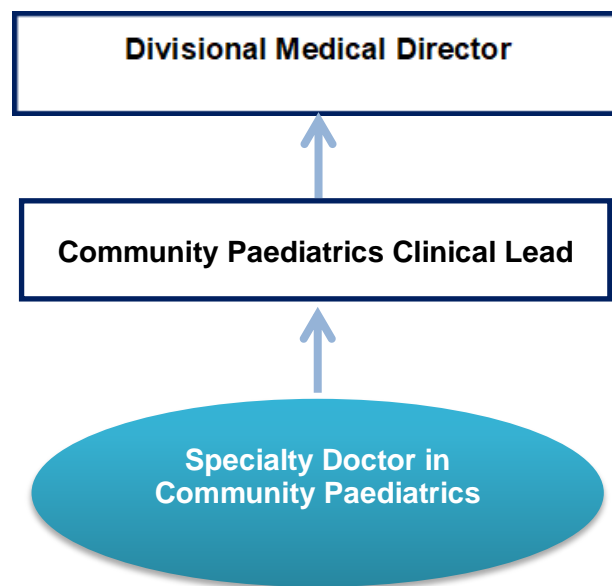


Welcome to the Countess of Chester

Specialty Doctor in Community Paediatrics



Your opportunity

Job summary

The list below is to outline the main duties involved; however this is subject to change and will vary within the given role. We ask all employees to be flexible in their role, to always ensure we are delivering Safe, Kind and Effective care.

Chester is a vibrant and attractive city with a rich heritage, dating back to its foundation as a Roman garrison town. As well as providing first class shopping facilities, its location in the lee of the Welsh hills contributes to a mild climate. An award-winning Boat Museum and one of Europe's largest designer outlet shopping villages (Cheshire Oaks) are conveniently located near the adjacent town of Ellesmere Port. There are numerous attractive residential areas nearby, with good schools, sports and other amenities. There is easy access to North Wales, Liverpool, Manchester and the Lake District and direct connection with the national motorway network.

The Countess of Chester Hospital is a modern, comprehensive district general hospital with excellent pathology and radiology support, including CT and MRI scanners. It is sited on an attractive campus on the northern edge of Chester, with two other Trusts, as well as other facilities such as a modern day nursery operated by Kids of Wilmslow Ltd and the Countess Country Park.

The Countess of Chester Hospital NHS Foundation Trust serves a population of approximately 250,000, which includes the City of Chester and its predominantly rural environs, where the dairy farming industry thrives. The catchment area is not only the City itself, with a population of 78,000, but also from North Wales, Ellesmere Port and Neston, the south west part of the Wirral peninsula and from more rural communities to the south and east of the City. NHS West Cheshire Clinical Commissioning Group and Flintshire Local Health BCUHB, representing patients from North Wales, are responsible for commissioning health services for the Trust's catchment population.

Children's Services are within the Women and Children's Division under the leadership of the Divisional Director and the Divisional Medical Director with support from the Lead Clinician and Business Performance and Pathway manager. The Hospital and Community service is fully integrated managerially although many clinicians currently work predominantly in one half of the service. Senior Clinicians in hospital and community paediatrics attend weekly business meetings, monthly multidisciplinary departmental business meetings and various regular educational meetings.

<h3>Profile of Specialty Services</h3>
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<p>The post involves undertaking clinics that may cover a wide range of Community Paediatric issues including neurodevelopmental paediatrics e.g. autism, ADHD, developmental delay</p>

and other aspects of neuro-disability from 0-16 years. Statuary duties include undertaking medical assessment for Education Health and Care Plans for children assessed by you.

Referrals are accepted from Schools, Early Years, Social Care, General Practitioners, Community and Hospital Paediatricians, the Child and Family Psychiatry Service and Therapy Services.

Medical Staffing

The staffing of the department is as follows:

Consultants:

Dr Rajiv Mittal (Designated Doctor for Safeguarding and Pan Cheshire CDOP)
Dr Howie Isaac (Community paediatric Lead, lead for neuro-disability and Named Doctor for Safeguarding)
Dr Sara Dubois 0.9 wte (Lead for Fostering, Adoption and Looked after children)

Specialty Doctors:

Dr D Lokko (1 wte)
Dr Jo Martin (0.6 wte)
Dr Nisha Cherian (0.6 wte)
Dr Claire Toomy (0.2 wte)

Clinical Psychologist: Vacant post (0.8 wte)

Specialist SALT

Aisling Kiely (0.6 wte)
Isobel Tollerfield (0.2 wte)

Assistant Clinical Psychologist: Miss Nia Hughes (1 wte)

Specialist Nurse: Kathryn Walsh (1 wte)

Nurse Assistant: Rebecca Jones (0.3 wte)

Hospital Staffing:

Consultants

Dr Ravi Jayaram
Dr Katherine Davis
Dr Alison Timmis (RCPCH Specialty Tutor)
Dr Stephen Brearey
Dr Zeba Jamal
Dr Murthy Saladi
Dr Joanne Dangerfield
Dr Helen Dallow

Dr Michael McGuigan
Dr Victoria Guratsky (Clinical Director)
Dr Jennifer Loughnane
Dr Peter Fitzmaurice

Trainee Staff:

7 Specialty Trainees (Paediatric ST3-8)
8 Core Trainees (including 3 ST1/2 Paediatric Trainees & 5 GP Trainees)
2 Foundation Trainees

Details of the Post

The successful candidate will be expected to integrate within the existing team in order to provide a complete Community Paediatric Service. The department is evolving and the roles and responsibilities of this post may be redesigned in negotiation with the appointee.

The post is based at the **Kingsway Children Centre**. Responsibilities will include:

- To undertake developmental assessments and formulate plans of care with the multidisciplinary team for children of all ages
- To oversee the medical care of children with neuro-disabilities and vulnerable children.
- To contribute to a childhood autism assessment service, preschool and school age children.
- To contribute to childhood ADHD assessment and treatment.
- To provide medical advice for the Education Health Care Needs assessment (EHCNA) for children.
- To complete Initial Health Care Assessments (IHA) for children going into care.
- Contribute to the daytime child protection rota

1. Training responsibilities:

Participate in the provision of training to health colleagues.

2. Monitoring and improvement:

To gather relevant data that will be used to inform provision of services to meet future anticipated needs, improving outcomes for children & young people with SEND and their families

3. Personal Development:

Attend relevant regional and national Continuing Professional Development events in order to maintain up-to-date skills in the area, equivalent to at least 4 CPD points per year. This may need to be increased according to individual needs.

4. Appraisal:

Annually, by accredited consultant appraiser

Facilities

The appointee will have office facilities and secretary (shared with other colleagues at Kingsway). Full PC facilities will be provided.

Duties and Responsibilities

Job Plan

Job plan will consist of outpatient clinics, ECHP, IHA, joint autism assessments, multiagency meetings, clinical admin, clinical professional development (CPD), and participation in the department's Child Protection on-call rota.

Arrangements for Leave

It is the responsibility of the appointee to ensure that arrangements have been made to cover duties or clinics are cancelled for leave.

Education

A well-equipped post-graduate centre and library is sited adjacent to the General Wing on the Countess of Chester Hospital site. This facility was developed into a multi-disciplinary education and training centre, by way of a £2.6m new build and refurbishment programme, which was completed in March 2007. There is an active programme of lectures and meetings, including those of the Chester and North Wales Medical Society. In addition, Liverpool, with extensive University and postgraduate facilities, including the Liverpool Medical Institution, is only 20 miles away.

Management, Audit and Professional Development

The appointee will have a responsibility for integrating within the department and ensuring appropriate communication with general practitioners, managers and hospital committees. The appointee will be responsible for contributing to the achievement of relevant aspects of the Trust's contractual obligations and business plans.

The appointee will be expected to ensure his/her practice is in accordance with the principles of Clinical Governance, which must include appropriate clinical audit; evidence based practice, and continued personal educational and professional development. He/she will be expected to comply with existing appraisal and job planning procedures and revalidation

procedures, which may be introduced in the future. Appropriate funding for the purposes of CPD will be available.

Terms and Conditions of Service

The post is subject to the Terms & Conditions – Specialty Doctors (England) 2021.

This post carries no requirement for the appointee to be available “out of hours”,

Visits

Visits to the hospital are welcome and contact should be made through **Mrs Lynne Lewandowski on 01244 362082**

Contacts

Dr Howie Isaac
362086

Consultant Community Paediatrician

01244

All employees of the Trust have a responsibility for their own health and wellbeing, to inform their manager and seek timely support via the Trust’s Occupational Health and Wellbeing department.

All employees of the Trust have the responsibility to comply with the Trust’s infection prevention and control policies and procedures at all times. Strict adherence to effective hand hygiene is essential.

You have a responsibility to respond to any safeguarding children or adult concerns that you encounter in your everyday duties. You must report any concerns as appropriate to your immediate and the relevant safeguarding lead within the Trust.

Person Specification

Essential = E Desirable = D	CRITERIA	E or D
Qualification & Knowledge	MBBS or equivalent degree	E
	Full GMC Registration with a Licence to Practice	E
	MRCPCH FRCPCH or equivalent	D
	MSc (or other higher degree)	D
Experience	At least 4 years full time postgraduate training or Equivalent part time/flexible basis.	E
	Clinical experience in assessment of ADHD and ASD	E
	2 years’ experience in Community Paediatrics or CAMHS	E
	Level 3 Safeguarding training	D

Skills and Knowledge	<p>Experience in Medical Management roles</p> <p>Experience of dealing with governance and risk</p> <p>Experience of research projects (including PI)</p> <p>Understand role of Clinical Audit within Service</p> <p>Relevant experience in undertaking and organisation of Audit</p>	<p>D</p> <p>D</p> <p>D</p> <p>E</p> <p>E</p>
Personal and People Development	<p>Have positive ambitions for self and department</p> <p>Commitment to continuing CPD, teaching, and education</p> <p>Attendance and punctuality</p> <p>Able to cope with stress, pressure, or setbacks</p> <p>Honesty, integrity, appreciate of ethical issues</p> <p>Ability to work well with colleagues within and across departments and hospitals and share the load and introduce change collaboratively</p> <p>Caring, compassionate and respectful of patients and colleagues</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
Communication and Interpersonal Skills	<p>Able to empathise with people from different social, cultural and religious backgrounds.</p> <p>Able to communicate with parents and children effectively.</p> <p>Resilience when dealing with complex and challenging safeguarding scenarios.</p> <p>Good oral and written communication skills.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>

Education and Teaching	Up to date with annual appraisals and revalidation requirements.	E
	Ethos of lifelong learning and a desire to continually gain and improve knowledge and skills	E
	Experience in undergraduate education	D

CORPORATE INFORMATION

Medical Screening

The passing of a medical examination or medical screening (before a contract is issued) is a condition of the appointment. The appointment is also conditional upon submission of documentary evidence of immunity to Hepatitis 'B' or a willingness to undergo screening if such evidence is not forthcoming.

No Smoking Policy

The Countess of Chester Hospital NHS Foundation Trust has a 'No Smoking Policy'. Staff members are not permitted to smoke in any part of the Trust's premises. This includes coffee lounges, dining areas, staff rest rooms/doctors' mess. The Trust has operated a 'Smoking Free Site' (including grounds and gardens) since January 2007.

Risk Management

It is the responsibility of all staff to practice in a safe and efficient manner and to participate in the reporting, assessment and management of risk within their individual work area.

Staff must not intentionally or recklessly, interfere with, or misuse any equipment provided for the protection of safety and health.

Staff must be aware of emergency procedures e.g. resuscitation, evacuation, and fire precaution measures appertaining to their particular Directorate/ Ward/Department.

Risk awareness/assessment training will be provided. Training via the Intranet to ensure that staff are conversant with the principles of risk management and the application of those principles to their particular work and area of responsibility.

- ❑ Report incidents/accidents and near misses in accordance with the Trust procedure for the Reporting and Management of incidents
- ❑ Participate in the risk assessment process
- ❑ Provide safe standards of clinical practice through compliance with the regulations of the appropriate professional bodies

- ❑ Be familiar with, and comply with, all appropriate policies and procedures, including clinical and health and safety procedures, designed to protect the health, safety and welfare of anyone affected by the Trust's business
- ❑ Attend such training as required by the Trust

Completion of the incident form does not constitute any admission of liability. It is merely used to gather all the facts relating to an incident so it can be analysed and lessons learned and where appropriate, action taken to reduce the likelihood of a recurrence.

Exceptions must apply however and where certain incidents occur, disciplinary action may be necessary following investigation. Some examples are:-

- ❑ Criminal activities, for example assault, fraud and theft.
- ❑ Acts of Gross Misconduct such as treating patients whilst under the influence of alcohol or illicit drugs.
- ❑ Malicious activities which include malicious reporting of untrue allegations against a colleague
- ❑ Repeated unreported errors or violations
- ❑ Intentionally unsafe and repeated error or not complying with hospital policies and procedures

To this end, all employees have a responsibility to inform their Manager of any unsafe practice or hazard they identify within the working environment as a whole.

This job description is not an exhaustive list of duties of the post and will be reviewed from time to time in conjunction with the post holder.

Competence of Health Professionals

'Competent', in the professional sense, refers to someone who has been educated and trained to practise successfully by using his or her knowledge and skills flexibly, but within their ability and acknowledging any limitations i.e. exercising judgement.

In order to work within the Clinical Governance framework, and all UK and EU legislation, the Trust has procedures in place to ensure that staff recognise their levels of competence and are educated and trained to develop their abilities. The Trust expects you to comply with these procedures at all times and work within your competence. These procedures encompass the competent use of diagnostic and therapeutic equipment. At all times, your actions must be in the best interests and well-being of patients and in consideration of other members of staff. If a situation arises where you have concerns about your own competence or ability to perform your duties to an acceptable level you must inform your immediate manager.

The Manager will treat you with fairness and in accordance with the Trust's Policy "Managing Job Performance".

Clinical Directors and Directorate Managers

The Clinical Directors and Directorate General Managers are responsible for implementing risk management within their Directorates and for engaging all staff in this process. Clinical Directors and Directorate General Managers will also be responsible for ensuring that their staff receive the necessary level of risk management awareness/training in order to ensure that they are competent to identify, assess and manage risk within their working environment. Further they are responsible for the development and ongoing maintenance of Directorate Risk

Registers which in turn will inform the overall Trust-wide Risk Register and for ensuring:

- ❑ there are appropriate and effective risk management processes in place and that all staff are made aware of the risks within their work environment and of their personal responsibilities
- ❑ there are effective systems in place for the identification, management (control) monitoring and review of risks (particularly in regards to standards set by the NHS Litigation Authority (NHSLA) that risks are

evaluated using the Trusts Framework for the Grading of Risks and that the appropriate level of management action is initiated and completely appropriately

- ❑ that their staff, receive the necessary information and training to enable them to work safely and comply with appropriate Trust procedures, including incident reporting, risk assessments, fire arrangements and all health and safety procedures
- ❑ that adequate attendance records are kept and non attendance of mandatory training and other risk management training is monitored and followed up
- ❑ that staff know and understand their responsibilities and duties under the Trusts Health and Safety Policy and have appropriate arrangements in place to ensure that these are met

Disclosure and Barring Service (DBS)

This post may be subject to clearance from the DBS. Users of Contact point will be required to have an Enhanced Criminal Records Bureau check every three years.

Safeguarding

Everyone within the Countess of Chester Hospital NHS Foundation Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults and for ensuring that they are protected from harm. Every adult has a responsibility to protect children and as employees of the Trust we are duty bound always to act in the best interest of a child about whom we may have concerns.

Health and Safety

As an employee of the Countess of Chester Hospital NHS Foundation Trust, the postholder has a duty, under the Health and Safety at Work Act 1974, to:-

- a) to take reasonable care of the health and safety of themselves and all other persons who may be affected by their acts or omissions at work
- b) to co-operate with their employer to ensure compliance with Health and Safety legislation and the workplace policies
- c) not to intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety, or welfare in pursuance of any of the relevant statutory provisions.

To this end, all employees have a responsibility to inform their Manager of any unsafe practice or hazard they identify within the working environment as a whole.

Diversity and Equality

All staff will be treated with respect by management, colleagues, patients and visitors and equally staff will treat management, colleagues, patients and visitors with the same level of respect.

Staff will be supported to challenge any discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, gender or employment status.

Control of Infection

It is the personal responsibility of each employee to comply with the Countess of Chester Hospital NHS Foundation Trust's infection control policies and procedures at all times, in order to maintain the safety of patients, staff and all other visitors to the Trust. Strict adherence to effective hand hygiene practices, plus the standard principles of infection control, is of the utmost importance.

Accommodation

Single accommodation is available, details of which will be notified at the Interview. A key deposit will be charged for all accommodation. Please note that the Trust does not provide married accommodation.

Occupational health

	What you need	Conducted by	Essential
Health screening	Paper documentation and health assessment	Occupational health nurse	Yes
Immunity required	<ul style="list-style-type: none"> • Measles • Rubella (German Measles) • Varicella (Chicken Pox) • Tuberculosis • Hepatitis B 	Occupational health nurse	Yes, vaccination recommended
EPP: Exposure prone procedure requirements	Screened for: <ul style="list-style-type: none"> • Hepatitis B • Hepatitis C • HIV 	Occupational Health Nurse	Yes, if role requires EPP
Please note that the above may vary dependent on job role and risk assessments. Should you need further clarification please contact the Occupational Health Department on 01244 365045.			

Our culture

Our vision

We will improve the lives of our community and provide excellence in health and care, through partnership and innovation.

Our values

Our Trust values and behaviours guide the way we do things. Our values are:

- **Safe:** Avoiding harm and reducing risk to all
- **Kind:** Considerate and non-judgemental
- **Effective:** Consistently maximising resources to deliver excellent and reliable care.

Our behaviours

We expect our staff to demonstrate the following behaviours:

Behavioural Standards AT THE COUNTESS



Positive Attitude

to create a great environment for everyone

Take time to understand a situation and keep an open mind
 Look for the positives and explore ways to overcome obstacles
 Recognise and praise people for a job well done



Respect & Fairness

so that everyone feels valued

Treat everyone fairly and consistently
 Respect other people's views
 Understand the impact of your behaviour on yourself and others



Leading People

by creating an environment in which everyone can do their best work

Empower and coach people to make decisions and take action
 Provide support, recognition and encouragement to staff
 Hold to account staff whose performance does not meet our behavioural standards
 Be a role model and set the example for others



Achieving Excellence

to continuously improve our care

Strive to do the best you can
 Take responsibility for improvement
 Give constructive feedback and be receptive to feedback from others



Working Together

to get the best outcomes for everyone

Build effective and supportive relationships
 Recognise your contribution to the success of Team Countess
 Communicate clearly within and across our teams