

Job

Description

Family & Women's Health Group

Job Title: Trust Grade Appointment for Service in Neonatal Medicine (ST3 to ST8 equivalent)

Band: Junior Doctor Tier 2 (ST3-8 equivalent)

Reports To: Dr A Manou, Clinical Lead for Neonatal Medicine

OUR VALUES

CARE	HONESTY	ACCOUNTABILITY
We are polite and courteous, welcoming and friendly. We smile and we make time to listen to our patients and staff. We consider the impact our actions have on patients and colleagues. We take pride in our appearance and our hospitals and we try to remain positive.	We tell the truth compassionately. We involve patients in decisions about their care and we are honest when things go wrong. We always report errors and raise concerns we have about care. Our decisions and actions are based on facts not stories and opinions.	We are all responsible for our decisions and actions and the impact these have on care. All staff are responsible for maintaining high standards of practice and we take every opportunity to continuously learn. Everyone is encouraged to speak up and contribute their ideas to improve the care we provide.
We do not treat anyone unfairly. We do not let our mood affect the way we treat people. We don't talk negatively about colleagues or other teams. Offensive language, shouting, bullying and spreading rumours are unacceptable.	We do not withhold information from colleagues or patients. We never discourage staff from reporting concerns. We are not careless with confidential information. We do not present myths as facts.	We do not unfairly blame people. We positively embrace change and we don't discourage people from having opinions. Controlling behaviours and silo working should not be exhibited in our Trust.

1. INTRODUCTION:

We invite applications for the post of a Trust Grade at Tier 2, (ST3-8 level) in Neonatology at Hull Royal Infirmary. This post is available from 1st Sep 2023 for 6 months.

1.1 The Trust & Hospitals

Hull University Teaching Hospitals NHS Trust (HUTH) is situated in the geographical area of Kingston upon Hull and the East Riding of Yorkshire. The Hull University Teaching Hospitals NHS Trust has two main hospital sites (Hull Royal Infirmary and Castle Hill Hospital) an annual budget of circa £500 million, employs over 9,000 staff and serves an extended population of 1.2 million, whilst delivering a number of outpatient services from locations across the local health economy area.

The Trust's secondary care service portfolio is comprehensive, covering the major medical and surgical specialties, routine and specialist diagnostic services and other clinical support services. These services are provided primarily to a catchment population of approximately 600,000 in the Hull and East Riding of Yorkshire area.

The Trust provides specialist and tertiary services to a catchment population of between 1.05 million and 1.25 million extending from Scarborough in North Yorkshire to Grimsby and Scunthorpe in North East and North Lincolnshire respectively. The only major services not provided locally are transplant surgery, major burns and some specialist paediatric services.

1.2 Trust Vision and Values

The Trust's vision is '**Great Staff, Great Care, Great Future**', as we believe that by developing an innovative, skilled and caring workforce, we can deliver great care to our patients and a great future for our employees, our Trust and our community. We have developed a set of organisational values - '**Care, Honesty, Accountability**' – in conjunction with our staff and these form the basis of a Staff Charter which sets out the behaviours which staffs expects from each other and what staff can expect from the Trust in return. The values are reflected in our organisational goals for 2019-2024.

1.3 The Department of Neonatal Medicine

The Neonatal Intensive Care Unit is located in the Women & Children's Hospital. We are a 30 bedded tertiary/ Level 3/ Advanced NICU with 12 intensive care and High Dependency Cots, 14 Special Care cots and a 4 bed Transitional Care ward.

The unit is linked to a 6000+ deliveries per year **obstetric unit** including a foetal medicine centre.

A full range of neonatal intensive care experience is available during training including high frequency oscillatory ventilation, nitric oxide and therapeutic hypothermia. Observation of Neonatal Surgery is possible in the co-located paediatric Theatres and experience in peri-operative care on NICU available. There is excellent access to tertiary paediatric services such as Cardiology, Nephrology, Neurology & Neurosurgery, and Genetics within the network.

We work closely with these teams to provide care for the complex newborns in addition to extremely premature and neonatal surgical babies with the exception of cardiac and cardiothoracic surgery & ECMO. Out-patient services include follow up of the NICU graduates as well as new patient referrals for infants under 1 year of age allowing a diverse experience.

1.4 The Operational Delivery Network

The Hull Neonatal unit is part of the **Yorkshire and Humber Neonatal Operational Delivery Network** (ODN) including 18 neonatal units in Yorkshire, North Derbyshire and Northern Lincolnshire. We accept referrals from these units and other centres for level 3 neonatal medical and surgical care.

2. Description & Duties of the Post

This post would be suitable for an individual looking for UK NICU/ Tertiary/level 3 experience. In addition to the clinical experience, the Post holder will have the opportunity to develop skills in research, simulation ,service improvement and build skills in Neonatal POCUS .

2.1 Objectives of the Post

- a. To provide tier 2 clinical cover for the Neonatal Service in and out of hours as described in the EWTD and new deal compliant Rota
- b. To provide supervision and support to the Tier 1 junior doctors working alongside the Tier 2 doctors.
- c. To participate in induction, teaching and training
- d. To work with midwives and Tier 1 doctors to provide advice and guidance for babies on

Postnatal wards as required,

- e. To work on quality improvement, service development and audits relevant to the neonatal service in Hull.

3. Key Requirements

A. Knowledge, Training and Experience

- Full GMC Registration with license to practice in UK
- MB ChB or Equivalent
- MRCPCH or Equivalent post graduate qualification
- Foundation Competencies (or equivalent) achieved successfully
- Minimum 6 months experience of working in an NICU (Level 3) at Tier 1 level
- Competent in Neonatal Skills like intubation of term babies, Umbilical catheterization and venous cannulation of small babies.
- Neonatal Life Support provider
- Competent in resuscitating and stabilising neonates
- Experience in Managing Ventilated Neonates
- Safeguarding Level 1 Training
- Equivalent overseas experience maybe considered on exceptional individual cases.

B. Analytical Skills

- Ability to diagnose and treat common Neonatal Problems
- Ability to support and supervise juniors and work with multi-disciplinary colleagues effectively to provide safe patient care
- Able to recognize own limitations and seek help appropriately.

C. Planning and Organisational Skills

- Good time keeping
- Able to stay calm in stressful emergencies and prioritise workload.

D. Personal Attributes

- Committed to patient focused care
- Motivation for personal development and improvement
- Ability to work as a team member in own and allied disciplines
- Excellent time management and organisational skills
- Excellent communication skills
- Reliability

E. HEALTH

It is now a requirement for the majority of NHS staff to be fully vaccinated for COVID-19 at the time of appointment to HUTH. The COVID-19 vaccinations are safe, effective and have been extensively studied. The best way to protect yourself, your family, our patients and our colleagues is to be fully vaccinated.

If you are not fully vaccinated against COVID-19 you cannot be employed in a post that has contact with patients. If you believe that you are medically exempt from receiving COVID-19 vaccinations please contact our Employee Service Centre Helpdesk on: hyp-tr.esc.helpdesk@nhs.net for further information before completing an application.

4. Responsibilities

4.1 Clinical Duties & Rota

The post holder will perform clinical and administrative duties on the relevant fully supervised rolling rota supporting training in neonates. The rolling template is as below.

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	9:00 - 22:00	9:00 - 17:00	9:00 - 17:00		9:00 - 17:00	9:00 - 22:00	9:00 - 22:00
2	9:00 - 17:00	9:00 - 22:00		9:00 - 17:00	9:00 - 17:00		
3			9:00 - 17:00	9:00 - 17:00	21:00 - 24:00	00:00 - 10:00, 21:00 - 24:00	00:00 - 10:00, 21:00 - 24:00
4	00:00 - 10:00		9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
5	21:00 - 24:00	00:00 - 10:00, 21:00 - 24:00	00:00 - 10:00, 21:00 - 24:00	00:00 - 10:00, 21:00 - 24:00	00:00 - 10:00		
6	9:00 - 17:00	9:00 - 17:00				9:00 - 17:00	9:00 - 17:00
7	9:00 - 17:00	9:00 - 17:00	9:00 - 22:00	9:00 - 17:00	9:00 - 17:00		
8	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 22:00	9:00 - 17:00		
9	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 22:00		

Duty details

Duty	Name	Type	Start	Finish	Days	Duration	
A	A	Shift	9:00	17:00	1	8:00	
B	Long Day	Shift	9:00	22:00	1	13:00	
C	Night	Shift	21:00	10:00	2	13:00	

4.2 Audit, Quality Improvement & Research

The department has a very active audit programme. The post-holder will have the opportunity to participate in the departmental Audit & Quality Improvement Program and expected to complete at least one such project during the placement. Formal research is not part of this Fellowship Programme. However, fellows will be encouraged to obtain a GCP and participate in the ongoing research recruitment in the department.

4.3 Education & Educational Supervision

All Post-holders will receive a comprehensive **Trust and Departmental Induction Programs** to familiarise them with the workings of the trust and department.

Robust Departmental Teaching programs including formal & **informal teaching, simulation and Continuing Medical Education (CME)** sessions are in place and the post holder will have the opportunity to attend these. There are opportunities to attend multi-disciplinary meetings providing case based education. Life support training will be provided at induction and post holders are encouraged to complete formal life support certification (NLS) through the available study budget. Educational and Clinical Supervisors will be allocated to the trainee and available for support with the post and advice for career progression.

5. Health and Safety

In addition to the Trust's overall responsibility for your health and safety you have a personal responsibility for your own health and safety. As such you are required to inform your line manager of any safety issues that you identify, that could affect you or others in the workplace. You must co-operate with management and colleagues at all times in achieving safer work processes and work places, particularly where it can impact on others.

As a Trust employee you will be trained in the correct use of any equipment provided to improve safety and health within the Trust. You are required to use the equipment when necessary and as instructed which will include checking the equipment is safe to use, prior to its use and must report any defects immediately to your line manager.

You are responsible for the implementation and adherence to Trust safety policies and procedures for areas within your remit.

You are required to ensure suitable and sufficient risk assessments are completed for all areas within your remit. The controls identified must be evaluated and implemented where necessary.

You are required to review all risk assessments periodically and particularly when staffing and/or equipment changes, monitoring the effectiveness of any control measure implemented.

You are to ensure suitable and sufficient equipment is provided to sustain the health and safety of staff, patients and visitors to areas within your remit.

6. Infection Control

In addition to the Trust's overall responsibilities under The Health and Social Care Act 2008 Code of Practice for healthcare, including primary and adult social care on the prevention and control of infections (revised December 2010) for your safety, you have a personal responsibility to ensure your work adheres to this Code in the delivery of safe patient care within the organisation. This code relates to ALL Trust staff and contractors working within the organisation who are employed to ensure this level of care is provided.

As an employee you will be trained to ensure adherence and compliance to the various Infection Control policies within the Trust.

7. Sustainability

To actively support the Trust's goals for sustainability by encouraging and adopting sustainable ideas and practices.

8. Safeguarding

The Trust has a duty and is committed to safeguarding all service users and provide additional measures for adults and children who are less able to protect themselves from harm or abuse. As an employee* you have an individual responsibility to contribute to the detection, reporting and prevention of abuse to safeguard those in our care (Section 11 Children Act, 2004, Human rights Act 1998, Equality Act 2010 Mental Capacity Act 2005 Care Act 2014) and are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person or adult at risk. The Trust will assist you in this process by providing training, guidance and advice. There are corporate safeguarding teams who can be contacted for advice, support and safeguarding supervision. All concerns must be reported as per Trust Safeguarding Policies which are available on the Trust Intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role

This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the current post. It may be subject to change in the light of developing organisational and service needs, and wherever possible change will follow consultation with the post holder.

Person

Specification

Job Title: Trust Grade Appointment for Service in Neonatal Medicine (ST3 to ST8)

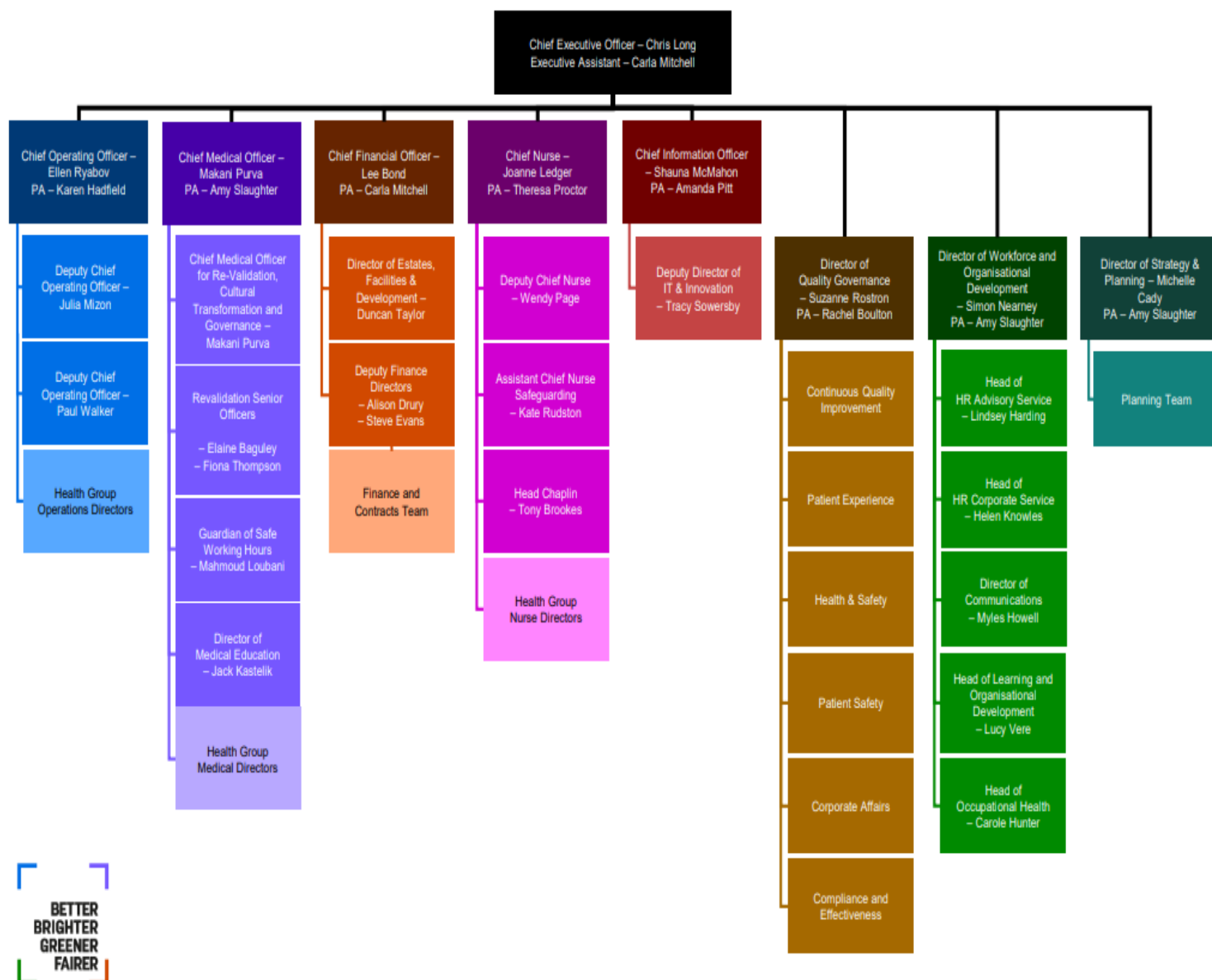
Department: Neonatal Medicine

	Essential Criteria	Desirable criteria
Qualifications	MB ChB or Equivalent MRCPCH or equivalent	Additional Post Graduate Qualification
Registration	Full GMC Registration with license to practice in UK	
Clinical Experience	Foundation Competencies (or equivalent) achieved successfully Minimum 6 months Training and/ or experience of working in an NICU (Level 3) at Tier 1 level Equivalent overseas experience maybe considered on exceptional individual case basis.	Additional Neonatal/ PICU Experience Previous Paediatric Experience at Tier 2 level Previous Paediatric cardiology/ surgery experience.
Skills Knowledge & Training	NLS provider Competent in resuscitating and stabilising neonates Intubating and Managing Ventilated Neonates Competent in neonatal procedures like umbilical catheterisation Safeguarding Level 1 Training	Experience in managing pre and post -surgical aspects of neonatal care Perform Neonatal Echocardiograms Ability to perform Cranial ultrasound Design and manage clinical audit projects Supervise junior trainees and involve in informal and formal teaching Safeguarding Level 2 & 3 Training

Personal Attributes	<p>Committed to patient focused care</p> <p>Motivation for personal development and improvement</p> <p>Ability to work as a team member in own and allied disciplines</p> <p>Excellent time management and organisational skills</p> <p>Excellent communication skills</p> <p>Reliability</p>	
Health	<p>Fully vaccinated against COVID-19</p> <p>Be able to undertake all on-call duties including emergency attendance on delivery suite.</p> <p>Satisfactory Trust health screening prior to appointment.</p>	
Police Check	Satisfactory DBS check	

Organisational Chart

Corporate Structure



Job Title: Trust Grade Doctor in Paediatrics

Department: NICU

Organisational Structure:

