

SHAPE YOUR STORY

Recruitment Information Pack



Consultant in Neonatal Medicine



Our Vision

...excellence and innovation,
providing safe and compassionate care to our patients in east London and beyond.



WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



Job Particulars

Job Title	Consultant in Neonatal Medicine
Pay Band	Consultant (MC72), 10.00 PA
Location	Newham University Hospital
Reports to	Clinical Director and Clinical Lead for Neonates
Responsible to	Divisional Director

1. Job Purpose

The appointee will join a team of 6 Consultant Neonatologist based at Newham University Hospital, part of Barts Health NHS Trust; one of the largest trusts in the UK. This is a newly created substantive post to join 6 neonatal consultants.

You are required to have experience in working in a tertiary center. Though, the post is primarily based at Newham University Hospital it may also involve working at other sites depending on clinical needs and the post holder's clinical interest.

This is a new post appointment with 10 programmed activities which will be made in accordance with the 2003 Consultant Contract Terms and Conditions.

Candidates who do not wish to work full time are eligible to apply and if successful, modification of the job content will be discussed on a personal basis in consultation with Clinical Director and Clinical Lead.

2. Key Working Relationships

Internal
Chief Executive Officer – Simon Ashton
Medical Director – Liat Sarner
Divisional Director – Sherry Manning
Clinical Director for Children Health – Imdad Ali
RCPCH Tutors – Nayak Sriranga
Lead for Safeguarding Children – Aruj Qayum
Divisional Manager – Pooney Sekar
Service Manager – Ayoku Balogun / Vani Nivas
Neonates and Paediatrics Consultants (NUH): <ul style="list-style-type: none"> • Dr Imdad Ali – Neonates and Diagnostic Echocardiography • Dr El Sayed – Neonates and Neurodevelopment • Dr M. Alam – Neonates and Paeds, Allergy • Dr Yana Belosludtseva- Neonates and Asthma • Dr Aruj Qayum- Neonates and CLD • Dr Nayak Shriranga- Neonates and Neurodevelopment • Dr S. Liebeschuetz – Paeds, Infection and HIV • Dr R. Ravi – Paeds, Neonates, Rheumatology and Oncology • Dr B. Anjum – Paeds, Sickle Cell and Hemoglobinopathies • Dr Parveen Sultana- Paed, DM and Endocrinology • Dr Nikie Johnson- Paed, DM and Endocrinology • Dr Lais Blackley- Paed, Oncology



Visiting consultants: Dr G Derrick Cardiologist from GOSH	
Neonatal Tier two rota	
ANNP	1
Specialist Doctors	3
Specialty Doctors	3
Neonatal Tier one rota	
Specialist Doctor	4
FY2 Doctors	1
Clinical Fellows	4
Others:	
Med Support worker	1

3. Structure Chart

Working on the basis of reporting to the Clinical Lead working in conjunction with the Divisional Director /ADON/ Clinical Director, Clinical Leads/Divisional Manager/Service Managers/MDT

4. Main duties, responsibilities and results areas

The post holder will join a team of senior medical and nursing staff committed to providing a high-quality service to neonatal patients and their families in the London Borough of Newham. The aim is to develop the department in all aspects of clinical service and in teaching and research. Post holder will be expected to attend grand round at RLH which is our tertiary centre provides medical and surgical care to high risk medical and surgical neonates.

The following is a summary of the likely scheduled activities of the post holder:

a) Neonatal Unit

This post is 10 Professional Activities (PAs), all the post holder's clinical sessions will be dedicated to neonatal medicine. It is envisaged that the post holder will be the attending consultant for the Neonatal Intensive Care Unit (NICU) one week in seven. During that week he/she will provide continuity of daytime clinical care and supervision of junior medical staff, including hands-on clinical support as necessary. The neonatal unit is a very busy level 2 unit, part of London Operational Delivery Network.

An indicative job plan is attached. However, the job plan will be dynamic as the consultant develops their roles evolves and it will be reviewed annually.

In other weeks, clinical commitments will include 2 clinics, one neonatal and the other can be in a subspecialty if applicable.



The post holder is expected to participate in multidisciplinary clinical forums, grand rounds, antenatal counselling and supervision of care of babies on post-natal ward.

An average of 2-2.5 PAs weekly are allotted for teaching, training, educational supervision, research, management allowance and continuous professional development (CPD) including a management role. The post holder will be expected to develop a dedicated lead role such as leading on the clinical governance.

b) General Paediatrics and Outpatients

The post holder is expected to do 2 clinics in the neonates in a week. However, the post holder could be supported if it is important for his or her personal development to participate in Paediatric clinics and attending week.

1. Junior Medical Staff.

You will have responsibility for the training, management, mentorship, and supervision of junior medical staff and advanced nurse practitioner 3-4 per training period. If appropriate you will be named in the contracts of doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers as educational supervisor.

2. Teaching

Post holder will have responsibility for the training, management and supervision of junior medical staff who work with you. You will be responsible for carrying out teaching, examinations and accreditation duties as required and for contributing to post graduate and continuing medical educational activity both locally and nationally. A substantial volume of clinical teaching for medical students in fourth and fifth years take place in the department.

3. Audits / QI

You will be required to participate in audit / QI projects and in continuing medical education, (including self-development and maintaining accreditation). There is a requirement for a regular appraisal to be undertaken by the Clinical Director / clinical lead responsible for these services. You are expected to participate in appropriate audit projects which may be Barts health or national in addition to local departmental audits.

4. Appraisal/Job Planning

Annual appraisal and job planning is a requisite and will be undertaken by a nominated professional.

5. Resuscitation

You will be expected to maintain resuscitation skills in neonates. Teaching on NLS courses and helping to organise these courses within the Trust would be encouraged. The Trust is a recognised NLS training centre and regular NLS courses are held on site. You will also be required to maintain up to date APLS/ EPLS training for acute paediatric cover.



6. Safeguarding/Child Protection

The post holder is expected to be aware from the neonatal perspective of Safeguarding /Child protection issues and liaise with the relevant staff as needed. The post holder is expected to have a valid level 3 safeguarding competencies.

7. Neonatal Outreach Nursing Team

A Trust-wide Neonatal outreach team is being developed and will support the appropriate discharge from the NICU.

8. Major Incident

In the event of a major incident the post holder will participate in the implementation of the Trust Policy.

9. Job Plans

The post holder will agree to a job plan which will be subject to review by the Clinical Director and clinical lead of Neonatal services. The job plan will not deviate from the core task of delivering neonatal services of necessity, the job plan is likely to be dynamic during the development period.

10. Research and Development

It is the post holder's duty to ensure that all research conducted within the department and in the trust, is done so in accordance with the NHS Research Governance Framework for Health and Social Care.

There is the opportunity to perform clinical research and development. Research and Development is a high priority for the Trust and is recognised as a core activity. There will be opportunities for the appointee to carry out research, either within the department or in collaboration with clinicians within the Trust.



11. Indicative Job Plan

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1st week	Attending week Onsite 0800-1700	Attending week On site 0800-1700	Attending week On site 0800-1700	Attending week Onsite 0800-1700	Attending week On site 0800-2100	Attending week On site 0800-1700	Attending week On site 0800-1700
					Off site 2100-0830	Off site 1700-0830	Off site 1700-0830
2nd week	Hand over 0900-0930	off	X ray meeting 0900-0930	PNW cover 0830-1300	Grand round 900-1030		
	ES 0930-1000		ES 0930-1000	ES 1300-1700	SPA 1030-1530		
	Clinic Adm 1000-1200		Clinic Adm 1000-1200		Off 1530-1700		
	Clinic 1300-1700		Clinic 1300-1700				
			Resident on call 1700-2100				
			Non-resident on call 2100-0830				
3rd week	ES 0930-1000	off	Journal club 0900-0930	PNW cover 0830-1300	Grand round 0900-1030-		
	Clinic Adm 1000-1200		ES 0930-1000	ES 1300-1700	SPA 1030-1530		
	Clinic 1300-1700		Clinic admin 1000-1200		Off 1530-1700		
			Clinic 1300-1700				
			Resident on call 1700-2100				
			Nonresident on call 2100-0830				
4th week	Hand over 0900-0930	off	X ray meeting 0900-0930	PNW cover 0830-1300	Grand round 0900-1030		
	ES 0930-1000		ES 0930-1000	ES 1300-1700	SPA 1030-1530		
	Clinic Adm 1000-1200		Clinic Adm 1000-1200		Off 1530-1700		
	Clinic 1300-1700		Clinic 1300-1700				
			Resident on call 1700-2100				
			Nonresident on call 2100-0830				
5th week	Handover 0900-0930	off	Journal club 0900-0930	PNW cover 0830-1300	Grand round 900-1030		
	ES 0930-1000		ES 0930-1000	ES 1300-1700	SPA 1030-1530		
	Clinic Adm 1000-1200		ES 0930-1000	ES 1300-1700	SPA 1030-1530		
	Clinic 1300-1700		Clinic Adm 1000-1200		Off 1530-1700		
			Clinic 1300-1700				
			Resident on call 1700-2100				
			Non-resident on call 2100-0830				



6th Week	Hand over 0900-0930	Off	X ray meeting 0900-0930	PNW cover 0830-1300	Grand round 0900-1030		
	ES 0930-1000		ES 0930-1000	ES 1300-1700	SPA 1030-1530		
	Clinic Adm 1000-1200		Clinic Adm 1000-1200		Off 1530-1700		
	Clinic 1300-1700		Clinic 1300-1700				
			Resident on call 1700-2100				
			Non-resident on call 2100-0830				
7th Week	Hand over 0900-0930	off	Journal club 0900-0930	PNW cover 0830-1300	Grand round 900-1030		
	ES 0930-1000		ES 0930-1000	ES 1300-1700	SPA 1030-1530		
	Clinic Adm 1000-1200		Clinic Adm 1000-1200		Off 1530-1700		
	Clinic 1300-1700		Clinic 1300-1700				
			Resident on call 1700-2100				
			Non-resident on call 2100-0830				

Total DCC: 7.5-8 PAs (On call 2.5 PAs)

Total SPA: 2-2.5 PAs

12. Person Specification

Requirements	Essentials	Desirable	Measured by
Qualifications	<ul style="list-style-type: none"> MRCPCH by examination or equivalent. Full GMC registration. On the GMC's Specialist Register OR within six months of CCT at time of scheduled interview. <p>Note: CESR applicants must be on the Specialist Register at the point of application.</p>	<ul style="list-style-type: none"> Higher degree, e.g. MSc, MD, PhD in Paediatrics 	Application
Clinical experience	<ul style="list-style-type: none"> Can demonstrate having achieved the competencies equivalent to the Highest Specialist Paediatric Training. Evidence of neonatal training at tier two rota for 24 months including 12 months in NICU. Valid APLS and NLS. Valid Level 3 Safeguarding Training 	<ul style="list-style-type: none"> Experience working in NHS. Wider experience, research, and training, in neonatal medicine SPIN module in neonatology 	Application and interview
Knowledge and skills	<ul style="list-style-type: none"> Ability to work unsupervised and make decisions. Good communication skills, including communicating bad news. Demonstrated ability to manage time effectively. Meets the requirements of the GMC's 'Good Medical Practice' 	<ul style="list-style-type: none"> Knowledge of risk management, annual job planning, appraisal review process, etc. 	Application and interview



Academic	<ul style="list-style-type: none"> Evidence of participation in clinical audit/QI project, understanding the role of these in improving the medical practice. Experience and knowledge of critical appraisal of evidence, to improve clinical outcomes. Willingness to teach all grades of professional multidisciplinary staff 	<ul style="list-style-type: none"> Research degree Training the Trainers' certification 	Interview
Management	<ul style="list-style-type: none"> Knowledge of the management and structure of the NHS Understanding of management issues including medical management, clinical governance, service planning, and quality improvement. 	<ul style="list-style-type: none"> Evidence of leadership attributes and experience Evidence of motivational skills. 	Interview
Personal	<ul style="list-style-type: none"> Ability to communicate effectively with patients, their relatives, colleagues, managers, other agencies, and staff at all levels. Energy and enthusiasm. Ability to work under pressure. Flexible approach. Caring attitude to patients, carers, and colleagues. 	<ul style="list-style-type: none"> Experience of working in BAME communities. 	Interview
Other	<ul style="list-style-type: none"> Ability to fulfil all the duties of the post, including on -call commitments and travel requirements. Satisfactory Enhanced DBS and required immigration status 	<ul style="list-style-type: none"> Skills in languages other than English 	Application

13. Working conditions

Criteria	Description
Physical	Standard keyboard skills.
Emotional	Emotionally demanding role commensurate with pay banding . Would be required to manage difficult situations when managing major change.
Working Conditions	Appropriate office accommodation. Will be expected to travel to meetings. Frequent VDU use.
Mental	Intellectually demanding role commensurate with pay banding. Concentration required for analysing data, writing reports etc. Will be frequently interrupted due to the operational nature of the role.



Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). www.nmc-uk.org/

About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

