

## JOB DESCRIPTION

Job Title:	Specialist Community Paediatrics
Special Interest	Neurodevelopmental Paediatrics
Number of hours:	Full time 10 PAs
Location:	Bexhill: Egerton Park Child Development Centre
Professionally accountable to:	Speciality Lead
Responsible to:	Clinical Unit Lead

### 1. Job Purpose:

- This is a Trust Specialist post in Community Paediatrics, with an interest in Neurodevelopmental Paediatrics.

There is flexibility and real opportunity within the team for a candidate to develop specialist interests in a variety of clinical areas such as neurodisability, education, sleep, audiology, looked after children and/or leadership roles such as the Named Doctor for Safeguarding or for Looked After Children,

- The post-holder will work within the multi-disciplinary of community paediatric team . and will have the opportunity to contribute to important health assessments for children undergoing Education, Health and Care Needs Assessment, or assessments of Looked After Children.
- There are additional possibilities for developing interests such as in Medical Education, in a link with the Brighton University Medical School.

## ESHT COMMUNITY PAEDIATRIC SERVICES

East Sussex Community Paediatrics department in ESHT is a very dynamic and expanding department, which has as a core aim of continuous improvement of the service it offers. There are opportunities arising as the service develops new premises, and works widely across the services for children in East Sussex.

### **Child Development Clinics (CDC)**

The Community Paediatric service runs child development clinics across East Sussex, based in the newly refurbished Egerton Park Child Development Centre in Bexhill, the Scott Unit Child Development Clinic at Eastbourne District General Hospital site, the Conquest Hospital in Hastings and other community settings. The appointee to this post will be responsible for undertaking child development clinics at Egerton Park and at other locations across the county as required.

Neuro-disability clinics are run weekly on both sides of the county i.e. Eastbourne and Hastings.

Two stage assessments are offered for Autism Spectrum Conditions include ADOS with Speech and Language Therapists, or Clinical Psychologist and ADI which is usually carried out by the Band 6 Nurses. Some children are seen in Multidisciplinary 'One Stop' clinics and plans are being developed to expand this assessment model.

A pilot is currently under way in which children are assessed for ASD and ADHD in Community Paediatrics with the intention of bringing these pathways together.

Cognitive assessments are provided on a limited basis by the Clinical psychologists according to certain criteria for the diagnosis of intellectual disability.

There are good relationships with Educational Psychologists in the ISEND service. Specialist nurses for children with special needs are closely involved with the clinics and carry out pre-assessments for some children.

A sleep service has been established appropriate for children with neurodevelopmental disorders and difficulties.

Referrals are triaged by community paediatricians to decide the most appropriate pathway. Multi-professional case discussions are held weekly, for peer discussion in the team about more complex children or situations. Work is under way to establish a single neurodevelopmental pathway for 0-19 in East Sussex with Community Paediatrics at its centre.

### **Clinical Psychology, Speech and Language Therapy, Occupational Therapy and other Therapies.**

Two Clinical Psychologists, two Speech and Language Therapists and an occupational therapist are employed within the CDC to support our assessments. Joint assessments with the wider East Sussex team of SALT also take place in CDC, and joint assessments with other therapists (Physiotherapy and Occupational Therapy) are being developed at present within the Neurodisability team.

### **The CDC Neurodevelopmental Nurse Team**

An experienced team of Neurodevelopmental Nurses linked to Community Paediatrics play a key role in the assessment and support pathways for children with neurodevelopmental conditions eg for possible Autism and neuro-disability where indicated. Some are trained to do ADI assessments. They also run regular

sleep/melatonin clinics, and are developing a more integrated sleep clinic service with one of the Paediatricians.

### **Children with Special Needs**

Each doctor with community paediatric responsibilities has some involvement with the children in special schools in their area. Reviews are carried out either in the school or at a clinic base. A large new school for children with autism and complex needs is being built by 2022 in close proximity to EDGH.

### **Advice to the EHCNA process.**

All doctors provide medical advice for the Local Authority ISEND team in relation to Education, Health, and Care Needs Assessment for children on their caseload. There is active development of good working relationships across ISEND.

#### **Hastings and Rother**

53 Primary Schools  
10 Secondary Schools  
5 Special Schools

#### **Eastbourne, Wealden and Ouse Valley**

80 Primary Schools  
12 Secondary Schools  
6 Special Schools

### **Safeguarding, Looked After Children (LAC), and Child Sexual Abuse Referral Centre (CSARC)**

The Designated Doctor for Safeguarding for East Sussex is Dr. Tracey Ward. The Named Doctor for Safeguarding for Community Paediatrics is Dr. Isabelle Hodgson. Dr Stephanie Gill and Dr Keith Brent share the Named Dr role for General Paediatrics.

All general paediatric consultants in the department provide a service to examine children for suspected physical abuse, when on call. The community paediatricians undertake welfare medicals where there are concerns about neglect.

Two Community Paediatricians have expertise in seeing children for alleged sexual abuse, mainly through involvement with the Sussex CSARC. This is based in Brighton, and includes a programme of CPD, Peer Review, and funding for training. There is the opportunity for this post-holder to receive training and form part of the county wide team of forensic medical examiners.

A team of doctors within community Paediatrics assess children who are Looked After for statutory health assessments, integrated with the LAC Nurse team. Medical advice for the Adoption Panel is provided by two Advisers.

### **Looked After Children Nursing Team**

A team of experienced LAC Nurses perform the review health assessments and work closely with the doctors seeing children for their Initial Health Assessments. The Designated and Named Nurses for LAC work closely with their Paediatric colleagues and local authority partners to deliver and develop the service.

### **Child Death Processes**

Dr Tracey Ward is one of two Designated Paediatricians for Child Deaths for Sussex and provides paediatric input to the Sussex Child Death Overview Panel.

### **Consultant supervision to the Community Child Health Service**

The Community Paediatric Consultants provide clinical supervision, support and training for members of the Community Child Health Team, i.e. the Specialist Grades, Trust Specialist and Specialist Registrar(s) for Community Paediatrics.

### **Education and Training**

The post-holder will participate in the teaching and education of junior doctors and medical students. They may also contribute to training of other members of the multidisciplinary team in areas relevant to their post and expertise. Each hospital has a teaching programme organised by the College Tutor. An opportunity exists for a doctor with an interest in education to develop a link and a possible Honorary Lecturer post, with the Brighton and Sussex Medical School.

### **Children's Community Nursing**

At each hospital, there is an outreach nursing service for children with chronic problems or needing post-operative care, aiming to prevent admission for acute medical needs. This team is known as the Children's Community Nursing Team.

### **Child and Adolescent Mental Health Service**

This is managed by the Sussex Partnership NHS Trust. Bimonthly liaison meetings take place between paediatricians and members of the CAMHS team. Joint working is being actively encouraged. CAMHS manage the ASD pathway for children aged 11 years and older and are currently commissioned to undertake ADHD assessments in children aged 6 and above.

The Community Paediatric service is currently seeing a cohort of primary school age children for assessments for both ASD + ADHD as part of a pilot project. There is a clear shared vision across local Commissioners and service providers to establish a joined-up neuro-developmental pathway for assessments for ASD, ADHD, Intellectual Disability and FASD. The ESHT Community Paediatric team is actively involved in progressing the necessary strategic work to underpin a holistic multidisciplinary assessment pathway for neurodevelopmental conditions for East Sussex.

## **THE WIDER GENERAL (ACUTE) PAEDIATRICS AT ESHT**

General (acute) and Community Paediatrics are managed within the Women's and Children directorate.

The acute and community paediatricians work as an integrated team and are all employed by ESHT.

## EASTBOURNE DEPARTMENT

**Short Stay Paediatric Assessment Unit** Activities include initial assessment of children referred from primary care services and A/E Department, follow up of selected patients discharged from the ward, phlebotomy procedures and planned investigations.

**General Paediatrics Outpatient department:** Situated adjacent to SSPAU. This is a purpose built modern unit with 4 connected consulting rooms. The department has a waiting area and play area for children.

There is close liaison with the Department of Obstetrics and Gynaecology and combined meetings take place monthly and perinatal mortality meetings every 3 months.

**Paediatric Surgery:** This is undertaken by the general surgeons in Eastbourne with complex surgery performed at the Royal County Hospital, Brighton.

## THE HASTINGS DEPARTMENT

**General Paediatrics:** Kipling Ward is the children's ward and has 28 beds for medical, general, surgical, orthopaedic, ENT and ophthalmology.

**Short Stay Paediatric Assessment Unit:** This unit opened in October 2002. Activities include initial assessment of children referred from primary care services and A/E Department and all under one year olds presenting to A & E. Cases of possible Safeguarding and follow up of selected patients discharged from the ward, phlebotomy procedures and planned investigations.

**Special Care Baby Unit:** Neonates - there is a level 1, comprising of 12 cots. The unit provides emergency care for sick neonates, with facilities for short-term ventilation and stabilisation pending transfer to NICU.

**Paediatric Intensive Care:** A bed is designated in the intensive care unit for use while children are awaiting retrieval by the team from Guys PICU retrieval team.

**Paediatric Surgery:** This is carried out for young children under the age of 5 years at the Royal County Hospital, Brighton. Outreach clinics are held at the Conquest.

### **Trust paediatric outpatient facilities/specialist clinics:**

Specialist clinics are provided by the Department's consultants for children with enuresis, asthma, cystic fibrosis, epilepsy, audiology, cardiology, gastroenterology and allergy

Visiting specialists from tertiary centres include:-

Paediatric Surgery	Mrs. Van Der Avoirt – (Eastbourne/Conquest)
Paediatric Neurology	Dr. R Singh– (Conquest)
	Dr. R. Singh – (Eastbourne)
Complex Epilepsy	Dr Elaine Hughes and Dr Ruth Williams (Eastbourne/Conquest)

Paediatric Endocrinology	Dr. Charles Buchanan – (Eastbourne/Conquest)
Paediatric Cardiology	Dr. Eric Rosenthal – (Conquest)
	Dr.Aaron Bell– (Eastbourne)
Paediatric Gastroenterology	Dr A Butt (Eastbourne/Conquest)
Cystic Fibrosis	Dr. G. Ruiz – (Eastbourne/Conquest combined)
Paediatric Genetics	Professor F Flinter and Dr M Irving (Eastbourne)
	Dr F Forzano (Conquest)

## EXISTING MEDICAL STAFF, DEPARTMENT OF PAEDIATRICS

There are currently in post 11 acute consultants and 6 community consultants, 2 long term locum community consultants and 4 associate specialists in community paediatrics.

<b>EASTBOURNE SITE – west of county</b>	<b>CONQUEST SITE – east of county</b>
Dr O Anton F/T	Dr. N. Muhi-Iddin F/T
Dr. G. Gopal F/T	Dr M Clarke - PT
Dr. S. Gill F/T	Dr M Kandasamy F/T
Dr. I. Boles F/T	Dr E Gunari F/T
Dr. K. Brent F/T	Dr. S. Mansy F/T
	Dr R Dayasanke F/T
<b>Community Paediatricians</b>	Dr L. Hewehewidige F/T
Dr. Melanie Liebenberg F/T	<b>Community Paediatricians</b>
Dr Rachel Atkinson P/T	Dr S Sokale F/T
Dr. John Somarib (also Conquest) F/T Links with Chailey Heritage	Dr. T. Ward F/T
Dr Nisha Gupta P/T	Dr I Hodgson F/T
Dr Katy Afsharpad P/T	Dr C Poulikas.....F/T
Dr Rupa Mali F/T	Dr.N Gupta.....P/T
Dr M Parvin F/T	
Vacant Community Paediatric Consultant post currently filled by a locum	
Vacant Community Paediatric Consultant post currently filled by a long term bank doctor:	

## SPECIAL INTERESTS OF GENERAL AND COMMUNITY PAEDIATRIC CONSULTANTS:

<b>NAME</b>	<b>SPECIAL INTEREST</b>
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JobDes/Specialist Neurodevelopmental and general  
Updated April 2024

Dr. N. Muhi Iddin	Endocrinology
Dr. S. Mansy	Ambulatory Care, Oncology
Dr J Pai	Renal
Dr. Hewehewidige L.	Epilepsy,
Dr O Muntean	Paediatric Cardiology
Dr M Kandasamy	Neonatal medicine
Dr O Anton	Respiratory, Asthma and Allergy
Dr E Gounari	Diabetes
Dr. Gopal G.	Respiratory lead
Dr. I .Boles	General paediatrics / Immunisation Co-ordinator
Dr. Brent K.	Named Dr Safeguarding (acute)+ Risk and audit lead
Dr.S. Gill	Named Dr Safeguarding (acute) + Diabetes
Dr M Clarke	Speciality Lead,general paediatrics
Dr. T.J. Ward	Designated Doctor for Safeguarding and Child Deaths, Child Development, Specialty Lead Community Paediatrics
Dr. M.A. Liebenberg	Child Development, Autism, Chief of Division
Dr J Somarib	Lead Neurodisability, Child Development
Dr R E Atkinson	Child Development, DMO,
Dr I Hodgson	Named doctor for LAC, Named Doctor for Safeguarding (Community), Medical Advisor to Adoption Panel
Dr J Kaleigas	Epilepsy, Child Development
Dr Katy Afsharpad	Medical Adviser to Adoption Panel, FASD
Dr N Gupta	Looked After Children , Audiology, ADHD Lead
Dr M Parvin	Child Development, ADHD
Dr R Mali	Sleep, Child Development
Dr C Poullikas	Neurodisability, Transition,J Child Development
Vacant post	Special Interest to be developed:

**MIDDLE GRADE/JUNIOR MEDICAL STAFF:**

12 Acute Middle Grade Doctors

2 SpR Community/acute

14 FT grade 1-3 Grade Doctors

**COMMUNITY SUPPORT STAFF:**

The Community Specialist Nurses support children in the Community

3 CDC Nurses

2 Nursery nurses

The Nurse led continence service will support children in the Community

## **GENERAL DESCRIPTION OF TRUST: KEY SPECIALTY INFORMATION AND SERVICES**

### **About the Trust**

#### **GENERAL DESCRIPTION OF TRUST AND SERVICES**



**We provide safe, compassionate and high quality hospital and community care to over half a million people living in East Sussex and those who visit our local area.**

We are one of the largest organisations in East Sussex with an annual income of £568 million and we are the only integrated provider of acute and community care in Sussex. Our extensive health services are provided by over 7,000 dedicated members of staff working from two acute hospitals in Hastings and Eastbourne, three community hospitals in Bexhill, Rye and Uckfield, over 100 community sites across East Sussex, and in people's own homes.

In 2020 the Care Quality Commission (CQC) rated us as 'Good' overall, and 'Outstanding' for being Caring and Effective. Conquest Hospital and our Community Services were rated 'Outstanding' and Eastbourne DGH was rated 'Good'.

Our two acute hospitals have emergency departments and provide 24 hour a day care, offering a comprehensive range of surgical, medical, outpatient and maternity services, supported by a full range of diagnostic and therapy services. Our centre for trauma services and obstetrics is at Conquest Hospital, while our centre for urology and stroke services is at Eastbourne DGH. At Bexhill Hospital we offer a range of outpatient, day surgery, rehabilitation and intermediate care services. At Rye, Winchelsea and District Memorial Hospital we offer outpatients, rehabilitation and intermediate services. At Uckfield Community Hospital we provide day surgery and outpatient care.



In the community, we deliver services that focus on people with long term conditions living well outside hospital, through our integrated locality teams working with district and community nursing teams. Community members of staff also provide care to patients in their homes and from a number of clinics, health centres and GP surgeries.

We are part of the Sussex Health and Care Integrated Care System (ICS), which is made up of health and care organisations across Sussex.

### **Our Values**

Our Values with the involvement of many people from across the organisation are:

## **OUR VALUES**



**KINDNESS**

**INCLUSIVITY**

**INTEGRITY**

### **FACTS AND FIGURES**

Our last year

- 150,000 attendances at our Emergency Departments
- 2,939 babies were born in our hospitals
- 50,000 people had planned surgery, 90% of these were day cases
- 24,000 cancer referrals were made to us
- 420,000 outpatient appointments, of these over 285,000 were consultant-led
- 290,000 x-ray and scans
- 1,200,000 calls were answered by our switchboard teams

For further information visit the Trust website, [www.esht.nhs.uk](http://www.esht.nhs.uk)

## Executive Team Structure

### 2. JOB PLAN

- **INITIAL PROPOSED WORK PROGRAMME – THIS IS AN EXAMPLE ONLY AND THE TIMINGS OF SPECIFIC CLINICS AND MEETINGS MAY VARY. A HIGH QUALITY JOBLANNING DISCUSSION WILL TAKE PLACE.**

Monday	a.m.	CDC Clinic (1 DCC)
	p.m.	Clinical admin (1 DCC)
Tuesday	a.m.	CPD (1 SPA)
	p.m.	Triage, Peer review/multi-professional departmental clinical meeting, (1 DCC)
Wednesday	a.m.	Looked After Children assessments clinic (1 DCC)
	p.m.	Looked After Children assessments admin (1 DCC)
Thursday	a.m.	Multiprofessional Autism Assessment clinic (with SALT) (1 DCC)
	p.m.	Autism assessment clinic administration (1 DCC)
Friday	a.m.	Quarterly multi-professional meetings with ISEND, Therapies, Children's services and CAMHS. Patient related clinical meetings. Additional clinical admin. (0.5 DCC)
	p.m.	Session related to lead role (0.5 SPA)
		Community paediatric meeting monthly, CPD. Additional time for clinical liaison, EHCP advice, teaching, NICE guidelines discussion, audit. (0.5 DCC, 0.5 SPA)

**DCC 8 PAs /SPA 2 PAs**

#### OTHER COMMITMENTS

The non-fixed time will be used for clinical management duties, clinical audit, research, clinical governance, teaching and training, and reflective practice.

The post is for 10 PAs and will be subject to a job plan review after one month.

#### RESOURCES TO SUPPORT THE POST

Secretarial and Administrative Support will be provided

### 3. RESPONSIBILITIES OF THE POST

The post-holder will be managerially accountable to the Speciality Lead, and professionally accountable to the Clinical Unit Lead. The successful candidate will be expected to agree a formal job plan with the Clinical Unit Lead and Medical Director indicating the number of programmed activities, within 1 month of taking up post.

The post-holder will be expected to cross-cover essential services when his/her Consultant colleagues are on leave.

#### **4. SPECIAL DUTIES REQUIRED OF THIS POST**

This post is an important part of the newly formed multi-professional team for Looked After Children and Adoption. This doctor will work closely with the Named and/or Designated Doctors as well as with the LAC Nursing team who are very experienced in their roles.

If this doctor has an interest and the relevant experience to develop the role of the Designated Doctor or Named Doctor for LAC, all support will be given in order to make this possible.

If a candidate needs to gain competences, some training and development will be possible in post. Ongoing professional development of the post holder will be supported.

A degree of flexibility and understanding of working with other agencies is required, and as good relationships are fostered this will develop a highly functional team approach. The competencies and skills of doctors involved with the assessment of LAC are outlined in the Intercollegiate role framework "Looked After Children: Knowledge, Skills and Competences of Health Care Staff" 2015.

#### **Core responsibilities for all community paediatric posts**

- To undertake child development assessments working as part of a multidisciplinary team
- Participation in clinical safeguarding work including attendance at inter-agency strategy discussions and case conferences, and involvement in medicals for children suffering neglect and other abuse.
- Optional participation in the SARC and/or an out of hours on call rota for weekends and bank holidays (9am – 5pm) to provide urgent sexual abuse medicals for children under 14 years of age

#### **CLINICAL GOVERNANCE**

The appointee is expected to be committed to the improvement of quality of clinical care in the Clinical Unit and to participate in incident reporting, risk management and Clinical Unit Governance Meetings.

#### **APPRAISAL**

The appointee is expected to compile an annual portfolio with evidence of continuing professional development in accordance with the Trust's appraisal process. He/she will be expected to participate in annual appraisal by the Clinical Unit Director or other designated consultants and to produce a personal development plan which will be shared with the Medical Director and Chief Executive. The appraisal process will also be part of the information used to revalidate Consultants by the GMC.

## **AUDIT**

The appointee will be expected to actively participate in audit. S/he will be expected to initiate and supervise audit projects related to his/her particular sub-speciality interest. S/he will liaise with the audit speciality Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Participation in national audit is encouraged.

## **RESEARCH**

The Universities of Sussex and Brighton are actively developing research interests and expertise in a number of areas of medical and health service-related research, and encourage academic and research links with the Trust.

## **CONTINUOUS PROFESSIONAL DEVELOPMENT/CONTINUOUS MEDICAL EDUCATION**

Taking study leave is a necessary part of Continuing Medical Education/CPD. Application for study leave must be submitted six weeks prior to the dates requested. There is a study leave entitlement of 10 days a year or 30 days over any three year period. Study leave is agreed by the Clinical Unit Director and should be linked to the individual's personal development plan. Evidence of CME participation will become part of the postholder's portfolio.

Visits to other hospitals/working with colleagues are encouraged as an important part of CPD.

## **TEACHING**

The postholder will be expected to participate in clinical teaching of undergraduate and junior medical staff within their supporting Professional Activities as required by the Clinical Unit. If there is a specific interest or need, a more extensive teaching role can be developed within the Clinical Unit structure and under the direction of the Speciality College Tutor. The Brighton and Sussex Medical School, which opened in 2003, will present opportunities for participation in undergraduate education.

## **EDUCATIONAL SUPERVISION**

This post will not have responsibilities for educational supervision.

## **5. MAIN CONDITIONS OF SERVICE**

- a) These will be in accordance with those approved by the Trust, as detailed in the Medical and Dental Terms and Conditions.
- b) Any doctor who is unable, for personal reasons, to work full-time will be eligible to be considered for this post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.
- c) The salary scale for the grade is £83,945 - £95,275 subject to annual appraisal and performance review.
- d) The appointment is subject to a satisfactory medical report from the Trust's Occupational Health Consultant.
- e) The procedures of the employing Trust apply. A copy is available from the Personnel Department at each site.
- f) Annual Leave must be applied for at least 6 weeks in advance and approved by the Clinical Director. The annual entitlement is 32 days per year.

All medical staff under contract to East Sussex Healthcare NHS Trust will comply with local policies and procedures, copies of which are available on the Trusts Internet site, from the Human Resources Department or from the Clinical Unit General Manager. In addition, medical staff are required to attend all relevant Mandatory training sessions.

## PERSON SPECIFICATION

**JOB TITLE: Trust Specialist Community Paediatrics**

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	Recognised medical qualification  Higher Diploma (Fellowship or Membership) of specialty college.	Other higher degree or diploma
<b>Registration</b>	Full registration with GMC	
<b>Training and Experience</b>	Has Paediatric experience including 2 years of Community Paediatrics or Neuro-disability in the UK.  Experience relevant to the specified neurodevelopmental and LAC work.  Level 3 Safeguarding training to have been completed	Training in ASD tool eg ADI, ADOS  Able to work in multidisciplinary manner
<b>Administration</b>	Knowledge of the principles of Clinical Governance and Appraisal.	
<b>Management</b>	Understanding of management skills and budgetary awareness	Management course and/or qualification
<b>Audit</b>	Demonstration of completed audit projects.	
<b>Research and publications</b>		Evidence of clinical research culminating in publications
<b>Teaching</b>	Experience of undergraduate and post graduate teaching	
<b>Personal Skills</b>	Effective communicator, team player.  Self motivated to be able to develop their specialty.  Ability to adapt to changing roles and clinical practice.	Familiarity with information technology
<b>Personal Attributes</b>	Flexible, able to cover colleagues  Able to meet the travel requirements of the post	

Professional attitude towards work
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For further information and visits, please contact:-

Dr Tracey Ward, Speciality Lead for Community Paediatrics.  
Designated Doctor for Safeguarding, Consultant Community Paediatrician 01424  
755255 x 8164