

Recruitment information pack



FAST FORWARD YOUR CAREER

BE PART OF A SUPPORTIVE TEAM

WORK ALONGSIDE WORLD LEADING EXPERTS



RESEARCH OPPORTUNITIES

FAST MOVING, EXCITING ENVIRONMENT

EXPERIENCE LATEST TECHNOLOGIES AND THERAPIES



WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

Imperial College Academic Health Science Centre (AHSC)

The Imperial College Academic Health Science Centre (AHSC) is a partnership between our Trust, Imperial College London, The Institute of Cancer Research (ICR), Royal Brompton & Harefield NHS Foundation Trust and The Royal Marsden NHS Foundation Trust. The partnership aims to improve the health and wellbeing of patients and populations by translating research discoveries into new therapies and techniques as rapidly as possible.

Our AHSC is focussed on preventing disease wherever possible, detecting and diagnosing diseases earlier, and developing targeted treatments for all diagnosed conditions. By working together as partners, we capitalise on the academic strengths of Imperial College London, combined with the clinical capabilities and critical mass of the NHS.

As an AHSC, all of our staff are actively encouraged to become involved with education and research alongside their clinical role. We review job plans every year and there is the potential to build in dedicated programmed activities (PAs) for education, training and research.

Imperial College London

Imperial College London is one of the world's leading universities. The College's 17,000 students and 8,000 staff are expanding the frontiers of knowledge in science, medicine, engineering and business, and translating their discoveries into benefits for our society.

Founded in 1907, Imperial builds on a distinguished past – having pioneered penicillin, holography and fibre optics – to shape the future. Imperial researchers work across disciplines to improve health and wellbeing, understand the natural world, engineer novel solutions and lead the data revolution. This blend of academic excellence and its real-world

application feeds into Imperial's exceptional learning environment, where students participate in research to push the limits of their degrees.

OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

OUR HOSPITALS

Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

Charing Cross Hospital, Hammersmith

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

Hammersmith Hospital, Acton

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

Queen Charlotte's & Chelsea Hospital, Acton

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

St Mary's Hospital, Paddington

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

Western Eye, Marylebone

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

Reach your potential in hospitals that make history

Charing Cross | Hammersmith | St Mary's |
Queen Charlotte's & Chelsea | Western Eye

WHY JOIN US?

Reach your potential through outstanding learning and development opportunities

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

Experience the rich heritage of hospitals that have made history

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

Draw on huge expertise as part of a strong international community

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our Make a Difference recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

Conduct research here

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

Access brilliant benefits and enjoy a new social life

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

JOB DESCRIPTION

Job title	Locum consultant in Paediatric Allergy
Director/ department	Kingi Aminu
Division	West London Children's Hospital
Main site of activity	St Mary's Hospital
Responsible to	Clinical Director
Accountable to	Divisional Director for West London Children's Hospital
On call: call frequency and details of supplements	No on-calls

Background to the post

Imperial College Healthcare NHS Trust are inviting applications for a **fixed term 1 PA Consultant Paediatric Allergist** from **April 2024 for 1 year**. This is an exciting opportunity to join our multi-disciplinary clinical and academic paediatric allergy team in a new role with a focus on the delivery of translational paediatric allergy, including food allergy treatments within our service.

The Imperial Paediatric Allergy & Immunology Service is one of the leading Specialist units in the United Kingdom. It is the lead Allergy Centre for the North-West London Allergy Network. Our highly specialised multidisciplinary team (including 11 consultants in addition to a team of specialist nurses, dietitians and clinical psychologist) provide tertiary level care to over 5500 children with complex allergic disease.

The post will form part of the expanded paediatric allergy services within the newly formed West-London's Children's Hospital (WLCH).

The Department is an integral part of the Imperial College Academic Health Sciences Centre, and Biomedical Research Centres. The service has a highly active research programme with an expanding academic team, led by Professor Adnan Custovic, Professor of Allergy.

We are committed to developing our services in ways that best suit the needs for our patients. The successful candidate will therefore need to be flexible, as we look at

new ways to deliver the service. You must be fully registered with the GMC and hold a licence to Practice and be on the Specialist Register or be within 6 months of attaining your CCT, or equivalent at interview stage.

3.1 Job purpose

3.2 The work of the department

The Children's team at ICHNT is a very busy group working to serve both local children and those with specialist needs from further afield. Our practice follows the tenets of the children's National Service Framework and we aim to offer the best possible holistic services to infants, children, and young people whether they are acutely ill or living with a chronic disease

3.3 Service activity

A very wide range of specialist and general services for children is available at ICHNT. Paediatrics exists as a hospital within the wider hospital designed to treat and support sick children and their families. Overall, there are 8,500 admissions to the paediatric wards per year, and the average length of stay is 2.5 days. Nearly 50,000 children attend paediatric outpatient's clinics per year, with more than 100 different types of paediatric clinics per month. 26,000 children are seen in paediatric A+E per year, and more than 350 children are admitted to the Paediatric Intensive Care Unit (PICU) per year. Across sites, there are 9500 deliveries per year, and the Imperial Neonatal Service has a level 3 NICU (Queen Charlotte's) and a level 2 unit (St Mary's) with 45 cots.

The PICU has an international reputation for the management of severe sepsis in children; the Family HIV Clinic has an international reputation as an excellent model of care for paediatric HIV; the Allergy service has an international reputation for the management of severely atopic children. The Imperial Neonatal Service has an international reputation for brain research. It is the regional centre for brain cooling for asphyxia, and for extreme premature babies.

The Paediatric A&E department is located adjacent to the Adult A&E department at St Mary's. St Mary's is the designated Major Trauma site for North West London, including both adults and children. The St Mary's paediatric wards are located on the 6th and 7th floors of the Queen Elizabeth the Queen Mother (QEQM) building and currently comprise 4 wards, including the PICU, and the Paediatric Allergy Day Unit. The paediatric wards are served by an internet linked schoolroom with an excellent team of hospital teachers. The paediatric outpatient department and the paediatric Haematology day unit are located on the 6th floor. Play facilities and play specialists are allocated to each ward and to the Paediatric OPD department. There is a high-quality paediatric phlebotomy team. Paediatrics is supported by an excellent pharmacy team led by Penny Fletcher as well as therapies team (physiotherapy lead – Rebecca Biggs; Dietetics – Katie Elwig; OT – Beverly Hicks). At the Hammersmith, site care for children and young people is provided on the David Harvey Unit, an outpatient and ambulatory care facility, which also offers follow-up for infants discharged from the Neonatal Intensive Care Unit.

Paediatric Allergy –

The Paediatric Allergy Department is one of the largest tertiary referral centres in Europe. Over 6000 allergic children are seen in the allergy outpatient clinics each year and the service offers an additional >3000 day case procedures. This multi-disciplinary team led by Dr Leanne Goh is one of the few centres in the UK and Europe to provide a comprehensive multidisciplinary service to children with allergic and respiratory disease. The team has experience in treating complex, severe multi-system allergic disease. Patients and their families benefit from a holistic, multidisciplinary team approach, which emphasises education and empowerment of patients, parents, and carers.

Specialist interests include allergy prevention, anaphylaxis, multiple food allergy, drug and latex allergy, chronic urticaria, severe asthma, rhinoconjunctivitis, gastrointestinal allergy and severe eczema. There is an active challenge and immunotherapy service. Children with complex severe multisystem disease (usually severe eczema, gut disease, multiple food allergies and respiratory allergies) are managed in a multidisciplinary ambulatory care setting.

Strong multidisciplinary links with shared care exist between the team and the paediatric gastroenterologists at Chelsea & Westminster as well as the severe asthma team at the Royal Brompton Hospital. Specific allergy adolescent clinics are held regularly and there is close working with the adult allergy team.

The clinical service is closely aligned to the Academic Department of Paediatrics with an active research programme and has excellent links with intensive care, infectious diseases and dermatology. Food challenges and immunotherapy are carried out on the dedicated Paediatric Allergy Day Unit (6th Floor QEQM), which has its own team leading these investigations.

The team delivers a large number of outpatient clinics covering the whole spectrum of allergic diseases in childhood. Part of these clinics are nurse-led and dietitian-led, with consultant supervision. Outpatient clinics since March 2020 have been delivered by both face-to-face consultation and also virtual platforms, such a video and telephone consultation. This is supported by well set up VPN linked access for remote working when required. Dedicated clinics for complex multisystem allergic disease, complex drug allergy, allergen specific immunotherapy and allergic gastrointestinal disease are available on a weekly basis. Adolescent transition clinics, complex multidisciplinary clinics on difficult asthma, difficult feeding, difficult atopic dermatitis, difficult allergic gut disease, along with Paediatric Respiratory, Dietetic, Gastroenterology and Dermatology Consultant, as well as safeguarding supervision sessions are run on a monthly basis.

The post holder will deliver allergy clinics, and will supervise junior/middle grade doctors, nurse and dietitian-led clinics where required. The post holder will also supervise allergy nurses and junior/middle grade doctors undertaking food challenges, drug challenges, allergen immunotherapy to inhalant and venom allergens, monoclonal antibody treatment of allergic disease, intradermal skin testing,

and they will deal with Inpatient and Accident and Emergency department referrals for allergic problems.

Multidisciplinary meetings with a focus on complex case discussion are held on a weekly basis. Meetings with allergy doctors and allied healthcare professionals within the North West London Allergy network led by Imperial College NHS are held every 2 months. The post holder will be encouraged to take an active role in these meetings including delivering presentations on chosen topics or cases. The clinical service has a very active care quality improvement programme aiming at improving patient outcomes. Several initiatives focus on enhancing efficiency, increasing consistency in practice and optimizing patients' pathways within the Department. The service is undergoing reconfiguration and review of models of care, service delivery and pathways and guidelines as a team-based process in which the post holder will be encouraged to participate.

The post holder will be encouraged to become involved with audit, service development and quality improvement activities. These activities extend into the strategic planning of allergy services for children and young people across the North West London Sector and the newly established West London Children's Hospital. This offers exciting opportunities for integrating allergy care across the sector and the postholder will be expected to actively contribute to these processes. Active participation in allergy translational research studies is also encouraged.

3.4 Clinical staffing (to include key research/practice interests)

Consultants

Paediatric Allergy, Immunology and Respiratory Medicine

Dr Leanne Goh, Consultant in Paediatric Allergy (Clinical Lead)

Dr Sharon Hall, Consultant in Paediatric Allergy

Dr Claudia Gore, Consultant in Paediatric Allergy (Deputy Clinical Lead; Lead for Adolescent Allergy)

Dr Helen Cox, Consultant in Paediatrics and Paediatric Allergy

Dr Robert Boyle, Reader/Consultant in Paediatric Allergy

Dr Marta Vazquez-Ortiz, Consultant in Paediatric Allergy

Dr Paul Turner, Reader/Consultant in Paediatric Allergy

Dr Nandinee Patel, Consultant in Paediatric Allergy

Professor Adnan Custovic, Professor of Allergy/Consultant in Paediatric Allergy

Dr Erika Harnik, Consultant in Paediatric Allergy

Dr Abbas Khakoo, Consultant Paediatrician with special interest in Allergy

Dr Umasunthar Thisanayagam, Consultant Paediatrician with special interest in Allergy

Paediatric Haematology and Bone Marrow Transplantation

Dr Leena Karnik, Consultant Paediatric Haematologist (Clinical Lead and Lead for Education)

Dr Josu de la Fuente, Consultant Paediatric Haematologist (Director BMT Programme, Lead for Transfusion)

Dr Kirstin Lund, Consultant Paediatric Haematologist, Lead for Haemoglobinopathies

Dr Toni Petterson, Locum Consultant Paediatric Oncologist with special interest in haematology, Lead for paediatric oncology

Dr Nichola Cooper, Consultant Haematologist (ITP and coagulation)

Dr Adam Gassas Consultant in Paediatric Haematology

Infectious Diseases

Dr Hermione Lyall, Consultant in Paediatric Infectious Diseases (Clinical Lead)

Beate Kampmann, Professor in Paediatric Infection, Immunity & International Child Health

Dr Shunmay Yeung Consultant in Paediatric Infectious Diseases and Senior Lecturer LSHTM

Dr Caroline Foster, Consultant in Adolescent HIV (locum)

Dr Aubrey Cunnington, senior lecturer and Consultant in Paediatric Infectious Diseases

Dr Jethro Herberg, senior lecturer and consultant in Paediatric Infectious Diseases

Dr Elizabeth Whittaker, senior lecturer and Consultant in Paediatric Infectious Diseases

Dr Charlene Rodrigues, Consultant in Paediatric Infectious Diseases

Dr Felicity Fitzgerald, Consultant in Paediatric Infectious Diseases

Dr Aisleen Bennett, Consultant in Paediatric Infectious Diseases

General Paediatrics and Community Child Health

Dr Mike Coren, Consultant General Paediatrician

Dr Mando Watson, Consultant Paediatrician with an interest in Ambulatory Care

Dr Beena Amin, Consultant Paediatrician with an Interest in renal Medicine, (Clinical Lead of General and Community Paediatrics)

Dr Nelly Ninis, Consultant Paediatrician Dr Tagore Charles, Consultant Paediatrician

Dr Robert Klaber, Consultant Paediatrician

Dr Zainab Awan, Consultant Paediatrician

Dr Sharon Jheeta, Consultant Paediatrician

Dr Nicky Coote, Consultant Paediatrician with an interest in Ambulatory Care

Dr Susanne Keane, Consultant Paediatrician with an interest in Ambulatory Care

Dr Dayo Ajayi-Obe, Consultant Paediatrician with an interest in Ambulatory Care

Dr Beena Amin, Consultant Paediatrician with an interest in renal medicine

Dr Caroline Scott-Lang, Consultant Paediatrician

Dr Stefan Studnik, Consultant Paediatrician, Community Child Health and Communication Disorders

Dr Sunil Pullaperuma, Consultant Paediatrician, Community Child Health and Neurodisability

Dr Chandrayee Sengupta, Consultant Paediatrician, Community Child Health and Looked After Children

Dr Samir Wassouf, Associate specialist in paediatrics with an interest in diabetes

Dr Katie Malbon Consultant paediatrician, with an interest in adolescent medicine and Trust Lead for Adolescent Care

Paediatric Intensive Care

Simon Nadel, Professor of Paediatric Intensive Care

Dr Mehrengise Cooper, Consultant in Paediatric Intensive Care

Dr Sabeena Qureshi, Consultant in Paediatric Intensive Care (50% PICU, & 50% Anaesthetics)

Dr Ruchi Sinha Kumar, Consultant in Paediatric Intensive Care

Dr Padmanabhan Ramnarayan, Consultant in Paediatric Intensive Care

Dr Thomas Bycroft, Consultant in Paediatric Intensive Care, Specialties Lead WLCH

Dr Rebecca Mitting, Consultant in Paediatric Intensive Care

Dr Aida Lopez Pedro, Locum Consultant in Paediatric Intensive Care

Dr Federico Minen, Locum Consultant in Paediatric Intensive Care

Paediatric Nephrology

Dr Sandra Subtil, Consultant Paediatric Nephrologist

Paediatric and Neonatal Neurology

Dr Leena Mewasingh, Consultant Paediatric Neurologist

Dr Sushil Beri, Consultant Paediatric Neurologist (Clinical Lead)

Dr Nigel Basheer, Consultant Neonatal Neurologist

Neonatology

Dr Lidia Tyszczyk, Consultant in Neonatal Medicine (Head of Specialty)

Dr Sunit Godambe, Consultant in Neonatal Medicine

Dr Sudhin Thayyil, Senior Lecturer, and research lead for neonatology

Dr Geraldine Ng, Consultant in Neonatal Medicine

Dr Emma Porter, Consultant in Neonatal Medicine

Dr Aniko Deierl, Consultant in Neonatal Medicine

Dr Jenny Ziprin, Consultant in Neonatal Medicine

Dr Gaurav Atreja, Consultant in Neonatal Medicine

Dr Jayanta Banerjee, Consultant in Neonatal Medicine

Dr Badr Chaban Consultant in Neonatal Medicine
Dr Sam Duffield Consultant in Neonatal Medicine (locum)
Dr Ujwal Kariholu Consultant in Neonatal Medicine
Dr Sundar Sathiyamurthy Consultant in Neonatal Medicine
Dr Vijayakumar Shivamurthappa Consultant in Neonatal Medicine
Dr Ravi Swamy Consultant in Neonatal Medicine
Dr Sanja Zivanovic Consultant in Neonatal Medicine

Paediatric Surgery

Mr Munther Haddad, Consultant Paediatric Surgeon
Ms Nisha Rahman, Consultant Paediatric Surgeon / Paediatric Urologist
Mr Sanjiv Agarwal, Consultant Adult & Paediatric Urologist
Mr Shamshad Syed, specialty general surgeon (FRCS) with responsibility for paediatric trauma
Mr Nick Alexander, Consultant Paediatric Surgeon (Clinical Lead)
Miss Clare Rees, Consultant Paediatric Surgeon

Child Psychiatry

Dr Matthew Hodes, Consultant Child Psychiatrist
Dr Celia McElwee, Consultant Child Psychiatrist
Dr Tessa Leverton, Consultant Child Psychiatrist

Paediatric Orthopaedic Surgery

Mr Khaled Sarraf

Paediatric ENT Surgery

Mr Taghi Ali
Mr Neil Tolley
Mr Mathew Rollins

Paediatric Dermatology

Dr Caroline Hewitt
Dr Isha Narang

Paediatric Ophthalmology

Professor C Bentley

Dr Siobhan Wren

Paediatric Audiology

Dr Bernie Borgstein, Consultant Paediatric Audiologist

Dr Mohammad Hariri, Consultant Adult & Paediatric Audiologist

Paediatric Emergency Medicine

Ian Maconochie, Professor of Paediatric Emergency Medicine

Dr Rebecca Salter, Consultant in Paediatric Emergency Medicine

Dr Francesca Cleugh, Consultant in Paediatric Emergency Medicine

Dr Neil Thompson, Consultant in Paediatric Emergency Medicine

Paediatric Radiology

Dr Jo Danin

Dr Afshin Alavi

Dr MayAi Seah

Dr Erika Kashef (interventional)

Dr Rob Thomas (interventional)

Clinical Genetics

Consultant Clinical Geneticist, based at The Kennedy Galton Genetics Centre, Northwick Park Hospital

Paediatric Anaesthesia

Dr Sanjay Gautama

Dr Mark Sacks

Dr Virin Sidhu

Dr Mark Kenny

Dr Sabeena Qureshi (50% PICU)

Dr Justine Lowe

Dr Glenn Arnold

Dr. Mark Catolico

Reach your potential in hospitals that make history

Charing Cross | Hammersmith | St Mary's |
Queen Charlotte's & Chelsea | Western Eye

Dr. Rose Dhesai

Paediatric Pharmacy

Penny Fletcher – Lead Paediatric Pharmacist

Paediatric Dietician

Catherine Elwig – Designated Paediatric Renal Dietician

Justine Dempsey – Senior Paediatric Allergy Dietitian

Sam Blamires – Senior Paediatric Allergy Dietitian

Aisling Phelan – Senior Paediatric Allergy Dietitian

Paediatric Therapies

Rebecca Biggs – physiotherapy lead

Beverley Hicks – occupational therapy

Sandra Grosso – speech and language therapy lead

Paediatric Nurses

Michael Abdou – Head of Nursing, Children's Services

Jeremy Weber – Lead Nurse, Children's Services

Rachel Griffin – Matron in Paediatric Allergy

Other Medical Staff

General, Paediatric A&E and Specialist Paediatrics

4 Specialist Registrars

1 Lecturer in Paediatric Infectious Diseases

2 Specialist Registrars in Paediatric Infectious Diseases

1 Senior Clinical Fellow in Paediatric Allergy

1 Specialist Registrar in Paediatric Allergy

4 Specialist Registrars in Paediatric A&E

5 10 SHOs

6 3 RMOs (Paediatric A&E)

PICU

5 Specialist Registrars

5 WTE Intensive Care Fellows

1 Research Fellow

5 SHOs

3 Neonatal Unit at SMH

8 Specialist Registrars (ST4-9)

7 SHOs (ST2-3)

Neonatal Unit at QCCH

13 WTE Middle Grade Doctors (ST6-9)

14 WTE SHOs (ST2-3)

Paediatric Surgery

Paediatric surgical house officer post

Community Staff

2 posts of 0.5 WTE associate specialists

1 staff grade

1 Specialist Registrar in Neurodisability

Junior Medical Staff

The Paediatric Allergy department is supported by a Paediatric Allergy GRID/SPIN trainee (1WTE) and a Clinical Fellow in Paediatric Allergy (1WTE). Both members of staff provide cover for paediatric Allergy as well as general Paediatrics. The paediatric department (excluding neonatology) is supported by 50 paediatric trainees. St Mary's Paediatrics offers specialist training, including national grid posts (in Emergency Medicine, Allergy, Infectious Diseases, Neonatology and Neurodisability and in PICU), Academic Clinical Fellows and Clinical Lecturers, Fellows in Integrated Care and Foundation Training. General / Speciality Paediatrics runs a 1 in 16 middle grade rota and a 1 in 12 SHO level rota. There are separate rotas for PICU, Emergency Medicine, Haematology and Neonatology.

7.3 Research activities

We believe that the care for our patients can be further improved through the outputs of an active research program with a translational focus. ICHNT paediatric research activities are currently based within three Divisions of Imperial College's Faculty of Medicine: Clinical Sciences; Medicine; and Surgery, Anaesthetics and Intensive Care. There is a broad spectrum of research, "from the bench to the bedside", with a particular emphasis on the application of novel scientific technologies to questions relating to the pathogenesis of disease and developing new approaches to treatment.

At ICHT paediatrics has for many years been among the academic leading disciplines in clinical and translational research. Professor John Warner opened the first specialised Paediatric Research Unit (PRU) at ICHT in 2007. Excellent research opportunities and collaborations are available throughout the Trust and with Imperial College. A number of competitive funding opportunities can be accessed via the Biomedical Research Centre, the Trust Research Committee and from NIHR. In

addition there are opportunities for research funding from the Medical Research Council, BBSRC, the Wellcome Trust and other medical charities. There is an extensive programme of postgraduate teaching, comprising taught courses, short courses and supervised higher degree students.

The Paediatric Allergy Department has a very active research portfolio led by Prof Adnan Custovic. Dr Robert Boyle, Dr Paul Turner, Dr Nadinee Patel, Dr Claudia Gore, and Dr Marta Vazquez-Ortiz actively contribute to research in the Department as PIs in a number of studies. Ongoing research focuses on biomechanisms underpinning severe allergic reactions, food immunotherapy, early prevention of atopic dermatitis and food allergy, improved diagnostics in food protein-induced enterocolitis syndrome, temperature controlled laminar flow device for severe multisystem allergic disease, as well as allergic disease phenotyping. The post holder will be encouraged to foster links between the clinical and research teams to ensure effective collaborations.

7.4 Teaching activities

We provide an enthusiastic environment for life-long learning, with major commitments to both post-graduate and under-graduate teaching. Postgraduate training is strongly supported, with protected time for weekly education afternoons, and we hold an excellent track record in helping trainees pass MRCPCH Clinical exams. We are the Lead Provider for post-graduate medical education for Paediatric ST1-5 trainees in NW London. Dr Ruchi Sinha leads the Paediatric Simulation Training team at ICHNT, with dedicated teaching space embedded within the in-patient unit. Dr Mehrengise Cooper leads on Education for our Division, Dr Caroline Scott-Lang is Unit Training Lead for Paediatrics and Dr Jay Banerjee for Neonatology. Taught courses include a modular PG Cert / MSc in Paediatrics and in Allergy. Many ICHNT faculty members hold roles within the London Speciality School of Paediatrics.

We are one of the main core training sites for Imperial College 5th Year medical students studying Paediatrics, with responsibility for over 150 students each year, plus Specialty Choice Module final year students and elective students. Dr Tom Bycroft and Dr Jay Banerjee are the co-Directors of the Undergraduate Paediatric programme and ensures that all our faculty play a role in teaching and assessment of students.

The service works in collaboration with the RCPCH College Tutor for ICHT in developing teaching programmes for trainees and provides input to the International Fellow Training Programmes. The post holder will be involved in developing and maintaining education and training undergraduate and postgraduate medical trainees at ICHT, as well as taking a role within the Regional LETB and Deanery Led Teaching. The post-holder will have the opportunity to be an educational supervisor for trainees – the allergy department is supported by a GRID/SPIN trainee and a clinical fellow.

The Paediatric Allergy Team is actively involved in delivering teaching and training as core faculty of the Allergy Postgraduate Programme (PGCert, PGDip, MSc) led by Dr

Marta Vazquez-Ortiz, as well as in the intercalated BSc and undergraduate medical curriculum at Imperial College. The post holder will be encouraged to actively participate in this teaching and will be invited to contribute in their own areas of expertise.

4 Key stakeholders

The Paediatric Clinical Allergy team links very closely with services from other divisions' which also treat children including: Paediatric Gastroenterology, Dermatology, Accident and Emergency, Respiratory, Paediatric ENT, Ophthalmology, Infectious Diseases and Radiology. Close links exist with adult Allergy, Respiratory and Dermatology, and other services. Adolescent transition of young people with complex allergies has a very well-developed pathway, led by Dr Claudia Gore and the designated adult allergy lead, Dr Cecilia Trigg. The service is the leading centre for the Northwest London Allergy Network led by Dr Sharon Hall. Regular meetings are held with the Network colleagues, and pathways and protocols are shared. The post holder will be expected to contribute to further development and strengthening of the network. The post holder will be expected to contribute to the strategic development of integrated allergy care within the West London Children's Alliance in the context of increased collaborative working in the sector.

5 Key areas of responsibilities

- **Provide high quality care to patients in Paediatric Allergy**

The post holder must be medically qualified and maintain GMC specialist registration.

- To develop and maintain the competencies required to carry out the duties required of the post.
- To ensure prompt attendance at agreed direct clinical care programmed activities.
- To ensure patients are involved in decisions about their care and to respond to their views.

The post should be of interest to any suitably qualified applicant holding or within 6 months of obtaining CCT in Paediatric Allergy or equivalent qualification and experience. Allowing for a degree of flexibility according to the skills of the successful applicant, the duties will consist of the following:

- The post holder will be expected to contribute to maintaining an effective and efficient multidisciplinary, secondary and tertiary health care team in Paediatric Allergy. They must provide clear standards and encourage high quality care, which reflects nationally accepted best practice.
- The post holder will be expected to promote integration and provide links between primary, secondary and tertiary care to provide a seamless service for children and their families.
- The post holder will contribute to the provision of allergy services on the Hammersmith site and provide services there as well as at St Mary's. They will liaise closely with the lead for the Allergy Service (Dr Leanne Goh).
- The post holder will be expected to offer professional advice to the Trust, local authorities, PCTs and other commissioners.

Clinical

The postholder will be required to have experience in the management of complex, multisystem allergic disease.

Clinical activity will be largely outpatient and day case based, with in-reach to other specialties as required. There will be no on-call commitment.

Clinical work will include:

- General paediatric allergy clinics
- Complex, holistic multidisciplinary day case service (ambulatory care model; avoiding admission).
- Supervision of daycase procedures (food/drug challenges; immunotherapy; other diagnostics).
- Supervision and delivery of integrated allergy clinics (across sites, HH & SMH)

The postholder will deliver 1 general allergy clinic per week; clinics are held on the St Mary's Hospital and Hammersmith Hospital sites

- The postholder will provide consultant cover for the day-case unit (food/drug challenges, Immunotherapy/biologics)
- Supervision and delivery of integrated allergy clinics (across sites, HH & SMH)
- The post holder will be expected to undertake the administrative duties associated with the care of their patients and running of their clinical work. An office with PC, intra and internet access and secretarial support will be provided. The post holder will also be required to take part in an annual appraisal. Job planning review is undertaken by the Specialty Lead and/or Head for Paediatric Specialities.
- The post holder will maintain a level of continuing professional development consistent with the recommendations of the Royal College of Paediatrics and Child Health. Appropriate arrangements for study leave will be made in conjunction with colleagues. The Trust supports CPD and funds are made available for this.
- The post holder would be expected to participate in all relevant aspects of clinical governance, including maintaining up to date protocols, guidelines and clinical audit, and contributing to the different national and international accreditation processes in conjunction with the other consultants in the service. The post holder will also be expected to undertake administrative duties as shall from time to time be delegated to them by the Trust Board, its senior officers and the Director, Chief of Service and Clinical Leads of the Women and Children's CPG.
- The post will be fully compliant for GMC requirements for revalidation.

Research, teaching and training

- The post holder will be expected and supported to develop and/or contribute to research initiatives, appropriate to previous experience and complementary to those programmes that exist within the wider research framework of the Directorate and Trust. Excellent research opportunities are available throughout the Trust and with Imperial College. A number of funding opportunities are available from the Biomedical Research Centre, the Trust Research Committee and from NIHR. In addition there are opportunities for research funding from the Medical Research Council, BBSRC, the Wellcome Trust and other medical charities.
- The Paediatric Allergy Team is highly committed to education and teaching at undergraduate and postgraduate level.

Performance management

To work with medical, nursing and managerial colleagues to ensure high performance in the following areas:

- Clinical efficiency e.g. LOS reductions, reducing cancelled appointments and DNA rates.
- Quality of outcomes e.g. infection control targets, reducing re-admission rates
- Financial management e.g. identification, implementation and achievement of cost improvement programmes and participating in efforts to ensure services are provided cost effectively e.g. managing locum agency spend, monitoring and managing the drug budget to target, ensuring accuracy of clinical data for the team
- Operational efficiency e.g. day-case rates, waiting list activity and demand management.
- Translational paediatric allergy

Medical staff management

- To work with colleagues to ensure junior doctors' hours are compliant in line with EWTD and New Deal.
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
- To participate in the recruitment of junior medical staff as delegated by the divisional director or clinical director.
- To participate in team objective setting as part of the annual job planning cycle.
- To be responsible for the annual appraisal of all doctors in training, Trust doctors and non-consultant grades as delegated by the divisional director, clinical director or general manager.

Governance

- To review clinical outcomes in designated area using external benchmarking data where appropriate, to identify and advise variances to the divisional director or clinical director.
- To participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented.
- To work closely with the directorate, patient and public involvement panels in relation to clinical and services developments as delegated by the divisional director/clinical director
- To participate in ensuring NICE requirements are reviewed and implemented and monitored in the speciality areas.
- To ensure clinical guidelines and protocols are adhered to by junior medical staff and updated on a regular basis.
- To keep fully informed about best practice in the speciality areas and ensure implications for practice changes are discussed with the divisional director/clinical director
- To role model good practice for infection control to all members of the multidisciplinary team.

Strategy and business planning

- To participate in the business planning and objective setting process for the directorate and Trust where appropriate.

- To represent the Trust at appropriate clinical networks/other external clinical meetings, as delegated by the divisional director/clinical director.

Leadership and team working

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams, the Trust and when participating in national initiatives.
- To work collaboratively with all members of the multi-disciplinary team and Imperial College London as required.
- To chair regular meetings for the specialties.
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
- To adhere to Trust/departmental guidelines on leave including reporting absence.

6 Research opportunities

The Division has an established research committee with the objective to encourage and support the development of research activity by all members of staff. The ICHT is the NIHR's largest comprehensive Biomedical Research Centre and is disbursing significant grant funding to research- active staff with scientifically competitive proposals. Support is available to aid preparation of applications both to the BRC and externally. Research mentorship is available from the senior academic Paediatricians to all levels of the team.

Attention is drawn to the Children's Clinical Research Facility (CCRF) which offers a safe and attractive facility for clinical research participants. Expertise is available in the unit to aid the development of research protocols to ensure all tenets of research governance are met.

The post holder will be expected and supported to develop research initiatives, appropriate to previous experience and complementary to those programmes that exist within the wider research framework of the directorate and Trust.

Excellent research opportunities are available throughout the Trust and with Imperial College London. A number of funding opportunities are available from the Biomedical Research Centre, the Trust Research Committee and from NIHR. In addition, there are opportunities for research funding from the Medical Research Council, BBSRC, the Wellcome Trust and other medical charities.

An honorary academic appointment with Imperial College Faculty of Medicine will be offered if research and/or teaching is undertaken.

The Trust supports and has facilitated a large number of honorary academic appointments with Imperial College Faculty of Medicine. Opportunities should be discussed with the divisional director.

• Teaching opportunities

The Paediatric Team is highly committed to education and teaching. The internationally renowned allergy MSc programme is significantly supported by the Consultant Team and presents an excellent opportunity to contribute to training the allergists of the future.

The Paediatric Allergy Team is highly committed to teaching and will be expected to participate in the following activities:

The post holder will contribute to undergraduate teaching:

- During weekly MDT and during clinic when supervising
- As a PACES examiner for one student 1:1 at the end of each rotation, and for a day at the end of each academic year

The post holder will contribute to postgraduate teaching:

- As a Clinical Supervisor
- By providing ward-based teaching for MRCPCH etc
- Lecturing in relevant modules of the taught courses leading to PG Cert / MSc in Paediatrics
- Lecturing in modules of the taught courses leading to PG Cert / MSc in Allergy

The post holder will provide teaching for other professional groups to promote stronger integrated care for children across primary, secondary and tertiary services:

- E.g.: community nurses; general practitioners, health visitors, community midwives etc
- Running an annual Paediatric Allergy update day for our Network centres regionally / nationally

8 Administrative duties Add in specific requirements for the post

The post holder will be expected to undertake the administrative duties associated with the care of their patients and the running of their clinical work ensuring proper documentation and prompt communication with all relevant agencies. The post holder will be expected to undertake administrative duties as shall from time to time be delegated to them by the Divisional board, its senior officers and the Chief of Service, Divisional director.

9 Job plan

A formal job plan will be agreed between the appointee and divisional director, on behalf of the medical Director, this is not designed to be exhaustive.

The post holder and divisional director/ chief of service will review the job plan annually in line with the provisions in schedule 3 of the terms and conditions. Either may propose amendment of the job plan.

Programmed activities (PA's)

Individual Job Plan

The following is provisional and will be clarified and the timetable finalised in conjunction with colleagues once the post holder is in place.

Direct Clinical Care: 1 PA

Supporting Professional Activities: 0 PA

Total: 1 PA

This job plan will be delivered on an annualised basis, assuming a 42-week working year

Outline timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
AM				F2F Clinic	
PM				Complex Allergy MDT	

*Note: The day of face to face clinics may change due to room availability.

Regular meetings: There is a weekly paediatric grand round, weekly paediatric Haematology radiology meeting, weekly academic infectious diseases and PICU grand round, weekly journal club, weekly antibiotic stewardship round, weekly neonatal grand round. The department also runs many educational meetings for consultants and junior and other multi-disciplinary staff and the successful applicant would be expected to participate in these.

Leave: leave will be taken in liaison with colleagues to maintain service cover.

10 Administrative/secretarial support:

The Post holder will be supported by shared secretarial and administration support.

11 Office facilities

The post holder will have office facilities and computer access at St Mary's, as appropriate. The Trust provides comprehensive Internet access and IT support.

Interested applicants are invited to contact Dr Leanne Goh, Clinical Lead via email on leannegoh@nhs.net

PERSON SPECIFICATION

Job title	Directorate/ department	Division director	Clinical director
Consultant in Paediatric Allergy	West London Children's Hospital	Kingi Aminu	Thomas Bycroft

Criteria relevant to the role	Essential	Desirable

Education/ qualifications	On GMC's register with a Licence to Practice or eligible to apply for GMC registration and a Licence to Practice	
Higher qualifications	On GMC's Specialist Register or within six months of being admitted to the register by the date of the interviews or eligible for specialist registration Appropriate Royal College Membership Higher level degree, eg MSc	PhD in Allergy relevant area
Knowledge/skills Clinical expertise in Specialty/sub specialty	Clinical experience in secondary care level paediatric allergy care, transition/adolescent allergy and integrated clinical networks IT Skills and computer literacy Strong expertise in holistic biopsychosocial approach to patients	Experience in working within tertiary paediatric allergy
Leadership/ management skills	Leadership position in safeguarding Able to take responsibility, show leadership, make decisions, exert appropriate authority Have proven skills in leading, motivating, developing and managing the performance of colleagues. Knowledge of finance/budgets Management of staff	
Teaching and training	Experience of teaching and training undergraduates/postgraduates and junior medical staff	
Audit	Understanding of principles of clinical audit	
Academic achievements including research/publications	Evidence of achievement appropriate to appointment at consultant level at Imperial College Healthcare NHS Trust	

Language	Able to speak and write English to the appropriate standard necessary to fulfil the job requirements	
Interpersonal skills	<p>Excellent written and spoken communications, ability to build rapport, work with others, persuade and negotiate</p> <p>Empathy, understanding, listening skills, patience, social skills appropriate to different types of client</p> <p>Able to change and adapt, respond to changing circumstances and to cope with setbacks or pressure</p> <p>Able to work as part of a team</p>	
Probity	<p>Honesty, integrity, appreciation of ethical dilemmas.</p> <p>Must be able to demonstrate and model the key Trust values of kind, expert, collaborative and aspirational</p>	
Physical requirements	Occupational health clearance for the role specified	

Additional information

1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

2. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

3. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

4. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

5. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. [Find out more about the Disclosure & Barring Service](#). Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

6. Professional registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that profession. Proof of registration must be produced on appointment and at any time subsequently on request.

7. Work visa/ permits/Leave to remain

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

8. Conflict of interests

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust while you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

9. Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control

team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Flu vaccination – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

10. No smoking

The Trust operates a smoke free policy.

11. Professional association/trade union membership

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.