

LOCUM CONSULTANT PAEDIATRIC INTENSIVE CARE (10PA) JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Locum Consultant Paediatric Intensive Care (10 PAs)

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.



Great Ormond Street Hospital at a glance



Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Consultant in Paediatric Intensive Care
Directorate	Heart and Lung
Band	
Supervised by	Paediatric Intensive Care Specialty Lead: Dr Christine Pierce
Type of contract	Locum for a period of up to 6 months
Hours per week	10 PAs
Location	Intensive Care Unit
Budgetary responsibility	N/A
Manages	N/A

Main purpose of the job

This is a full time locum consultant post and the post holder will work in the Paediatric Intensive Care department (10PA), in the Heart and Lung Directorate. This is a 10 PA per week post (9DCC:1SPA) with an on-call commitment on the Paediatric Intensive Care Unit. The Paediatric Intensive Care Units are consultant led services, and the appointee will be expected to provide a major input into the care and management of children and infants on the Paediatric Intensive Care Units.

Key working relationships

The postholder will work closely with the other intensivists on the Paediatric Intensive Care Unit.

Main duties and responsibilities:

As a member of the Paediatric Intensive Care Team the applicant will be expected to deliver Paediatric Intensive care clinical cover for the PICU. The on-call commitment for this joint post will be providing on call commitment on the PICU proportionate to the DCC allocated. There is internal cover for consultant leave within PICU.

During periods where the consultant is not clinically on service there will be time to undertake the administrative duties of the post, such as clinical summaries, audit, teaching and appraisal. The job plan also includes attendance at regular unit clinical meetings including the multidisciplinary case conferences, the clinical governance meeting, weekly consultant meeting, weekly morbidity and mortality meeting and the weekly joint PICU multidisciplinary meeting. Office space and secretarial support will be available for the consultant to enable them to carry out the administrative duties of the post.

The attached job plan provides an idea of the work programme of the post. It is recognised that there will need to be some flexibility between consultants in how these duties are discharged.

Prior to taking up a post there will be negotiated allocation of specific roles within the unit to fall within the allotted 1 SPA time on Intensive Care.

Additional duties may be required at short notice to cover colleagues' short-term sick leave.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Job Planning

Consultant medical and dental staff are expected to participate in an annual job planning review, which is a prospective agreement setting out duties, responsibilities, objectives and supporting resources for the coming year. Job planning should cover all aspects of a consultant's professional practice, including clinical work, teaching, education, research and budgetary and managerial responsibilities.

The objectives listed in the job plan are tasks, targets or development needs that the consultant, or the consultant and the person with whom he/she has agreed the objectives, wishes to achieve. They should reflect the needs of the consultant, the organisation, health community and health service.

Appraisal

The Trust operates an annual appraisal system, which identifies personal and professional development needs; agree plans for them to be met, while reviewing the doctor's work and performance and considering the doctor's contribution to the quality and improvement of service delivery. The annual appraisal and documentation forms the evidence needed to meet the requirements for the GMC/GDC Revalidation process.

Further Information

For further information, or to make arrangements to visit the Hospital, candidates should contact:

Chief Of Service	Dr Matthew Fenton
Specialty Lead PICU	Dr Christine Pierce
Medical Director	Dr Sanjiv Sharma
Academic Head of Directorate	Professor Mark Peters

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

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Outline Job Plan

Chief of Service	Dr Matthew Fenton
Specialty Lead	Dr Christine Pierce
Medical Director	Dr Sanjiv Sharma
Academic Head of Directorate	Professor Mark Peters
Director of Clinical Research and Development	Dr Kiki Syrad
Chief Executive	Mr Matthew Shaw

Title: Locum Consultant

Specialty: Paediatric Intensive Care Consultant

Contract: 10 PAs

This is a full time, 10 Professional Activity (PA) appointment with a Direct Clinical Care (DCC) to Supporting Professional Activity (SPA) split of 9 to 1. The post holder will be appointed after competitive interview. The successful candidates will have a nominated supervising consultant.

The appointee will participate in the first and second consultant PIC on call rota and support consultant rota. The current working pattern for Paediatric Intensive Care is the first on call consultant is scheduled to be present on the unit / hospital / close vicinity of the hospital from 8:00 am until at least 7 pm Monday to Fridays, and on Saturday and Sunday during the day from 08:00 am to 12:30 pm and then again 17:00-18:30 for the evening round. The second on call PIC consultant is scheduled to be present on the unit from 08:00 to 16:00 weekdays only, the first support consultant is scheduled to be on the unit from 08:00 to 16:00 week days only, the second support consultant is scheduled to be available for MDT's, legal meetings and second opinions from 08:00 to 16:00 week days only. There is a consultant led ward round twice a day, every day, with consultant available on site for support the rest of the day. These hours constitute the fixed sessions. The on call consultant is available by telephone outside of the 'on site' hours, and may be called back for emergencies. PIC currently has 17 funded beds. Whilst on call the consultant must be available to return to the unit within a reasonable time, within 30 minutes. The rest of the DCC activity will be made up with weekly M&M (Tuesday 12:30 – 13:30), consultant meeting (Thursday 11:00 – 12:00) and unit meeting (Friday 11:00 – 12:00) as well as discharge summaries, letters and reports as required. The successful candidates will be provided with an office space and administrative support will be from the unit secretary and PA. SPA activity will incorporate elements of teaching, audit, research, guideline development and CPD as possible.

Applicants must have achieved certificate of completion of training (CCT) in Paediatrics/Anaesthetics and have completed 2 years of training in a recognised paediatric intensive care training centre and completed PICM capabilities as set out by the RCPCH and have been signed off. Application should be by submission of a curriculum vitae and covering letter to PIC specialty Lead Dr Christine Pierce (christine.pierce@gosh.nhs.uk).

Working Pattern

The post will be 10 (PA's 9DCC 1SPA) proportionate to this working pattern

Other Comments or Agreements										
Detail any other specific agreements reached about how the job plan will operate, e.g. with regard to category 2 fees, domiciliary consultations and location flexibility										
	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10
Monday	First On Call Pod 1 (5 DCC)	Support PICU (2 DCC)	DCC 2		Handover (1 DCC)	Leave	First On Call Pod 2 (2 DCC)	DCC2	Leave	DCC 1 SPA 1
Tuesday	First On Call Pod 1 (5 DCC)	Support PICU (2 DCC)	DCC 2	DCC 2	DCC2	Leave	First On Call Pod 2 (2 DCC)	DCC 2	Leave	DCC 1 SPA 1
Wednesday	Handover (1 DCC)	Support PICU (2 DCC)	SPA 1 DCC1	First On Call Pod 1 (5 DCC)		Leave	First On Call Pod 2 (2 DCC)	Dcc 2	Leave	DCC 1 SPA 1
Thursday	DCC2	Support PICU (2 DCC)	First On Call Pod 1 (5 DCC)	Handover (1 DCC)	SPA 1 DCC1	Leave	First On Call Pod 2 (2 DCC)	DCC 2	Leave	DCC 1 SPA 1
Friday	SPA 1 DCC1	Support PICU (2 DCC)	First On Call Pod 1 (5 DCC)	DCC 1 SPA 1	SPA 1 DCC1	Leave	First On Call Pod 2 (2 DCC)	DCC 2	Leave	DCC 1 SPA 1
Saturday			Handover (0.5 DCC)	First On Call Pod 1 (5.5 DCC)						
Sunday				First On Call Pod 1 (5.5 DCC)						

PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> Always welcoming Always helpful Always expert Always one team 	E	D	I/A/T
Knowledge and Understanding of diverse backgrounds and perspectives. Understanding of Diversity and Inclusion challenges in the workplace. Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace	E		I
Academic/Professional qualification/Training			
GMC specialist registration with a Licence to Practice (obtained by designated start date)	E		
MRCP, MRCPCH, FRCA	E		
Completion of all competencies in Paediatric Intensive Care Medicine (minimum of 2 years) in a unit approved for training by the RCPCH National GRID training program with evidence that this has been signed off OR equivalence OR an existing Practising Consultant in Paediatric Intensive Care Medicine (substantive)	E		
Higher degree – PhD, MD or equivalent		D	
CICM		D	
Experience/Knowledge			
Extensive experience in Paediatric Intensive Care	E		
Experience of teaching students and multi-disciplinary team	E		
Experience of leading in Clinical Audit processes	E		

Published research in peer reviewed journals in relevant area	E		
Awareness of the importance of Clinical Governance through experience of participating in quality or safety improvement projects	E		
Neonatal intensive care experience		D	
Experience of working in shared care clinics and clinical networks		D	
Experience of clinical leadership or management		D	
Experience in several different intensive care units with international and UK experience		D	
Recent cardiac intensive care experience		D	
Skills/Abilities			
High level written and oral communication skills	E		
Ability to organise and prioritise own workload	E		
Ability to work under pressure in a multi-disciplinary environment	E		
Presentation skills	E		
Ability to adapt to change	E		
Understanding and proven ability to apply research findings in a clinical/organisational context	E		
Excellent interpersonal and negotiating skills	E		
Experience of teaching at postgraduate level, education, and supervision of postgraduate trainee		D	
Leadership skills		D	

Criteria Key:

Essential: **E**

Desirable: **D**