SUBJECT TO RATIFICATION BY THE ROYAL COLLEGE

Consultant in Paediatrics
With a Special Interest in Neonatology

Candidate’s Application Pack

Your health, your life, your choice, our passion
CONTENTS

Part 1  The Rotherham NHS Foundation Trust
Part 2  Job Description
Part 3  Timetable and proposed job plan
Part 4  Conditions of Employment
Part 5  Applications & Visiting the Trust
Part 6  Person Specification
PART 1
THE ROTHERHAM NHS FOUNDATION TRUST

Our Vision, Mission and Values
Together with our staff we have developed a vision, mission and set of values which form a framework for a positive and supportive environment for our patients, visitors and staff.

Our vision, mission and values are detailed below; if you feel that you are as committed as we are to their delivery, please continue with your application.

OUR VISION
To be an outstanding Trust, delivering excellent healthcare at home, in our community and in hospital.

OUR MISSION
To improve the health and wellbeing of the population we serve, building a healthier future together

OUR VALUES
Ambitious seeks to set high standards and expectations, for the services we deliver but also for ourselves. For example, we can be ambitious in terms of quality of care for our patients and clinical strategies. Also, we can be ambitious in terms of changes to our ways of working and patient pathways to develop sustainable services for the population we serve.

Caring reflects overwhelming feedback about what our colleagues and patients would like to see from us, embracing the importance of caring for patients and families. Also, it is important that we care for each other as colleagues, and that we care in other ways, such as about our community, our resources, our environment and our future.

Together represents the importance of working together, whether as clinical, non-clinical and multidisciplinary teams, with patients, carers and families to provide high quality patient-centred care. It is also about working with our partners across Rotherham, South Yorkshire and Bassetlaw and further afield, to improve the health and wellbeing of the population we serve.

The Trust
The Rotherham NHS Foundation Trust is at the forefront of developing an exciting new NHS healthcare proposition, providing innovative integrated services, investing in its workforce and implementing the next generation of emergency care design. The organisation is ambitious and is reaching new heights in terms of the care it provides for its patients.

We are responding proactively and positively to the challenges faced by the NHS and are pioneering the development of an Emergency Centre which will be the first in the country to provide care by bringing together a range of front line services under one roof to allow more streamlined access to emergency or urgent NHS care.

JD – Cons in Paediatrics
With a special interest in Neonatology

MED-133
3 of 20
As an integrated Trust, our community transformation vision is to deliver a seven day service that brings care for our patients closer to their homes which will optimise our patients’ experience. These are exciting developments for Rotherham and will enable delivery of care that is efficient and responsive to patient need.

A vibrant place to work, the Trust is proud of its dedicated workforce who embody the Trust’s values and make it a truly friendly place for both patients and colleagues.

Rotherham Hospital is our main site (Rotherham Hospital). The modern site provides a range of hospital based Medical, Surgical, Paediatric and Obstetric & Gynaecological services.

The excellent and modern facilities include:

- 351 inpatient beds
- Intensive Therapy and Coronary Care Units
- Cardiac Catheterisation Suite
- Breast Screening Suite
- Endoscopy Unit
- Day Surgery Unit
- Theatre Assessment Unit
- Stroke Unit
- Photopheresis Service

The Urgent & Emergency Care Centre (UECC) deals with around 75,000 patients per year and there are approximately 55,000 inpatients and 250,000 outpatient attendances each year. The clinical services are supported by comprehensive pathology, medical physics and imaging services, including state of the art MRI and CT facilities.

The Trust is an Associate Teaching Hospital of the University of Sheffield and has an active research programme delivered through local, regional, national and international research networks and consortia.

Our Medical Education Centre has tutorial rooms, a clinical simulation suite and a lecture theatre. The Medical Library and information systems are widely acclaimed. The department:

- organises a vigorous medical postgraduate education programme (the Trust regularly receives some of the highest scores in the country in the GMC training survey)
- has strong links with the University of Sheffield
- is renowned for its medical undergraduate training

The Rotherham Hospital Site also acts as a base for:

- Post and Undergraduate Education for Sheffield University
- Rotherham Metropolitan Borough Council Hospital-based Social Services
- Renal Unit, managed by Sheffield Teaching Hospitals
- Busy Bees Day Nursery

The Trust also operates out of a large number of other sites. Information about each site and the services it provides can be seen below:

- Rotherham Community Health Centre (RCHC) and Walk-in Centre
- BreathingSpace
- Park Rehabilitation Centre (PRC)
- Rotherham Intermediate Care Centre (RICC)
- Kimberworth Place

**Urgent & Emergency Care Centre – Right Care, First Time**
A new, state of the art Urgent & Emergency Care Centre (UECC) opened its doors at Rotherham Hospital in July 2017. The centre now provides a better service for patients, 24/7, all under one roof.

The UECC is home to multi-skilled colleagues, specialist nurses, GPs and experts who can give rapid emergency care or signpost patients to the right place or service to receive their care, be this inside or outside of hospital.

The benefits of the UECC include reduced waiting times, better links with mental health services and social care services and enhanced, sustainable facilities to meet the future needs of Rotherham people.

**Continued Professional Development, Revalidation and Appraisal**
Continued Professional Development (CPD) for Consultant Staff is supported and encouraged by the Trust, within funding, time and facilities available.

Medical revalidation is the process by which the General Medical Council (GMC) confirms the continuation of a doctor’s licence to practise in the UK, provides greater assurance to patients, the public, employers and other healthcare professionals that licensed doctors are up-to-date and fit to practise. It is a key component of a range of measures designed to improve the quality of care for patients.

The Trust fully supports the GMC’s Revalidation agenda and we have a dedicated Revalidation Support Team who support the co-ordination of Revalidation and medical appraisal activity, providing personalised support for all consultants, which includes the facilitation of 360° Multi-Source Feedback, providing advice and guidance on completing appraisal documentation and sourcing evidence.

A mentoring programme is in place for consultants at the Trust and newly appointed consultants are routinely offered a consultant mentor in line with Royal College and GMC requirements.

**Undergraduate Medical Education**
We are an Associate Teaching Hospital of Sheffield University and we provide high quality undergraduate medical education to inspire our future doctors to deliver excellent medical care and patient safety. The trust receives excellent feedback for the undergraduate education and was recently assessed as the best hospital for undergraduate education in South Yorkshire. We are passionate about teaching and are building a teaching commitment into many job plans. There is the opportunity to apply for Honorary Senior Lecturer status with the University of Sheffield for Consultants showing an interest in Education. If the successful candidate expressed an interest in undergraduate education then they would be encouraged to discuss a formal role with the Director of Undergraduate Education.
TRUST EXECUTIVE STRUCTURE

The Executive Directors of the Trust are:

Louise Barnett  Chief Executive
Simon Sheppard  Director of Finance
Chris Morley  Chief Nurse
Dr Conrad Wareham  Medical Director
Chris Holt  Director of Strategy & Transformation
Cheryl Clements  Executive Director of HR
Anna Milanec  Director of Corporate Affairs

The Non-Executive Directors of the Trust are:

Martin Havenhand  Chair
Gabrielle Atmarow
Heather Craven
Joe Barnes
Paul Smith
Barry Mellor
Mark Edgell
Lynn Hagger

To assist the Medical Director, two Associate Medical Directors, who are members of the consultant staff, have been appointed as follows:

Dr Alison Cooper  Associate Medical Director for Revalidation and Director of Medical Education
Dr Carrie Kelly  Associate Medical Director for Standards of Medical Care
TRUST DIVISIONAL STRUCTURE

A Divisional structure operates within the Trust and there are four divisions led by a Management Team comprising a Divisional Director, Head of Nursing, General Manager, Finance Business Partner and HR Business Partner. The Divisions are:

- Division of Family Health
- Division of Integrated Medicine
- Division of Surgery
- Division of Clinical Support Services

The Divisional Management Team comprises:

**Miss Daksha Patel**  Director of Clinical Services, Family Health  
**Mrs Gill Willers**  General Manager  
**Faye Marshall**  Service Manager

Living and Working in Rotherham

Rotherham is surrounded by attractive countryside, contemporary leisure facilities and extensive retail outlets. The town has excellent road and rail links, and easy access to several airports.

The Rotherham borough has a population of approximately 250,000 and covers approximately 100 square miles. Traditional heavy industries have been replaced by hi-tech industries and a thriving service sector. One legacy of the town’s industrial heritage is that the borough is made up of many villages (some very small and picturesque) separated by farm and common land.

Rotherham has a number of very pleasant suburbs and the hospital itself is located in attractive leafy urban surroundings approximately two miles from the award-winning town centre. Housing in the Rotherham area is competitively priced and offers a wide range of choice, including urban and rural locations.

Within Rotherham, there are three country parks, an English Heritage Site and the nationally acclaimed Magna Science Adventure Centre, which draws on Rotherham’s industrial past to provide a spectacular and educational experience. A “Gulliver’s Kingdom” theme park is currently being planned for the town. The historic Wentworth Woodhouse, with its spectacular monuments, beautiful parkland and 365 rooms is also situated within the borough.

There are several high-performing state schools in Rotherham. Coaches also run from Rotherham to excellent private schools in Sheffield.

For more information visit:

www.rotherham.gov.uk/towncentre/  
www.parkgateshopping.co.uk/  
www.placesforpeopleleisure.org/centres/rotherhamleisure-complex/

The Surrounding Area

Sheffield is only six miles away with a fast dual carriageway road link. With its universities, medical and dental schools, the city is now a major national centre for entertainment, leisure, sport and shopping. There are two theatres and the Sheffield Motorpoint Arena, which stages major entertainment and sporting events, is only three miles outside Rotherham town centre.
There are superb international standard sporting facilities in the area following Sheffield hosting the World Student Games, including the Ponds Forge Swimming and Leisure Complex. As well as the usual city and local modern shopping complexes, the Meadowhall Shopping Centre midway between Rotherham and Sheffield is one of the largest and most up-to-date shopping arenas in Europe, attracting some 30 million visitors each year. Rotherham is central to a wide and varied range of recreational, leisure and cultural activities.

There is ready access to the Peak District National Park, the Pennines, Yorkshire Dales, North Yorkshire Moor, coastal resorts and many historic cities. Numerous stately homes such as Chatsworth, Haddon and Hardwick Hall, Harewood House, Belvoir Castle and Castle Howard, which hold their own programme of events, are all within easy travelling distance.

On the sporting scene, Rotherham and surrounding areas offer football, rugby union, cricket, golf, ice hockey, fishing, ten-pin bowling and other sports to watch or take part in. The three country parks in Rotherham - Rother Valley, Thrybergh and Ulley - offer watersports such as sailing, scuba and windsurfing, as well as many land-based activities.
**PART 2**

**JOB DESCRIPTION**

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Consultant in Paediatrics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade</td>
<td>Consultant</td>
</tr>
<tr>
<td>Programmed Activities (PAs)</td>
<td>10 PAs</td>
</tr>
<tr>
<td>Division</td>
<td>Family Health</td>
</tr>
<tr>
<td>Work Base</td>
<td>The Rotherham NHS Foundation Trust (Hospital Site)</td>
</tr>
<tr>
<td>Tenure</td>
<td>Permanent</td>
</tr>
<tr>
<td>Operationally Accountable to</td>
<td>Chief Operating Officer through the Divisional Director</td>
</tr>
<tr>
<td>Professionally Accountable to</td>
<td>Medical Director</td>
</tr>
</tbody>
</table>

**Key Working Relationships**
- Director of Clinical Services
- Divisional General Manager
- Service Manager
- Professional Leads
- Consultant and Senior Medical Staff
- Doctors in Training

**Main Duties & Responsibilities**

**The Post**
This post is that of a full-time Consultant Paediatrician based at The Rotherham NHS Foundation Trust. This is a replacement post which will include a Lead Management role in Neonatology. Clinical work (including Neonatology) will be shared equally amongst colleagues. In line with the Trust’s strategy, you are likely to be required to undertake sessions at locations outside the Main Hospital. We are looking for a person whose role will complement the other Consultants – a well-rounded individual with excellent leadership communication and team-working skills who can lead a Multidisciplinary Team.

The Neonatal unit is a 14 cot Local Neonatal Unit (Level 2) with 4 ICU/HDU cots. On average there are 2800 deliveries a year. The post holder is expected to work with the Ward Manager in maintaining a strong link with Yorkshire and Humber Neonatal Operational Delivery Network (ODN). The unit is proud of its experienced staff and has a strong training ethos including supporting NLS courses twice a year. The unit actively collaborates in research and currently there are a number of active research projects.

The successful candidate will work a 1:7 acute on call rota which will include ward based practice (consultant of the week). There are a total of 10 Paediatricians in the department (2.6 WTE consultants work only in the community).

**There is no resident on call work with this post.**

*The successful candidate is expected to be aware of the Trust’s policies and procedures including standing orders and standing financial instructions.*
particular, where the management of the Trust’s employees is involved he/she will be expected to observe employment and personnel policies and procedures.

Part time working will be considered.

**Children and Young People’s Services (CYPS)**

**In-Patients (Children’s Ward and Children’s Assessment Unit)**
The inpatient Paediatric unit has a 12-bedded Children’s ward, a 10-bedded short stay Children’s Assessment Unit (CAU) which is open 24 hours. The unit also accommodates Children’s Surgery (General Surgery, Urology, Orthopaedics, Emergency Medicine, Oral Surgery, Day case ENT and Ophthalmology. The children’s ward has 1 CHDU bed which can accommodate both medical and surgical patients. Children are admitted into the CHDU bed according to the guidelines and the CHDU admission and discharge criteria. HDU accepts any child from 0-16 years from medical and surgical specialties. SAFE huddles are in place to enhance team communication and patient safety.

**Special Care Baby Unit (SCBU)**
There is a 14 cot Special Care Baby Unit which includes two Intensive Care cots and two HDU cots. There are 2800 deliveries a year. Babies under 27 weeks gestation are transferred to the regional intensive care unit. Babies requiring Neonatal Surgery are transferred to Sheffield Children’s Hospital. We hold a weekly, joint Consultant neonatal ward round and meet monthly with Obstetric and Midwifery colleagues in a regular programme of perinatal morbidity and mortality meetings. SAFE huddles are in place to enhance team communication and patient safety. We are looking to enhance the service by developing an outreach neonatal support team.

**Complex Health Needs Service**
This Community Service is Nurse led and provides personalised care in the home, school or other community setting to 0-19 year olds suffering from a serious illness, significant disability, long term conditions, complex health needs, palliative or end of life needs. The service is currently providing a rapid response service to provide a safe alternative to hospital care.

**Children’s Outpatient Department and Clinic Services**
The Children’s Out-Patient Department offers facilities for a variety of clinics, day case assessments and investigations. A Children’s Phlebotomy service operates within the Out-Patient Department. Regular visiting Children’s Speciality Clinics are held for Paediatric Cardiology, Paediatric Endocrinology, Paediatric Neurology, Clinical Genetics, Paediatric Surgery and Paediatric Nephrology. In addition to General Paediatric Clinics Rotherham Paediatricians run special clinics for Asthma, Epilepsy, Paediatric Rheumatology (held jointly with Adult Consultants in Rheumatology), Diabetes, Growth and Endocrine Problems and Enuresis. A Consultant delivered Rapid Access Clinic runs on all weekdays for children who need urgent assessment but who may not require admission.

Community Clinics are delivered in a number of venues across the borough. Clinics are provided for Children with Special Educational needs in mainstream and special schools; there is medical input into adoption and fostering services, and participation in safeguarding responsibilities on a multi-agency basis with partner agencies such as the Local Authority.

**Special Needs and Disability Services**
This group of services includes Paediatric Therapy Services, and the Child Development Centre which is located at an off-site location at Kimberworth Place. The Child Development Centre is an under 5s service which provides facilities for...
the multi-disciplinary assessment of children with developmental disorders which involves some of the Consultant Paediatricians.

**Universal Services (0-19 service)**
Universal Services comprise of the 0-19 service both of which regularly interface with Consultant Paediatricians with regard to children and young people on their caseloads.

**Services for Vulnerable Children and Young People**
These are a specific group of statutory and other services. Named Paediatricians have responsibility for the statutory services such as safeguarding, looked after children and child deaths.

**Child, Adolescent Mental Health Services (CAMHS)**
Tier 2 and Tier 3 CAMHS is a Multi-Disciplinary Community Based Service which operates from Kimberworth Place and is provided by RDASH (Rotherham Doncaster and South Humber Trust). The CAMHS service utilise hospital beds on the Children’s Wards for care as required. Children with mental health problems such as eating disorders, self-harm, overdose and acute agitation are looked after on a shared care basis on the children’s wards.

**General**
In conjunction with Consultant and Senior colleagues, to provide a service in Paediatrics with a lead role in Neonatology.

In conjunction with Consultant and Senior colleagues, to play a full part in the out-of-hours On-Call Service for the Department. This includes being on-call for telephone advice and Major Incidents.

To provide cover for Consultant and Senior colleagues in respect of periods of leave.

In conjunction with Consultant and Senior colleagues, to take part in Medical Audit and research as appropriate.

In conjunction with Consultant and Senior colleagues, to ensure that the requirements of Clinical Governance are met.

To ensure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

**Junior Medical Staff**
In conjunction with Consultant and Senior colleagues, to play a full part in the professional supervision and management of Junior Medical staff.

In conjunction with Consultant and Senior colleagues, to take responsibility for and devote time to teaching, examination and accreditation duties as required for junior medical staff.

**Management & Service Development**
In conjunction with the Divisional Senior Team, to take an active role in the management of the Division.

In conjunction with the Director of Clinical Services, Consultant & Senior colleagues, to play a full part in developing & implementing new ways of working in line with modernisation principles that is fit for the future.
In conjunction with Consultant and Senior colleagues, to take responsibility for the best use of Departmental staffing and other resources to ensure the maximum efficiency of the Department.

To observe the Trust’s agreed Policies and Procedures, in particular in relation to managing staff, and to follow the Trust’s Standing Orders and Standing Financial Instructions. These policies and procedures have been drawn up in consultation with the profession on clinical matters.

**Clinical Governance**

In conjunction with Consultant colleagues, to ensure that the requirements of clinical governance are met.

**Any Other Duties**

Any other duties as deemed appropriate.
This is an outline timetable and the detail will be discussed and agreed with the successful candidate.

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Programmed Activity</th>
<th>DCC</th>
<th>SPA</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>0830 - 1230 Clinic</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1300 - 1700 Meetings (X-Ray; SCBU grand round; Audit/Business meetings)</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuesday</td>
<td>0830 - 1230 SPA</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1300 - 1700 Admin</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>0830 - 1230 SCBU ward round</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1300 - 1700 Admin</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>0830 - 1230 Clinic</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1300 - 1700 Special interest</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td>0830 - 1230 SPA 2/4</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1300 - 1700 SPA 2/4</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saturday</td>
<td>0830 - 1230 1:7 weekends with prospective cover</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1300 - 1700</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sunday</td>
<td>0830 - 1230</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1300 - 1700</td>
<td>RDGH</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**PA allocation for on-call (if applicable)**

**Total Number of Programmed Activities** 7.5 2.5

<table>
<thead>
<tr>
<th>On-call frequency</th>
<th>1:7</th>
<th>Category</th>
<th>A</th>
<th>Supplement Payable</th>
<th>5%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Description</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Paediatric Clinics + admin</td>
<td>1.8</td>
<td>PAs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rapid Access Clinics+ admin</td>
<td>0.7</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ward Based work</td>
<td>1.76</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other DCC</td>
<td>1.0</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On call and week ends</td>
<td>1.1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCBU ward round</td>
<td>0.75</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SPA – supervision</td>
<td>0.5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SPA – meetings</td>
<td>1.5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neonatal lead including neonatal alerts</td>
<td>0.75</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>External ODN rep</td>
<td>0.25</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
This draft timetable has been constructed in accordance with the 2003 consultant contract and is compatible with existing job plans, but open to change in accordance with colleagues’ responsibilities to ensure the delivery of a rounded service.

Subsequent job plans and timetables will be agreed annually with the Divisional Director.

There are additional roles within the unit (e.g. Representation on the Child death overview panel/ named doctor for safeguarding, clinical lead) which can be negotiated separately with the Divisional Director if interested.

(DCC = Direct Clinical Care; SPA = Supporting Professional Activities)
**Terms and Conditions of Service**
The successful appointee will be employed by the Rotherham NHS Foundation Trust subject to the National Terms and Conditions as per the Consultant Contract (England) 2003 as amended from time to time. This job description is not exhaustive and may be updated from time to time, with consultation, as the needs of the service dictate. A Joint Local Negotiating Committee is in place and any revised Terms and Conditions will be negotiated within that Committee.

**Tenure**
The appointment is a substantive, full or part time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the TCS.

**Salary**
The salary scale is that of the Consultant Grade and the current scale is £76,761 rising to £103,490 per annum (2017/18 rates) for 10 programmed activities per week. Any agreed extra programmed activities and on-call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the TCS.

Starting salary will be determined according to the TCS. Where a candidate has service, in or outside the NHS, which s/he feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment.

**Annual Leave**
The annual leave entitlement is 32 working days per annum rising to 34 days on completion of 7 years consultant service. In addition, there is an entitlement to 8 days Public Holiday per annum. Personal leave years will run from the anniversary of commencement date. At least six weeks’ notice is required before taking annual leave.

**Study Leave**
Study Leave entitlement is at the rate of 30 days over a 3-year period. At least six weeks’ notice is required before taking study leave.

**Superannuation**
This post is superannuable under the NHS Pension Scheme for the main contract only. Additional Programmed Activities are not superannuable.

**Registration**
Candidates must have full registration and a licence to practise with the GMC for the duration of the appointment. In addition, you are required to appear on the Specialist Register or be within 6 months of the award of CCT at time of interview.
**Residence**
The post-holder will reside within a distance of 30 minutes or ten miles by road from their designated base hospital and will ensure clear arrangements are in place to be contacted immediately when on call.

**Travelling Expenses**
Travelling expenses are paid in accordance with the TCS.

Potential applicants wishing to visit the Trust will be reimbursed for two preliminary visits (one informal visit prior to application and one for the formal visit before interview) plus actual interview expenses. **If a post is offered and subsequently refused, expenses will not be reimbursed.**

Interviewed candidates travelling from outside the UK (this includes Eire) will be entitled to travelling and subsistence expenses but only in respect of the journey from the point of entry in the UK to the interview location.

**Accommodation & Removal Expenses**
The post is non-residential. The Trust has secure accommodation available, although there may be a waiting list, with rooms and family homes available.

Relocation and / or removal expenses are paid in accordance with the Trust’s Policy on Relocation Expenses.

Interview accommodation is available on request.

**Car Parking**
Car parking is available and it is the condition of employment that all employees who use these facilities purchase a car permit and pay the required fee.

**Pre-employment checks, in line with NHS Employers Pre-employment checking standards (including right to work, verification of identity, disclosure and barring, references and health screening) must carried out by the Trust and to the satisfaction of the Trust before the Trust will confirm an offer of employment.**
**Confidentiality**

The Trust is fully committed to encouraging its staff to freely contribute views on all aspects of health service activities, especially those on delivery of care and services to patients. However, you shall not, either during or after the end of your employment (however it is terminated), divulge to any unauthorised person confidential information relating to the Trust. This includes, but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Your obligations of confidentiality under this clause shall not prevent you from raising genuine concerns about healthcare, or a belief that criminal conduct, breach of a legal obligation, health and safety breaches or damage to the environment has been, is being, or is likely to be committed, or any information tending to show any of the above has been, is being, or is likely to be, deliberately concealed, provided that such disclosure is made in good faith and in accordance with the provisions of the Public Interest Disclosure Act 1998 and the Trust's Policy on Raising Concerns - Whistle Blowing Policy, a copy of which is available from the Human Resources Department or the Intranet.

**Private Practice**

All Consultants employed by the Trust are required to comply with the arrangements for undertaking Private Professional Services and the Code of Conduct for Private Practice.
Further information and visiting the Trust

The Trust welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

**Miss Daksha Patel**  
Director of Clinical Services Family Health  
01709 424355

**Dr Sanjay Suri**  
Consultant Paediatrician, 01709 424521

**Dr Conrad Wareham**  
Medical Director, 01709 424500

**Louise Barnett**  
Chief Executive, 01709 424576

Application

Candidates should complete the required application form on NHS Jobs; further information on the recruitment and interview process can be obtained from:

**Medical Workforce**  
Rotherham Hospital  
Moorgate Road  
Rotherham, S60 2UD  
Telephone: 01709 426552

You are requested to provide details of 3 referees, **one of which must be your current or most recent Responsible Officer or Medical Director.** References will be taken up if you are shortlisted for interview unless you have specified otherwise.
# PART 6
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>METHOD OF ASSESSMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Qualifications</td>
<td>Full registration and a licence to practise with the GMC</td>
<td>Higher Medical Degree</td>
<td>CV</td>
</tr>
<tr>
<td></td>
<td>On the GMC Specialist Register or within 6 months of CCT from the date</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>of interview</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Experience</td>
<td>Extensive training and experience in Paediatrics and Neonatology</td>
<td>Neonatal GRID/SPIN module</td>
<td>CV/Interview</td>
</tr>
<tr>
<td></td>
<td>A career interest in neonatology</td>
<td>Understanding of the regional neonatal network structure and</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>function (South Yorkshire Operational Delivery network (ODN)</td>
<td></td>
</tr>
<tr>
<td>Ability/skills</td>
<td>Skills in the delivery of Paediatric and Neonatal care</td>
<td></td>
<td>CV/Interview</td>
</tr>
<tr>
<td>Research and Audit</td>
<td>Evidence of audit/quality improvement and the implementation of change</td>
<td>Willingness to organise relevant audit/quality improvement</td>
<td>CV</td>
</tr>
<tr>
<td></td>
<td>following the audit/quality improvement</td>
<td>Relevant research published in peer review journal</td>
<td>CV/interview</td>
</tr>
<tr>
<td>Education and Teaching</td>
<td>Teaching and training experience</td>
<td>Teaching interest/qualification</td>
<td>CV</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Presentation/Interview</td>
</tr>
<tr>
<td>Management Skills</td>
<td>Demonstrate effective team working skills</td>
<td>Formal management role in previous posts</td>
<td>Interview CV</td>
</tr>
<tr>
<td></td>
<td>Time management/organisational ability. An example may be they have</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>developed and run training</td>
<td></td>
<td></td>
</tr>
<tr>
<td>REQUIREMENTS</td>
<td>ESSENTIAL</td>
<td>DESIRABLE</td>
<td>METHOD OF ASSESSMENT</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td></td>
<td>programmes.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Proven knowledge of systems and process of NHS or equivalent</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sense of understanding and commitment to corporate responsibility</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Commitment to and understanding of their responsibility to the organisation.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership*</td>
<td>An understanding of and ability to demonstrate your ability to:</td>
<td>Leadership qualification</td>
<td>Interview / Application</td>
</tr>
<tr>
<td></td>
<td>- Empower others</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Lead through change</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Influence strategically</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Collaborative working</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Drive for improvement</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Integrity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>Demonstrate innovation and problem solving abilities</td>
<td></td>
<td>CV/Interview</td>
</tr>
</tbody>
</table>

*Leadership Definitions*

- Empowering others – striving to facilitate others’ contributions and to share leadership, nurturing capability and long-term development of others

- Leading change through people – communicate the vision and rationale for change and modernisation, and engaging and facilitating others to work collaboratively to achieve real change.

- Effective and strategic influencing – being able and prepared to adopt a number of ways to gain support and influence diverse parties, with the aim of securing health improvements

- Collaborative Working – being committed to working and engaging constructively with internal and external stakeholders.

- Drive for improvement – a deep motivation to improve performance in the health service and thereby to make a real difference to others’ health and quality of life.

- Political astuteness – showing commitment and ability to understand diverse interest groups and power bases within organisations and the wider community, and the dynamic between them, so as to lead health services more effectively.

- Personal Integrity – a strongly held sense of commitment to openness, honesty, inclusiveness and high standards in undertaking the leadership role.