

ALDER HEY CHILDRENS NHS FOUNDATION TRUST

CLINICAL FELLOW IN CRITICAL CARE (HDU)

JOB DESCRIPTION

INTRODUCTION

The post is an appointment for 6 months fixed term as a Clinical Fellow in Critical Care (HDU) at Alder Hey Children's NHS Foundation Trust.

1 **THE DEPARTMENT**

High Dependency Care continues to evolve as a specialty with exciting opportunities for staff to develop. The "Getting it Right First Time" critical care review is to see the formalization of level 2 critical care beds within tertiary and designated district general hospitals.

This is an exciting opportunity to join the HDU team, within Critical Care at Alder Hey Children's Hospital. This is a busy 15-bed level 2 HDU which admits a broad range of patients include cardiology, general and specialty medical and surgical paediatric patients, including post-operative patients. The HDU is geographically located next to the 21-bed regional Paediatric Intensive Care Unit (PICU), and the teams work closely together to facilitate the step-up of deteriorating patients and the step-down of recovering patients. The unit admits approximately 650 patients a year, most of whom will require level 2 critical care interventions.

2 **STAFFING**

Medical Staffing

Consultants – HDU

Dr CK Eyton-Chong
Dr Rachel Tan
Dr Lekha Sridhar
Dr Helen Manning – Locum
Dr Gail Beech – Locum

Advanced Clinical Practitioners – HDU

Elaine Kenyon
Julia Taylor
Alison Moore
Helen Morley
Vicki Jackson
Sarah Dee
Maxine Tweedie – trainee
Stephen Deegan – trainee

Consultants - PICU

Dr Marie Horan – Clinical Director
Dr Kent Thorburn
Dr Sarah Mahoney
Dr Ben Lakin
Dr Anand Wagh
Dr Petr Jirasek
Dr Carla Thomas
Dr Simon Davies
Dr Darren Gates
Dr Adil Dingankar
Dr Jess Green
Dr Kha Nguyen
Dr Gokul Ramanathan – Locum
Dr Gerri Sefton – Consultant Nurse

3 DUTIES

The successful candidate will work within an established and dynamic team of HDU Consultants and ACPs to provide clinical cover across seven days. Currently ACPs manage the clinical care of patients admitted to the high dependency unit with input from the HDU Consultants and specialty teams as required.

The post will be an excellent opportunity for RCPCH Progress+ Level 2 (ST6+) Paediatric trainee who is interested in developing essential critical care skills that can be applied in a District General Hospital setting or as a part of High Dependency Care (HDC) SPIN. The successful candidate will provide clinical cover on a hybrid rota with the ACPs.

This is a new post which is part of the development of the HDU medical team. The successful candidate will have the opportunity to gain valuable level 2 HDU experience as well as provide useful input into the development of the HDU Clinical Fellow role. The clinical commitment will be entirely on HDU and the successful candidate will not be expected to provide cover on the General Paediatric rota for the wider hospital.

The current middle grade rota covers daytime 0800-1730, 7 days a week. We anticipate that this new post will include either twilight or night shifts on HDU. The frequency of out of hours cover will be confirmed in the next few months as the HDU Consultant and middle grade teams expands.

4 TRAINING OPPORTUNITIES

There is an evolving model for the medical cover on HDU. Currently there is daytime consultant and ACP cover across seven days. Out of hours cover is delivered by the hospital on-call teams. There is a proactive plan to grow the team in the medium term be able to provide 24/7/365 service from within the HDU clinical team.

Patients admitted to HDU are from General Paediatrics, specialty paediatric and surgical specialties. This will expose the trainee to common and more complex critical care conditions – allowing for development in assessing the acutely unwell child and instigation of therapy and treatments with consultant guidance and support.

A large proportion of the patients admitted to HDU will require respiratory support, so experience of non-invasive or invasive ventilation in acute or long-term settings would be desirable. The successful candidate will be supported to develop skills and knowledge to manage HDU patients including specialist skills such as initiation of non-invasive ventilation, procedural sedations, patient transfers and ultrasound guided vascular access where appropriate. Formal experience can also be gained by arranging for practical sessions in theatre.

With the increasing number of patients with medical complexities, there is a need for regular MDT meetings with the specialties involved in the patients care and sometimes involving palliative care during their stay. Trainees would have the opportunity to attend or lead these meetings with consultant supervision.

There will be extensive opportunities to be involved in clinical governance activities ranging from audit to creating clinical guidelines supported by the consultant body. Leadership and management experience can be gained by attending the weekly “HDU senior team” meeting where there is discussion of long-term patients’ management, education, clinical psychology as well as a rolling agenda of:

- Week 1: Education
- Week 2: Incidents review, CLABSI, Complaints, Parent/Carer feedback
- Week 3: Mortality and deterioration reviews
- Week 4: Dashboard - ward activity for the previous month

Weekly Activities

The day starts with an MDT huddle before a consultant lead ward round followed by more specific reviews and task management for individual patients. There are generally two ACPs each day and the successful candidate will form part of this middle grade rota.

In the afternoon there is a second “walk around” to ensure that plans for the more stable patients have been actioned and there are no outstanding issues. The day ends with a further MDT huddle with the on-call team at 5pm.

Typical activities in the week:

	Morning	Afternoon
Monday	Ward round	HDU senior team meeting
Tuesday	Ward round	ID meeting
Wednesday	Ward round	
Thursday	Ward round	Simulation
Friday	Ward round	ID meeting

Fellows/Trainees

With a dedicated on the “shop floor” hot week consultant, the fellow/trainee would be exposed to significant training, teaching and work-based assessment (WBAs) opportunities.

The post would be attractive and suitable for a senior paediatric trainees as part of the HDC SPIN or as part of critical care experience for a Specialty SPIN or a post CCT fellow seeking a DGH General Paediatrician role.

The successful candidate will be assigned a clinical/educational supervisor for the duration of their attachment for feedback and support but direct clinical supervision will be provided by all consultants working within the unit.

Supporting professional activities (SPA time) will be provided as per Trust Policy and will be expected to be used for revalidation, quality improvement, clinical governance, teaching or training opportunities.

This is a fixed term post of 6 months.

5 OTHER INFORMATION

Successful candidate will be supported by an educational/clinical supervisor. Study leave together with financial support for exams and courses may be provided subject to advanced approval.

Your application will not be considered if you have not fully completed the application form. Please download a job description and application.

Candidates will have to have full registration with the GMC before starting the post. This post is subject to NHS Employment Check Standards including a Disclosure from the Disclosure and Barring Check Service (DBS) (formerly known as CRB). An enhanced disclosure is required for this post which includes a check of the Independent Safeguarding Authorities (ISA's) barred lists, the 'Children's List' and/or the 'Vulnerable Adults List'.

Please refer to the Candidates Guide to the NHS Employment Check Standards for full details regarding the identity documents required for your DBS.

6 TERMS AND CONDITIONS OF SERVICE

- a) This post is subject to the Trust's Terms and Conditions of Employment for Locally Employed Doctors and to the Conditions of Service of the General Whitley Councils for the Health Service (Great Britain), as amended from time to time and any reference in those Terms and Conditions to an employing Authority shall be construed as if it were to include a reference to Alder Hey Children's NHS Foundation Trust.

The payscales associated with these terms and conditions are reflective of the 2019 national terms and conditions of service for doctors in training, as follows (effective from 1st October 2021) :

Nodal Point 5 (£63,152) local appointment grade code - equivalent to ST6-8

Out of hours duties will be paid in accordance with the Trust's Terms and Conditions of Employment for Locally Employed Doctors, including, where applicable additional duty hours, night enhanced hours, weekend frequency supplement and (for non resident on call rotas only) availability supplement.

- b) The post holder must be a medical practitioner fully registered and with a licence to practice with the General Medical Council. Appointment is subject to satisfactory DBS clearance and medical screening, including where appropriate, verification of hepatitis B status.
- c) Residence
- i) The successful candidate will normally be required to live within 15 miles/30 minutes of his/her base hospital (the hospital where the principal duties lie) and in a location offering easy access to the other organisations / facilities as required.
 - ii) Where, however, the successful candidate already resides within 15 miles by road of his/her base hospital, he/she will not be required to remove his/her home nearer the hospitals.
 - iii) Where the successful candidate's present residence is more than 15 miles by road from the hospital he/she will be required to remove his/her home to meet the residential clause of his/her contract, unless he/she has the written consent of the Trust to the contrary.
 - iv) The Trust does not have a policy for reimbursement of relocation expenses.

- d) The successful applicant will be required to undertake an enhanced DBS Disclosure check.

Further information on the DBS is available on their website at

<http://www.dbs.gov.uk>. The Appointee will be required to pay for the DBS Enhanced Disclosure.

It is the policy of the Trust to undertake disclosure checks via the Disclosure & Barring Service (DBS) as appropriate under the Trust's policy and in line with current legislation. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant to the post applied for.

The offer of this post and continuation of your employment is subject to a satisfactory DBS disclosure (to be determined in accordance with current legislation).

The Trust retains the right to request that a further disclosure be sought at any time throughout your employment in line with current legislation and the continuation of your employment is subject to a satisfactory DBS check.

DBS checks will be completed every three years during your employment with the Trust and the cost of these checks will be deducted from your pay and you will be given the opportunity to pay this over three instalments.

Alternatively if you are registered with the DBS Update Service at the same level required for your employment with the Trust there will no requirement to complete a DBS and no further cost applied by the Trust as payment will be made by yourself directly to the DBS Update Service.

You are required to inform the Trust if you commit, or are investigated for, charged with, cautioned for or convicted of any criminal offence. A failure to provide such information or providing incorrect information may be considered to be gross misconduct warranting summary dismissal.

As an organisation which uses the Disclosure and Barring Service (DBS) Disclosure service, the Trust complies fully with the DBS Code of Practice and undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

We meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all job applicants will be subject to a criminal record check from the Disclosure and Barring Service before an appointment is confirmed. This will include details of convictions cautions and reprimands, as well as 'spent' and 'unspent' convictions. A criminal record will not necessarily be a bar to obtaining a position. A decision will be made depending on the nature of the position and the circumstances and background of the offences.

Mandatory Statements

1. The Trust is pro-diversity and anti-discrimination. Trust policies prohibit discrimination, victimisation, bullying or harassment. The Trust is committed to treating people equally, whether they are patients, colleagues, suppliers or other customers. We would like all our families and staff to feel valued and respected because we try to understand and provide for their individual needs.
2. The Trust is committed to promoting an environment that embraces diversity and promotes equality of opportunity. Staff should apply the values of respect, excellence, innovation, togetherness and openness in all that they do to ensure that Alder Hey truly belongs to everyone.
3. In the course of your duties you may acquire or have access to confidential information which must not be disclosed to any other person unless in the pursuit of your duties or with specific permission given on behalf of the Trust. You must ensure that you handle personal information in accordance with the requirements of the Data Protection Act 1998.
4. You are reminded that, in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, you have a duty to take reasonable care to avoid injury to yourself and to others by your work activities, and are required to co-operate with the Trust in meeting statutory requirements.
5. You must ensure that you adhere to the Trust Infection Control policies and procedures at all times. You have a duty of care under the Health Care Act to prevent the spread of infection.
6. Within the NHS, good patient care is reliant on the availability of complete, accurate, relevant and timely data. The quality of information can limit the capability to make operational decisions about the way care is planned, managed and undertaken. Poor information quality can lead to poor decision making and may put service users at risk. High quality information means better, safer patient care. Where you are required to record data on systems, whether patient or staff data, or paper or electronic format you must ensure that it is up to date, accurate, complete and timely. You have a responsibility to ensure that you feel sufficiently knowledgeable about the system you are asked to use and what is required of you in order to fulfil your task accurately. Where an error is created or discovered by yourself on any system which you cannot rectify, you must contact the relevant helpdesk / system owner or your Line manager. Please read the Data Quality and Information Governance Policies located on the Intranet and ensure you understand your responsibilities.

As an employee of the Trust you will be accountable for the data entered into records and systems. It is very important that the Trust records the most up to date patient demographic details, including full name, D.O.B., address, contact number, NHS number, GP and GP Practice. This is not only to fulfil our legal obligation under Principle 4 of the Data Protection Act, which states 'Personal data shall be accurate and, where necessary, kept up to date', but it is also crucial in ensuring patient safety.

All staff should take ownership of records that are accessed and take the opportunity to check that the data held is correct.

7. Alder Hey Children's NHS Foundation Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Staff have a responsibility to ensure they are aware of specific duties relating to their role and should familiarize themselves with the Trust's safeguarding and child protection procedures, regular safeguarding and child protection training updates are mandatory for all staff All individuals will have some risk management responsibilities with which you are required to comply, for details of your responsibilities please refer to the current Risk Management Strategy which is available on the intranet and in the local strategies folder.
8. You must comply with all Trust policies and procedures and attend all necessary mandatory training.
9. This document provides an outline of the main responsibilities of the post. It is not intended to be an exhaustive list of duties.

FURTHER INFORMATION

Further information concerning the post is available from:

Dr CK Eyton-Chong, HDU Consultant
chinkien.Eyton-Chong@alderhey.nhs.uk

Dr Marie Horan, Clinical Director for Critical Care
marie.horan@alderhey.nhs.uk

Cordelia Lieb-Corkish – Service Manager
cordelia.lieb-corkish@alderhey.nhs.uk

Informal visits before application are encouraged.

ALDER HEY CHILDRENS NHS FOUNDATION TRUST

PERSON SPECIFICATION

POST: CLINICAL FELLOW IN CRITICAL CARE (HDU)

	CRITERIA	WEIGHTING H/M/L
1	<p><u>CLINICAL</u> Senior paediatric trainee ST6+ or post-CCT paediatrician.</p> <p>Clinical experience and knowledge in acute paediatrics.</p> <p>Knowledge of invasive and non-invasive diagnostic and therapeutic interventions.</p> <p>Knowledge or experience of paediatric critical care.</p> <p>Clinical experience in acute or long-term ventilation.</p> <p>Experience in management of cardiac patients.</p> <p>Trainees doing HDU SPIN (Out of programme).</p>	<p>H</p> <p>H</p> <p>H</p> <p>M</p> <p>M</p> <p>M</p> <p>M</p>
2	<p><u>LEADERSHIP AND MANAGEMENT</u></p> <p>Evidence of leadership & teamwork.</p> <p>Ability to manage and prioritise workload.</p> <p>Ability to support development and training of ACPs and junior medical clinicians .</p> <p>Leadership qualification/course.</p>	<p>H</p> <p>H</p> <p>H</p> <p>M</p>
3	<p><u>EDUCATION</u></p> <p>MRCPCH.</p> <p>APLS.</p> <p>Teaching experience.</p> <p>Mentoring skills.</p>	<p>H</p> <p>H</p> <p>H</p> <p>M</p>

	Teaching qualification.	M
	APLS Instructor.	M
4	<u>RESEARCH</u> Clinical audit experience. Research awareness. Research experience. Previous publication(s).	H H M M
5	<u>PERSONAL ATTRIBUTES</u> Enthusiastic and motivated. Good interpersonal skills. Excellent communication skills verbally and written. Ability to work in a multidisciplinary team. Well-developed facilitation and influencing skills, effective negotiation and conflict management. Flexible approach. Ability to lead a team to support effective safe clinical care. Supportive nature.	H H H H H M M