

# MFT REGIONAL PAEDIATRIC INFECTIOUS DISEASES UNIT JOB DESCRIPTION CONSULTANT IN PAEDIATRIC INFECTIOUS DISEASES & IMMUNOLOGY

## THE REGIONAL INFECTIOUS DISEASES UNIT (RIDU)

The Adult and Paediatric Regional Infectious Diseases Unit for Greater Manchester, Lancashire, South Cumbria, North Staffordshire and surrounding area is based at North Manchester General Hospital (NMGH). It serves a population of approximately 1 million children. This provides the highest ratio of patients to Paediatric Infectious Diseases (PID) specialists in the country. The population is ethnically diverse and high rates of a wide range of imported and complex infections.

The co-location of the Paediatric Infectious Diseases service with the Adult service has great advantages in sharing expertise and resources. For example, HIV Family Clinics for parents and children for follow up of mother and babes; for the transition of adolescents to adult services and continued support to adult services up to the age of 24 years. The Pregnancy Infection MDT coordinates the care of pregnant women with HIV, syphilis, and other potential congenital infections then the combined follow up of the mother and their infants. In the Family Hepatitis Clinic the Adult Infectious Diseases lead for hepatitis sees the parents and we can plan the child's management together with the visiting paediatric hepatologist from Leeds. The adult service liaison provides support from hepatitis specialist nurses and access to Fibroscanners. NMGH hosts one of four HTLV-1 clinics in the country for adults and children. The TB nurses work with all ages and support our outreach Paediatric TB clinic at Royal Oldham Hospital as well our North Manchester patients. The adult and paediatric teams come together for TB Cohort Audit to review all patients diagnosed with TB. NMGH also hosts a Travel Clinic and the PID teams see the children on the same day as the adult team sees the parents. There are negative pressure isolation cubicles at NMGH for which there is an agreement that children with suspected HCID can be managed there under Paediatric care pending test results then transferred back to the paediatric ward or home if negative or to a funded HCID unit if positive.

Royal Manchester Children's Hospital (RMCH) has all the other tertiary specialties in the region and with that brings the most complex infection challenges. This includes the Paediatric Intensive Care Unit and High Dependency Unit supported by the Paediatric Infectious Diseases & Immunology service with microbiology on twice weekly rounds. There is a daily Paediatric Infectious diseases MDT to support referrals from all specialties, both medical and surgical, including orthopaedics and neurosurgery, and from general paediatrics. This is joined by our nursing lead for Home IV Antibiotics who helps coordinate discharge with pharmacy and follow up with community paediatric nurses. Also on the Oxford Road Campus is the neonatal unit of St Mary's Hospital which is also supported by the PID team.

The Paediatric Infectious Diseases service provides advice for District General Hospitals and Primary Care as well as an outreach clinic at Royal Stoke University Hospital. Undergraduate and postgraduate teaching for medical, nursing and other staff includes teaching, supervision, study days and preparation of educational materials. The PID team authors and contributes to many guidelines both locally and nationally. The large population in the region means Manchester is selected for PID research studies.

Manchester is the lead centre with UKHSA for Hepatitis Infection Paediatric Surveillance Network (HIPSNet) and in UK Paediatric Antimicrobial Stewardship for Antimicrobial Guidelines for Hospitals with the British Association of Antimicrobial Chemotherapy (BSAC). The PID team actively contribute to National and International Paediatric Infectious Diseases audit and networks including work with organisations such as UKHSA, BHIVA and CHIVA, Paediatric TB Network, Congenital CMV Network and Integrated Screening Outcome Surveillance Service (ISOSS) as well as emergency humanitarian short term deployments where Paediatric Infectious Diseases expertise is required.

## THE POST

This is an exciting opportunity to join the Paediatric Infectious Diseases & Immunology team in Manchester. This is a full-time 10 Programmed-Activity (PA) post in an expansion of the role of the PID team with the option of working alternate weeks at RMCH and then at NMGH delivering the existing PID service. The first step is the development of a robust Paediatric Outpatient Parenteral Antimicrobial Therapy (pOPAT) service. This is based on the provision of a Virtual Ward including daily communication with community teams, same day case review of patients as needed and once weekly review of all patients. The electronic records and prescribing enables the identification of potential patients across MFT. The consultant role includes Antimicrobial Stewardship rounds to encourage appropriate prescribing and eligibility for pOPAT.

The new role will be primarily based at Royal Manchester Children's Hospital with cross cover for PID clinics at NMGH when one consultant is off. The timetable will include a rotation across all the wards at RMCH including the Emergency Department with the aim of encouraging admission avoidance by use of the Virtual Ward for children on IV antibiotics. There will be additional multidisciplinary ward rounds with microbiology and virology on PICU, HDU, Haematology/Oncology and the NICU at St Mary's Hospital. There will be a rota for PID phone advice and dedicated daily 1 hour availability at the Paediatric ID MDT Teams meeting for referrals for advice both within MFT and externally from other North West hospitals and GPs.

At NMGH there are three PID clinics per week, nominally an HIV clinic, a viral hepatitis clinic and a TB & other ID clinic as demand dictates. There will also be an OPAT follow up clinic initially incorporated in existing clinics but as an additional clinic as the service develops. There is the opportunity at NMGH to engage with the adult ID service in transition clinics for HIV and Hepatitis B, Travel Clinic, ID educational meetings (with regular paediatric presentation) and HIV Antiretroviral MDT. There is an Infection in Pregnancy MDT primarily for mothers with HIV and syphilis. There is a weekly general paediatric grand round and paediatric educational meetings.

At RMCH there is the opportunity to collaborate with Microbiology and Virology at twice weekly complex ID virtual meetings, discussion and clinical review of patients with sterile site positive cultures or complex infections together with microbiology. There are multiple other MDTs including Bone Marrow Transplant, TB Virtual Clinic and Rheumatology at which PID actively contributes and therefore a background in paediatric immunology would be an advantage. There is a weekly Paediatric TB clinic with PID and Respiratory team.

At both sites there are training and teaching opportunities for all disciplines including undergraduate as well as post-graduate medical, nursing and pharmacy colleagues. Research is actively encouraged at both sites with a dedicated Paediatric Research facility at MFT. The role includes participation in guideline development including a Paediatric Antimicrobial Guideline Committee. Across the North West PID also participates in Cohort Audit with both paediatric meetings and combined adult and paediatric meetings.

Applicants for this post must have extensive experience in PID support to general medical, surgical, neonatal and paediatric intensive care units. They are also expected to have CCT/CESR in Paediatric Infectious Diseases & Immunology or be eligible for it. Applicants should have experience in management of children with HIV, viral hepatitis, TB, tropical infections, microbiology, understanding of inborn errors of immunity and research.

## **MAIN RESPONSIBILITIES**

Advice on request:

- Phone
- Face to face
- Teams MDT

Antimicrobial Stewardship:

- Daily ward review

OPAT:

- Patient identification
- Patient review as required
- Daily MDT
- Weekly clinic

Clinics:

- PID
- TB
- HIV
- Hepatitis

Audit

Research

Guideline development

National PID Service

Teaching

### **Consultant Medical Staff**

Paddy McMaster (Paediatric Infectious Diseases)

Stephen Hughes (Paediatric Infectious Diseases & Immunology)

Peter Arkwright (Paediatric Immunology)

John Molloy (Paediatric Immunology)

### **Nursing Staff**

Sharon Peters (NMGH)

Pratima O'Grady (RMCH – Home IV)

### **Administrative Support**

Donna Hudson (NMGH)

PAs in Paediatric Anaesthesia (RMCH)

## **DIVISION OF WORK, JOB PLAN AND APPRAISAL**

Annual appraisal of Consultants is carried out by RMCH Consultants. Appraisal familiarisation courses are provided within the Trust. The appraisal discussion is confidential. The Trust has adopted an on-line electronic based appraisal process (SARD).

One of the Associate Medical Directors (currently Professor Daniel Keenan) is responsible to the Medical Director and Responsible Officer (currently Dr Toli Onion) for facilitating revalidation of Trust Medical Consultant staff. Individual Consultants are responsible for ensuring that they have annual appraisals and that they undertake multisource (360 degree) feedback every 5 years in preparation for revalidation. Currently 360 feedback is facilitated by a GMC approved system hosted by SARD. The Responsible Officer makes recommendations for the revalidation of individual Consultants based on appropriate completion of annual appraisals and review of multisource feedback.

## RESEARCH

Manchester PID unit has and continues to participate in national research projects. The NIHR Manchester/Wellcome Trust Clinical Research Facility at Manchester Royal Infirmary and Royal Manchester Children's Hospital oversees this activity.

The Trust undertakes research in a diverse range of clinical areas and regularly recruits patients into clinical trials. We believe that clinical research is most successfully translated into improved care for patients through the combined efforts of patients, clinicians, scientists, industry and other partners.

We are dedicated to improving health and well-being for our diverse population. Research and innovation are central to our vision to be recognised internationally as a leading centre for healthcare provision.

**Patients.** Some 2.6 million people live in Greater Manchester, with demographics representative of all major developed world disease areas, ethnic groups and areas of considerable deprivation. Over one million patients per year are cared for across our eight hospitals and community services.

**Connections.** We are intrinsically connected with The University of Manchester – through co-location, and our joint biomedical research strategy, appointments, and medical training programme. The University of Manchester also incorporates the Lydia Becker Institute for Immunology and Inflammation, with over 160 principle investigators and research fellows, 26% of whom are clinical academics. With the University of Manchester, we are one of seven partners in the Manchester Academic Health Science Centre (MAHSC), the only AHSC outside of Southern England; designated by the Department of Health, this is a quality stamp for the research we conduct. We host the National Institute for Health Research (NIHR) Clinical Research Network: Greater Manchester, and work closely with the Greater Manchester Academic Health Science Network and the Northern Health Science Alliance. There are also strong collaborative links with the UK Health Security Agency Vaccinology branch based within the Trust.

**Quality of research.** We are home to the NIHR/Wellcome Trust Manchester Clinical Research Facility (adults and children's), the NIHR Manchester Musculoskeletal Biomedical Research Unit and one of the NHS England 100K Genome Centres.

## CLINICAL AUDIT

Manchester PID regularly audits its service within its governance structure which is meeting high standards of productivity. We also participate in national and international PID audits.

Clinical Audit is mandatory within the Trust and the appointee will be expected to attend and participate in the audit programme within the department.

## CONTINUING PROFESSIONAL DEVELOPMENT

The Trust supports the requirements for Continuing Professional Development according to the standards laid down by the Royal College of Paediatrics.

The Trust is committed to providing both the time and financial support for these activities. We are unable to reimburse staff for the cost of joining professional societies.

In addition, new appointees are also encouraged to seek learning or further sub-specialist training at renowned centres (either national or international)

## RESPONSIBILITY FOR PROFESSIONAL SUPERVISION AND MANAGEMENT OF JUNIOR MEDICAL STAFF

The appointee will have responsibility for the supervision and training of junior medical staff and will be expected to attain and maintain the GMC domains for clinical (and preferably educational) supervision of trainees.

### **COLLEAGUE COVER**

A system of internal cover operates within the directorate for annual, study, sick and professional leave. This current practice works effectively and equitably.

### **EXPERIENCE REQUIRED**

The appointee should possess the MRCPCH (or equivalent) and be on the Specialist Registrar for PID (or eligible for entry within the next 3 months). The appointee should have a proven track record in postgraduate education and have demonstrated expertise within a specialist area (complementary to the existing interests within the department) or be willing to develop such an interest. Applicants must have experience in the management of children with complex infections and an extensive PID background covering the care of critically ill children from neonates through to adolescents. Teaching is an important part of this role and a commitment to education is essential.

### **UNDERGRADUATE AND POSTGRADUATE TEACHING**

The Trust is one of the major teaching centres for the University of Manchester. Involvement with undergraduate teaching is a core commitment for the department's medical staff and the appointees should be aware of the methods employed for teaching medical, dental and other students. The University of Manchester offers undergraduate and postgraduate degrees in medical microbiology (MSc, MD, PhD), which the successful candidate could contribute.

### **LIBRARY FACILITIES**

There are extensive library facilities within Central Manchester site, easy access to the internet, the Trust intranet and medical databases. The directorate currently subscribes to a number of on-line journals and these will be available to the appointees. In addition, the University library is within five minutes walk of the Trust.

### **INFORMATION TECHNOLOGY**

You are encouraged to pro-actively seek to work with the Trust's Information Technology resources and to exploit the full benefits of Information Technology in delivering improved patient care.

### **MAINTAINING MEDICAL EXCELLENCE**

The Trust is committed to providing safe and effective care for patients.

To ensure this, there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff practising in the Trust should ensure that they are familiar with the procedure and apply it.

### **CLINICAL GOVERNANCE & RISK MANAGEMENT**

The Trust has a Clinical Governance Strategy. All consultant medical staff are required to adhere to the principles and practices contained therein.

### **GENERAL REQUIREMENTS AND CONDITIONS OF SERVICE**

- a) Appropriate training and experience with an interest in teaching are essential.
- b) The Trust supports CPD according to College guidelines and the post holder will be expected to fulfil College requirements for CPD with both time and financial support from the Trust.

- c) Candidates should have an understanding of NHS management responsibilities of Consultants and be able to demonstrate how they perceive the management role in this post.
- d) The person appointed to this post will be responsible for providing a service within the resources allocated by Manchester University NHS Foundation Trust.
- e) The post holder will only develop those services which Purchasers can fund and which have been discussed and agreed with the Executive Committee.
- f) The appointee will carry out the duties of the post within the policies agreed by the Trust, e.g. Health and Safety at Work, Control of Infection, Training of Junior Staff, Continuous Quality Improvements Programme etc.
- g) The appointment will be subject to satisfactory checks with both the Disclosure and Barring Service and the Trust's Employee Health & Well Being Service.

#### **TERMS AND CONDITIONS OF SERVICE**

The appointee will be required to maintain General Medical Council (GMC) full and specialist registration with a licence to practise and revalidation, and should follow the GMC's *Code of Good Medical Practice*.

The appointment will be covered by the National Health Services Terms and Conditions of Service for Hospital, Medical and Dental Staff (England and Wales) and the General Whitley Council Conditions of Service.

#### **VISITING ARRANGEMENTS**

Potential applicants are strongly encouraged to discuss these posts by contacting Paddy McMaster Consultant in Paediatric Infectious Diseases 07960 753 768 [paddy.mcmaster@mft.nhs.uk](mailto:paddy.mcmaster@mft.nhs.uk)



## Person Specification

	Essential for the post	Desirable for the post	Measured by
<b>1. ATTAINMENTS</b>	<ul style="list-style-type: none"> <li>• MRCPCH by examination or equivalent.</li> <li>• Full GMC registration.</li> <li>• On the GMC's Specialist Register for Paediatric Infectious Diseases &amp; Immunology OR within six months of CCT at time of scheduled interview.</li> </ul>	<ul style="list-style-type: none"> <li>• Higher degree, e.g. MSc, MD, PhD in Paediatric immunology, microbiology or infectious diseases (or equivalent clinical research experience)</li> <li>• Experience of provision of outpatient parenteral antimicrobial therapy</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> </ul>
<b>2. TRAINING</b>	<ul style="list-style-type: none"> <li>• Specialist training in Paediatric Infectious Diseases &amp; Immunology or have references which have been authorised by the Clinical Director and Clinical Head of Division.</li> <li>• Broad training in all aspects of paediatric infectious diseases</li> </ul>	<ul style="list-style-type: none"> <li>• Training in microbiology and/or Antimicrobial stewardship would be highly desirable.</li> <li>• Experience working in NHS</li> <li>• Wider experience, research, and training, in providing subspecialty service (if applicable.)</li> </ul>	<ul style="list-style-type: none"> <li>• Application and interview</li> </ul>
<b>3. PROFESSIONAL INTERESTS &amp; EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Ability to offer expert clinical opinion on a range of problems both elective &amp; emergency within specialty</li> <li>• Ability to take full &amp; independent responsibility for clinical care of patients</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of clinical research in paediatric infectious diseases and primary and secondary immunodeficiency diseases</li> <li>• Experience managing complex infections in children and potential underlying causes highly desirable</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> </ul>
<b>4. MANAGEMENT &amp; ADMINISTRATION</b>	<ul style="list-style-type: none"> <li>• Ability to organise &amp; manage outpatient and day case priorities &amp; waiting lists</li> <li>• Ability to manage &amp; lead a team</li> <li>• Ability to conduct clinically relevant audits for quality improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to develop and apply agreed clinical guidelines</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> </ul>
<b>5. TEACHING</b>	<ul style="list-style-type: none"> <li>• Interest in undergraduate &amp; postgraduate teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Fulfilling GMC requirements for Medical Educators</li> </ul>	<ul style="list-style-type: none"> <li>• Application and interview</li> </ul>

## Job Plan – Consultant in Paediatric Infectious Diseases

The appointee will work with NHS consultant paediatricians, microbiologists and other specialists for the provision of comprehensive, efficient, and cost-effective clinical care. Given the current skill mix of the current senior team, there is considerable flexibility in some components of the job plan.

The core components of the post are:

1. In-patient
  - Consultations of patients with complex infections
  - Daily PICU, HDU, Haem / Onc round
  - Weekly Paediatric ward, Emergency dept, Neonatal Unit AMS/ID round
  - Clinical leadership with consultant lead service
2. Antimicrobial stewardship
  - Bacteraemia round
  - Infection control
  - Microbiology and Virology liaison
3. Multi-disciplinary Team Virtual Clinic
  - Daily referrals
  - Coordinate input as appropriate with microbiology, virology, immunology, radiology, other specialists
  - Other MDTs
    - HIV Antiretroviral
    - Pregnancy Infection
    - Paediatric ID Business
    - Bone marrow transplant
4. Paediatric OPAT
  - patient eligibility assessment
  - MDT Virtual Clinic monitoring
  - OPAT clinic
5. Outpatients
  - Family HIV
  - Family Hepatitis B / C
  - TB
  - Travel
  - other general infectious diseases ward follow-up, specialist and GP referrals, regional clinic
  - Outreach clinic(s)
6. Guidelines
  - a. Antimicrobial guidelines (MFT, Regional (e.g. NWPALIG) and National (e.g. UKPAS))
  - b. Specific infection guidelines (MFT, Regional (e.g. NWTs) and National (e.g. NICE))
7. Research
  - a. Infectious disease treatment
  - b. Vaccines
  - c. Underlying predisposition to infectious diseases and inflammation
8. Audit
  - a. MFT (e.g. Sepsis)
  - b. Regional (e.g. TB Cohort Audit)
  - c. National (e.g. Integrated Screening Outcomes Surveillance Service; Children's HIV and AIDS Reporting System, British Paediatric Surveillance Unit)
9. Teaching
  - a. Undergraduate and Postgraduate (Paediatric ID & Immunology trainee at ST3, SPIN and Grid)
  - b. Medical, nursing, microbiology, virology
  - c. MFT, Regional (STEP) and National (BPALIG Study days)
  - d. Curriculum development
10. On call for phone advice



## **THIS JOB PLAN WILL BE FLEXIBLE DEPENDING ON THE NEEDS OF THE SERVICE**

*Indicative PA allocation, pending appointment and particular interests*

### **Clinical activity (8 PAs)**

	PAs	
	RMCH	NMGH
Clinics - infectious diseases / immunology	1.0	4.5
Ward rounds/clinical consultation	2	
OPAT patient care	1.5	
Administration to support clinical ward care/remote patient management/telephone and e-mail clinical consultations		1.0
Multi-disciplinary meetings		1.0
Out of hours cover		1.5

### **Out-of-hours**

The out-of-hours on-call involves advice for complex infections in inpatients, urgent ID referrals and telephone advice including the management of OPAT patients and needle-stick injuries. At the weekends, you do a daily 1 hour Paediatric Infectious Diseases Teams MDT. You also assess patients under OPAT. The successful candidate will be expected to provide the equivalent of a 1 in 3 remote cover with a plan to move to next working day face-face review as the team expands. The intensity of cover attracts a Level B payment.

### **Undergraduate and postgraduate education (0.5 PA)**

### **Audit and CPD (1.5 PA)**

#### Indicative Job Plan Summary

Fixed Clinical Sessions	3.5
Flexible Clinical Sessions (including on call)	4.0
MDT Meetings	0.5
Undergraduate and postgraduate teaching	0.5
SPA (Audit and CPD):	1.5
Total PAs:	10

Agreed On-Call Rota: 1 in 3 remote cover

The job plan will be reviewed every twelve months.

SPA Admin CPD:

#### **General**

- Mandatory Training
- Job Planning
- Appraisal
- preparation for revalidation
- personal study, e.g. CPD and attending trust educational meetings
- audit meetings
- personal/professional administration, e.g. preparation for appraisal and job planning
- completing 360-degree feedback for colleagues
- clinical governance meetings
- undergraduate and postgraduate teaching
- Consultant meeting
- Radiology meeting
- Weekly infectious diseases educational meeting NMGH
- Weekly complex infection meeting with Wythenshawe fungal specialists, NMGH ID, MFT microbiology

**Specific to ID/Immunology role**

- Regional Infectious Diseases Meeting weekly with adult ID team and UKHSA
- Grand Round RMCH and NMGH
- Antimicrobial committee
- Paediatric Antimicrobial guideline lead
- Infection Prevention and Control meetings
- TB cohort audit steering group
- Perinatal and paediatric mortality/morbidity meeting administration
- Microbiology laboratory business meetings
- additional mandatory training for ID e.g. High Consequence Infectious Diseases
- Paediatric Infectious Diseases business meeting
- National Infection committees (e.g. Clinical Expert Review Panel for vertically acquired HIV and for Syphilis)

**Rotation** consultants a, b and c:

		RMCH	NMGH	OPAT/on-call
week	1	a	b	c
	2	b	c	a
	3	c	a	b

1:3 phone on-call rota

with internal cross-covering of other stream by on-call stream consultant for leave

with LTFT Immunology/ID support

Clinics according to specialist interest

Until full complement of consultants appointed:

2 consultants: alternate weeks NMGH / RMCH

3 consultants: 1 week NMGH / 1 week RMCH AMS / 1 week RMCH OPAT/on-call

4 consultants: 1 week NMGH / 1 week RMCH AMS / 1 week RMCH OPAT/on-call / 1 week teaching / guidelines / research / audit / national leadership