

JOB DESCRIPTION

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| Job Title: | Consultant Paediatrician |
| Grade | Consultant |
| Care Group | Specialities Care Group |
| Directorate: | Child Health |
| Department: | Child Development Centre |
| Location: | Poole Hospital |
| Accountable to: | Clinical Director in Child Health |
| Accountable for: | Paediatric services UHD Poole |
| Main Purpose | <p>This is a replacement post, following a Community Paediatrician retiring, working within the Community/Neurodisability team at the Child Development Centre at Poole Hospital (moving to the Bournemouth site in 2025/6). We are a team of 6 consultant community paediatricians, 2 specialist doctors and 4 speciality doctors, as well as a community grid trainee SpR post. Also part of the team are a clinical psychologist, assistant psychologist, ASD pathway practitioner, OTs and physios, and we work closely with speech and language therapy and educational psychology partners. There are good links with social care, local education authorities and the ICB and we are co-located with the acute paediatricians working in the hospital. The successful applicant will join Dr Sarah Morris, Dr Nicole Guppy, Dr Delyth Howard, Dr Ari Hector, Dr Laura Royce and Dr Janet Kelsall, Consultant Community Paediatricians. There will be a planned contract of 10 programmed activities supporting Community Paediatrics though we welcome applications for LTFT working. The post holder will be expected to:</p> <ul style="list-style-type: none"> • Undertake the assessment of outpatient referrals of school age children with suspected neurodevelopmental difficulties, particularly ADHD and ASD. • Provide ongoing management to children and young people with a range of disabilities and neurodevelopmental disorders • Take on direct responsibility for the care of children with learning and physical disabilities at a local Special School • Participate in the existing Safeguarding on-call rota, including for children who are suspected victims of sexual abuse in-hours (additional training is available if required) and child death. Whilst the rota is currently a 1:6, the individual contribution could be discussed at pre-interview discussions and would be negotiated at job-planning. |

- It would be possible to accommodate other special interests, if desired. An interest in the Named Doctor for Child Protection role would be welcomed and actively supported; there is an interim currently in place.
- The post and job plan may be varied, depending on the interests and experience of the successful applicant. Less than full-time applications will be welcomed.

Example job plan:

| Day | Time | Work | No PAs |
|--|------|--|-------------------|
| Monday | AM | School Age Clinic | 1 DCC |
| | PM | Community paediatric meeting wk 1 Child Protection peer review wk 3 Staff supervision, business meetings Patient related admin wk 2 and 4 | 0.5SPA 0.5 DCC |
| Tuesday | AM | Core SPA | 1 SPA |
| | PM | Special school clinic wk 1,3/admin 2,4 | 1 DCC |
| Wednesday | AM | School-age MDT clinic | 1 DCC |
| | PM | Patient related admin Core SPA | 0.5 DCC 0.5SPA |
| Thursday | AM | Patient admin/school age referral triage | 1 DCC |
| | PM | Speciality clinic/School Age clinic | 1 DCC |
| Friday | AM | School age clinic – CDC or Named Dr role | 1 DCC |
| | PM | Admin or Named Dr role | 1 DCC |
| Saturday | | | |
| Sunday | | | |
| Safeguarding week (frequency negotiable) | | Safeguarding from 9-5pm: additional 2 hours unpredictable. | 10PA |
| Additional agreed activity to be worked flexibly | | See below. Opportunities also exist to develop subspeciality interest or research interest with increased job plan time in 1 st 6 months. | |
| Predictable emergency on call work | | | 0 |
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| Note Cat A on-call supplement for 1 in 6 | | | 5% |
| Total PAs | | | 10 |

General Duties

Outpatient paediatric clinics as above

Children's safeguarding rota cover, building towards the Named Doctor role would be welcome.

Clinical supervision of trainees.

An interest in research (e.g. GCP certificate) would be welcomed and have an enthusiasm for improving patient care and quality

Communication and Working Relationship Skills

All professional colleagues including:

At UHD:

- Patient, carers, relatives

- Paediatricians and junior doctors
- Paediatric multidisciplinary team (nurses, dieticians, psychology, physios, OT, SALT etc
- Radiology, Pharmacy and other support services
- ED, surgeons, anaesthetics and ITU, max-fax, psychiatry, gynaecology, orthopaedics.

External to UHD:

- PIER, tertiary clinicians at University Hospitals Wessex
- Dorset Integrated Care Board
- Community Services, Dorset County Hospital, DHUFT
- Members of the general public
- Organisations outside of the NHS (e.g. Bournemouth University, social care, education)

Highly developed communication skills including with young patients and individuals with communication difficulties. Experience in managing challenging conversations with families and facilitating understanding.

Obtains consent for specified treatments, using highly developed specialist knowledge. Initiates and manages effective patient discharge including robust follow-up procedures.

Develops primary prevention initiatives by establishing close working relationships with other health care professionals within the trust and wider community.

Liaises with the consultant body and across the network to develop multidisciplinary patient pathways, and encourage adoption across the ICS.

Analytical and Judgemental Skills

Initiates and carries out highly complex patient assessment. Analyses and interprets results using expert clinical acumen that includes comprehensive patient + family history and health assessment, specific physical examination using advanced clinical skills. This will involve the commissioning and interpretation of imaging, neurophysiology studies and blood tests.

Analysis and judgement will also apply in the strategic elements of this role where influence is necessary with other clinicians outside paediatrics and associated finance and budget managers to secure support, commitment and resources for the strategic objectives of this role.

Planning and Organisational Skills

Plans, oversees and delivers large scale and long term projects (such as research, audits including audit and quality improvement initiatives), staff development programmes) utilising expert project management, delegation and communications skills. Implementing quality in care and using robust metrics to evaluate performance.

Responsibility for Patient/Client Care, Treatment and Therapy

Uses sound judgement and analytical skills in leading, directing and delivering care, assessing ethical issues in patient care and addressing conflicting priorities and needs, working in partnership with others, delegating and referring as appropriate to optimise health outcomes and resource use. Identifying children at risk through appropriate questioning and participating in appropriate safeguarding procedures.

Responsibility for Policy / Service Development

We have recently undertaken a significant transformation programme to support neurodevelopmental referrals and assessment and will continue this process in 2025.

The successful candidate will be incorporating the 'Voice of the Child' in service development, and provides senior leadership, manages and develops paediatric services, including a range of services within the context of the Trust's strategic plans, regional initiatives and national drivers; through participation in directorate, consultant and clinical governance meetings.

The successful candidate leads and consults on development, implementation, monitoring and evaluation of policies/guidelines relevant to speciality and wider health care practice, with focus on quality, safety and patient experience.

Responsibility for Finance, Equipment and Other Resources

Maintains safe and effective delivery of care by monitoring and contributing to budgetary/financial initiatives and ensures that safe and effective patient care is delivered within resources available.

Is responsible for financial implications related to the paediatric service and for identifying resources needed to deliver this service.

Identifies areas of care that are under-resourced, addresses any risks that may arise from this and identifies where cost savings can be made.

Observes personal duty of care when using equipment and resources and ensures safe use of appropriate equipment throughout the service, through training and use of policies and protocols.

Accepts delegated responsibility from the clinical director/General Manager for management of staff and resources and acts as signatory for bank and agency staff

Responsibility for Human Resources, e.g. Supervision, Training, HR Advice and Management

Provides a visible clinical profile having leadership, advisory and clinical input into quality, safe patient care and service delivery. Leads on, develops and participates in delivery of specialised programmes of education and training for medical and other students. Acts as a mentor, clinical supervisor and facilitator for staff within the clinical area, including junior medical, nursing staff and allied health professionals at all levels.

Facilitates development of skills and knowledge for own CPD and meets other specific education and professional development needs, to meet service requirements.

Provides highly specialised advice, which contributes to diagnosis, care, treatment and education of patients across a broad range of conditions.

Has key responsibility for identification of learning needs and professional development of peers, other health professionals within the clinical area, across Trust and outside organisations.

Plans, organises and deploys staff according to competencies and workload, to meet patient needs. Involved with the implementation of effective appraisal systems for all staff within the paediatric service. Actively participates in and leads the recruitment process for the paediatric

service. Ensures a caring quality environment is maintained within paediatric services, identifying and providing access to appropriate emotional support for team members, patients, and carers.

Responsibility for Information Resources and Administrative Duties

Utilises IT resources to ensure that patient referrals, consultations, assessments, records, treatment communications and summaries take advantage of appropriate digital templates that are as far as possible shared and implemented across the ICB service catchment. Keep appropriate clinical records and respond to patient/parental queries including interpretation of results and monitor treatment.

Responsibility for Research and Development

Takes a lead in regularly initiating and participating in activities aimed at development of evidence-based practice through a variety of research, audit evaluation and development initiatives at departmental, strategic, local and national levels.

Disseminate research findings through presentations at a local, regional and international level and publish in scientific journals where appropriate

Participates regularly in collaborative QI/audit programme development within UHD, HEIs & wider regional and national networks.

Frequently critically appraises and synthesises outcomes of relevant research and evaluations, and applies them to practice, encouraging and supporting other staff to adopt this approach, within own and across broad range of health and social care practice arenas.

Up to 1PA can be made available for significant research programs subject to regular attraction of clinical grants and ongoing publication profile. We have an active research portfolio including research nurses and a research clinical fellow for NIHR-adopted and homegrown studies. Strong research links exist with Bournemouth University including a particular focus on adaptive technologies.

Freedom to Act

Holds sole responsibility for a range of duties, relevant to the post.
Supports 'Freedom to Speak Up' initiatives.

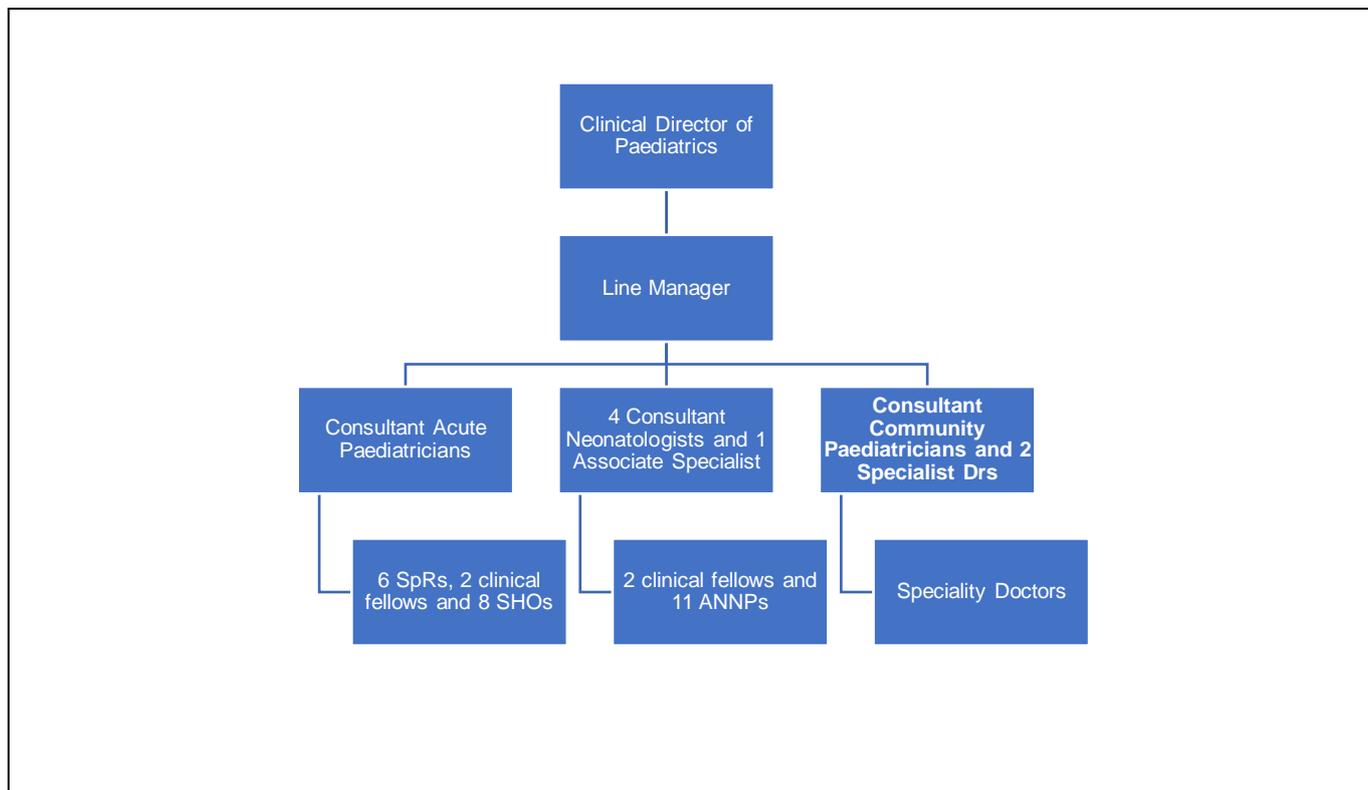
Mental, Physical, and Emotional Effort

The post is subject to pressures from external agencies, whilst adhering to the demands of the Trust. Frequent and sustained in-depth mental attention is required each working day. The working day may be unpredictable due to the complexity of patient presentations and the high volume of urgent cases. The post involves some physical effort during the day, including clinical procedures. The post requires frequent concentration over extended periods of time and the work pattern may be unpredictable including the potential need to cover colleagues at short notice. The post involves frequent exposure to sensitive, distressing and emotional circumstances, including delivering difficult diagnoses involving both patients and staff.

Any Other Specific Tasks Required

Maintains registration with RCPCH and GMC

Organisational Structure of Department



Transforming our Hospital Services in Dorset

This is a very exciting time to join our hospitals in Dorset. We are in line to receive a significant national investment of £216 million to help transform our services and redevelop Poole Hospital and the Royal Bournemouth and Christchurch Hospitals, now merged as University Hospitals Dorset. We have been able to access these national funds because we are part of the Dorset Integrated Care System (ICS).

The clinical services review has set the blueprint for development of paediatric services for the next generation, including the move of the department to the Bournemouth site, whilst some facilities will be retained in Poole. This includes a new paediatric outpatient area with an appropriate area for multidisciplinary developmental assessments and new clinic facilities; on-site safeguarding team, new paediatric inpatient ward and new neonatal unit; for closer paediatric working as an integrated team. There are plans for better community support of patients, including ambulatory care models, and the support of the school doctors for special schools; and as University Hospitals Dorset, we participate in medical student teaching (currently Southampton University and St George's Grenada) and are looking forward to the setting up of a new medical school and Clinical Trials Unit with Bournemouth University.

Our vision is to join up our services so they can be delivered in a more integrated way. We have a great opportunity together to improve outcomes for patients, make better use of all our resources, and ensure our services can be provided on a sustainable basis.

For developing our workforce, the aim is to establish modern, well-equipped centres of excellence with sustainable roles for staff, standardisation of education and training so that we can attract and retain skilled clinical and non-clinical staff to Dorset.

CONDITIONS OF SERVICE

This post is covered by the terms and conditions of service of Terms and Conditions – Consultants (England) 2003 which should be read in conjunction with the General Whitley Council Conditions of Service and as amended from time to time.

Smoking

The Trust has a responsibility to provide a safe and healthy environment for everyone who is working, visiting or living on hospital premises. Smoking is NOT allowed on site except for within the designated smoking areas and shelters for staff and patients.

The Trust will not tolerate smoking in undesignated areas and there is a zero tolerance approach to all staff who continue to do so. We will continue to provide support to staff, patients and visitors who want to give up smoking.

In the interests of promoting responsible healthcare all staff should refrain from smoking when off-site in uniform or wearing an identifying NHS badge in any public place.

Data Protection

All staff are required to comply with the Data Protection Act and the Trust's Data Protection Policy. Staff are responsible for ensuring that any personal data which they hold is kept securely; that personal information is not disclosed either orally or in writing to any unauthorised third party; that personal data is only accessed where there is a legitimate business need and only where such processing is consistent with the purposes for which the data was collected.

Equality and Diversity

The Trust is positively committed to the promotion and management of diversity and equality of opportunity. Equality and diversity is related to the actions and responsibilities of everyone – users of services including patients, clients and carers; work colleagues; employees; people in other organisations; the public in general.

All employees have a responsibility to ensure that they act in ways that support equality and value diversity and must comply with the responsibilities placed upon them by employment legislation and the equality duties.

Health and Safety at Work

Everybody within the Trust has a legal responsibility for the health, safety and welfare of themselves and others at work. These duties are set out within the Health and Safety at Work etc. Act (HASAWA) 1974, the Management of Health and Safety at Work Regulations (MHSAWR) 1999, and in other relevant regulations and guidance notes.

All Staff

In accordance with HASAWA and the Trust Health & Safety policy, all staff have legal responsibilities;

- to take reasonable care for themselves and others that may be affected by their acts/ omissions
- to co-operate with their manager/ supervisor to enable them to carry out their legal duties e.g.
 - shall report all hazards and defects to their line manager/ supervisor
 - shall report all accidents, incidents, near-miss events to their manager/ supervisor and via an adverse incident report (AIR) form (Trust policy)
- to use all work equipment, materials and substances in accordance with any training and instruction provided (e.g. medical devices, chemicals, mechanical aids, machinery, plants, vehicles, and personal protective equipment)
- to ensure they attend all annual mandatory training and attend health and safety training as required for the post.
- to comply with trust and department health, safety & risk policies and procedures
- not to interfere with or misuse anything provided to secure health and safety .e.g. wedge fire doors open, remove first aid equipment, break locks off systems

All Managers/ Heads of Department and Clinical Leaders

In accordance with the Trust's Risk Assessment policy and Risk management strategy, all managers/heads of department and Clinical Leaders are responsible for ensuring that they and their staff, comply with all Trust and department health and safety policies and procedures.

Safeguarding

The University Hospitals Dorset NHS Foundation Trust is fully committed to safeguarding the welfare of all children and young people, and vulnerable adults by taking all reasonable steps to protect them from harm. All staff will receive appropriate training and induction so that they understand their roles and responsibilities and are confident about carrying them out.

Infection prevention and control

The prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients, and to the safety of visitors and members of staff. It is the responsibility of all staff to be aware of, assess and minimise these risks and comply fully with Infection Prevention and Control Policies.

The Health Act 2008 establishes a Code of Practice for the Prevention and Control of Health Care Associated Infections. It sets out criteria by which NHS managers ensure that patients are cared for in a clean environment, with a safe water supply, where the risk of Healthcare Associated Infections (HCAI) is kept as low as possible.

Managers, Heads of departments and Clinical Leaders are responsible for ensuring that:

- The necessary equipment and mechanisms are in place to support infection prevention
- health care workers are free of and are protected from exposure to communicable infections during the course of their work, and that all staff are suitably educated in the prevention and control of HCAI

Carbon sustainability

The Trust is committed to continual improvement in minimising the impact of its activities on the environment and expects all members of staff to play their part in achieving this goal and in particular to work towards a 28% reduction in carbon emissions by the end of 2020/21 (based on a 2013 baseline).

DBS/Disclosure and Barring Service (CRB)

As part of our recruitment procedure this post will be subject to a Criminal Record Disclosure. A Disclosure is a document containing information held by the police and government departments. Disclosures provide details of a person's criminal record including convictions, cautions, reprimands and warnings held on the Police National Computer. Where the position involves working with children, Disclosures will also contain details from lists held by the Department of Health and Social Care and the Department for Education and Skills (DfE) of those considered unsuitable for this type of work.

This post is subject to the policies, procedures and rules approved by the Trust and as varied from time to time. All staff are required to familiarise themselves with, and comply with the Trust's policies, procedures, rules or statements of practice. These can be accessed through the Intranet, your Department Manager, or through Human Resources.

Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description will be reviewed in conjunction with the post holder on an annual basis at job planning.