

JOB DESCRIPTION

JOB DETAILS:

Job Title:	Paediatrician in Community Child Health
Band:	Specialty – 10PA (flexible)
Directorate:	Families
Department:	Paediatrics
Base:	Musgrove Park Hospital Taunton, TA1 5DA
Responsible for:	Delivery of high quality care for vulnerable children with complex needs
Responsible to:	Medical Director, via Associate Medical Director (Families) Clinical Service Lead (Community Child Health)

Applications are invited for the post of a Specialist/Specialty doctor or Clinical Fellow in Community Child Health to join our thriving team delivering high quality care for children with complex needs in Somerset. There are 10 programmed activities available for this post, although applications for less than full time work are welcome. We can also be flexible regarding jobplans depending on the applicant, their experience and skills. There is no on-call commitment in this post. We are looking for a keen and highly motivated paediatrician with the relevant training to complement our existing department. The successful candidate will join five consultants and two Associate Specialists working in community child health, closely aligned with a multi-disciplinary team of clinical psychologists, specialist nurses and allied health professionals.

The Trust has clear objectives in terms of delivering excellent, safe and effective patient care and aims for services that are positively rated by patients, families and stakeholders.

The Acute Trust merged with the local community partnership Trust (1st April 2020), to enhance the working together across these services. This has brought general paediatrics and community services into the same organisation, enhancing our capacity for joint working. The Trust also recently merged with nearby Yeovil Hospital Trust to provide equity of services throughout the county. This is an exciting time in Somerset healthcare.

Taunton is situated in a beautiful part of the country. It has all the benefits of a modern county town, whilst being only minutes from spectacular areas of outstanding natural beauty and dramatic coastlines. Both road and rail links are excellent, with frequent trains to Bristol, London Paddington (1 hour 45 minutes) and M5 motorway close by.

This is an exciting opportunity for the successful applicant to help support and develop our service and to deliver the highest quality care.

Duties of the post:

The post holder will be an enthusiastic paediatrician with appropriate training in Community Child Health or able to demonstrate a strong interest. They will contribute to the Community Child Health (CCH) Team with regular CCH clinics and participating in multi-disciplinary team working. There will also be opportunities for teaching, training for Educational Supervision and the development of leadership roles. There are also opportunities to contribute to safeguarding clinics, providing assessments of physical safeguarding concerns. This work is well supported by supervision and peer review. There is SPA of 1.5 PA with this role.

The post holder's clinical interests and responsibilities will complement those of other members in the department. Our Consultants and Associate Specialists have generic community child health responsibilities, with a geographical patch each. They also have special interests in a broad range of clinical areas including epilepsy, neurodisability, audiology, feeding, autism, ADHD, neurology and neuromuscular medicine. Tertiary neurology (epilepsy) services are provided by Bristol Children's Hospital. The CCH team remains based at Musgrove Park Hospital with Taunton clinics provided at our new Community Families Hub in the centre of Taunton and peripheral clinics across the county. This post will largely be based in Taunton, but there will be opportunities for reviewing geographical patches when in post.

In summary, the post-holder will contribute to the following clinical services:

- Provide regular Community Child Health clinics; participate in the multidisciplinary team working closely with Allied Health Professionals
- Teaching and supervision of doctors in training
- Teaching of medical students
- Support all activities necessary to ensure that the organisation meets its responsibilities to safeguard and protect children and young people.
- SPA activity.

It is important that the successful candidate shares the commitment of the department for excellence in clinical service and the policy of continuing the development of innovative service delivery and high-quality training for all staff. The department strategy is in three parts and we are looking for an individual who is interested and able to add value to these strategies:

- Expertise at the front end of pathways
- Planning the unplanned
- Integrating with primary care

They will be approachable, pro-active and able to provide advice and support to colleagues, doctors in paediatric training and members of the multidisciplinary team. The successful candidate will be able to work with a variety of professional people and

participate fully as a member of a team working to develop and extend the paediatric service. As well as caring for young people and their families, we are looking for an individual who will care for themselves and the rest of the team that they work with.

The successful candidate will have a shared paediatric office and secretarial support. So far as is practicable the appointees will be expected to provide cover for annual and study leave of colleagues.

Clinical Governance & Audit

In Taunton there is an active Clinical Audit department which supports clinical projects. The appointee will be expected to actively participate in audit. He/she will be expected to initiate and supervise audit projects related to his/her subspecialty interest. The Clinical Effectiveness and Audit Committee approve all audit projects, including trust directed audit. Participation in national audits is encouraged.

The appointee is also expected to:

- Participate in the Trust's appraisal and continuing professional development processes for consultants.
- Participate in the Trust's incident reporting process, particularly in respect of the reporting and investigation of clinical incidents.
- To actively seek patient and user opinion in the development and delivery of patient care.
- All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent.
- New techniques/practices have to receive effectiveness and business case approval.
- All staff are expected to comply with all Trust policies.

Research

Research is encouraged, particularly when this is appropriate to the professional development of the successful candidate and to the service development of the department. The unit actively partakes in Regional and Multi-centre Trials and it is hoped that this will be maintained and developed. Opportunities are available within the Trust with applications for funding coordinated by the Trust's Research & Development Director. Those undertaking research are expected to comply with research ethics and governance policies. Research Ethical approval is required for all studies.

Administration & Budgetary responsibilities

Responsibility for undertaking the administrative duties associated with the care of patients and the general administration of the department. The post holder will have a designated secretary and shared office within the paediatric department. Essential IT

equipment will be provided. There is a requirement for all staff to assist in maximising the efficiency and cost-effectiveness of the Department, and to achieve financial balance.

Management

To attend and contribute to the monthly department meetings and undertake other managerial roles within the trust and department according to interest and the needs of the department.

Cover for Colleagues and Emergencies

To provide cover for colleagues in their absence. To deal with emergencies flexibly, as the occasion demands.

Infection Control

The Trust regards Infection Control as crucial to the provision of a safe service to patients. All medical staff will be expected to follow the Trust's policies with regard to Infection control. Decontamination of hands between patients is regarded as an integral part of the provision of the service. If staff are observed not practicing hand decontamination between patients then it is expected that the omission will be challenged.

Appraisal, Job Planning and Mandatory annual training

The successful candidate will be required to participate actively in the annual appraisal and job planning process as well as maintain their Continuing Professional Development and good standing with the RCPCH. In addition, they will be expected to attend the mandatory annual update training (including essential learning updates, life support training, & higher level safeguarding training. These are requirements for pay progression.

Review of Job Description in relation to Job Planning

You and your clinical manager will agree a prospective Job Plan that sets out your main duties and responsibilities, a schedule for carrying out your Programmed Activities, your managerial responsibilities, your accountability arrangements, your objectives and supporting resources. The appointee is expected to review and finalise the programme with Clinical Service Lead and the Associate Medical Director, within 1 month of commencing the post.

This job description will form a composite part of a Job Plan which will be subject to annual review by you and the Associate Medical Director or other manager on his behalf. For this purpose you and the appropriate manager should have a copy of this job description and an up to date work programme (i.e. not provisional) and relevant statistical information (preferably over a 12 months period) together with notes provided by either side of any new or proposed service or other developments. The

purpose of including agreed personal objectives in your Job Plan is to set out in clear and transparent terms what you and your clinical manager have agreed should reasonably be achieved in year. These targets are not contractually binding in themselves, but you have a duty to make all reasonable efforts to achieve them. Local procedures (mediation and appeal) will be followed if it is not possible to agree a Job Plan, either initially or at an annual review.

The Scope of the Service

The Paediatric Department is committed to providing the highest standard of inpatient and outpatient care on the District General Hospital site and in the community. The general paediatric and neonatal rotas are split and consultants have on call responsibility for one of these rotas. This post does not involve on call. All consultants have a special interest in one or more areas and have Child Protection responsibilities. Paediatric admissions total around 4500 per annum. There are 2700 new patient referrals from general practitioners and the birth rate is currently increasing, currently being between 3300 - 3500 per year. The closest tertiary centre is Bristol Royal Hospital for Children, which provides support for all specialties and provides a PICU retrieval service for the region.

Somerset Childhood Population		
	County	Trust
0 – 4 years	29,560	18,505
5 – 17 years	80,097	52,065

Childhood Population figures taken from: <http://www.somersetintelligence.org.uk/cyp-population.html>

Births Data:

Number of Deliveries	
2018/19	3079
2019/20	3044
2020/21 (to Sept)	1496

Services for children

- **Community Child Health Services**

Community Child Health offers a specialist service for the Trust area of responsibility covering over 600 square miles and accounting for 64% of Somerset's children. The areas in which these children live and go to school are divided between the doctors into geographical "patches" loosely corresponding to Somerset Social Services Divisional and former Primary Care Trust boundaries. All paediatric consultants contribute to this pattern of working.

Paediatric Registrars work under the supervision of the consultants and liaise closely with the other Paediatricians performing clinics within their patch. Each registrar requires a designated clinical supervisor.

The CCH team cares for children with complex needs including neuro-disability, children with genetic syndromes, complex epilepsy, adoption and IHA medicals. Collaboration with Education, Social care and other colleagues in health is an essential part of CCH working. Some colleagues contribute to the newly developed Children and Young People's Neurodevelopmental pathway (CYPNP) – a multidisciplinary autism and ADHD assessment pathway for children aged 5-17. This role does not have CYPNP time, but there is room for developing this in the future depending on changing roles within the department.

- **General Paediatric Inpatient Services**

Both acute and elective, medical and surgical cases are admitted to the paediatric wards. There are fourteen general paediatric consultants, of which, two work primarily on the paediatric assessment unit. The hot week rota is a 1:12 rota with the two PAU consultants rotating into this. One general consultant is not on the on call rota. This model of working allows flexibility with consultants able to reduce and drop on call as they become more senior. Late shifts are worked alongside a middle grade on the evenings the consultant is on call.

- **Paediatric Unit**

Oak ward has 19 beds/cubicles and Acorn ward has 9 cubicles. We also have a 2 bedded high dependency unit. Referrals are received from Primary Care and the Emergency Department before being assessed on the Paediatric Assessment Unit, this is currently located on the paediatric unit but there are long term plans to co-locate PAU in the emergency department. Junior paediatric staff work between the wards and PAU. We also have an Emergency Medicine ST3 who rotates through the department working predominantly on PAU. There is also a day unit facility on the ward where day case investigations, clinical reviews and someday case surgery cases are seen. Consultant cover for the wards, HDU and the day case unit is currently

provided on a service week basis. Elective commitments, such as outpatient clinics, are cancelled during these times.

- **Outpatients**

The paediatric team offers a wide range of general and specialist services to the population of West Somerset. All consultants hold some general paediatric out-patient clinics and local teams offer specialist OPD services in diabetes, endocrinology and growth, oncology, cardiology, renal medicine, rheumatology, asthma and allergy. Tertiary consultants also come down from Bristol to run joint clinics with local consultants in renal medicine, endocrine and growth, metabolic medicine, Cystic fibrosis, immunology, haematology, oncology and neurology.

Out-patient referrals are managed centrally, such that referrals from primary care are triaged and allocated on the basis of specialty need initially. Thereafter they are placed in a clinic nearest to their home base, other factors such as waiting time are taken into account. An advice and guidance service is also offered to GPs which can help avoid the need for an appointment or point towards the most appropriate clinic.

During the COVID-19 pandemic we offered telephone, video and face to face consultations. This model of working has been hugely successful and we have managed to reduce waiting times during this period with shielding registrars addressing the waiting list with telephone consultations. We continue to offer telephone and video consultations where appropriate.

The CCH team is based both at Musgrove Park Hospital and also the Community Families Hub in Taunton. As with any CCH department, multiple site working is key to delivering care closer to home for those families who need that care. Regular CCH Huddle meetings take place in alternate locations and in addition to peer review support meeting/teaching. There is a dedicated secretarial team for the CCH service and close working with allied health professionals.

- **Neonatal Services**

The Somerset Neonatal Intensive Care Unit (SNICU) provides neonatal intensive care for Somerset with four ITU, four HDU and ten special care cots. There are around 3000 deliveries per annum. High risk pregnancies 27 weeks and over deliver at Musgrove Park. In addition, there are high numbers of home deliveries (6%) and several community midwifery units. The unit is part of the Western Neonatal Network which delivers a transport service for the region.

The obstetric department at MPH comprises ten consultants including one with an interest in high risk pregnancy/feto-maternal medicine. Infants with known major fetal malformations requiring corrective surgery are managed jointly with the feto-maternal medical unit in Bristol, and are electively delivered in Bristol. All other infants, including

preterm infants over 27 weeks are delivered and offered intensive care in Taunton. Infants in Yeovil requiring Local Neonatal Unit level care are transferred to Taunton.

SNICU is currently staffed by six Consultants, two SpRs, five ANNPs, a tier of SHOs and thirty-five WTE nursing staff. Consultant cover for the unit is provided on a service week basis on a 1:6 rota. Elective commitments, such as outpatient clinics, are cancelled during these times. We have secured funding to develop a separate tier of ANNP staff to run a 24/7 rota to cover the unit at Tier 1 to 2 level. The unit is progressive and practices extended role nursing very successfully with a committed and experienced team of Neonatal Nurses, and a dedicated nurse professional development officer. The department has strong links with the obstetric unit with joint teaching and training sessions, morbidity and mortality meetings and other regular multidisciplinary meetings such as the Maternity Forum.

- **Community Nursing Service**

There is a Community Paediatric Nurse service. This includes those with specialist expertise in paediatric oncology, ADHD, epilepsy, diabetes and palliative care. This service forms part of the integrated paediatric service. The department has improved working with their colleagues in community families and work collaboratively together. The department is currently in the process of developing links with colleagues in primary care and the school health team in order to smooth out boundaries between hospital and community based services. In addition there is a separate Children's Home Care Team which provides nursing support for children at home needing respiratory assistance.

- **Child Protection**

A robust and collaborative working relationship has been maintained with the various agencies involved in Child Protection. Child Protection medical assessments are provided predominantly as an outpatient service, with CP medical rota provided Mon-Fri by a group of Consultant Paediatricians and Community Paediatric Registrars. At present, historic child sexual abuse examinations are performed by specific consultants in a sub-specialist clinic. Acute CSA cases are seen by the local SARC. Consultant Paediatricians provide medical advice on individual cases; involving attendance at Case Conferences, provision of Witness Statements and attendance at Court. They are supported in these activities by the Named Professionals, and Safeguarding Duty Team.

- **Paediatric Surgery**

Within the hospital there is a specialist team of paediatric anaesthetists and a general surgeon with a paediatric interest. All surgery, except in emergencies, is carried out with a paediatric anaesthetist. In addition there are local Orthopaedic, ENT and Ophthalmology teams who will also see and treat children locally. Close links exist between the surgical, anaesthetic and paediatric team through joint teaching seminars.

and the Paediatric Surgical Group. When advice or more specialist expertise is necessary, children are transferred to Bristol Children's Hospital where there is a full complement of Specialist Paediatric Surgical Specialties.

- **Medical Education/Training**

The appointee is expected to keep up to date with continuing professional development through RCPCH scheme and participate in the academic life of the Department and the Trust. The Trust provides 30 days of study/professional leave over 3 years, with an allowance of £3000 over the three years. With the recent expansion of medical student numbers, Somerset NHS Foundation Trust has developed a Somerset Academy for medical students and this is resulting in a significant increase in the number of students in the department. The intention is for these students to receive all their paediatric training in Taunton in year 4. Taunton will provide training for some 8 students at a time.

In general, all appointees are expected to:

- Participate in the academic life of the Department and the Trust.
- Participate in the teaching of junior medical staff. The department attracts a high standard of junior and middle grade staff due to its reputation for excellent teaching and training.
- Act as clinical supervisor/mentor to junior medical staff
- Be involved in teaching of General Practitioners and Division staff.
- To promote research.

Other clinical services working closely with the Department

- **CAMHS**

CAMHS Consultant Psychiatrists provide acute paediatric psychiatry inpatient and outpatient services. They are an integral part of our team and we have a CAMHS psychiatric liaison workers resident on site providing mental health assessments. There is also a community eating disorder team which works closely with the department with one of our paediatric consultants. The CCH team also work closely with CAMHS within the CAMHS/CCH case discussion meetings and the newly developed Children and Young People's Neurodevelopmental pathway (CYPNP).

- **Clinical genetics**

The Clinical Genetic Service operates from adjacent facilities to the Children's Development Centre, and is run by UHBristol. The service delivers clinics through visiting consultants from Bristol, and Genetic Counsellors.

- **Combined Clinics**

Combined Clinics are held with visiting Regional Specialists including Cardiology, Endocrinology, Nephrology, Neurology, Oncology, Cystic Fibrosis, Rheumatology, Surgery and Urology.

- **Laboratory Services**

There are comprehensive biochemical, haematological, microbiology and histopathology services onsite.

- **Clinical Laboratory and Radiological Services**

The hospital has full clinical laboratory and radiological services available including CT scanning and MRI. MRI scans under General Anaesthetic for children are available with 2 lists a month.

Staff within the Department

Senior doctors	Subspeciality interest
Dr Anna Baverstock	CCH, neurodisability, complex care
Dr Carol Smith	Adoption, CLA, CCH
Dr Jenny Langlands	CCH, CYPNP team, medical student lead
Dr Kate McCann – <i>CSL CCH</i>	CCH, neurodisability, epilepsy
Dr Jagdip Gill	CCH, neurodisability
Dr Wiebke Van Hensbergen	CCH, CLA, neurodisability, epilepsy
Dr Amber Syed	CCH, Neurodisability, epilepsy
Dr Sarah J Bridges	General Paeds, Adoption/CLA
Dr Chris Knight - <i>Clinical Director</i>	Gastroenterology, Child death lead
Dr Amy Whiting – <i>Clinical Director</i>	General Paeds, neurodisability, epilepsy
Dr Polly Powell	General Paeds, oncology
Dr Linda Whiteford – <i>CSL Gen paeds</i>	General Paeds, oncology
Dr Gita Modgil - <i>AMD</i>	General Paeds, diabetes
Dr Lucy Robin	General Paeds, diabetes
Dr Alex Powell	General Paeds, respiratory
Dr Annie Ratcliffe	General Paeds, renal
Dr Anna Kyle	General Paeds, adolescent medicine, CEDS
Dr Clare Adams	General Paeds, Rheumatology
Dr Janneke Zoeteman	General Paeds, HDU
Dr Christine Brittain	General Paeds, PAU, Emergency care
Dr Luisa Wilms	General paeds, PAU, cardiology
Dr Rosie Johnston	General Paeds , PAU
Dr Claire Salter	General Paeds , PAU
Dr Rebecca J Mann	Neonates
Dr Nicola Johnson	Neonates, Child Death Lead
Dr Pieter van Hensbergen – <i>CSL NICU</i>	Neonates, child protection
Dr Ganga Bharmappannavara	Neonates, cardiology

Dr Sara Followell	Neonates, general paed
Dr Giuliana Trad	Neonates, general paed

Specialist Registrars

There are seven ST4-8 doctors in paediatric training, all with duties in Neonatology, Paediatrics and Community Child Health. They cover both the acute wards and the neonatal unit overnight.

Junior Staff

There are a range of ST1-3s, GPST1-3s and F2 doctors covering the Paediatric Wards and PAU.

We have ANNPs and clinical fellows covering the Neonatal Unit. This pattern of work has rendered these rotas New Deal and EWT compliant. Future changes relating to MMC will allow us to implement a tier of ANNPs contributing to the neonatal unit level at ST1-3 level.

Preliminary Job Plan

	Morning	Afternoon
Monday	Admin	CCH clinic
Tuesday	CCH clinic	Admin
Wednesday	Phone clinic	Dept meetings/admin
Thursday	Admin	CCH clinic
Friday	SPA	SPA/admin

This is a 10 PA post working 5 days/week. Exact timetables and final job plans are flexible. These will be negotiated after interview.

The post includes 1.5 core SPA time.

Explanation of duties and calculation of weekly remuneration

Person Specification - Consultant Community Paediatrician 10PA				
	ESSENTIAL	WHEN EVALUATED	DESIRABLE	WHEN EVALUATED
QUALIFICATIONS	<p>Appropriate training and experience in Community Child Health at a Consultant/Associate Specialist or Specialty doctor level</p> <p>MRCPCH or equivalent PILS / Basic Paediatric Life Support</p>	AF		AF, IV
CLINICAL EXPERIENCE	<p>Experience in CCH, neurodisability</p> <p>Competency in developmental paediatrics & child protection</p> <p>Safeguarding training and experience</p> <p>Evidence of multidisciplinary working</p>	AF	<p>Experience in Adoption medicals and IHA assessments</p> <p>Experience in allied specialties</p> <p>Experience in ASD tool e.g. ADOS</p> <p>Experience in developmental assessment tools</p>	AF, IV
CLINICAL SKILLS	<p>Understanding of clinical risk management.</p> <p>Competent to work without direct supervision where appropriate.</p> <p>Clear, logical thinking showing an analytical and scientific approach.</p> <p>Ability to mentor staff both medical and nursing</p>	<p>IV</p> <p>IV, Ref</p> <p>AF, IV</p> <p>AF, IV</p>		<p>AF</p> <p>AF</p>
KNOWLEDGE	<p>Appropriate level of clinical knowledge.</p> <p>Shows knowledge of evidence-informed practice.</p> <p>Shows awareness of own limitations</p>	<p>Ref</p> <p>IV</p> <p>IV, Ref</p>	Demonstrates breadth of awareness of issues	AF, IV

ORGANISATION & PLANNING	<p>Ability to prioritize clinical need Ability to organize oneself and own work</p> <p>Evidence of participation in audit Willingness to take a lead in developing/managing a clinical area</p>	<p>Ref IV, Ref AF</p> <p>AF, IV</p>	<p>Understanding of NHS, clinical governance & resource constraints. mgmt./financial awareness esp. of committee work Active involvement in audit Information technology skills</p>	<p>IV, AF IV, AF AF</p>
TEACHING SKILLS	<p>Evidence of teaching</p> <p>Well experienced in post graduate, particularly multidisciplinary, teaching and training</p>	<p>AF</p> <p>AF, IV</p>	<p>Enthusiasm for teaching</p> <p>Exposure to different groups/teaching methods</p> <p>Higher qualification in medical education</p> <p>Management experience</p>	<p>AF, IV</p> <p>AF, IV</p> <p>AF, IV</p> <p>AF, IV</p>
ACADEMIC/ RESEARCH	<p>Willingness to practice EBM</p> <p>Willingness to contribute to department teaching and training needs</p>	<p>AF, IV</p> <p>AF, IV</p>	<p>Research experience, presentations, publications, prizes and honours.</p> <p>Experience in development and implementation of guidelines</p> <p>Certificate in GCP</p>	<p>AF, IV</p> <p>AF, IV</p>
CAREER PROGRESSION			<p>Progression of career consistent with personal circumstances</p>	<p>AF</p>
PHYSICAL REQUIREMENTS	<p>Meets professional health requirements</p> <p>Willing and able to meet the travel requirements of the post.</p>	<p>Pre-employment health screening</p> <p>AF</p>		

ACADEMIC/ RESEARCH	Willingness to practice EBM Willingness to contribute to department teaching and training needs	AF, IV AF, IV	Research experience, presentations, publications, prizes and honours. Experience in development and implementation of guidelines Certificate in GCP	AF, IV AF, IV
CAREER PROGRESSION			Progression of career consistent with personal circumstances	AF
PHYSICAL REQUIREMENTS	Meets professional health requirements Willing and able to meet the travel requirements of the post.	Pre-employment health screening AF		

Visiting Arrangements

Candidates are welcome to visit the following officer prior to short listing:

Dr Kate McCann
Clinical Lead for CCH
Paediatric Department
Kate.McCann@somersetFT.nhs.uk
01823 344773