1. **Job Details 156-MS-988**

<table>
<thead>
<tr>
<th>Title:</th>
<th>Paediatric Consultant with Neonatal Interest</th>
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<tbody>
<tr>
<td>Reports to:</td>
<td>The Clinical Director (Paediatrics)</td>
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<tr>
<td>Accountable to:</td>
<td>The Medical Director.</td>
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<tr>
<td>Reporting Location:</td>
<td>The Royal Cornwall Hospital and any associated hospitals with RCHT responsibilities.</td>
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<td>Remuneration:</td>
<td>£76,761 – £103,490 per annum</td>
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2. **Job Purpose**

The directorate is seeking to recruit a Paediatric Consultant with Neonatology Interest to complement the team of paediatric consultants. The job is a new post.

- Maintenance of the highest clinical standards in the management of general paediatric and neonatal patients.
- To share with colleagues responsibility for the day to day management of the child health department.
- Teaching and training of junior staff and medical students where applicable.
- To have responsibility for ensuring active participation in continuing medical education (CME).
- To actively participate in both departmental and Trust matters concerning Clinical Governance and Audit.
- To attend meetings as appropriate.
- Fulfil duties of weekly timetable including any out-of-hours responsibilities.

3. **Dimensions**

**The Royal Cornwall Hospitals’ NHS Trust**

The Royal Cornwall Hospital is situated in the Cathedral city of Truro in the centre of the Cornish Peninsula. The surrounding countryside is renowned for its spectacular rural and coastal scenery. Cornwall is well known for its surfing beaches, coastal and inland sailing waters, as well as equestrian opportunities. The strong heritage of Cornwall has been further enhanced with the opening of the Eden Project and the National Maritime Museum. Over recent years there has been an unprecedented growth in high quality restaurants and family orientated leisure facilities. The main road links to the rest of the country have been further enhanced by major improvements to the A30. Local rail links to London include regular daytime and sleeper services, and there are regular daily flights to London from Newquay Airport, as well as to other national and international destinations.
The Royal Cornwall Hospitals’ NHS Trust (RCHT) is part of the Cornwall Healthcare Community, working in partnership with other local trusts to deliver high quality healthcare services across the county. The Trust has close links to medical specialist services in the South West Peninsula and beyond. Serving a widespread local population, as well as thousands of visitors to Cornwall each year, poses a number of unique healthcare challenges. The Trust delivers acute medical and surgical services to a population of approximately 400,000, and has a higher proportion of elderly people than the national average. The population more than doubles during the busy holiday periods. RCHT comprises three main hospitals: The Royal Cornwall Hospital, Truro; West Cornwall Hospital, Penzance, and St. Michael’s in Hayle. Outpatient and other services are also provided at a large number of community-based NHS locations around the county and a number of corporate support services are located away from the main hospital sites.

Further information on the Trust can be viewed on the Internet at www.cornwall.nhs.uk/RCHT and www.cornwall.nhs.uk

3.1 Staffing

**Specialty Management Team**

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Director for Paediatrics</td>
<td>Dr. Matt Thorpe</td>
</tr>
<tr>
<td>Matron</td>
<td>Ms Mel Gilbert</td>
</tr>
<tr>
<td>Service Lead</td>
<td>Ms Sam Probets</td>
</tr>
<tr>
<td>Associate Director</td>
<td>Mr David Smith</td>
</tr>
<tr>
<td>Divisional Nurse</td>
<td>Ms Mary Baulch</td>
</tr>
</tbody>
</table>

Paediatrics is part of the Women, Children’s and Sexual Health Division along with Obstetrics, Gynaecology and Sexual Health. Within the specialty there is a Clinical Director and clinical leads for community paediatrics and neonates.

**Medical Staff**

Acute Paediatric Consultants (alphabetically) and their special interests:

- **Dr. Simon Bedwani** - Allergy. RCHT Named Doctor for Child Protection.
- **Dr. Andrew Collinson** - Neonatology and Infectious diseases; Joint Director for Infection Prevention and Control
- **Dr. Sam Padmanabhan** - Cardiac. RCPCH College Tutor.
- **Dr. Ola ElMasry** - Cardiac
- **Dr. Shama Goyal** - Oncology
- **Dr. Sian Harris** - Neurology/Epilepsy
- **Dr. Yadlapalli Kumar** - Neonatology and Endocrinology. Trust lead appraiser and SAS lead. Head of School (Paediatrics, Peninsula)
- **Dr. Katie Mallam** - Diabetes
- **Dr. Paul Munyard** - Neonatology and Metabolic
- **Dr. Anne Prendiville** - Respiratory/CF
- **Dr. Simon Robertson** - Diabetes and Respiratory
- **Dr. Matt Thorpe** - Gastroenterology and Neonatology; Clinical Director
- **Dr. Chris Williams** - Renal. RCHT Director of Medical Education.
- **Dr. Alan Cade** - Respiratory/CF

In addition, the medical team comprises one Associate Specialist in Paediatric Oncology and three Specialty Doctors, seven specialist registrars plus senior house officers and foundation year doctors.
There are also six wte consultant Community Paediatricians and four speciality doctors who provide a comprehensive specialist healthcare service for children across Cornwall and the Isles of Scilly. These consultants provide working week daytime and weekend daytime safeguarding on call cover (service under review).

3.2 Facilities
The Children’s unit has 29 inpatient beds including three HDU beds and an admissions unit plus an eight bedded surgical day case unit. We have recently rerelocated our surgical day-case unit into the main Children’s ward area and redesigned and enlarged the admissions unit with short stay observation area. There is a 20 cot level 2 NNU (LNU). The adolescent ward (Fistral) has ten beds (2 cubicles and 2 bays) and is very well established with experienced nurses in adolescent care.

3.3 Services
RCHT offers comprehensive general Paediatrics which treats approximately 1000 elective and 6000 emergency admissions per year and a Level Two Neonatal service, including full care for infants >27 weeks gestation and those requiring therapeutic hypothermia (service under review). A range of sub-specialist clinics are offered in conjunction with the visiting tertiary specialists from Bristol Children’s Hospital.

3.4 Inpatient work
The successful applicant would contribute to the delivery of neonatal weeks on service and general paediatric weeks on service. The on-call rota is non-resident and 1:12 frequency. We aim where possible to allow consultants >55 years (with ≥ 10 years’ service at RCHT) to come off the overnight rota. Weekend cover is split between two consultants. A daily ward round is consultant delivered on weekends. In addition, enhanced out of hours cover 1700-2130, Monday to Friday, on Paediatric admissions unit is delivered. The evening shift is a “shop floor” shift, starting after the afternoon general paediatrics handover. The consultant is available to advise GPs, divert or arrange to see patients. When patients seen, this gives opportunities for witnessed clerkings (either junior doctor or consultant leads) and WPBAs, to increase the numbers of these done out of hours. The evening consultant will be present on site in case of a general paediatrics or neonatal emergency but the expectation is that the on call consultant would be called if ongoing support is needed.
5. Principal Accountabilities

5.1 General Duties and Responsibilities of the Post

- Provision with consultant colleagues of a service to the Royal Cornwall Hospitals’ NHS Trust, with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department.
- Out-of-hours responsibilities, including participation in the consultant rota.
- Cover for colleagues’ annual leave and other authorised absences.
- Any responsibility that relates to a special interest.
- Professional supervision of other junior medical staff.
- Responsibilities for carrying out teaching.
- Participating in medical audit, the Trust’s Clinical Governance processes, and in Continuing Professional Development (CPD).
- Involvement in research (where applicable).
- Managerial, including budgetary responsibilities where appropriate.
- Where it is agreed between the parties, work on behalf of the Royal Cornwall Hospitals’ NHS Trust such as domiciliary consultations, or services provided by the Trust for other agencies, for example, the prison service. (This excludes work undertaken under direct arrangements between an individual doctor and a third party, e.g. Category Two).
- A willingness to undertake additional professional responsibilities at local, regional or national levels.
- The post-holder must at all times carry out their duties with due regard to the Trust’s Equal Opportunities Policy. A responsibility to ensure that all colleagues and patients receive the same treatment, care and attention, regardless of race, religion, ethnic origin, gender, marital status, age, sexuality or disability.
- A responsibility to work co-operatively with colleagues and to respect and value their contribution to patient care.
- It is the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff. The post-holder is required to comply with the appropriate Health and Safety Policies as may be in force.
- A responsibility to decline to undertake duties for which the post-holder has not been trained, or for which the post-holder does not believe they will be able to undertake safely.
- It is the responsibility of the post-holder to ensure that all duties are carried out to the highest possible standard and in accordance with the current quality initiatives within the area of work.
- All staff who have access to, or transfer data, are responsible for that data and must respect confidentiality and comply with the requirements of the Data Protection Act 1998, in line with the Trust’s policies. Such information should not be released without the consent of the patient, client, or staff member concerned unless required by a court order.
- The post-holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust’s activities.
- The post-holder will be required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust policy.
- The post-holder is required to comply with Trust policy on the implementation of Working Time Regulations (1998, 2009 amendment) including declaration of hours worked and breaks taken by undertaking monitoring exercises when required, and reporting any instances where the pattern of working hours may constitute a health and safety risk to the post-holder, patients, public and other Trust employees. The post-holder will not be subjected to any unlawful detriment by reporting any concerns under the Regulations.
- The post-holder will be responsible for undertaking the administrative duties associated with the care of patients and the administration of the department.
- The post-holder will be required to participate in the annual appraisal process.
- The post-holder will be required to complete annual updates in mandatory training.
- Travel as necessary between hospitals/clinics will be required but a planned and cost effective approach will be expected.
- Any other duties that may be required from time to time.
- The post-holder must comply with all aspects of confidentiality, professional codes of conduct, the Royal Cornwall Hospitals’ Trust’s Staff Charter and the NHS Managers’ Code of Conduct.

5.2 Expectations of the Post-holder

The post-holder can expect:
- An appropriate Contract of Employment incorporating national terms and conditions (in accordance with national and local collective agreements).
- An appropriate agreed job plan that may be changed by mutual agreement between the doctor and the Divisional/Specialty Director/Divisional Manager in accordance with the agreed procedure for the review of job plans and any recommendations following appraisal.
- An adequate time allocation for administration, education, audit and teaching commitments, etc, (the precise amount will depend on the requirements of the particular post and the Trust will give due regard to the recommendations of the appropriate Royal College, etc).
- Receive appropriate consultant supervision and mentoring.
• Adequate support and time allocation to allow doctors to fully participate in the Trust’s appraisal process and the necessary CPD and study leave requirements which are a natural consequence of appraisal.

5.3 Objectives and How They Will Be Met
The post-holder will be required to deliver elective and emergency medical / surgical services within Cornwall, in close collaboration with consultant colleagues and within commissioned performance targets.

5.4 Teaching and Training
The post-holder is expected to participate in the teaching and training of junior staff, medical students and other clinical staff groups. The post-holder will also have supervision responsibilities for junior medical staff within the specialty.

5.5 Study and Training
The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the post-holder will be entitled to apply to the Trust’s Study Leave Committee for a contribution to funding of this activity.

5.6 Research
Members of the Division are encouraged to pursue approved topics of research. Dr Duncan Wheatley is Head of Research and Development within the Trust. There are funds available within the hospital for approved studies. The use of commercial funds for ethically approved trials is encouraged and projects can be supported by the Trust’s Audit Department.

5.7 University of Exeter Medical School (UEMS)

The University of Exeter Medical School is the newest College of the University of Exeter and has already developed strong partnerships between the five acute trusts of the Peninsula, the Partnership Trusts and the CCGs.

The first medical school in the South West was the Peninsula College of Medicine and Dentistry (PCMD), which first hosted students in Cornwall in 2004. In January 2012, the Universities of Exeter and Plymouth began the process of disaggregation of PCMD, with the subsequent development of two separate medical schools. RCHT hosts students and research from UEMS, with the first cohort of Year 3 students hosted in the academic year 2015-16. The partnership with a Russell Group university, ranked 8th in the 2015 Times Good University Guide, with the ambition to develop world class research, is a truly exciting relationship.

The innovative undergraduate curriculum, combining both the science and the art of medicine, is integrated from the outset, incorporating basic science and clinical teaching in community and secondary care settings, mainly in small groups, using enquiry-based learning. NHS (SIFT) funding supports teaching and learning in the clinical environment. A robust system of Service Level Agreements (SLAs) is in place to ensure that the vast majority of teaching activity is captured in job plans and funded appropriately. All clinicians involved receive staff development appropriate to their involvement, e.g. academic mentoring, direct clinical teaching or assessment.
A substantial building - the Knowledge Spa - accommodates the academic and educational needs of the medical students. There is a substantial library for health professionals, and the public, as well as research space and incubation units for health-related businesses. The European Centre for Environment and Human Health, part of UEMS, is located within the extension to the Knowledge Spa. Together with the undergraduate medical programme and postgraduate taught programmes, the Centre makes up the Truro Campus of the University of Exeter. This world leader in environment and health research also has laboratory space at the Penryn Campus of the University.

The Medical School’s locality team, supported by administrative and clinical academic staff includes:

- Dr. Nicki Saulsbury, Associate Dean for Cornwall / College Academic Director of International Education (HIV /GU Physician)
- Dr. Julie Thacker, Hospital Sub-Dean (Associate Specialist) , CFS Service
- Dr. Ian Fussell, Community Sub-Dean (GP)
- Mrs. Angela Lait, Senior Clinical Skills Tutor
- Mrs. Viv Woodard, Programmes Manager

Consideration will be given to a suitable applicant being awarded a senior honorary academic title with UEMS. Subject to academic and/or educational performance, a joint academic / clinical appointment may arise, in line with the UEMS REF and TEF strategy.

The Directorate has a significant teaching commitment to the Medical School. It is anticipated that the post-holders will contribute towards this, the exact nature and timing of which to be agreed with the Speciality Director.

For further information and discussion relating to UEMS, please contact Dr. Nicki Saulsbury, Associate Dean for Cornwall on 01872 256453 or via email on n.saulsbury@exeter.ac.uk

5.8 Job Plan
The job plan for the first three months will be based on the attached job plan included with this job description.

5.9 Provisional Timetable (for non-service weeks)
Agreement should be reached between the appointee and their Divisional Director with regard to the scheduling of all other activities, including the Supporting Professional Activities. This job plan is for 10 programmed activities which comprise 2.5 SPA (in the first year) and 7.5 DCC.

The successful candidate will provide acute service weeks made up general and neonatal and during these weeks it would be the expectation that there will be no outpatient work, Total numbers of clinics delivered are annualised.

Evening Consultant Shifts 17:00 -21:30 will be required – total PAs will be 11 with compensatory time off in week.

Flexible sessions will include programmed activities for:
- Direct clinical care (DCC): Clinical administration, planned ward rounds, ad hoc patient care, review of inpatients e.g complex patients, training colleagues, working with other teams, service weeks, emergency and on-call commitments.
Supporting professional activities (SPA): e.g. CPD, CME, audit, clinical management, training, teaching and leadership duties in respiratory medicine.

5.10 On call availability
The appointee will take part in the General Paediatric and Neonatal on-call rota for out of hours and weekend cover on a 1:12 on call basis. Children’s safeguarding is covered Monday to Friday 08.00 – 17.00 by colleagues from the community paediatric team (service under review).

5.11 Teaching and Training
Teaching the medical students is integral to the service week provision. There are opportunities to deliver regular scheduled teaching to the medical students within the EMS framework of “pathways”.

The appointee is expected to participate in teaching and training of junior staff, medical students and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty. If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.

5.12 Study and Training
The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Trust for a contribution to funding of this activity.

5.13 Administrative Support
Office facilities, IT and secretarial support will be made available for the Post-holder.

6. Communications and Working Relationships

Internal Working Relationships
- Chief Executive.
- Medical Director.
- Team working with Divisional/Specialty Managers and administrative staff.
- Specialty Directors, Divisional Directors and Divisional Managers.
- Clinical leads of site specific multi-disciplinary teams.
- All doctors and multi-disciplinary teams throughout the Trust.

External / Other Working Relationships
- Organisations in the Local Health Community [Commissioners and Providers].
- Royal Colleges.
- Peninsula Medical and Dental School.
7. Job Description Agreement

Signature
Post-holder
Date

Signature
Divisional Director
Date

Signature
Chief Executive
Date

Health and Safety and Risk Management
In carrying out their duties the employee is required to take responsible care to avoid injury or accident, which may be caused by work. These duties must be performed in accordance with the Specialty/Division/Trust’s Health and Safety Policy, which is designed to secure safety in working practice and in handling materials and equipment.

Hospital Policies
The Royal Cornwall Hospitals’ NHS Trust is a dynamic organisation and therefore changes in the core duties and responsibilities of the role may be required from time to time. These guidelines are not a term or condition of contract.

We expect all our staff to share the values that are important to the Trust and behave in a way that reflects these. In keeping with the Trust’s Standards of Business Conduct for Employees and the Equal Opportunities Policy, the post-holder is at all times expected to take responsibility for their own actions, support multi-disciplinary and partnership working and develop a working environment of courtesy, fairness and mutual respect.

The post-holder will have access to confidential information, which may only be disclosed to parties entitled to receive it. Unauthorised disclosure is a disciplinary offence.

The Royal Cornwall Hospitals’ NHS Trust is a regulated organisation and as such, all post-holders must have their criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post.

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

This job description will be subject to annual review and amended to meet the changing needs of the Trust.

This job description is subject to the terms and conditions of service of the Royal Cornwall Hospitals’ NHS Trust.

Please note:
Rehabilitation of Offenders Act
This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal record check from the Criminal
Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

If this post requires participation in exposure prone procedures, you will be required to undergo blood borne virus screening as appropriate.
Person Specification

Post: Consultant Paediatrician with Neonatology Interest

Specialty/Division: Woman and Children’s and Sexual Health

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<tr>
<th>ATTRIBUTES</th>
<th>REQUIREMENTS</th>
<th>METHOD OF ASSESSMENT</th>
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<tbody>
<tr>
<td>QUALIFICATIONS</td>
<td>Full GMC Registration</td>
<td>Higher degree or additional qualification (e.g. MD, MSc)</td>
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<td>Relevant CCT (in General Paediatrics) or equivalent (equivalence must be confirmed by GMC by date of Advisory Appointments Committee (AAC))</td>
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<td>Entry onto GMC Specialist Register or eligibility for entry within 6 months of the date of the AAC</td>
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<td>European Community Rights at time of interview</td>
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<tr>
<td>CLINICAL EXPERIENCE</td>
<td>Evidence of commitment and enthusiasm in neonatology and general paediatrics</td>
<td>Basic echocardiography skills with willingness to develop this further</td>
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<td>Additional (to Core) Str training in tertiary NICU or SPIN module in neonatology</td>
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<td>Clinical training and experience in paediatrics equivalent to that required for UK CCT</td>
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<td>Able to practice independently at the level expected of a consultant in paediatrics.</td>
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<td><strong>PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING ANY SPECIAL KNOWLEDGE)</strong></td>
<td>Strong clinical and personal credibility. Excellent communication and interpersonal skills; adapts style depending on audience. Excellent IT skills. Conceptual and analytical skills. Speak fluent English to at least I.E.L.R.S level 7.5.</td>
<td>CV, interview and references.</td>
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<tr>
<td><strong>TEACHING, MANAGEMENT, ADMIN AND RESEARCH EXPERIENCE</strong></td>
<td>Experience in teaching (medical students, peers) with evidence of evaluation and feedback. Ability to organise and deliver teaching sessions at postgraduate level. Experience of undertaking a full audit cycle and demonstrating how this improves quality of care. Ability to apply research outcomes to clinical problems.</td>
<td>Presentations and publications in paediatrics. Willingness to take on management role. CV, interview and references</td>
</tr>
<tr>
<td><strong>DISPOSITION/ADJUSTMENT/ATTITUDE</strong></td>
<td>Good communication and interpersonal skills. Attention to detail in all professional tasks, including the application for this post. Ability to work well in a team. Flexible in approach and able to adapt to changing priorities. Good organisational skills. Enthusiastic and motivated. Commitment to continuing medical education and the requirements of clinical governance and audit.</td>
<td>Objective evidence of introducing and completing clinical developments. CV, interview and references.</td>
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<td>ADDITIONAL CIRCUMSTANCES</td>
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<td>Pre-employment checks.</td>
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<td>A Disclosure and Baring Service check satisfactory to the organisation</td>
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<td>Current and valid visa to allow work in the UK, if applicable</td>
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<td>Occupational Health clearance</td>
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<td>Receipt of 3 satisfactory references</td>
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<td>Fluency in English to a minimum level of 7.5 on IELTS</td>
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<td>Ability to travel to fulfil the requirements of the job</td>
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<td>To live no more than 10 miles or 30 minutes travel from Royal Cornwall Hospital</td>
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Prepared by