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Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Job Description and Information Pack

April 2024

DIVISION OF FAMILIES & THERAPIES

Appointment of 1 Full Time Post
Fixed Term 6 months (from early September 2024)
Portfolio Senior Clinical Fellow in Paediatrics

Based at The Grange University Hospital, Cwmbran
<http://www.wales.nhs.uk/sitesplus/866/page/40418>

Job Reference: 040-CF697

Anticipated Start Date: September 2024.

Initially for up to 6 months

with potential for extension up to a maximum of 2 years subject to Service need and following a successful formal review

DIVISIONAL CONTACT FOR ENQUIRIES ABOUT THIS POST

Dr Nadeem Syed, Consultant Paediatrician & Associate Clinical Director Tel ☎ 01633 238025

Dr Nakul Gupta, Consultant Paediatrician Tel ☎ 01873 732479

Links to Additional Information

[Aneurin Bevan Homepage](#)
[Aneurin Bevan Values and Behaviours Framework](#)
[Aneurin Bevan Demography Profile](#)
[Medical Training/Careers in Wales](#)
[Visit Wales](#)
[Train Work Live](#)



JOB DESCRIPTION

The Job Itself

<u>Title:</u>	Portfolio Senior Clinical Fellow in Paediatrics
<u>Professionally accountable to:</u>	Medical Director via Divisional and Clinical Directors
<u>Managerially accountable to:</u>	Supervising Consultant
<u>Base:</u>	The Grange University Hospital, Cwmbran

The Clinical Strategy of the Health Board is under constant development and the job holder may be required to undertake different duties agreed at the time of appointment.

The post holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality general paediatric healthcare to the Health Board's patients.

Integral to the responsibilities of the post are the following requirements:

- To ensure the provision of a first-class clinical service
- To provide effective leadership to junior medical staff engaged in the specialty
- To sustain and develop teaching and research wherever appropriate
- To undertake all work in accordance with the Health Board's procedures and operating policies
- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Division's and Health Board's service plans
- To maintain the confidence of business plans and development strategies formulated for the specialty, the Medical Division or the Health Board

Purpose of the Post and General Responsibilities

This senior clinical fellow post will complement our current staffing establishment to ensure more robust rotas. The successful candidate will be based at The Grange University Hospital, Cwmbran.

You will join a strong, dynamic and friendly team of 21 consultants, 9 - 11 other middle grades, 16 tier one doctors and 7 Advanced Nurse Practitioners.

ABUHB is a Teaching Unit, and we have trainees at FP1, FP2, GPST and ST1-8. We have successfully incorporated new middle grade posts (Clinical Fellows and Specialty Doctors) to ensure improved staffing levels. This post has full out of hours commitment (1:10 equivalent at worst). 60% of in-hours' time will be split between the Children's Emergency Assessment Unit (CEAU) and the wards. However, the remaining 40% of in-hours' time will be dedicated to gaining experience to improve your portfolio. We have created specific opportunities as below but would be open to other suggestions.

The post holder will be able to choose from:

- **Medical Education**
- **Quality Improvement**
- **Simulation**
- **Paediatric Emergency Medicine**
- **Neurodisability**
- **Diabetes**
- **Alternative proposal subject to approval**

Please see **Appendix A** for details

This is an ideal opportunity to gain experience and improve your CV with a view to:

- Reapplying to ST Training in future.
- Gaining experience prior to applying to GRID training.
- Acquiring new skills as OOPE (or even OOPT – you would need approval from HEIW).
- Applying for a CESR.

The NHS across Wales is transforming and leading the way in delivering system-wide improvements is Aneurin Bevan University Health Board in south-east Wales. An exciting set of opportunities have been developed in line with our unique and exciting Clinical Futures Model. These developments mean that you would be joining ABUHB at a truly once in a generation era.

There has never been a more exciting time to join our team as we pioneer new ways of delivering health services across our Health Board area. Our innovative Clinical Futures programme is building on local Health, Social Care and Well Being Strategies that have been developed by local health boards and their partners, bridging all aspects of primary, community and secondary care and you could be a part of its plans to deliver the best to our patients and communities.

Clinical Futures is extending Aneurin Bevan University Health Board's successful implementation of its care closer to home initiative, strengthening and promoting its services in the community as well as centralising care of the most critically ill patients in the brand new, state-of-the art Grange University Hospital in an accessible location for the Gwent catchment population.

The Grange University Hospital harbours services that cannot be safely delivered through community services or the Local General Hospital network - including inpatient paediatrics, neonatology, consultant-led obstetrics, critical care, cardiology, major emergencies (medical, surgical and trauma) and major/complex surgery.

In October 2016 the Welsh Government announced its £350m investment in The Grange University Hospital. The development of this most innovative hospital environment in a generation opened its doors in November 2020. Facilities for staff include a Multidisciplinary Education Centre with a range of seminar/meeting rooms equipped with the latest AV technology. There is a purpose-built simulation suite and clinical skills lab which will be utilised to develop human factors and team-based simulation learning. There is a Mess with recliners/comfortable seating and a small kitchen area, and an area for overnight rest during shifts.

Aneurin Bevan University Health Board can offer you a great place to live and work, as well as the opportunity to develop and progress your career.

Staff wellbeing is one of the Health Board's priorities, with a comprehensive package of support and development opportunities available to all. It is the Health Board's aim that it is an enjoyable and fulfilling place to work as feeling valued at work has a positive impact on both staff and patients.

The Health Board is committed to achieving the highest standards of healthcare services and providing a safe, healthy, and fair working environment, where all staff are treated with dignity and respect, and we are passionate about improvements.

There are flexible working arrangements available, and all staff can access an excellent range of additional benefits and services.

The Health Board scores particularly well for its engagement activities, with dedicated programmes and staff ensuring staff feel informed and included.

Gwent and south east Wales is a thriving and cosmopolitan location, with easy access to the Severn Bridge in the east and the capital, Cardiff, in the west. The locality is surrounded by some of the most breath-taking scenery in the UK, with the sea to the south and the Brecon Beacons and Black Mountains to the north. Some of the best schools in the country are in this region and housing costs are significantly lower than in other parts of the country.

Gwent is dissected by the M4 corridor, and with the removal of the tolls to cross the Severn Bridge it has never been more accessible.

Details for Visiting

Those wishing to discuss the post informally in the first instance, or visit the Grange University Hospital are encouraged to contact:

Dr Nadeem Syed
Consultant Paediatrician & Associate Clinical Director
Royal Gwent Hospital
Newport
NP20 2UB
Tel: 01633 238025/email: Nadeem.Syed@wales.nhs.uk

Dr Nakul Gupta
Consultant Paediatrician
Nevill Hall Hospital
Brecon Road
Abergavenny
NP7 7EG
Tel: 01873 732479/ email: nakul.gupta@wales.nhs.uk

Notes

Applications are welcome from candidates wishing to work part time. If such a person is appointed, modification of the job content will be discussed on a personal basis

Specific Responsibilities of the Post

General Paediatrics

The post is in general paediatrics based at The Grange University Hospital (GUH). GUH is the flagship hospital for Paediatric services in the area and provides services for the acute intake of paediatric patients across specialities. The Children's acute service in ABUHB is the busiest in South Wales.

The responsibilities of the post holder include Middle Grade level (Tier 2) duties. You will join a group of Paediatric ST4 to ST8 trainees and Specialty Doctors on the rota.

The responsibilities of this post include:

- Provision of care on wards and CEAU 1:8-10.
- Middle grade on-call on a 1:10 equivalent rota.
- Supervised safeguarding opportunities.
- Dedicated time for developing portfolio (as chosen by the individual) for 40% of in hours work

The Grange University Hospital

The GUH is a new build with excellent facilities. There is an integrated Children's Emergency Assessment Unit (CEAU) comprising 16 assessment spaces, with close working with the Emergency Department team. Adjacent to this are Short Stay beds, 2 bedded Stabilisation and High Dependency area, and 48-bedded in-patient unit.

There are 2 consultants covering the wards and HDU during the working week as well as a third consultant covering the CEAU until 19:00 in summer and 21:30 hours in winter daily excluding weekends and Bank Holidays.

Ward Week

The post holder will work alongside the two ward week consultants to complete the ward rounds and remain responsible for in-patients including high dependency patients.

Ward duties are obligatory commitments and cannot coincide with leave or time off in lieu. Active teaching of junior staff and medical students is expected during ward weeks.

CEAU support

The post holder will work alongside the CEAU consultant and be responsible for the assessment of new patients (via GP or Emergency Department) as well as the Short Stay Unit, which is adjacent to the CEAU.

On-call work

The current middle grade rota is staffed by paediatric ST4-ST8 trainees and two Specialty Doctors. The number of trainees is variable and this post therefore improves cover at middle grade level. Consultant and Tier 1 level is very generously covered so there is no shortage of excellent support.

The on-call work comprises a 1 in 10 equivalent resident on-call rota at Middle Grade Level (Tier 2). These duties include weekday and weekend nights (on a 1:8 basis) as well as infrequent weekday and weekend long days as these are largely covered by Specialty Doctors.

Please refer to **Appendix B** for provisional job plans

Portfolio Work

The details will vary dependent on the option selected by the appointee. Please refer to **Appendix A**.

SPA responsibilities

Teaching / Training

The department recognises the importance of supervision and teaching of medical staff in training, medical students and other staff. New working arrangements have allowed this

aspect of our paediatric service to be considerably strengthened, as well as an improvement in the working hours for middle grade doctors. Responsibilities include:

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements.
- To participate in the undergraduate teaching programme.
- To assist and participate with the development of postgraduate training for F1s, F2s, SpRs, STs and other staff as appropriate

Audit (as agreed with Clinical Director)

- To promote evidence-based clinical practice
- To undertake regular audit

Quality and Standards

- To be familiar with and actively promote adherence to the regulatory framework including NICE and National Service Framework Guidance and to actively promote professional standards of “The Duties of a Doctor”
- To undertake all work in accordance with the Health Board’s procedures and operating policies

Learning Organisation

- To support the management and investigation of complaints for any medico-legal claims in their area of practice, management of serious incidents and responsibility for sharing any organisational learning from these.

Patient Experience

- To monitor and respond to measures of patient experience.

Patient Safety

- To work actively to reduce unintended harm to patients
- To contribute actively to the content areas of the ‘1000 Lives Campaign’ and any other subsequent patient safety campaign
- To adhere to the Health Board’s Clinical Incident Policy

Personal Development

- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements
- To participate in an annual Job Planning Review process
- To participate in the Health Board’s Annual Appraisal process

Management (as agreed with Clinical Director)

- To provide medical information for the development of systems appropriate for Health Board needs.
- To attend other departmental, Divisional and Health Board meetings as necessary.
- To attend regional and national meetings as necessary.
- To undertake all work in accordance with Health Board procedures and operating policies.

- To work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder.

The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post holder is expected to:

- Observe the rules, policies, procedures and standards of Aneurin Bevan Local Health Board together with all relevant statutory and professional obligations.
- Observe and maintain strict confidentiality of personal information relating to patients and staff.
- Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.

Review

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

Person Specification

	Key: AApplication form HS .Pre employment check and health screening IInterview PPortfolio COther documented evidence e.g. certificate, exam RReferences
Portfolio Senior Clinical Fellow in Paediatrics	
Job Reference: 040-CF697	

Entry Criteria	Essential	Desirable	Assess by	Score 0 not met 1 part met 2 average 3 good 4 excellent
Qualifications	MBBS or equivalent medical qualification		A	
Eligibility	<p>Full registration with the GMC and holding a licence to practice at time of appointment.</p> <p>Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards in <i>Good Medical Practice</i> including:</p> <ul style="list-style-type: none"> • good clinical care • maintaining good medical practice • good relationships and communication with patients • good working relationships with colleagues • good teaching and training • professional behaviour and probity • delivery of good acute clinical care <p>Previous NHS Paediatric middle grade experience</p> <p>Evidence of working in NHS hospitals and achievement of ST2 equivalent competences in Paediatrics at time of application and likelihood of achieving ST3 equivalent competences in Paediatrics by the start date of the post.</p> <p>Eligibility to work in the UK</p>		A, HS	
Fitness To Practise	Applicant's knowledge is up to date and fit to practise safely.		A, R, HS	

Entry Criteria	Essential	Desirable	Assess by	Score 0 not met 1 part met 2 average 3 good 4 excellent
Language Skills	<p>All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues, which could be demonstrated by one of the following:</p> <ul style="list-style-type: none"> Applicants have undertaken undergraduate medical training in English Applicants have scores in the academic International English Language Testing System (IELTS) or equivalent equal to those required for recruitment to MMC specialty training programmes. <p>If applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence.</p>		A	
Health	Meets professional health requirements (in line with GMC standards in <i>Good Medical Practice</i>)		A, P, HS	
Application Completion	ALL sections of application form FULLY completed		A	
Clinical skills	<p>Acute care safe, including out of hours experience relevant to the job.</p> <p>Relevant specialty clinical knowledge: capacity to apply sound clinical knowledge relevant to the job.</p> <p>Clinical judgement: experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.</p> <p>Practical skills: shows aptitude for practical skills, required in the job.</p> <p>Proven ability to work effectively in different clinical settings required in the job.</p>	<p>ALS instructors certificate</p> <p>Specialty exam</p>	A, P, C, I, R	
Specialty specific skills related to the post	<p>Successful completion of APLS or EPLS (or equivalent) valid at interview date and at time of appointment</p> <p>Successful completion of Level 2 or above Safeguarding Children: Recognition and Response in Child Protection or equivalent, valid at interview date and time of appointment</p> <p>Successful completion of 2 out of 3 of the MRCPCH written exams</p> <p>Minimum of 12 months general paediatric training in the NHS</p>		A, P, C, I, R	

Entry Criteria	Essential	Desirable	Assess by	Score 0 not met 1 part met 2 average 3 good 4 excellent
Commitment to clinical governance/ improving quality of patient care	<p>Clinical governance: Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.</p> <p>Audit: evidence of active participation in audit.</p>	<p>Research Skills: demonstrates understanding of the principles of research, evidence of relevant academic and research achievements.</p> <p>Teaching: evidence of experience in teaching where required in the job.</p>	A, I	
Communication skills	<p>Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.</p> <p>Empathy and sensitivity: capacity to listen and take in others' perspectives.</p> <p>Works in partnership with patients: always considers patients preferences when discussing treatment options.</p> <p>Always considers the full impact of clinical decisions on the patients, Practice shared decision making.</p> <p>Directs and supports patients to access the information they need to support decision making.</p>	<p>360° feedback</p> <p>Patient survey feedback and reflections</p> <p>Ability to speak Welsh or willingness to learn</p>	A, I, P	
Personal skills	<p>Team working: demonstrated experience working in a team, values the input of other professionals in the team.</p> <p>Managing others & team involvement: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.</p> <p>Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances.</p> <p>Problem solving & decision making: capacity to use logical/lateral thinking to solve problems & make decisions.</p> <p>Organisation & planning: capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p>Flexible approach to work: able to adapt and work with employers to deliver improved patient care.</p>	<p>Leadership skills: experience in leadership</p> <p>Demonstrates skills needed for effective delegation within the team: 360° feedback</p> <p>Valid driving license/ability to travel between sites</p>	A, I, R	

Entry Criteria	Essential	Desirable	Assess by	Score 0 not met 1 part met 2 average 3 good 4 excellent
	<p>Equality and diversity: promotes equality and values diversity.</p> <p>Understands, respects and demonstrates the organisation's Core Values and Behaviours (i.e., Patient first; Personal responsibility; Passion for improvement; Pride in what we do).</p>			
Probity	<p>Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</p>		A, I, R	
Commitment to ongoing professional development	<p>Learning and personal development: demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job.</p> <p>Demonstrates a willingness to fully engage in appraisal. Self-awareness and ability to accept and learn from feedback.</p>		A, I, P	

The Specialty

Senior Medical Staff of the Service Group

Based at Royal Gwent Hospital

Dr Youssef Abourahma	General Paediatrician with a special interest in Ambulatory Paediatrics & High Dependency Care
Dr Bassam Al-Husseini	General Paediatrician with a special interest in Gastroenterology
Dr Sandeep Ashtekar	General Paediatrician with a special interest in Cardiology
Dr Teresa Banks	General Paediatrician with a special interest in Epilepsy
Dr Michelle Barber	General/Community Paediatrician with special interest in Neurodisability/Epilepsy (South Sector)
Dr Rachel Bebb	General Paediatrician with special interest in Emergency Paediatrics and A&E liaison
Dr Sarika Goel	General Paediatrician with a special interest in Diabetes & Endocrinology
Dr Davida Hawkes	General Paediatrician with a special interest in Diabetes and Endocrinology
Dr Tiru Nootigattu	General Paediatrician with sector responsibility in Caerphilly. Local Faculty Lead
Dr Marion Schmidt	General Paediatrician with special interest in Cardiology
Dr Nadeem Syed	General Paediatrician with a special interest in Epilepsy, Associate Clinical Director
Dr Jyotsna Vaswani	General Paediatrician with special interest in Respiratory Medicine, Allergy & Cystic Fibrosis

Based at Nevill Hall Hospital

Dr Anneli Allman	Consultant Community Paediatrician/Medical Advisor Adoption & Fostering
Dr Yvette Cloete	General Paediatrician, A&E Liaison & Clinical Director, Paediatrics
Dr Soha El Behery	General Paediatrician with an interest in Cardiology
Dr Sunil Goyal.....	General Paediatrician with an interest in Diabetes
Dr Nakul Gupta.....	General Paediatrician with an interest in Allergy/Asthma
Dr Meeta Harley.....	Community Paediatrician (North Sector)
Dr Pugazh Kandaswamy.....	General Paediatrician with an interest in Nephrology & Local Programme Director
Dr Ravi Manikonda	General Paediatrician with an interest in Neonates/Diabetes
Dr Elizabeth Nickerson.....	Community Paediatrician (North Sector), and Named Safeguarding Doctor
Dr Marcus Pierrepont	General Paediatrician with an interest in Respiratory Medicine, Cystic Fibrosis and Allergy.
Dr Mike Tembo	General Paediatrician with an interest in Medical Education/Metabolic Disease

Dr Ramya Venkataramakrishnan General Paediatrician with an interest in Diabetes and Endocrinology

Based at Serennu Children's Centre, Newport

Dr Veronica Hickson	Associate Specialist Community Paediatrician with a special interest in Audiology/ Lead Universal Neonatal Hearing Screening
Dr Hilary Lewis	Community Paediatrician with a special interest in Neurodisability and Epilepsy (South Sector) & Medical Advisor Fostering & Adoption
Dr Nicole McGrath	Consultant Community Paediatrician
Dr Katherine Smith	Consultant Community Paediatrician

Based at Ysbyty Ystrad Fawr

Dr Nicola Morgan	Community Paediatrician with special interest in Neurodisability (Caerphilly sector) & Associate Clinical Director for Community Paediatrics
Dr Jo Saunders	Community Paediatrician with a special interest in Neurodisability (Caerphilly sector)
Dr Chris Woolley	Community Paediatrician with special interest in Safeguarding (Caerphilly sector)

Based at GUH

Dr Sohail Ansari Paediatric Specialty Doctor

Dr Kay Milsom..... Paediatric Specialty Doctor

Work of the Service Group

Children's Services are located managerially within the Family & Therapies Division of Aneurin Bevan University Health Board. The Children's Service Group for Aneurin Bevan University Health Board combines the acute care delivered at The Grange University Hospital with paediatric services provided in each of the five boroughs of Gwent, including Specialist Child & Adolescent Mental Health Service (CAMHS), Community Children's Nursing, and Public Health Nursing. These services collaborate closely with the aim of delivering the highest standard of care to all children.

The Divisional Director for the Family and Therapies Division is Dr Clare Lipetz, Consultant in Sexual & Reproductive Health.

General Paediatric Services

Acute services are provided at The Grange University Hospital where there is an Integrated Children's Emergency Assessment Unit comprising 16 assessment spaces with close working with ED. Adjacent to this are 6 Short Stay beds, a 2 bed Stabilisation and High Dependency area, and a 48 bed in patient unit.

Paediatric outpatient clinics operate at St Woolos Hospital, Ysbyty Ystrad Fawr, County Hospital, Chepstow Hospital, Serennu Children's Centre, Nevill Hall Hospital, and Ysbyty Aneurin Bevan Hospital. In addition selected follow up clinics are operated via Telephone and Video.

Neonatal Services

The Health Board's neonatal service centralised at The Grange University Hospital from November 2020. This is a Level 3 Unit providing full neonatal intensive care.

There are separate paediatric and neonates on-call rotas at GUH, with each Service supported by dedicated consultant, middle and junior tier doctors.

Junior Medical Staffing Paediatrics -Tier 1

This comprises Paediatric trainees ST1-3, GPSTs, Foundation 1 and 2 trainees and Advanced Nurse Practitioners. On any given day including weekends and Bank holidays there are at least 2 tier 1 colleagues working out of hours including nights. Mostly there are 3 tier 1 colleagues on long day and at least 2 on the night shifts. Each of these rotas is Working Time Directive compliant.

Community Child Health

The Community Child Health Department is part of an integrated department of Paediatrics.

There are 3 children's centres within Aneurin Bevan Health Board (Nevill Hall Children's Centre in Abergavenny, Serennu Children's Centre in Newport, and Caerphilly Children's Centre in Caerphilly). Each sector has an ISCAN (Integrated Support for Children with Additional Needs) team with participation from therapies, community paediatrics and the neurodevelopmental (ND) team. The ISCAN team acts as a single point of referral for children with developmental delay and those in whom autistic spectrum disorder (ASD) or attention deficit hyperactivity disorder (ADHD) is suspected. There are Clinical Nurse Specialists for children with additional needs.

Full therapy teams including physiotherapy, occupational therapy, speech therapy and portage are based around each children's centre. There is also access to dietetics, children epilepsy and respiratory nurse specialists. There is an established Community Children's Nursing team.

Child Protection

Community Paediatricians undertake Child Protection (Section 47 examination) from Monday to Friday in daytime hours via a rota arrangement. Child protection examination takes place in the CEAU or Paediatric Ward at The Grange University Hospital. Inpatient safeguarding is provided by acute ward-based consultants. Out of hours work is the responsibility of acute paediatricians.

There are separate arrangements for the examination of possible child sexual abuse including a monthly pan-Gwent Colposcopy Clinic held at Nevill Hall Hospital and an evolving South East Wales network for Child Sexual Abuse services based around the SARC in Cardiff.

Medical Leads for the Division

Family & Therapies Divisional Director
Associate Divisional Director
Clinical Director Paediatrics
Associate Clinical Director – Acute/General
Associate Clinical Director – Community
Clinical Director CAMHS

Ms Clare Lipetz
Dr Kavitha Pasunuru
Dr Yvette Cloete
Dr Nadeem Syed
Dr Nicola Morgan
Dr Mark Griffiths

Appendix A: Options for Portfolio Senior Clinical Fellow Posts

The post holder will be able to choose from the following specific opportunities, but we would be open to other suggestions which would then be subject to approval.

- **Medical Education:** You would be responsible for coordinating and evaluating the teaching rota for all tiers of doctors, as well as medical students in Paediatrics in ABUHB to ensure high quality coverage of the University and RCPCH Progress Curricula. We would encourage and finance a PgCert, Diploma or MSc in Medical Education (dependent on length of employment). You would have the opportunity to apply what you have learnt with the support of a mentor. You would work closely with the Education Leads for undergraduate, as well as postgraduate training in Paediatrics, and look at incorporating Zoom, Teams, Skype and other on-line platforms with our traditional didactic face to face and bedside teaching, both locally and Wales Wide. **Supervisor: Dr Bebb or Dr Cloete**
- **Simulation:** ABUHB had been running weekly multidisciplinary simulations in ED (with ED, Paediatrics, Anaesthetics nurses and doctors) for many years, demonstrating improvements in team working and patient safety as a result. We would like to expand this, and you would be involved with the organisation and evaluation of this expansion, to include the paediatric wards and other areas of the organisation, particularly as we move to the Grange University Hospital. This role could be further expanded to look at simulation curriculum across Wales if you are interested, working with the Simulation Lead to evaluate a needs assessment, develop a Faculty Development Programme and work to embed high quality simulation across the Deanery. You would be encouraged to attend Simulation conferences with study leave equivalent to trainees. **Supervisor: Dr Bebb or Dr Cloete**
- **Quality Improvement (General):** You will be able to choose your own project or work on several existing projects and spend your non-clinical time based in ABCi (Aneurin Bevan Continuing Improvement) where you will gain from the vast experience of a dynamic team of Improvers. You will receive training in Quality Improvement as well as hands on support in your QI projects. In addition to Educational and Clinical Supervisors, you will have a QI Mentor Following your QI training you will help deliver (teach) Pocket QI Days. You will be able to attend additional QI training such as Improvement Coach or Modelling depending on your interest. These days would be during your allocated time in ABCi. You will be actively involved in running the monthly QI Forum (for junior doctors and Allied Health Professionals) **Supervisor: Dr Cloete**
- **Quality Improvement (Healthier Together):** You will be responsible for overseeing the roll out of the “Healthier together” programme throughout the Health Board. This will involve adapting the information website with local links and information;

visiting the various neighbourhood care networks (NCN) in primary care to conduct teaching sessions and provide guidance on its use; and linking with midwifery, ED, across child health both medical, nursing and associated teams to update and adjust the website for use and train staff. There will also be opportunities to promote the project in public consultation forums. It is anticipated that the successful candidate will gain valuable experience in implementing and establishing new services within a Health Board as well as taking a leadership role within this post. The doctor will be mentored by one of the physicians within the post to provide guidance with the project. **Supervisor: Dr Schmidt**

- **Paediatric Emergency Medicine** You will have the opportunity to work in the new Integrated Children's Emergency Assessment Unit. You will have both an ED and Paediatric supervisor. The children's emergency assessment provides acute and emergency paediatrics on a single site for the health board area, being one of the busiest paediatric units in Wales. This will mean that you will see the full range of acute and emergency paediatrics including trauma, medical and surgical presentations. This post will give you the opportunity to build on your previous experience and develop your knowledge and skills in a dynamic, collaborative and well supported environment. There will also be the opportunity to develop clinical skills such as paediatric sedation, surgical wound repair, fracture management, resuscitation medicine (stabilisation and transfer) and trauma management as well as the traditional range of acute paediatrics. It will also be possible to develop your portfolio in terms of management, clinical effectiveness and clinical governance experience. You will be supported by a dedicated PEM consultant who would support you and prepare you for PEM grid applications or to expand your acute care repertoire. There would also be access to the wide range of specialist skills found across the emergency medicine and paediatric consultant teams. Relevant projects would be fully supported whilst in this post. **Supervisors: Dr Stafford (PEM) and Dr Cloete or Dr Bebb (Paeds)**
- **Paediatric Diabetes:** You would join a strong, established paediatric diabetes team consisting of 5 consultants, 5 PDSNs, 4 specialist dietitians, a Dietetic assistant, two psychologists and a youth worker. With clinics running most days across the county there would be ample opportunity to develop skills and become competent in the management of CYP with Type one diabetes. There is an established "moving to adults" service and we are introducing group structured education sessions for this age group as per the SEREN Connect programme (a structured education program for CYP with diabetes developed in Wales). The post holder would be encouraged to undertake the online paediatric diabetes module of the diabetes diploma run by Cardiff University. This is an online module which can be taken in isolation or as a part of post graduate adult diabetes diploma course. The module explores the different types of diabetes, development and evaluation of related strategies for education, nutritional therapy, clinical management and self-management for children and young persons with diabetes. The ABUHB Paediatric diabetes team are

part of the Wales CYP Diabetes Network – it would be anticipated that the post holder could undertake a project/ audit Wales wide on behalf of the Network. There are also quarterly Network educational meetings which the post holder would be able to attend in non-service weeks. **Supervisor: Dr Hawkes**

- **Paediatric Neurodisability:** There is also an opportunity to train in paediatric neurodisability for an interested candidate, working both in the acute service and Serennu Children's Centre. The Distance Learning course/MSc in Paediatric Neurodisability, originally under Sheffield Hallam University, is now run by BACD (British Association of Childhood Disability) in modules on a learning platform. The materials are linked with the learning outcomes and competencies for paediatric neurodisability as a subspecialty. One of the consultants is a tutor and has supervised many candidates through this course leading to MSc. We would be prepared to fund this training. It would be envisaged that support for CCT under Article 14 might be achievable for the candidate with suitable training experience and competencies over time. Clinical work would be based at Serennu Children's Centre, High Cross, Newport, where there is a partnership model of working with Sparkle charity, endorsed by Welsh Government, for the delivery of multi-agency services to support children, young people and their families where there are additional needs and disability. There is an integrated and managed system of referrals into the team with ISCAN. Specialist nurses in Paediatric Neurodisability, care co-ordinators, therapists and other agency professionals contribute to intake of referrals through established care pathways. **Supervisor: Dr Barber**

Appendix B: Provisional Job Plan

This is a provisional job plan.

This rota is EWTD compliant and will be paid at Band 2B (50%).

There will also be one long day weekend per 6 months.

Week 1

Day	Shift	Number of Hours	Hours worked
Monday	Nights	12.5	21h00 – 09h30
Tuesday	Nights	12.5	21h00 – 09h30
Wednesday	Nights	12.5	21h00 – 09h30
Thursday	Nights	12.5	21h00 – 09h30
Friday	Off	0	N/A
Saturday	Off	0	N/A
Sunday	Off	0	N/A

Week 2

Day	Shift	Number of Hours	Hours worked
Monday	Wards	8	9h00 – 17h00
Tuesday	Long Day	12.5	9h00 -21h30 OR 12h00 – 24h00
Wednesday	Long Day	12.5	9h00 -21h30 OR 12h00 – 24h00
Thursday	Portfolio	8	9h00 – 17h00
Friday	Wards	8	9h00 – 17h00
Saturday	Off	0	N/A
Sunday	Off	0	N/A

Week 3

Day	Shift	Number of Hours	Hours worked
Monday	Portfolio	8	9h00 – 17h00
Tuesday	Portfolio	8	9h00 – 17h00
Wednesday	Portfolio	8	9h00 – 17h00
Thursday	Portfolio	8	9h00 – 17h00
Friday	Nights	12.5	21h00 – 09h30
Saturday	Nights	12.5	21h00 – 09h30
Sunday	Nights	12.5	21h00 – 09h30

Week 4

Day	Shift	Number of Hours	Hours worked
Monday	Off	0	N/A
Tuesday	Off	0	N/A
Wednesday	Portfolio	8	9h00 – 17h00
Thursday	Portfolio	8	9h00 – 17h00
Friday	Portfolio	8	9h00 – 17h00
Saturday	Off	0	N/A
Sunday	Off	0	N/A

Week 5 – Based on “you said, we listened” trainees feedback response, we are hoping to improve middle grade night cover so either you would do twilight or short night. This will be discussed at the time of starting the job.

Day	Shift	Number of Hours	Hours worked
Monday	Twilight/Short night	8	16h00 – 24h00/2200 - 0500
Tuesday	Twilight/Short night	8	16h00 – 24h00/2200 - 0500
Wednesday	Twilight/Short night	8	16h00 – 24h00/2200 - 0500
Thursday	Twilight/Short night	8	16h00 – 24h00/2200 - 0500
Friday	Floater	6	11h00 – 17h00
Saturday	Off	0	N/A
Sunday	Off	0	N/A

Week 6

Day	Shift	Number of Hours	Hours worked
Monday	Off	0	N/A
Tuesday	Off	0	N/A
Wednesday	Portfolio	8	9h00 – 17h00
Thursday	Portfolio	8	9h00 – 17h00
Friday	Portfolio	8	9h00 – 17h00
Saturday	Off	0	N/A
Sunday	Off	0	N/A

Week 7

Day	Shift	Number of Hours	Hours worked
Monday	Wards	8	9h00 – 17h00
Tuesday	Wards	8	9h00 – 17h00
Wednesday	Wards	8	9h00 – 17h00
Thursday	Wards	8	9h00 – 17h00
Friday	Wards	8	9h00 – 17h00
Saturday	Off	0	N/A
Sunday	Off	0	N/A

Week 8

Day	Shift	Number of Hours	Hours worked
Monday	CEAU	8	9h00 – 17h00
Tuesday	CEAU	8	9h00 – 17h00
Wednesday	CEAU	8	9h00 – 17h00
Thursday	Portfolio	8	9h00 – 17h00
Friday	Portfolio	8	9h00 – 17h00
Saturday	Off	0	N/A
Sunday	Off	0	N/A