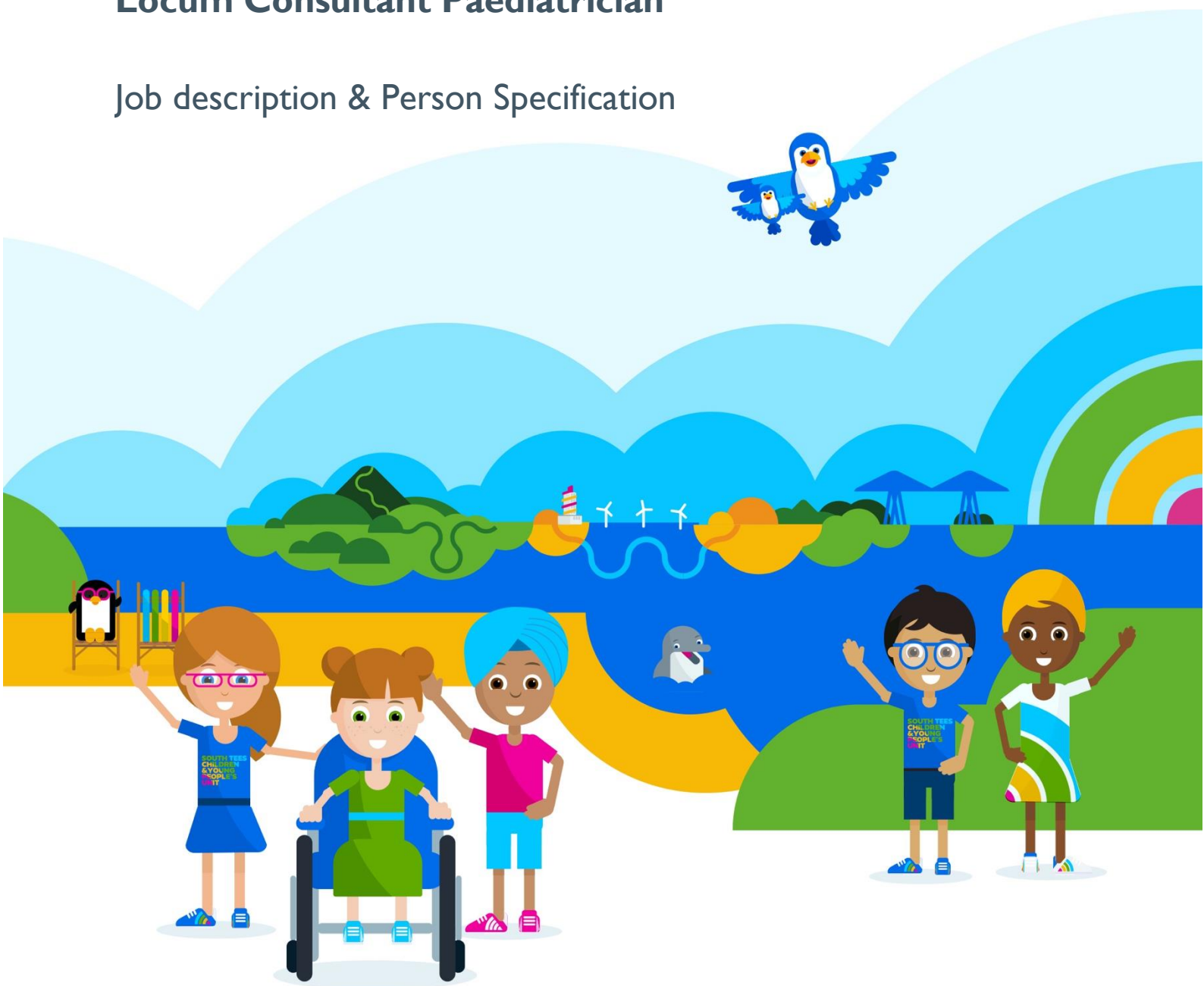


# South Tees Hospitals NHS Foundation Trust

## Locum Consultant Paediatrician

### Job description & Person Specification



# We're thrilled you're thinking of joining our journey

**Providing high quality care, as close to home as possible, to the children and young people of the Tees Valley, North Yorkshire and beyond is at the heart of what we do at South Tees Hospitals NHS Foundation Trust.**

Since the autumn of 2019, we've been empowering our clinicians to take the decisions about how we manage our resources and deliver care across our hospitals and services – supported by our amazing scientific teams, administrative, support staff and volunteers. This is important – not just for our local communities in Teesside and North Yorkshire but for patients across the North East and beyond who rely on us as a specialist centre and regional major trauma centre.

By enabling clinicians to come together to shape and deliver the care they want for their patients, we were rated by our colleagues in the 2020 NHS Staff Survey as the most improved Trust in the country. This clinically-led approach has been at the heart of our response to COVID-19 and the overriding goal set by our experienced clinicians to help keep colleagues, patients and service users safe.

The Children and Young People's Unit at South Tees provides general and specialist paediatric services to children and young people from across our region. In addition to all aspects of secondary care paediatric medicine, we are one of the few standalone level 2 paediatric critical care units (PCCU) in the country. Our PCCU has recently been identified as a positive outlier by the national paediatric intensive care audit network. Our PCCU and inpatient paediatric wards support our status as a paediatric major trauma centre and we care for patients receiving a wide range of secondary, tertiary and quaternary paediatric surgical services including specialist ENT, orthopaedic, spinal, plastic, maxillofacial and neurosurgical services. Within paediatric medicine we provide hybrid complex care including specialist epilepsy, cystic fibrosis services, asthma and long term ventilation.

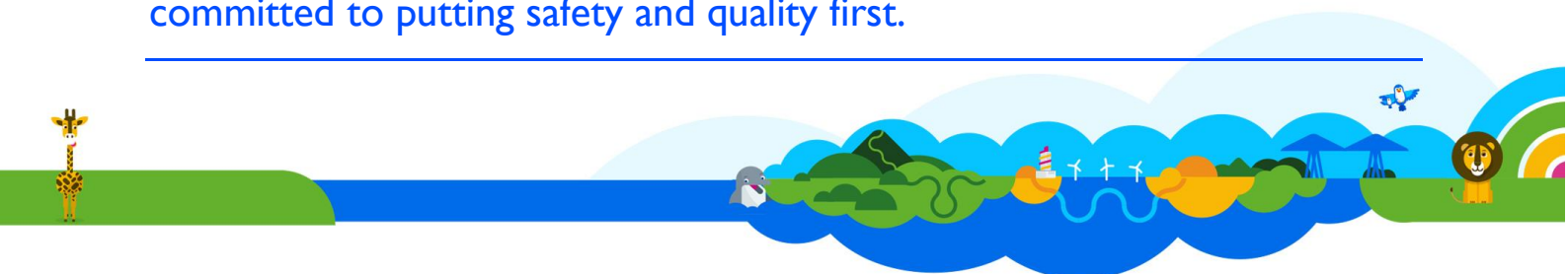
At the heart of our children's and young people's unit is our collaborative approach. We are a friendly, welcoming and supportive team who champion each other to continually improve the care that we provide.

Our significant contribution to the COVID-19 research effort is a mark of our determination to remain at the forefront of clinical research as a driver of safe, quality care. Alongside our commitment to research, our position as one of the country's highest ranked medical training organisations, and as a Top 100 Apprenticeship Employer, characterises our commitment to our people and communities.

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**By joining the South Tees family, you are joining a team who are committed to putting safety and quality first.**

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# Clinically-led

Since October 2019, we have been empowering our clinicians to make the decisions around how we allocate our resources and deliver care – supported by the wealth of experience and professional knowledge that exists within our operational, estates, human resources and other administrative and support teams.

We have done this through our Clinical Policy Group (CPG) which draws its membership from our clinical directors, nursing and allied health professional leaders, chief medical officer, executive team, operational managers, chairs of staff-side, our senior medical staff forum, and our BMA representative.

Our CPG has created ten clinically-led improvement collaboratives (service groups) - natural care communities of surgeons, physicians, nurses, midwives, scientists, allied health professionals and administrative and support colleagues, which have come together to make their services even better for our patients.

At the heart of our clinical collaboratives is our Leadership Improvement and Safety Academy which encompasses our patient safety faculty and provides a range of support, including leadership and management training, quality improvement skills, team and service support, coaching and human factors training.



# Welcome to the South Tees Way?

The values and behaviours of our nurses, midwives, doctors, allied health professionals, scientific teams, administrative, support staff and volunteers has been instrumental in helping our services to meet the challenges presented by COVID-19.

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They are the words we want our patients, service users and colleagues to be able to use to describe how it feels to receive care or work in our hospitals and services.

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## Respectful

I am respectful because I listen to others without judgement. I promote equality and diversity and treat others as they wish to be treated. By holding myself and others to account I demonstrate my professionalism and integrity to my colleagues.



## Supporting

I am supportive because I acknowledge the contribution of my colleagues. I support my colleagues and our trainees to develop themselves in order to deliver the best possible care to our patients and families. Being part of a team requires me to be honest, available and ready to help others and myself.



## Caring

I am caring because I show kindness and empathy to others through the delivery of individual and high quality care to our patients, families and my colleagues.



# Supporting you

## Recognising our fantastic colleagues

Each month hundreds of colleagues are nominated for our South Tees Appreciation Reports – known as STARs. The STARs Awards help us celebrate the individuals, teams and services that deliver outstanding patient care or go the extra mile in their job.

## Staff networks

One of the fantastically important strengths of our South Tees family is our diversity. We currently have five staff network groups which support BAME, Disability and Long-term Health, Faith, LGBTQ+ and Menopause. Our support network groups provide a forum in which issues that matter to colleagues are raised and cascaded for action through to the Equality Diversity and Inclusion (EDI) strategy group. They enable individuals to come together, to share ideas, raise awareness of challenges and provide support to each other.

## Health and wellbeing

We have an in house Occupational Health Service which is there for colleagues to access to seek support across a range of areas such as mental health and physiotherapy. We also have dedicated staff psychologists alongside wellbeing coordinators to support colleagues and deliver psychological first-aid and empathetic listening. In 2020 all our colleagues received an extra day of annual leave in recognition of the amazing work that everyone has done during the pandemic.

# Education training and development

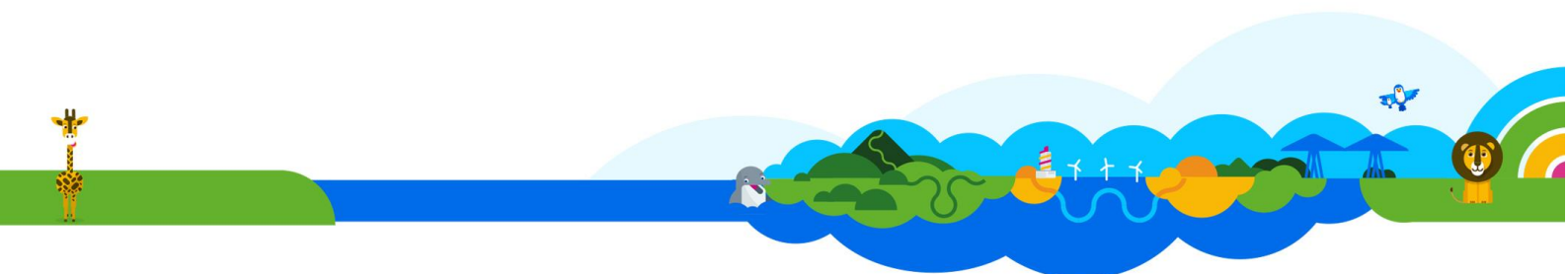
## Leadership Improvement and Safety Academy

Our Improvement and Safety Academy is clinically-led and brings together training and education, clinical leadership, improvement and safety in to one support function for a common purpose.

The academy encompasses our patient safety faculty and utilises existing teams and experience to provide a range of support to specialties and departments, including leadership and management training, quality improvement skills, team and service support, coaching and human factors training.

## Our special partnership with the armed forces

We are proud of our strong ties with the Armed Forces as one of the nation's seven Ministry of Defence Hospital Units.





# Living in South Tees

From the breath-taking beauty of The North York Moors National Park to a world-class public art gallery and designer boutiques, and from the stunning North East coastline to the warm welcome of our historic villages, we have it all. Welcome to our world.



As well as the fantastic variety of career opportunities with us, you will never stop enjoying the amazing quality of life that our region has to offer.

## Short commutes and great transport

We are minutes away from stunning countryside and unspoilt coastline. And if that isn't enough, the Lake District is just a two-hour drive away and Teesside International Airport has destinations across the UK and the Mediterranean. London and Edinburgh are less than three hours away by train.

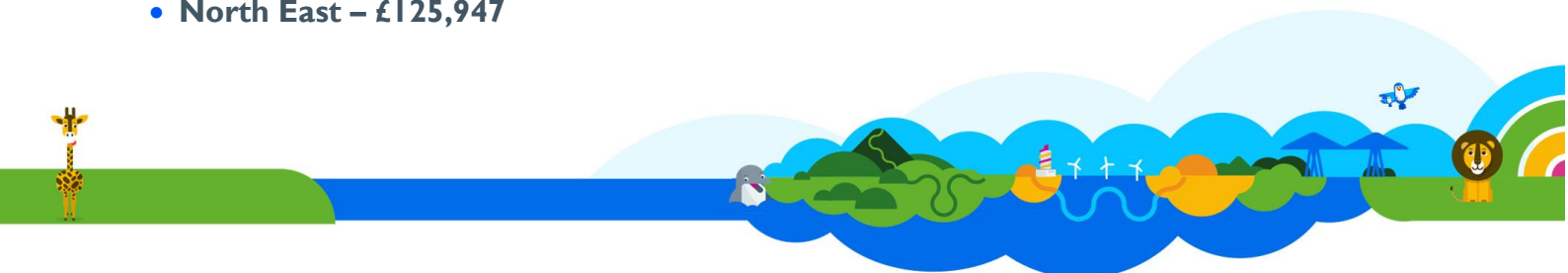
## Schools

Our region is home to lots of excellent schools that can provide any child with a solid foundation for a great and happy future.

## Housing

We have some of the lowest house prices in England and living costs in England, making your money go further.

- London – £517,686
- West Midlands – £200,176
- North West – £168,414
- North East – £125,947



# SECTION I:

## JOB DESCRIPTION – GENERAL DETAILS

### **Job Title:**

**Locum Consultant Paediatrician**

### **Pay Scale Job Title:**

Consultant (Medical and Dental)

### **Pay Scale:**

YC72

### **Number of PA's:**

10

### **Nature of Contract:**

Locum for one year

### **Reports to:**

Clinical Director

### **Responsible to:**

Chief Medical Officer

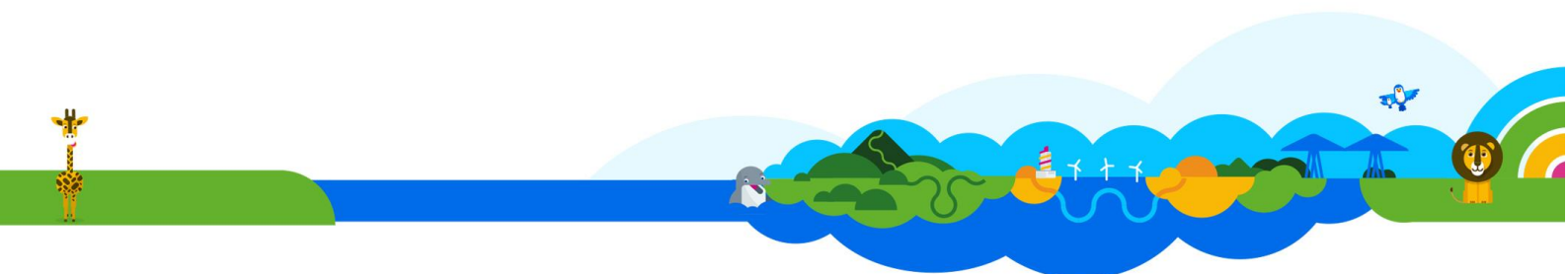
### **Base/Department:**

The James Cook University Hospital

### **Main purpose of the job:**

The post holder will complement and develop existing services through the provision of specialist knowledge & expertise in paediatrics. The post holder is therefore required to have full registration with the General Medical Council & a valid licence to practice and be on the specialist register for paediatrics or be within 6 months of CCT or equivalent at the time of interview.

Applicants from general paediatricians are encouraged as well as applicants holding a specialist interest that compliments the department.



# SECTION 2:

## PERSON SPECIFICATION

| REQUIREMENTS                                    | ESSENTIAL  | DESIRABLE  |
|---|--|--|
| <b>Qualifications and Training</b>              | <ul style="list-style-type: none"> <li>• Full GMC registration</li> <li>• MRCPCH or equivalent</li> <li>• The applicant must produce evidence that he / she is either on the</li> <li>• UK Specialist Register or within 6 months of specialist registration date, and is expected to achieve specialist registration</li> <li>• APLS or EPLS provider</li> </ul>  | <ul style="list-style-type: none"> <li>• A higher qualification</li> <li>• Management course for clinicians</li> <li>• Course on “on the job” training such as PET 2 and PET 3</li> <li>• Relevant CCT or equivalent</li> </ul>  |
| <b>Clinical experience and effectiveness</b>    | <ul style="list-style-type: none"> <li>• General paediatric experience in both secondary and tertiary care</li> <li>• Knowledge of and training in child protection</li> <li>• Knowledge of legislation relating to child health</li> <li>• Evidence of clinical audit</li> </ul>  | <ul style="list-style-type: none"> <li>• Evidence of research or innovative service developments</li> <li>• Experience in paediatric neurology</li> <li>• Formulation of guidelines</li> <li>• Experience in managing paediatric epilepsy patients in MDT setting</li> </ul> |
| <b>Management and administrative experience</b> | <ul style="list-style-type: none"> <li>• Ability to work productively within a multidisciplinary team</li> </ul>   | <ul style="list-style-type: none"> <li>• Evidence of management and administration experience</li> <li>• Management training</li> <li>• Success in obtaining funding for research</li> </ul>   |
| <b>Teaching and training experiences</b>        | <ul style="list-style-type: none"> <li>• Experience of supervising junior medical staff</li> </ul>   | <ul style="list-style-type: none"> <li>• Teaching skills/experience</li> </ul>   |
| <b>Personal attributes</b>                      | <ul style="list-style-type: none"> <li>• Good leadership skills</li> <li>• Ability to communicate effectively with colleagues, patients, relatives, GP's, nurses and other agencies</li> <li>• Enthusiasm and ability to work under pressure</li> <li>• Good organisational and management skills</li> <li>• Supportive</li> <li>• Caring attitude to patients</li> <li>• Commitment to good team working and relationships</li> <li>• Commitment to training and continuing medical education (CME)</li> <li>• Driving licence</li> </ul> | <ul style="list-style-type: none"> <li>• IT skills</li> <li>• Experience in counselling</li> <li>• Experience in team working outside of work</li> </ul>   |





# SECTION 3:

## THE CHILDREN AND YOUNG PEOPLE'S DEPARTMENT

The Children and Young People's (CYP) department at South Tees Hospitals NHS Trust is an innovative, friendly unit providing high quality, complex and compassionate care to CYP from across the region. Acute and community paediatric services are provided at both the James Cook University Hospital in Middlesbrough and the Friarage Hospital in Northallerton. The post holder will be expected to work across both sites.

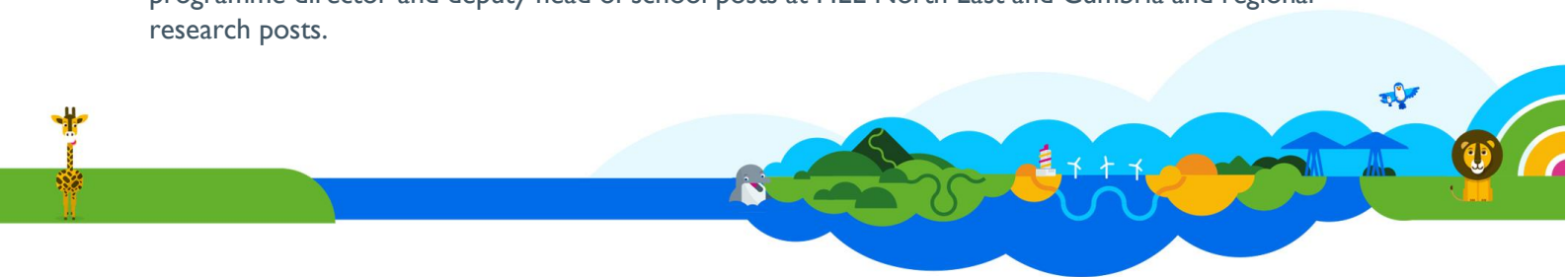
The James Cook University Hospital is a large acute district general hospital and a major centre for the care of CYP in the North East and North Cumbria. We deliver complex, tertiary level care in addition to secondary care general paediatrics. We are a paediatric major trauma centre and one of the few units in the country commissioned to provide standalone level 2 paediatric critical care for patients from across the region. We have developed a unique status within the region as a provider of high quality paediatric medical care including caring for children with complex neurodisability, long-term ventilation (including via tracheostomy), cystic fibrosis, epilepsy and cardiac conditions. We work collaboratively with our paediatric anaesthetic and surgical colleagues and are proud of our reputation as a friendly and welcoming team. If you enjoy the variety and complexity of paediatric medicine, we are the right place for you.

In 2021, we opened our state-of-the-art Children and Young People's Emergency Department which serves a population of 100 000 CYP. All acute admissions attend the CYPED where we work alongside our emergency medicine colleagues. Over 4000 CYP per year are admitted to our inpatient areas which include our six-bedded level 2 paediatric critical care unit, a 30-bedded paediatric medical ward (with capacity to increase to 41 beds), and a 17-bedded paediatric surgical ward. In addition we have an 8-bedded paediatric day case unit, a paediatric surgical day unit and a paediatric anaesthetic pre-assessment unit. There is a tertiary level 3 neonatal intensive care unit at James Cook University Hospital. This unit is staffed separately to the general paediatric unit, however, we work in partnership with our neonatal colleagues with shared governance and education meetings. The CYP outpatient department has recently expanded and sees over 12000 CYP per year. Child protection medical assessments are undertaken within the outpatient department. The department cares for children with complex neurological and epilepsy conditions, working in close partnership with the paediatric neurology team from Newcastle who run regular clinics at James Cook University Hospital.

The Friarage Hospital in Northallerton has a short-stay paediatric assessment unit open 0900-1800 Monday to Friday. Referrals are received from local GPs and urgent treatment centres and the unit also runs a rapid access and day-case service.

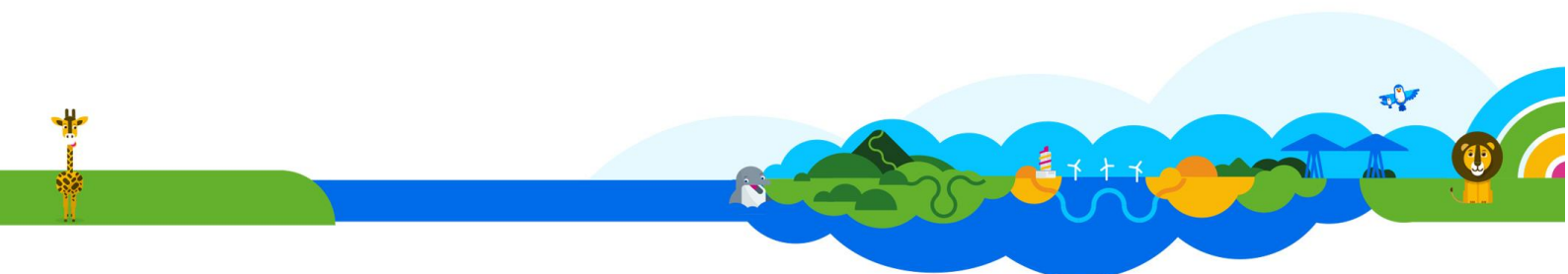
The team consists of 19 acute general paediatricians with a range of clinical interests encompassing the variety of paediatric medicine and critical care together with 6 consultant community paediatricians. The acute paediatricians provide clinical care at both hospital sites. As a department, we recognise the importance of funded managerial roles and we have funded consultant leads for a variety of roles including patient safety, audit and guidelines and morbidity and mortality. We are recognised as one of the best units for paediatric training in the region and have a full rota of tier 1 and tier 2 (registrar) doctors in training.

Consultant colleagues within the department are actively involved in undergraduate and postgraduate education and research and hold posts including senior lecturer posts at Newcastle University, training programme director and deputy head of school posts at HEE North East and Cumbria and regional research posts.



## Consultants

| CONSULTANT                   | SPECIAL INTERESTS   |
|------------------------------|---|
| <b>Fattma Abdel-Salam</b>    | Neurology, epilepsy, community paediatrics                        |
| <b>Vani Balasubrahmanyam</b> | Diabetes and endocrinology  |
| <b>Ruth Barron</b>           | Community paediatrics   |
| <b>Mark Burns</b>            | Diabetes and endocrinology  |
| <b>Sarah Douglass</b>        | Community paediatrics   |
| <b>Jonathan Grimbley</b>     | Critical care, safeguarding, education                            |
| <b>Lucy Godsiff</b>          | Epilepsy, eating disorders  |
| <b>Ahmed Hegab</b>           | Respiratory, HDU, emergency department link, education            |
| <b>Catie Hiley</b>           | Community paediatrics, paediatric forensic medicine               |
| <b>Fiona Hutchinson</b>      | Community paediatrics, education                                  |
| <b>Raj Jayaraj</b>           | Respiratory, CF, designated doctor for child death                |
| <b>Sangeeta Joshi</b>        | Community paediatrics   |
| <b>Ramesh Kumar</b>          | Neurology, epilepsy, scoliosis, research                          |
| <b>Rajesh Lall</b>           | Renal, education, college tutor                                   |
| <b>Jonny Lane</b>            | Haematology/oncology  |
| <b>Arshid Murad</b>          | Respiratory, CF, research   |
| <b>Maeve O'Sullivan</b>      | Neurodevelopment, epilepsy, CD                                    |
| <b>Lekshmy Prasad</b>        | Cardiology  |
| <b>Viji Raman</b>            | Diabetes and endocrinology  |
| <b>Duke Razon</b>            | Gastroenterology, research  |
| <b>Gautam Sain</b>           | Allergy   |
| <b>Rosemary Thwaites</b>     | Gastroenterology, transition, designated doctor safeguarding      |
| <b>Deva Venkataraman</b>     | Allergy, gastroenterology, patient safety                         |
| <b>John Williams</b>         | Critical care, safeguarding, deputy head of school of paediatrics |



## Visiting

Prospective candidates are encouraged to visit the Trust and meet members of the management team and other senior members of staff. Appointments can be made for a visit at any point prior to the date of interview.

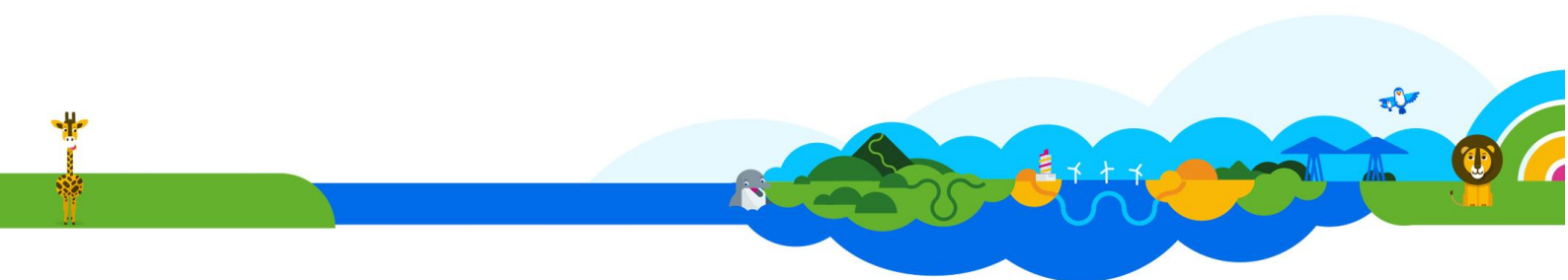
## Please contact:

### **Clinical Director for Paediatrics**

Dr Maeve O'Sullivan, 01642 854868, [maeve.o'sullivan@nhs.net](mailto:maeve.o'sullivan@nhs.net)

### **Collaborative Chair, Women and Children's Collaborative**

Mr Neil Hebblethwaite, 01642 854249, [neil.hebblethwaite@nhs.net](mailto:neil.hebblethwaite@nhs.net)



# SECTION 4:

## DUTIES OF THE POST

### Clinical Overview

The post holder will contribute to the inpatient acute general paediatric service, to outpatient general paediatrics and to the safeguarding children on call rota. Post holders with a specific clinical interest, will contribute to the care of specialist patients within that service. They will provide advice to the rest of the general paediatric team and will work in conjunction with tertiary colleagues at the Great North Children's Hospital in Newcastle.

The acute paediatric service at James Cook is provided by two resident consultant paediatricians, in conjunction with a team of junior doctors and nurse practitioners, from 0830 to 2100 seven days a week. An additional consultant provides cover for the acute assessment unit in CYPED from 1330 to 1700 on weekdays for 9 months of the year. One consultant provides non-resident on call from 2100 to 0830, including covering the level 2 paediatric critical care unit. Dependent upon the skills of the post holder, they will be expected to contribute to either the resident or non-resident rotas, or both.

The SSPAU at the Friarage Hospital is covered by a consultant paediatrician and a tier 1 doctor from 0900 to 1800 Monday to Friday. The post holder will contribute to this cover.

In addition, the post holder will provide specialist and general paediatric outpatient clinics and will contribute to the weekday afternoon safeguarding children rota. There are a variety of non-clinical and managerial roles within the departments that the post holder will be encouraged to apply for.

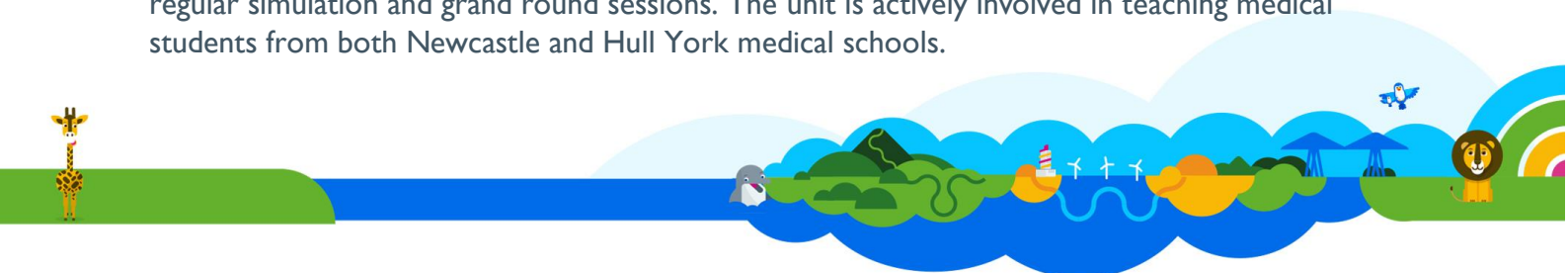
### Clinical/ on-call responsibilities

- Maintain the highest clinical standards in the practice of paediatric medicine.
- Undertake any responsibility which relates to the agreed special interests
- Cover for colleagues' annual leave and other authorised absences
- Provide professional supervision and management of junior medical staff
- Be actively involved in the management of the department including attendance at the weekly rotational Consultant/Directorate/Senior Staff meeting/ Clinical governance meetings.
- Take part in annual appraisals (mandatory for all Consultants). Appropriate time and assistance will be provided for preparation.

### Teaching and Training

There is ample opportunity for the successful candidate to become involved in teaching and training at any level.

An active weekly teaching programme is in place for both tier 1 and tier 2 doctors, alongside regular simulation and grand round sessions. The unit is actively involved in teaching medical students from both Newcastle and Hull York medical schools.



## Appraisal/CPD

Annual appraisals are mandatory for all Consultants. The successful candidate will be expected to take advantage of continuing professional development. Monthly consultant CPD and safeguarding peer review meetings are in place.

The Trust supports requirements for continuing professional development as laid down by the Royal Colleges and is committed to providing support for these activities. Consultants now have an Individual Learning Account which provides a sum of £2500 for three years of study leave. All consultants are allowed 10 days per year of study leave as approved by the Clinical Director

## Job Plan

A formal job plan will be discussed on appointment but formalised within three months after the commencement date of the appointment and reviewed annually. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities, including a clear schedule of commitments, both internal and external. It should include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives. Joint job plans with other specialities will be provided depending on availability of sessions.

## Managerial Duties

In addition to the expected managerial aspects of running a paediatric department, consultants within paediatrics are encouraged to take an active role in the wider management of the service with opportunities to become clinical leads and represent the department on the various committees within the hospital.

## Hospital Infection Control (HIC)

The staff member will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies.

## Privacy and Dignity

Responsibility for protecting privacy and dignity does not lie with one individual or group but with staff at every level. Staff members must adhere to the Policy GI 12 Privacy and Dignity.

## Records Management

The post holder will ensure that s(he) follows the Trust's policy on records management and complies with the NHS Code of Practice for Records Management.

## Accommodation and Secretarial Support

The paediatric department is supported by a team of highly dedicated and supportive administrators. All consultants will be provided with office space and appropriate IT support.

