

APPOINTMENT OF FULL TIME

**Paediatric Consultant in Emergency
Medicine**

The Shrewsbury and Telford Hospital

JOB DESCRIPTION

April 2021

INTRODUCTION

This is a full-time post within the Emergency Department at The Shrewsbury and Telford Hospital.

THE POST

You will be work at both The Princess Royal Hospital, Telford and The Royal Shrewsbury Hospital, Shrewsbury according to service needs.

This is an exciting new opportunity to set up and lead a new dedicated Paediatric Emergency Department at the Princess Royal Hospital, Telford and support on-going Paediatric Emergency care at the Royal Shrewsbury Hospital. The Trust has approximately 30,000 unplanned Paediatric attendances to the Emergency Departments.

The Royal Shrewsbury Hospital is presently undergoing a 1 year refurbishment which includes a dedicated Paediatric area with 2 cubicles, 1 high dependency cubicle and an assessment area. The Princess Royal Hospital has in-patient Paediatric services and at present a business case has been submitted to build a brand new, dedicated Paediatric Emergency Department.

We are looking to appoint an individual with a clear vision of how we might deliver and shape our services for the future. There is considerable opportunity for the successful candidate to be involved and lead in the service provision and on-going improvement projects, shaping the future of unscheduled care of the sick and injured child.

Duties to include:

- To provide emergency services to patients attending the Emergency Medicine Department. This service includes the reception, resuscitation and initial diagnosis of patients, together with the provision of treatment, appropriate referral and disposal of the patient - either back to the community, General Practitioner, Out-Patients, or admission to this or to another hospital as indicated by the patient's condition.
- Clinical sessions will involve leading and working on the shop-floor, directing the care of patients, seeing new patients (both major & minor) and supervising junior and middle grade Doctors, together with running the follow-up clinics.
- Will be expected to take responsibility for some management tasks eg rota setting
- Maintenance of good communications with General Practitioners, the Emergency services and social services.
- Ensure effective liaison and communication with Consultant and all medical staff in all specialities within the Trust.
- Participation in clinical meetings and post-graduate activities in the Trust.
- Supervision, teaching and training of junior medical staff, nursing and other staff in and out of the Department. This will include training of Medical students attached to the Department. He/she is expected to contribute to Postgraduate and continuing education.
- Demonstrate a firm involvement in Clinical Governance, Risk Management and Clinical Audit. This will include the development and maintenance of appropriate systems and practices to ensure continued safe clinical practice.
- Ensure own practice is up-to-date. This will involve taking responsibility for own Clinical Professional Development and participating in the Trust's Performance and Annual Review system.

- Become familiar with the major incident plan and to contribute to updating and testing, and to participate in major incident exercises held within / without the hospital.
- Development of a special interest, in accordance with priorities agreed within the department and following discussion with colleagues.

You will demonstrate a firm commitment to the principles of clinical governance, including:

- Developing and maintaining appropriate systems and practice to ensure effective clinical audit in Emergency Medicine.
- Participating in the Trust's Clinical Incident Reporting system.
- Developing a programme of personal continuing professional education, development and, if appropriate, research within available resources and within the workload and priorities of the service as agreed with Consultant colleagues and senior managers

Shrewsbury and Telford Hospital NHS Trust

Shrewsbury and Telford Hospital NHS Trust is the main provider of Acute Hospital services for Shropshire, Telford and Wrekin and Mid Wales.

We are committed to providing the best possible diagnostic facilities and high quality clinical care in a clean, supportive environment where patients are treated effectively with respect and dignity.

Shrewsbury and Telford Hospital NHS Trust continues to work with our partners in health and social care in Shropshire, Telford and Wrekin and Mid Wales to develop patient-focused services that meet the needs of our communities.

Shrewsbury and Telford hospital is a teaching hospital (KEELE University) with medical students placed in ED. ALS& EPLS courses are run locally.

The trust has acquired funds for re configuration of services and it is an exciting time to join the Trust to get involved in developing new ED department and allied services.

The West Midlands Trauma Network

The Royal Shrewsbury Hospital is a Trauma Unit in the West Midlands Trauma Network. We have close links to the regional Major Trauma Centre (Trauma Network) which includes the Birmingham Children's Hospital and the Royal Stoke University Hospital

THE EMERGENCY DEPARTMENTS

The Emergency Department at the Princess Royal Hospital manages 56,000 new attendances per year. The department has the following clinical accommodation:

A purpose built 3 bedded resuscitation room

Separate paediatric resus

An initial assessment area with 4 cubicles

2 paediatric major cubicles

12 major adult patient bays



Mental health assessment room
 Separate adult and paediatric waiting areas
 Relative's room
 Plaster room
 A respiratory investigation unit
 Separate minors area
 Adjacent Helicopter landing pad
 Co-located Urgent Treatment Centre

The Emergency Department at the Royal Shrewsbury Hospital manages 44,000 new attendances per year. The department is presently undergoing an expansion and refurbishment. The department has the following clinical accommodation:

A 4 bedded resuscitation room
 An initial assessment area with 5 cubicles
 A dedicated paediatric area with 2 cubicles and an assessment area
 21 major adult patient bays
 Co-located Urgent Treatment Centre and minor injuries area
 Relative's room
 Mental health assessment room
 A respiratory investigations unit
 Adjacent Helicopter landing pad

The Departments provide emergency services to a population of 250,000 people.

A wide variety of emergency problems present -of which 20% of the patients are children. 25-30% of patients are admitted.

Working in the department provides good overall experience of emergency medicine and an excellent educational programme supports this and career progression.

Regular appraisal is undertaken and there is an active quality improvement programme.

PROVISIONAL JOB PLAN

	AM	PM	Evening
Monday 0900-1700	Clinic/Shop Floor	Clinic/Shop Floor	
Tuesday 0800-1800	Clinic/Shop Floor	SPA	
Wednesday 14:00 to 22:00	Off	Clinic/Shop Floor	Clinic/Shop Floor
Thursday	Off	Off	Off
Friday 0900-1700	Clinic/Shop Floor	Clinic/Shop Floor	
Saturday/Sunday 1:6 Frequency 11:00 to 20:00	Clinic/Shop Floor	Clinic/Shop Floor	Clinic/Shop Floor

Direct Clinical Care: 7.5 PAs on average per week (including 1 PA for on call).
(clinical activity, clinically related activity, predictable and unpredictable emergency work).

Supporting Professional Activities 2.5 PAs on average per week (including one SPA at home)
(includes CPD, audit, teaching, research)

Weekends:

1:6 weekends

TRANSFORMING CARE INSTITUTE

If you want to be part of a team, dedicated to giving patients the very best care then come and join the team of Consultants and Doctors at The Shrewsbury and Telford Hospital NHS Trust.

Our team of highly motivated Consultants and Doctors span a vast range of specialties. You will work within a well-supported and multi-disciplined team, ensuring you reach your full potential. Our hospitals are forward looking and well equipped, providing you with the very best environment to work in.

We have been building the foundations of a better future through our work with Virginia Mason and our own transforming care institute (TCI). We have introduced a leadership academy with more opportunities for development so all our leaders support, coach and perform at the highest levels, celebrate the hard work of our staff and recognise the wonderful improvements that are being made each and every day. This is a vital stepping stone to ensure we are equipped for our better future and realising our vision of providing the safest and kindest care for our patients. Leadership is about supporting teams to be the best they can be. As we move forward together it is vital all our teams understand their important role in delivering this brighter future for everyone.

EDUCATIONAL ACTIVITIES

Postgraduate activities are based in the Education Centre at the Princess Royal Hospital, which has a Medical library, a lecture theatre and a number of seminar rooms and in the Shropshire Education Conference Centre (SECC) at The Royal Shrewsbury Hospital. Regular Clinical presentations and Clinical audit meetings are held and there is a busy programme of activities for General Practitioners and Hospital Staff.

OFFICE AND SECRETARIAL SUPPORT

You will have an office with a full range of facilities including desktop PC. You will be supported by a full time secretary, and additional administrative staff supporting the existing Emergency Medicine Consultants.

RESEARCH

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest of the successful applicant, particularly if trainee members of the department could be incorporated in the methodological and practical stages.



AUDIT

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams

APPRAISAL, REVALIDATION AND MENTORSHIP

The Trust has the required arrangements in place, as laid down by the Royal College of Emergency Medicine to ensure that all the Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the Revalidation process.

The Trust supports the Royal College of Emergency Medicine guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of Study leave).

An annual job plan review at individual and Department level is being introduced. You will be expected to participate in this exercise.

We will be required to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.

The Trust also supports the requirements for continuing professional development as laid down by the Royal College of Emergency Medicine and is committed to providing time and financial support for these activities.

TERMS AND CONDITIONS OF SERVICE

The appointment is full time/part time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £82,096 - £110,683 per annum for 10 Programmed Activities (as of February 2020).

The post holder:

will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practise.

is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.

will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary.

will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call.

will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.

will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all the necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

ACCOMMODATION

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

OTHER FACILITIES

There is an active Doctors Mess run by the Junior Doctors Committee which organise social events, parties, outings etc. There are on site fitness centres (a membership fee is payable) available to all members of staff.

STAFF BENEFITS

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

VISITING

Appointments to visit the department should be arranged with:

Dr Ed Rysdale – Clinical Director of Emergency Medicine – 01743 261000 Ext 1082 or ed.rysdale@nhs.net

STATEMENTS

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

PERSON SPECIFICATION

Post: Consultant Paediatric Emergency Medicine

Ref: 223-MC463

Qualifications MBChB or MBBS or equivalent Entry on the GMC Specialist Register for Emergency Medicine, (or relevant specialty) via CCT (proposed CCT date must be within 6 months of interview date) or CESR Paediatric accreditation for paediatric emergency medicine from relevant specialty ALS or equivalent certification ATLS or equivalent certification APLS or equivalent certification Full GMC registration Level 3 Safeguarding Children training (within the last 3 years) Training Currently on the Specialist Register or eligibility for inclusion on the Specialist Register within 6 months of interview date Specialist Interest (e.g. Paediatrics, Acute Medicine etc.)	E E E E E E E E E E
Clinical Experience: Clinical training and experience equivalent to that required for gaining UK CCT in relevant specialty	E
Skills/Knowledge: Understanding of Clinical Governance Ability to advise on efficient and smooth running of the Emergency service Ability to manage and lead a clinical team. Ability to supervise, appraise, coach and mentor trainee doctors and other colleagues as required	E E E E
Teaching/Education: Ability to design and deliver training effectively Experienced in demonstrating clinical procedures/techniques to other healthcare professionals Commitment to continuing medical education Ability to organise and participate in teaching and training of undergraduate and postgraduate students	E E E E
Audit/Research/Publications: Undertaken complete Audit cycle Ability to apply Research outcomes to clinical practice	E E

Personal Qualities:	
Excellent inter-personal qualities	E
Credible and persuasive presence both amongst clinical and management colleagues	E
Ability to listen and communicate effectively (written, public speaking and presentational)	E
Ability to work collaboratively with the Executive Team	E
Ability to achieve objectives	E
Ability to work within a multi professional and multi-disciplinary framework	E
Ability to motivate and support staff of all disciplines	E
To live within 30 minutes / 10 miles by road from base hospital	E

THE SHREWSBURY & TELFORD HOSPITAL NHS TRUST

Completed by: Mr E Rysdale Consultant / Clinical Director in Emergency Medicine

Created: May 2021