

ALDER HEY CHILDREN'S NHS FOUNDATION TRUST

JOB DESCRIPTION

Post:	Locum Consultant in Paediatric Neurosurgery
Hours:	10 Programmed Activities
Accountable to:	Director Surgical Division
Reports to:	Clinical Director for Neurosurgery

ROLE SUMMARY

This is a locum (10 PA) post, based at Alder Hey Children's NHS Foundation Trust in the department of paediatric Neurosurgery with a view to giving the candidate an opportunity to develop a subspecialty interest. The successful applicant would join a team of 6 Consultants at Alder Hey; and would become part of a 1 in 6 on-call rota.

The post-holder will report through the Clinical Lead to the Chief Executive with professional support from the Divisional Director.

MAIN DUTIES AND RESPONSIBILITIES

Duties

Clinical

The post holder will be part of the paediatric neurosurgery department. It is envisaged that this post will attract 10 programmed activities per week (8.5 PA direct clinical care and 1.5 PA supporting professional activities) As per Trust Policy for new consultants increases beyond 1.5 SPA, in respect of appropriate activities can be negotiated by mutual agreement following annual job planning reviews.

Teaching & Academic role

Participate in the teaching and training of undergraduates and postgraduates.
Develop research interests in their area of interest and expertise.

Managerial responsibilities

Supervise junior staff.
Participate in departmental meetings related to strategic planning.
Take an active role in service review and development.

CPD, Audit & Clinical Governance

Participate in CPD activity for which financial support is available.

Initiate and undertake appropriate audits as required within the department.

Take part in the clinical governance programme.

Proposed job plan

This post attracts 10 programmed activities per week.

The job plan for the first three months will be based on a provisional/indicative timetable. A formal job plan will be agreed between the appointee and the Clinical Director within three months of the commencement date of the appointee and subsequent sub-speciality development.

The supporting professional activities (SPAs) allocation within the provisional job plan is an illustrative guide only and will be finalised following individual agreement with successful candidate.

The basic template for new consultants is 1.5 SPA. Any additional SPA time in the Job Plan is linked to defined roles with clear objectives.

- 1.0 SPA for
 - Personal revalidation, appraisal/job planning/quality improvement /clinical governance/statutory & mandatory training/CPD.
 - Engagement in Quality Improvement, including:
 - Attending Quality Improvement meetings
 - Contributing data; and
 - Implementing agreed Quality Improvement recommendations in own practice.
- 0.5 SPA for departmental & Trust meetings and teaching (UG, departmental, Trust).
- Additional SPA(s) for defined roles in departmental leadership or wider governance, and audit, as agreed through the job planning process.

A proposed job plan is outlined below. The sessions may be able to be adapted following discussion and 'extra sessions' are available by mutual agreement between the Trust and the successful candidate.

In addition to limited independent operating (including flexible operating for annual leave), the job plan will offer 1 list per week of supervised double operating with existing consultants to maximise professional development in readiness for a potential definitive appointment.

The Job plan entails:

Activity	Frequency	Number of PAs
OP Clinic*	2/4	0.625
Theatre	Flexible	3.5
	Wednesday (12 per year)	0.625
Core Activity:		
On Call	1:6	1.0
MDT		0.5
SPA		1.5
Admin		0.5
Cross cover		0.5
Ward		0.5
Support Governance		0.25
TOTAL		9.50

Regular job planning meetings will be undertaken with the post holder to ensure that the appointee is remunerated for any additional activities undertaken and that the job plan accurately reflects the overall workload undertaken by the post holder.

Provision of Neurosurgery Services

Consultants

The clinical director for neurosurgery is Mr Conor Mallucci and the department comes under the Division of Surgery, lead by Miss Benedetta Pettorini, Director of Surgery.

There are 6 full time consultants in neurosurgery in the department at present:

Mr Conor Mallucci: special interest in tumours and hydrocephalus

Mr Ajay Sinha: special interest in craniofacial surgery and skull base

Miss Benedetta Pettorini: special interest in spasticity, hydrocephalus and spinal dysraphism

Mr Chris Parks: special interest in spine, tumours and craniofacial

Mr Jon Ellenbogen: special interest in movement disorders, DBS, Epilepsy

Mr Vejay Vakharia: special interest in Craniofacial and Epilepsy

Junior medical staff

The department is supported by 5 Senior Clinical fellows and 1 Junior Clinical Fellow

Nursing staff

There are 3 ANPs in post as well as 2 epilepsy surgery specialist nurses, 1 DBS specialist nurse, 1 spasticity specialist nurse and 2 craniofacial specialist nurses.

There is a full complement of nursing staff on the ward which is shared with orthopaedics.

Pathway Coordinators (PCOs) - We have 4 neurosurgical PCOs.

Support Staff

The successful candidate will be provided with office accommodation and secretarial cover on the Alder Hey site. A computer with access to the hospital IT system is also provided along with internet facilities.

ADDITIONAL REQUIREMENTS AND RESPONSIBILITIES

Research

We know that a children's hospital is different and that our job is more than just treating an illness; that's why Alder Hey has a dedicated research, education and innovation institute. The Trust has a comprehensive research portfolio with research embedded into every division and is very proud to have enrolled 800-1000 children and young people per month to research studies from a diverse portfolio of more than 150 observational and interventional research studies. All consultants, nurses and allied health professionals are encouraged to be involved in research such that clinicians from more than 25 specialities are currently principle investigators for a portfolio of local, national and international studies.

The trust hosts an NIHR funded Clinical Research Facility, funding for which was renewed in 2022. The CRF enables delivery of clinical trials in experimental medicine whilst the Paediatric Medicines Research Unit specialises in clinical studies which aims to make drug treatments safer and more acceptable to children and young people.

Overall responsibility for the Trust's Research Strategy lies with the Medical Director and the Director of Research and Innovation. The Clinical Research Division ensures that research is incorporated into the management infrastructure and is part of the Trust's overall service plan and strategy. A number of operational groups and key individuals facilitate the design, coordination and support of research.

Innovation

Alder Hey is the UK's leading trust for technological innovation and commercial exploitation, enjoying an international reputation for advancing child health in novel ways. With a dedicated innovation team of 27 individuals and an underground 1000sqm facility featuring VR, AR, rapid prototyping, simulation and 3D printing facilities, it has unrivalled capabilities to develop clinical problems into commercially viable solutions. The innovation system has multiple partnerships with large corporates, academic institutions and small companies to ensure that clinicians can access a wide range of technologies and experts to co-create their solutions.

Our problem based approach aligns with the trusts research and overall strategy to grow the future, making today's child tomorrows healthier adult. Opportunities for clinicians to become part of the innovation drive include as a founder of a new company, intrapreneurship, dedicated time to join the innovation team or with bespoke support to allow translation of research to patient impact.

Our areas of strength lie not only in our open innovation methodology, facilities and dedicated support teams, but extends to specific technology themes including healthtech, digital therapeutics, artificial intelligence, immersive health and our Alderhey@nywhere patient facing user interface.

Teaching

Alder Hey serves as a teaching hospital to the University of Liverpool. The undergraduate curriculum is based on problem-based learning. All consultants are expected to take part in undergraduate teaching. Support is available to enable new consultants to deliver Level Two training.

All consultants have responsibility for organising the teaching and training of all members of staff in their department. There is an active training scheme for all junior medical staff and all consultants are expected to contribute to this programme. There are many postgraduate activities within the Trust including a weekly Grand Round.

Audit and Clinical Governance

The appointee will be expected to participate in the audit programme.

Whilst the Trust organises regular half day sessions to enable intra and inter-departmental audit and general education programmes, it is expected that the successful applicant will maintain their personal portfolios in accordance with the requirements of the Royal College of Surgeons and ensure that they achieve suitable continuing professional development. An appraisal system for all consultants is now established, including an annual review of job plans and CPD.

Consultants are also expected to be aware of the principles of clinical governance and to contribute to the aims of each Trust in achieving continuing improvement in all aspects of delivery of the service.

Continuing Professional Development

Consultants are expected to maintain their personal portfolios in accordance with the requirements of the Royal College of Surgeons, including the acquisition of the appropriate CPD points. The Trust has introduced an Appraisal system for all consultants which includes a review of Continuing Professional Development.

Mentoring of newly appointed consultants by a more senior colleague is available within the Trust and the appointee will be encouraged to make use of this resource.

Terms and Conditions of Service

1. The Terms and Conditions applying to the post are those relating to Consultants (England) 2003 and shall be subject to any amendments negotiated from time to time by the appropriate bodies and approved by the Secretary of State.
2. The appointee will be expected to work with local managers and professional colleagues in the efficient running of the services and will share with consultant colleagues in the medical contribution to management.
3. The successful candidate will be expected to maintain existing service commitment and comply with Trust performance targets.
4. The post holder must be a medical practitioner fully registered with a licence to practice with the General Medical Council. The appointment is subject to clearance by the Disclosure and Barring Service and satisfactory medical screening results, including verification of Hepatitis B status.
5. The appointee will have responsibility for training and supervision of junior medical staff who work with him/her and will devote time to this on a regular basis.
6. Residence
 - (a) The successful candidate will normally be required to live within 15 miles/30 minutes of his/her base hospital (the hospital where the principal duties lie) and in a location offering easy access to the other organisations / facilities as required.
 - (b) Where, however, the successful candidate already resides within 15 miles by road of his/her base hospital, he/she will not be required to remove his/her home nearer the hospitals.
 - (c) Where the successful candidate's present residence is more than 15 miles by road from the hospital, he/she will be required to remove his/her home to meet the residential clause of his/her contract, unless he/she has the written consent of the Trust to the contrary.
 - (d) The Trust does not have a policy for reimbursement of relocation expenses.
7. Disclosure & Barring Service (previously Criminal Records Bureau)

The successful applicant will be required to undertake an enhanced DBS Disclosure check.

Further information on the DBS is available on their website at <http://www.dbs.gov.uk>. The Appointee will be required to pay for the DBS Enhanced Disclosure.

It is the policy of the Trust to undertake disclosure checks via the Disclosure & Barring Service (DBS) as appropriate under the Trust's policy and in line with current legislation. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant to the post applied for.

The offer of this post and continuation of your employment is subject to a satisfactory DBS disclosure (to be determined in accordance with current legislation).

The Trust retains the right to request that a further disclosure be sought at any time throughout your employment in line with current legislation and the continuation of your employment is subject to a satisfactory DBS check.

DBS checks will be completed every three years during your employment with the Trust and the cost of these checks will be deducted from your pay and you will be given the opportunity to pay this over three instalments.

Alternatively if you are registered with the DBS Update Service at the same level required for your employment with the Trust there will no requirement to complete a DBS and no further cost applied by the Trust as payment will be made by yourself directly to the DBS Update Service.

You are required to inform the Trust if you commit, or are investigated for, charged with, cautioned for or convicted of any criminal offence. A failure to provide such information or providing incorrect information may be considered to be gross misconduct warranting summary dismissal.

As an organisation which uses the Disclosure and Barring Service (DBS) Disclosure service, the Trust complies fully with the DBS Code of Practice and undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

We meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all job applicants will be subject to a criminal record check from the Disclosure and Barring Service before an appointment is confirmed. This will include details of convictions cautions and reprimands, as well as 'spent' and 'unspent' convictions. A criminal record will not necessarily be a bar to obtaining a position. A decision will be made depending on the nature of the position and the circumstances and background of the offences.

Mandatory Statements



1. The Trust is pro-diversity and anti-discrimination. Trust policies prohibit discrimination, victimisation, bullying or harassment. The Trust is committed to treating people equally, whether they are patients, colleagues, suppliers or other customers. We would like all our families and staff to feel valued and respected because we try to understand and provide for their individual needs.
2. The Trust is committed to promoting an environment that embraces diversity and promotes equality of opportunity. Staff should apply the values of respect, excellence, innovation, togetherness and openness in all that they do to ensure that Alder Hey truly belongs to everyone.
3. In the course of your duties you may acquire or have access to confidential information which must not be disclosed to any other person unless in the pursuit of your duties or with specific permission given on behalf of the Trust. You must ensure that you handle personal information in accordance with the requirements of the Data Protection Act 1998.
4. You are reminded that, in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, you have a duty to take reasonable care to avoid injury to yourself and to others by your work activities, and are required to co-operate with the Trust in meeting statutory requirements.
5. You must ensure that you adhere to the Trust Infection Control policies and procedures at all times. You have a duty of care under the Health Care Act to prevent the spread of infection.
6. Within the NHS, good patient care is reliant on the availability of complete, accurate, relevant and timely data. The quality of information can limit the capability to make operational decisions about the way care is planned, managed and undertaken. Poor information quality can lead to poor decision making and may put service users at risk. High quality information means better, safer patient care. Where you are required to record data on systems, whether patient or staff data, or paper or electronic format you must ensure that it is up to date, accurate, complete and timely. You have a responsibility to ensure that you feel sufficiently knowledgeable about the system you are asked to use and what is required of you in order to fulfil your task accurately. Where an error is created or discovered by yourself on any system which you cannot rectify, you must contact the relevant helpdesk / system owner or your Line manager. Please read the Data Quality and Information Governance Policies located on the Intranet and ensure you understand your responsibilities.

As an employee of the Trust you will be accountable for the data entered into records and systems. It is very important that the Trust records the most up to date patient demographic details, including full name, D.O.B., address, contact number, NHS number, GP and GP Practice. This is not only to fulfil our legal obligation under Principle 4 of the Data Protection Act, which states 'Personal data shall be accurate and, where necessary, kept up to date', but it is also crucial in ensuring patient safety.

All staff should take ownership of records that are accessed and take the opportunity to check that the data held is correct.

7. Alder Hey Children's NHS Foundation Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Staff have a responsibility to ensure they are aware of specific duties relating to their role and should familiarize themselves with the Trust's safeguarding and child protection procedures, regular safeguarding and child protection training updates are mandatory for all staff. All individuals will have some risk management responsibilities with which you are required to comply, for details of your responsibilities please refer to the current Risk Management Strategy which is available on the intranet and in the local strategies folder.
8. You must comply with all Trust policies and procedures and attend all necessary mandatory training.
9. This document provides an outline of the main responsibilities of the post. It is not intended to be an exhaustive list of duties.

Further Information

Further information concerning the post is available from:

Mr Conor Mallucci – Clinical Director
conor.mallucci@alderhey.nhs.uk

Ms Jane Marshall – Service Manager
jane.marshall@alderhey.nhs.uk

PERSON SPECIFICATION

Locum Consultant in Paediatric Neurosurgery

	ESSENTIAL	DESIRABLE
1. Education and Training	<ul style="list-style-type: none"> - Full GMC registration, licence to practice and specialist registration in neurosurgery (or eligible for or within 6 months of eligibility for) - Primary medical degree - MRCS (FRCS or equivalent degree) - CCST or within 6 months of CCST (or equivalent) 	<ul style="list-style-type: none"> - Higher Degree e.g. MSc - DCH, DCCH, MBA or other relevant diplomas - Teaching qualification
2. Experience	<ul style="list-style-type: none"> - Paediatric neurosurgery fellowship 1 year minimum in recognised unit 	<ul style="list-style-type: none"> - Publications related to neurosurgery
3. Skills	<ul style="list-style-type: none"> - Teaching skills and experience - Ability to supervise the clinical work of doctors in training and other staff - Oral and written communication skills in English - Ability to organise and prioritise personal workload and that of others. - Ability to build effective relationships and work collaboratively with staff at all levels of the organisation. Ability to relate to patients and carers from a wide range of backgrounds and to empathise with their needs and concerns. - Evidence of being a team player and effective communicator as part of a multiagency team - Leadership: ability to develop a vision and lead the change that brings it into effect within a multi-disciplinary and multi-agency context - Effective time management, able to work under pressure - Well-developed reflective and self-care skills and able to foster these attributes in others - Ability to share knowledge and difficulties with colleagues 	<ul style="list-style-type: none"> - Track record of delivery of 'new activity'. - Track record of delivery of standards of care along with service development - Evidence of business awareness
4. Personal Attributes	<ul style="list-style-type: none"> - Self-motivated to set and achieve targets - Flexible in regards to teamwork - Effective member of multidisciplinary team - Demonstrable evidence of ongoing 	

	<p>commitment to personal and professional development</p> <ul style="list-style-type: none"> - Demonstrable evidence of ongoing commitment to the development of a high-quality service - Flexible, adaptable, thorough and resilient - Demonstrable evidence of ongoing commitment to clinical governance 	
Knowledge	<ul style="list-style-type: none"> - Evidence of training courses and conference attendance in paediatric neurosurgery 	
Other	<ul style="list-style-type: none"> - An exceptional practitioner who is able to demonstrate ambition for themselves, the team and the service. - Membership of appropriate professional groups 	