are Blackburn, Accrington, Darwen, Burnley, Nelson and several other small townships. Each of the locality districts contains substantial rural areas including parts of the West Pennine Moors, the Ribble Valley, the Forest of Bowland, Gisburn Forest and Pendle Hill; some of the most outstandingly beautiful countryside in Northern England.

The district is well served by road and rail. There are major railway lines running east to west that connects Preston, Blackburn and Accrington to Burnley and Leeds. There is also a railway line linking Blackburn to Manchester, thus providing a choice of links to the main industry network. The districts also served by the M6 and M61 to the west, M66 and M62 to the south and M65 across the area.

The districts are within reach of the Universities of Manchester, Lancaster, Liverpool and Leeds, and Central Lancashire (UCLan) with which ELHT has forged strong links. As well as being close to many urban centres, Blackburn and Burnley are also within easy distance of the Lancashire Coast, the Lake District and the Yorkshire Dales.

The area itself is well provided with leisure activities, for both spectators and participants. There are well developed parks, sports grounds and sports centres in the urban community. There are excellent schools in the locality, both state and fee paying. The housing in the area is both to a high standard and is reasonably priced. The local population looks to the district's health services for most of their health needs.

The trust has invested heavily in new buildings, £29 million in Burnley and £111 million in Blackburn. The trust is also responsible for local hospitals in Pendle, Clitheroe and Accrington. Together these hospitals provide over 900 inpatient beds. The trust currently has an annual operating budget of over £750 million and is one of the area's largest employers with over 6,500 staff.

The Trust offers a wide range of staff support services, a consultant led occupational health service, individual counselling and stress management programmes, a day nursery, gym and fitness centres and much more besides. They are made available to all staff and are designed to support our employees through both their working and everyday lives.

Additional Information about the local area, amenities and facilities is available on the Local Government websites

www.blackburn.gov.uk
www.burnley.gov.uk
www.ribblevalley.gov.uk
www.lancashire.gov.uk

Services are provided from our two main sites, the Royal Blackburn Teaching Hospital and Burnley General Teaching Hospital and from our community rehabilitation wards at Pendle Community Hospital, Accrington Victoria Hospital and Clitheroe Community Hospital.

Our current five-year clinical strategy 'Fit for the Future' provides a robust clinical platform to ensure we deliver safe, personal effective services in the community and in our hospitals.

We treat almost 700,000 patients every year in our hospitals and community settings, using state-of-the-art equipment and facilities. We provide a full range of acute hospital and adult community services, and we are a specialist centre for hepatobiliary, head and neck and urological cancer services, robotic assisted surgery, specialist cardiology services and we are also a network provider of Level 3 Neonatal Intensive Care. We are a nationally accredited Centre for Endometriosis and Uro-Gynaecology Surgery.

Our Blackburn site is the centre for all acute services in East Lancashire other than Obstetrics and Gynaecology. The Emergency Department at Blackburn is the only ED for East Lancashire and is a Trauma Unit in the Lancashire Trauma Network working closely with the Trauma Centre at the Royal Preston Hospital. The ED is supported by Urgent Care Centres at Blackburn and Burnley and a Minor Injuries Unit at Accrington. We have day and night Air Ambulance helicopter landing facilities.

Burnley General Teaching Hospital is the site for the East Lancashire Women's and Newborn Centre and is the largest in-patient consultant led obstetric unit in the North West. There is also a midwife-led birthing unit off the Hospital site in Blackburn.

In 2012 the Royal Blackburn Teaching Hospital was designated as one of the Lancashire Vascular Centres and is one example of our specialist services.

The Trust also has close links with a number of Tertiary Centres in Manchester and Liverpool for both adult and children's services.

Management Structure

Martin Hodgson is Interim Chief Executive of East Lancashire Hospitals NHS Trust. Mr Jawad Hussain is the executive medical director. One of the Consultant Paediatricians Dr Chris Gardner is one of the Deputy Medical Directors. The Trust ethos is delivered through the divisions which are clinically led and managerially supported.

Divisions The trust management has been divided into 5 separate Divisions. The Directorate of General Paediatrics comes under the Family Care Division led by Divisional Director Mr Mark Willett. The Division includes the departments of Obstetrics, Gynaecology, Neonatology, ELCAS (Child Psychiatry) and Community & Neurodisability Paediatrics in addition to General Paediatrics. Victoria Sampson is the General Manager for the Division.

Child Health Directorates in the East Lancashire Child Health Directorate Dr Vanessa Holme is Paediatric Clinical Director, Dr S Sivashankar is Neonatal Clinical Director, Dr Sheila Reilly is Director for Community and Neurodisability Paediatrics, and Mrs Jo Weller is Clinical Director for East Lancashire Child & Adolescent Service (ELCAS, formally CAMHS). Mrs Helen Campbell is Assistant Director Nursing (Paediatrics), and Mrs Mandy Chillingworth is Paediatric Matron. Mr Lewis Stott is Paediatric Directorate Manager.

Clinical Governance and Quality Assurance Measures

The paediatric Unit has implemented the recommendations contained within the Department of Health Guidance documents "Welfare of Children and Young People in Hospital" and the Audit Commission Report on Children's Services. We generally meet the objectives set out in the RCPCH Service Standards 2010. There are clearly defined and agreed departmental policies and guidelines for managing neonatal and paediatric problems. These guidelines are regularly updated and followed by medical and nursing staff. The department has a well structured clinical/critical incident reporting system in place and reports are discussed regularly so that appropriate action can be taken.

A regular system for consultant appraisal is in operation. All junior staff must undergo supervision or regular appraisals as recommended by the RCPCH and Health Education England.

PROFILE OF CHILDREN AND YOUNG PEOPLES HEALTH – EAST LANCASHIRE

In comparison with England and Wales as a whole, East Lancashire has a higher proportion of the population between the ages of 0 - 14 years and a lower proportion of the population between the ages 15 – 64 years. This trend is set to increase with projected increases of about 5% in the population between 0 -14.

SOCIO-ECONOMIC DETERMINANTS

The Jarman Underprivileged Area Scores, which are again based on 1991 census data, show some major pockets of disadvantage in the district. When sub-areas of the district are examined, there is a very clear correlation between underprivileged area score and general fertility rate, and a similar pattern is repeated for low birth weight and teenage fertility rates

INDICATORS OF ANTENATAL AND CHILD HEALTH

In terms of the standard outcome data i.e. still birth rate, perinatal mortality rate, post neonatal mortality rate and infant mortality rate, the Trusts performance is very similar to the regional average. This district has a greater proportion of low-birth-weight babies than the regional average, but the outcome figures for very low birth weight babies are as good as regional centres.

Amongst the Asian population consanguineous marriage is common practice and families tend to be large. As a result of this the children's department care for a well above average number of patients with rare autosomal recessive conditions.

THE CHILD HEALTH SERVICE

Medical Staff

Consultant General Paediatricians

Dr R Ali
Dr M Bailey
Dr R. Belderbos

Dr D. Corbett
Dr H. Coutts

Dr C. Gardner

Dr V. Holme

Dr N. Horton
Director

Dr J. Iqbal
Dr A. Jasser
Dr B Kollanoor

Special Interest and Responsibilities

General Paediatrics, Gastro (start date feb 2023)
General Paediatrics, Epilepsy
General Paediatrics, Epilepsy (to develop joint role with
CNP)

General Paediatrics, Respiratory, Allergy
General Paediatrics, HDU, Foundation Programme
Director

General Paediatrics, Lead for Diabetes, Endocrinology,
& Deputy Medical Director (Quality & Effectiveness)
General paediatrics, Haematology & Epilepsy.
Clinical Director

General paediatrics, Acute care, Deputy Clinical

General Paediatrics, Paediatric Nephrology
General Paediatrics, Endocrinology
General Paediatrics

Dr A Konstanidis	General Paediatrics, deputy POSCU & research lead
Dr H Maqdoom	General Paediatrics, Allergy & Coeliac disease
Dr D Msimanga	General Paediatrics & POSCU lead
Dr P. Nair	General Paediatrics, Neurology and epilepsy
Dr R Prasad	General Paediatrics & Allergy, Audit Lead
Dr T. Robertson	Paediatric Respiratory (joint post with CNP)
Dr A. Sibley	General Paediatrics, Rheumatology
	Deputy Director for Medical Education
Dr W Siddiqui	General Paediatrics and Respiratory & TB
Dr J Tan	General Paediatrics & Diabetes
Dr W. Thornton	General Paediatrics Undergraduate Lead & Diabetes
Dr J. Umeadi	General paediatrics, Named Doctor for Safeguarding
Dr L Ene	Paediatric Cardiology (Joint post, with Neonatology)

Consultant Community & Neurodisability Paediatrics

Dr S. Ariyaratnam	Consultant Community Paediatrician
Dr S. Perera	Consultant Community Paediatrician
Dr S. Reilly	Consultant Community Paediatrician /Clinical Director
Dr S Stuart Booth	Consultant Community Paediatrician
Dr S Valli	Consultant Community Paediatrician, Epilepsy
Dr S Malakar	Consultant Community Paediatrician
Dr L Williams	Consultant Community Paediatrician
Dr T Yasardwena	Consultant Community Paediatrician

Consultant Neonatologists:

Dr. S. Sivashankar	Neonatal medicine, Clinical Director
Dr A. Cox	Neonatal Medicine
Dr A Bhulani	Neonatal Medicine
Dr A Sur	Neonatal Medicine
Dr A Paria	Neonatal Medicine
Dr I Moritiwon	Neonatal Medicine
Dr J Shihab	Neonatal Medicine
Dr R Seethamraju	Neonatal Medicine
Dr L Ene	Neonatal Medicine and Paediatric Cardiology

Junior Medical Staff (excluding neonatal staff)

• Junior Tier

	Blackburn Paediatrics
FY1	5
GPST	6
ST1 Paeds	2
Junior Clinical Fellows	6
TOTAL	19

- **Middle Grade Tier:**

	Hospital Paediatrics	Blackburn CCH	Burnley CCH
ST3	1		
ST4-8	5	1	1
TOTAL TRAINEES	8	1	1
Senior Clinical Fellows	7		
Total	15		
APNP	3		

Nursing

There is a strong ethos within the department to further develop and extend the role of nurses. The nursing staff are APLS / PLS certified. There are three Advanced Paediatric Nurse Practitioners who work in the Urgent Care Centre at Blackburn and in the COAU, with 3 further trainee APNP's just started in the department.

Community Based Nursing Teams

Children's Community Nurse Team:
8.00a.m. – 10.00 pm. 7 Day service 13.0 WTE

Children's Diabetes Nurse Specialists: 5.8 WTE
Children's Respiratory Nurse Specialists: 2.4 WTE
Children's Epilepsy Nurse Specialists 2.3 WTE
Children's Allergy Nurse Specialists 2.0 WTE

Community Neonatal Nursing Team:
8.00 a.m. – 5 00 p.m. service

Service Specification

The Department of Paediatrics provides a comprehensive general paediatric service for all children under 16. There is considerable expertise amongst the consultant staff in Neonatology, Cystic Fibrosis, Epilepsy, Diabetes, Endocrinology, Haematology, Nephrology and Paediatric Rheumatology. General Paediatric and subspecialty clinics are undertaken in Royal Blackburn, Burnley General, Accrington Victoria Hospital, Clitheroe Health Centre, Rossendale and Colne Primary Care Centres.

In addition there are excellent links with teaching units in Manchester and Liverpool and visiting consultants provide joint clinics as follows: -

- Dr I. Peart (AHCH) Cardiology Clinic – monthly, RBH
- Dr N. Plant (RMCH) Paediatric Nephrology Clinic – every 6 weeks
- Dr C. de Goede (RPH) Paediatric Neurology Clinic – 3 per month, RBH
- Dr K. Chandler (MRI) Clinical Genetic Clinics – monthly, RBH

- Dr A Shawcross (RMCH) Cystic Fibrosis Clinic
- Dr M. Skae and Dr A Chinoy (RMCH) Paediatric Endocrinology Clinics – 3 monthly, RBH/BGH
- Dr N. Swiderska (RMCH) Paediatric Neurology - monthly (BGH)
- Dr A. Narayan (AHCH) Cardiology – monthly, BGH
- Dr K. Metcalfe, MRI Genetics, BGH
- Dr J. Grainger (RMCH) Haematology, RBH/BGH – 3 monthly
- Dr J Molloy (RMCH) Allergy monthly

There are also Joint clinics with adult specialists from Blackburn. There is a diabetes transitional clinic with Dr Margaret Christian and Paediatric Rheumatology with Dr John Brockbank (monthly). There is also a joint Ophthalmology/Rheumatology clinic each month with Mrs Mohan, Consultant Ophthalmologist.

Dr Qasim Choudhury provides a comprehensive service for children with orthopaedic problems. As well as regular Paediatric Orthopaedic Clinics, there are joint clinics with Dr Perera and Dr de Goede.

Facilities

The Royal Blackburn paediatric inpatient medical and surgical ward has 51 inpatient beds in addition to 3 high dependency beds. There is a 11 bedded Children's Observation and Assessment Unit (COAU) along with 11 ambulatory assessment places next to the Childrens Ward. Less than 50% children referred to COAU are admitted overnight. The paediatric staff work closely with the community-based nurses who facilitate the early discharge of children from hospital and support children who have chronic conditions.

Children aged less than 6 months with surgical problems are transferred to the Tertiary Centre. Otherwise district surgical services are provided for general surgery, ENT, maxillo-facial surgery and dentistry. Blackburn also accommodates the regional maxillo-facial surgery inpatient service.

There is a 16 bedded Children's Day Unit in Burnley General Hospital used both for surgical and medical patients.

There were dedicated Children's Outpatient Departments on both sites. However due to the Covid-19 pandemic, all outpatient clinics were relocated to Burnley, to allow for 2 separately streamed Assessment Units on the Blackburn site. There are currently outpatient clinics at Blackburn on 2 days a week and there is a schedule to be functioning 5 days a week within the next 6 months.

There is an Urgent Care Centre (UCC) situated at Burnley General to manage minor illness and injuries. All blue light ambulances are directed to RBH.

We have a strong Paediatric Physiotherapy Unit running a respiratory outreach support alongside our Respiratory Nurses.

Support Facilities

The post holder will be supported by a medical secretary and will have dedicated office space with a desk and computer together dedicated digital dictation equipment.

Full Laboratory, Radiology and Pharmacy services are available. The Paediatric Directorate is supported by paediatric physiotherapy, occupational therapy, psychology, dietetic and speech therapy services. There is close liaison with the community learning disability teams and with ELCAS.

The Directorate liaises well with the local Children's Social Care Department and with the Education Authorities. Dr Judith Umeadi is named doctor for child protection in ELHT.

Activity figures

We are one of the biggest paediatric departments in the North West and see over 11,000 emergency admissions every year and over 1,200 elective admissions to the Paediatric Service.

We see 5,500 new outpatient attendances and 11,000 follow up attendances every year within our two main children's outpatient departments.

Our Children's Observation and Assessment Unit at the Royal Blackburn hospital is a busy unit, and we can have up to 70 attendances per day in the winter months.

Postgraduate Education, Teaching and Research

There is a well-equipped Postgraduate Learning Centre in Blackburn. The library facilities are good and are backed by an experienced Librarian.

There is a formal Paediatric Teaching Programme for our trainees which is organised by our Tutor. There is a high commitment to teaching and training within the department. The consultant of the week system means that the consultant is available as an ever-present training resource to discuss medical issues as they arise. The Paediatric Department runs PLS and APLS courses.

ELHT is a major contributor to national and regional research projects. The paediatric research lead is Dr Thanos Konstantidis, and we have 2 dedicated paediatric research nurses.

Term and Conditions of Employment/Duties of the Post

1. The post holder will be expected to provide a patient centred service, respecting the privacy, dignity and choice of individual patients. They will be responsible with Consultant Paediatric colleagues for the care of babies, children and young people referred for hospital treatment in the East Lancashire Hospital Trust.
2. The post holder will observe and comply with clinical and non-clinical policies and procedures (including local and national employment and personnel policies) agreed with employees and management.
3. The post holder will be closely involved in clinical audit and clinical governance issues.
4. The post holder will carry out general paediatric clinics as defined in the provisional job plan
5. The post holder will participate in the consultant was week system of care with prospective cover. There are 2 consultants of the week who are ward based.
6. The post holder will participate in the out of hours duties on 1 in 12 basis for non-resident on calls with prospective cover and pro-rata on call rota one weekend in 8.5. There is a first and second on call consultant out of hours with different responsibilities.
7. The post holder will participate in our duty to see child protection cases.
8. The post holder will engage proactively with other members of the health economy to help to design and implement transformational models of care.

9. The post holder will be provided with office space, secretarial support and a trust computer to undertake their clinical and administrative duties.

Teaching and Training

10. The post holder will have responsibility for the training and supervision of junior medical staff who work with them. The post holder will devote time to this activity on a regular basis and will be named in the contracts of training and grade doctors as a first point of contact for education supervision, appraisal and career advice. The post holder will be responsible for supervising the education of medical students attached to the department. The post holder will provide informal teaching for junior doctors preparing for MRCPCH and DCH. There are local APLS and PLS training courses. The post holder may be involved in teaching on these courses.
11. The post holder will be expected to keep up date with developments within general paediatrics and their chosen subspeciality by attending appropriate conferences and study courses.

Research

12. There are ample opportunities and facilities for research, which is supported locally through the Research and Development Committee. There is also active support from the Universities of Lancaster, Central Lancashire and Manchester, with which there are collaborative projects.

Management Responsibilities

13. The post holder will be expected to attend monthly Paediatric Speciality Board meetings and bi-monthly Learning and Development Days. Other management responsibilities may be asked of the post holder by mutual agreement. The post holder will be expected to participate in Consultant Appraisal and Re-validation procedures.

Additional Notes

The purpose of this job description is to act as a guide to the duties which may be required it is not an exhaustive list and other duties may be required in accordance with the grade of the post and the competence of the post holder. The job description from time to time may be subject to review and change follow consultation with the post holder.

A satisfactory medical examination or screening is a condition of appointment for any position the NHS. The candidate may be required to undergo such examination or screening.

Satisfactory, enhanced checks undertaken by the Criminal Records Bureau are a condition of employment

For further information please contact:

Dr Vanessa Holme
Clinical Director
vanessa.holme@elht.nhs.uk
01254 732259

Job Plan – see excel spreadsheet

APPENDIX 1

PERSON SPECIFICATION

Post: 10 PA Consultant General Paediatrician with possibility of developing special interest

Hospital: Royal Blackburn Hospital/Burnley General Hospital

Trust: East Lancashire Hospitals NHS Trust

	ESSENTIAL FOR THE POST	DESIRABLE FOR THE POST
1. QUALIFICATIONS	<ul style="list-style-type: none">• MRCPCH, MRCP (Paediatrics) or equivalent• Full registration with General Medical Council• Inclusion on the Specialist register for general paediatrics/admission to register within six months.	<ul style="list-style-type: none">• A higher qualification e.g. M.D. or PhD.
2. CLINICAL EXPERIENCE	<ul style="list-style-type: none">• Is able to demonstrate having achieved the competencies equivalent to the Higher Specialist Paediatric Training• Valid APLS• Valid Level 3 Safeguarding Training	<ul style="list-style-type: none">• Experience working in NHS• Evidence of appropriate experience in subspeciality area
3. ACADEMIC	<ul style="list-style-type: none">• Understanding of and experience performing audit /QI projects• Evidence of teaching experience and commitment to teach all grades of multidisciplinary staff within the Trust• Awareness of basic research methods• Familiarity with critical	<ul style="list-style-type: none">• Attendance at courses in teaching, appraisal and mentorship• Research publications or presentations

	<p>appraisal of evidence so as to improve clinical outcomes</p> <ul style="list-style-type: none"> • Clear commitment to lifelong learning • Experience of evidence based medicine • Ability to keep up to date in the speciality. 	
5. MANAGEMENT	<ul style="list-style-type: none"> • Understanding of current NHS management systems and structure • Understanding of medical management, clinical governance and service improvement. 	<ul style="list-style-type: none"> • Evidence of leadership attributes and experience. • Evidence of motivational skills
6. COMMUNICATION	<ul style="list-style-type: none"> • Ability to communicate and liaise effectively with patients, their parents and other relatives and with colleagues and staff in all disciplines. • Energy and Enthusiasm • Ability work under pressure • Caring approach to patients and colleagues • Flexible approach 	
7. OTHER	<ul style="list-style-type: none"> • Agree to reside within 30 minutes of the Trust when non resident on call. • Able to travel to meet the requirements of the post (Own transport required) • Satisfactory medical clearance from the Trust's Occupational Health Physician • Satisfactory Enhanced DBS and Immigration Status 	

