

# **Consultant Paediatric Surgeon with Paediatric Urology interest**

## **Job description**

**Job Reference Number:**

## Context

Barts Health NHS Trust is one of Britain's leading healthcare providers and the largest trust in the NHS. It was created on 1 April 2012 by bringing together three trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust..

Together our hospitals - Newham University Hospital in Plaistow, St Bartholomew's (Barts) in the City, The Royal London in Whitechapel, The London Chest in Bethnal Green and Whipps Cross in Leytonstone - deliver high quality clinical care to the people of east London and further afield.

The hospitals offer a full portfolio of services that serve the needs of the local community, and are home to some of Britain's leading specialist centres including cancer, cardiac, trauma and emergency care. Barts Health also has one of the UK's busiest children's hospitals and internationally renowned surgical facilities.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve – one dedicated to ending the historic health inequalities in east London. We will build an international reputation for excellence in patient care, research and education. And as members of UCLPartners, the largest academic health sciences system in the world, we will ensure that our patients are some of the first in the country to benefit from the latest drugs and treatments.

We are looking for the best talent to lead our ambitious new healthcare organisation. In return, the Barts Health will provide unsurpassed professional development opportunities, enabling investment in a range of new initiatives that would mean:

- doctors and nurses in training will be able to gain experience in different hospitals along the whole patient pathway;
- there would be greater opportunity for career progression – we could retain good staff who might otherwise leave to gain promotion;
- becoming world-class will enable us to recruit some of the best doctors and researchers in the world – who can share their knowledge and experience;
- joining forces with other partners in an Academic Health Science System will mean that staff would be better able to secure funds and pool their talents to develop new technology, techniques and treatments.

## Job description

Job title:	Consultant Paediatric Surgeon with Paediatric Urology interest	
Clinical academic group:	Children's Clinical Academic Group (CAG)	
Board/corporate function:		
Salary band:	Consultant	
Responsible to:	Paediatric CAG Director	
Accountable to:	Children's Clinical Director	
Hours per week: 40	Full Time 10 Sessions per week	
Location:	Barts Health NHS Trust	
Budgetary responsibility:		
Manages:	Direct reports:	
	Indirect reports:	

## Aim of the role

The post-holder will be a Paediatric Surgeon with a CCT or within 3 months of completion of CCT. A fellowship in Paediatric Urology or at least one year of experience in the subspeciality is desirable. The role requires the ability to manage an acute neonatal and general paediatric surgical take, including a substantial quantity of paediatric trauma. The Post holder will be expected to support and develop the service which consists of neonatal surgery, acute paediatric surgery and specialised paediatric urological surgery.

The postholder will

join a team of 6 Paediatric surgeons based at the Royal London hospital, of which 2 have an interest in Paediatric Urology, covering outreach work at Homerton hospital, Whipps Cross Hospital and Queen's hospital Romford.

undertake one paediatric Urology specialty list and one Paediatric Urology outpatient session per week, both new and follow-up cases and provide training during some of these clinics to their junior doctors and teaching to medical students.

participate in the General Paediatric Surgical on call rota and be responsible for organising follow up of patients admitted under his/her care.

The Trust has developed a reputation for excellence in trauma care and since April 2010, has been recognised as one of the four Major Trauma Centres within the London Trauma Network. In February 2012 Paediatric services moved into Britain's biggest new hospital at The Royal London Hospital site, equipped with state-of-the-art facilities. Experience in Paediatric Trauma will be highly desirable in this role.

The job has been structured to ensure a variety of clinical duties are available. It is expected that the post-holder will work closely with colleagues from other specialties within the hospital & primary care.

Responsibilities will also require the post holder to fully participate in the teaching and training of all professional groups and play a central role in clinical governance issues within the specialty of Paediatric Surgery.

## Key working relationships

Paediatric Consultants	Radiology
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Matrons Head of Nursing General Manager	Pharmacy Pathology A&E Colleagues
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## Key result areas

- Good clinical outcomes in line with evidenced guidelines and best practice

## Main duties and responsibilities

To provide a high quality, accessible consultant led service in paediatric surgery.

To be up to date in child protection training and undertake appropriate review and action on cases admitted during attending weeks.

To contribute to training, development and education of medical and nursing staff and medical students at undergraduate and postgraduate levels.

To take an active role in developing clinical governance initiatives, participate in multidisciplinary audit, clinical effectiveness initiatives and risk management.

- Assist in core clinical workload of the Paediatric and Neonatal Surgical departments
- Undertake outreach work as timetabled
- Teaching/training and Audit in general, specialist and neonatal surgery
- Administrative, managerial and clinical governance duties and responsibilities
- Use of evidence based guidelines
- Reviewing and modifying current practice based on accepted techniques of audit and clinical governance
- Fostering multidisciplinary working

To undertake paediatric surgery specialty operating lists and outpatient clinics, including new and follow-up cases and provide training during some of these clinics to their junior doctors and teaching to medical students. The practice will be Urology centred and will include management of conditions including antenatal urological anomalies, posterior urethral valves, hypospadias, neurogenic bladders, DSD etc

To participate in the General Paediatric Surgical on call rota and be responsible for organising follow up of patients admitted under his/her care.

To manage Paediatric trauma admissions and lead on Trauma MDTs liaising with adult Trauma teams, anaesthetists and allied specialist teams

To be up to date in child protection training and undertake appropriate review and action on cases admitted during attending weeks.

To contribute to training, development and education of medical and nursing staff and medical students at undergraduate and postgraduate levels.

To take an active role in developing clinical governance initiatives, participate in multidisciplinary audit, clinical effectiveness initiatives and risk management.

## On-Call duties/cover for colleagues

The Consultant will do a week in service covering acute admissions and operating and share the night and weekend on call rota with the Consultants on an equitable basis (1:6). Consultants must live within a 30 minutes journey time to the hospital. Currently this is a 1 in 6 on call commitment for General Paediatric and Neonatal Surgery. Consultants are expected to provide cover for each other during annual leave and study leave, including supervision of the junior staff, supporting them in patient management

## Effort, skills and working conditions

<b>Physical skills</b>	The postholder is required to have standard keyboard skills.
<b>Physical effort</b>	The post holder may be required to physically manoeuvre (with appropriate aids) heavy pieces of equipment around the service area There are frequent times when the post holder will be required to sit and/or stand and/or walk for long periods
<b>Mental effort</b>	The post holder requires high levels of concentration at all times as they deal with heavy demands from a variety of sources The work is unpredictable and the post holder may have to adapt to change in a short time frame and be able to deliver outcomes
<b>Emotional effort</b>	The post holder will frequently be required to support patients/client./staff during discussions and the decision making process The post holder is likely to be exposed more than once a month to circumstances that are distressing or emotional The post holder has to be able to work successfully under pressure of time and resources The post holder may have to deal with staff, patients and their families who are angry/upset/tearful
<b>Working conditions</b>	Combination of office and clinically based working environments

## Proposed Work Programme

	<b>Please enter details of all Programmed Activities. The Job Plan must be compliant under the EU Working Time Directive.</b>				
<b>5. Detailed weekly timetable of activities</b>					
Fixed Activity	Timing	Description	Frequency	Location	PA
	Timing	Description	Frequency	Location	
Monday am	7:30-12:30	Theatre list	Alternate week	RLH	0.5
Monday pm	13:30-17:30	Clinic	Alternate week	Homerton /RLH	1.0
Tuesday am	08.30-9.30	Histopath mtg	Monthly	RLH	
		Supporting professional activity	Weekly		1.0
Tuesday pm	13.30-17.30	Supporting professional activity	Weekly		1.0

Wednesday am	7:30 – 12:30 08.30-9:30	Operating list XR meeting	weekly weekly	RLH RLH	1.0
Wednesday pm	12:30 - 1:30 6.30-8.30	Trauma MDT SEEPS	weekly monthly	RLH ICH/GOS	0.25
Thursday am	8.30-9.30 7:30 - 1.30	Teaching Operating list	Weekly Alternate weeks	RLH Homerton	0.25 0.5
Thursday pm	1.30-5.30	Neonatal round and clinic	Alternate weeks	Homerton	0.5
Friday am	8.30-12.30				
Friday pm	13.30-17.30	Clinic	Weekly	RLH	1
Saturday		On call	1:6	RLH	
Sunday		On Call	1:6	RLH	
<b>Variable activity</b>	5.30pm-8.30am 4 hour session	On call Operating list	1:6 10 fallow lists/year approx	RLH RLH	2.3

**B: Any other dcc/spa programmed activities not captured in table A.** Please describe frequency, location, and average number of weekly PAs

Urology/Nephrology clinic- 3 per year- 4 hour duration to be shared between 2 Urologists  
DSD MDT- 6 per year, 1 hour duration

**C: On-call commitment.** Please describe the on-call commitment including rota, sites covered, average number of PAs worked weekly.

On Call 1 in 6 weekdays as well as 1 in 6 weekends. Before and after doing a weekend, normally no weekday on call the following week. Weekend commitment captured above. RLH site only

**D: External duties and additional NHS responsibilities.** Please describe, including the nature of any commitments, frequency, location, average number of programmed activities worked weekly, and for what organisation for EDs

**E: Total average number of programmed activities worked weekly**

Direct clinical care	
Supporting professional activity	
External duties	
Additional NHS responsibilities	
Total	10
Where total is ten PAs or less, is the consultant willing to offer one further programmed activity to the NHS?	Yes No Not applicable

**F: Objectives and how they will be met**

Objective	Supporting resources required
To be agreed on appointment.	

Note: The list of duties given above is not necessarily an exhaustive list and will be altered to reflect changing needs of the post, subject to negotiation. It should be recognised that the job description reflects the core activity of the post at a particular time, as the department and the individual develop there would inevitably be changes in the emphasis of the duties of the post. If changes to a job become significant the lead clinician and the post-holder should review the job description formally. The job plan is subject to annual review and re-negotiation between the post holder and Associate Clinical Directors.

## **Performance management and appraisal**

An annual discussion of the Job Plan together with an appraisal will be carried out by the CAG Director and General Manager

The post-holder will be expected to participate fully in the postgraduate education of all Junior Doctors, medical students and nursing staff.

The post-holder will be responsible for the mentorship of a group of trainees and act as educational supervisor for nominated Specialist Trainees.

## **Personal development and training**

The post holder is expected to take responsibility for their own Continuing Professional Development and take part in Continuing Medical Education activities, in line with the requirements of the Royal College of Paediatric Child Health and in consultation with the Lead Clinician.

The successful candidate will be expected to participate in appropriate Postgraduate training. Continuing Professional Development is a responsibility of the individual but will be facilitated by the Trust.

The post-holder will be expected to be committed to the concept of lifelong learning and produce and maintain a Personal Development Plan in agreement with the Lead Clinician.

Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Lead Clinician / General Manager.

The Trust is committed to sustaining and advancing the provision of medical, dental, nursing and other professional education and to the delivery of high quality postgraduate and undergraduate training.

## **Barts Health NHS Trust**

Barts Health NHS Trust was formed in October 2012, by the merger of Barts and the London NHS Trust (St Bartholomew's, The Royal London and The London Chest Hospitals) with Whipp's Cross University Hospital and Newham University Hospital. Some Trust services are also delivered at the Royal London Hospital (Mile End).

The hospitals have been caring for the people of East London and the City for a combined total of well over a thousand years. They have been at the forefront of clinical care, teaching and research since the establishment of the country's first medical school here in 1785.

The Trust was formed in the wake of major changes in the way health services are organised in our capital city. From the outset the intention has been to develop a new modern hospital for the people of East London and beyond on the site of the Royal London Hospital, Whitechapel. When this is completed all the Trust's services and expertise will be integrated alongside new medical and dental school facilities.

Annually the Trust sees 135,000 attendances at our Emergency Department and Minor Injuries Unit, 380,000 outpatients and 86,000 inpatients at our hospitals. We are one of the largest employers in London's East End with over 15,000 staff.

## **Health and safety at work**

The postholder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAIs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.

All staff must challenge noncompliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

## **Confidentiality and data protection**

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

## **Conflict of interest**

The trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staff are not allowed to further their private interests in the course of their NHS duties.

## **Equality and diversity**

The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

## **NHS managers' code of conduct**

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). [www.nmc-uk.org/](http://www.nmc-uk.org/)

## **Budgetary management**

If you have responsibility for a budget you are expected to operate within this and under the trust's standing financial instructions (available in the intranet's policies section) at all times.

## **Barts Health values based leadership**

Our leaders ensure a focus on health where patients are at the centre of all we do. They work to create a culture where innovation is promoted and encouraged. They lead by example and demonstrate value based decision making as being integral to the ways of working within the Trust.

Barts Health leaders are role models who demonstrate those attitudes and behaviours which will make us unique. Our leaders are passionate about delivering high quality patient care, take pride in the work that they do to and are committed to the delivering the Barts Health NHS Trust 10 pledges of:

1. Patients will be at the heart of all we do.
2. We will provide consistently high quality health care.
3. We will continuously improve patient safety standards.
4. We will sustain and develop excellence in research, development and innovation.
5. We will sustain and develop excellence in education and training.
6. We will promote human rights and equalities.
7. We will work with health partners to improve health and reduce health inequalities.
8. We will work with social care partners to provide care for those who are most vulnerable.
9. We will make the best use of public resources.
10. We will provide and support the leadership to achieve these pledges.

Our leaders are visible leaders who believe in spending time listening and talking our staff, patients and partners about the things that are important to them and the changes they would like to make to continuously improve patient care.

Barts Health leaders work with their teams to develop organisational values, embed them in our ways of working and create the cultural changes required to ensure that we consistently provide an excellent patient experience, regardless of the point of delivery, in an environment where people want to work, regardless of where they work or what they do. Applicants are invited to visit the Hospital by arrangement or to discuss the post further please contact:

### **Further information**

**Mr Stewart Cleeve- Lead Clinician, Paediatric Surgery**

**Ms Ashwini Joshi- Paediatric Urology**

**Tel: 020 7377 7000 ext 41629**

**Mr Murthy Vadivelam- DD**

**Ms Naomi Edmunds- CD**

## **Children's Services**

Barts and the London Children's Hospital is part of the Woman's and Children's CAG, one of six such groups within Barts Health NHS trust. It is an amalgamation of the children's services formerly based at Queen Elizabeth Children's Hospital in Hackney. The specialist services are described below. The Directorate supports the ambulatory unit at Homerton Hospital by providing in-patient facilities for children requiring a stay of longer than 24 hours.

## **Management Support within Children's Services**

Children's Services are part of the Woman's and Children's CAG. In Children's Services there is a Children's Services Management Board with representatives from the Lead Clinicians

Groups and members of the Management Team include Finance and Delivery Managers. The Children's Service is divided into three Clinical Groups with Surgery as one of the Groups. The Surgical Clinical Group meets on a monthly basis and the membership includes the Surgical Ward Sisters, representative of all the Adult Surgical Specialties with a major commitment to Children's Surgery, PAMs representation and Management representation.

## **Paediatric Surgical Outreach Service**

There are weekly Paediatric Surgical Outpatient clinics at the Homerton Hospital with a fortnightly Day Case list currently shared equally between three of the Paediatric Surgeons. We also do outreach work at Newham, Chelmsford, and Romford which are shared between the surgeons.

The Department of Paediatric Surgery works in close collaboration with all the different specialties within the Children's Service.

## **Paediatric Gastroenterology**

The Paediatric Gastroenterology Unit is one of the largest and most active in the country. Particular interests include inflammatory bowel disease and disorders of gastrointestinal motility. Joint clinics are held with the gastroenterologists and paediatric surgeons. The surgeons provide a service for the children with inflammatory bowel disease and those with gastro-oesophageal reflux or feeding problems requiring fundoplication and or gastrostomies/jejunostomies. This unit is supported by Specialist Nurses involved in nutrition, continence, clinical investigations and inflammatory bowel disease.

The department of adult neuro-gastroenterology has an international reputation in the investigation of motility disorders and close collaboration exists between the paediatric and adult gastroenterologists: there are plans for the Paediatric Surgical Service to become more involved in the investigation and management of children with motility disorders.

## **Respiratory Medicine/Cystic Fibrosis**

The Surgical Service collaborates with the respiratory team in the management of children with empyema and provides some vascular access and gastrostomy insertion for children with cystic fibrosis, as well as managing jointly those neonates with meconium ileus and cystic fibrosis.

## **Endocrinology**

Main interest lies in the management of diabetes, other endocrine disorders, DSD. Endocrinologists and Urologists work closely in the management of DSD patients

## **Neonatology**

There is a tertiary neonatal service at the Royal London with neonatal surgical beds within a 40-44 bed unit (ward 8d). Surgical neonates are cared for jointly by the paediatric surgeons and neonatologists. The Royal London Hospital is the hub surgical unit for the North East sector in the new neonatal network setup and also the base for The Neonatal Transport Service (NTS).

## **Fetal Medicine/Obstetrics**

The Obstetric Units at the Royal London, Homerton and Newham have between them approximately 12,000 deliveries and the Paediatric Surgeons provide support to the Neonatal Units at the Homerton and also Newham. Fetal Medicine is well established at the Homerton, and has developed significantly at the Royal London A combined monthly antenatal counselling multidisciplinary meeting is being set up at present. The Royal London is the only Unit in the North East and North Central Sectors with tertiary neonatal medicine, surgery and obstetrics on a single site. Antenatal interventions are also performed at Royal London

## **Haematology/Oncology**

The Sickle Cell Service is one of the largest in the country and these children present particular surgical challenges and the paediatric surgeons provide support in terms of splenectomy, cholecystectomy, vascular access and liver biopsies. The sickle cell child with acute abdominal pain is managed jointly by the haematologists and paediatric surgeons. A large shared care oncology service is provided to serve the populations of Tower Hamlets and City and Hackney.

## **Paediatric Accident & Emergency Services**

There is a Paediatric Accident and Emergency Department with an annual attendance of over

37000 children. This service has a separate Paediatric SHO rota and a large number of children with surgical problems present to the department for assessment. The trust has an established reputation in the management of trauma, and has been designated a Major Trauma Centre since April 2010. A significant number of children with blunt and penetrating injuries are admitted each year. These children may be brought in by the HEMS (helicopter emergency medical service) or by land ambulance from site of injury or other receiving hospitals in the network. The General Paediatric Surgeons are in overall charge of coordinating the management of children with multiple injuries, with input from the departments of orthopaedics, maxillofacial surgery, plastic surgery and neurosurgery, all of whom have significant expertise in the management of Paediatric Trauma.

## **General Surgery**

The adult general surgeons are available to give advice and support in children with major trauma, particularly vascular injury. There is also expertise in hepatobiliary and laparoscopic surgery. There is a joint clinic to enable adolescents with colorectal conditions to be appropriately transferred from a Paediatric to an Adult Clinic for follow-up.

## **Specialist Surgery**

This includes Orthopaedics, Plastics, Ophthalmology, ENT, Maxillofacial surgery and dentistry.. Emergency paediatric neurosurgery is provided by the adult neurosurgeons in children over the age of 2 years; paediatric neurosurgery is provided by Great Ormond Street Hospital for Children

## **Bariatric Surgery**

This is a newly developed service set up and run by Mr Desai and team

## **Paediatric Intensive Care**

Following an extensive review of the requirements for Paediatric Intensive Care in London, it was decided to centralise Paediatric Intensive Care and at present the Royal London has a level 2 ITU with the ability to provide short term ventilatory and circulatory support. We expect to greatly enhance our onsite care of the critically ill child in the near future.

## **Clinical Nurse Specialists**

There are 2 full time CNS' in the department of Paediatric surgery shared jointly between GI & Urology who perform bladder assessments, CIC and help in the management of neurogenic bladder patients

## **The College**

Queen Mary, University of London is the fourth largest college of the University of London, and has gained a reputation for the high quality of its academic teaching and research. The College has its roots in four older colleges: Queen Mary College, Westfield College, St Bartholomew's Hospital Medical School and The London Hospital Medical College. The main campus at Mile End was the home of Queen Mary College, which began life in the 1880's as the People's Palace, a philanthropic attempt to provide East Londoners with a centre for education, cultural and social activities. The College, which is entirely independent and self-governing, is funded directly by the Higher Education Funding Council for England. The Principal is a member of the Committee of Vice-Chancellors and Principals.

Queen Mary, University of London now has some 8,000 students studying for undergraduate and postgraduate degrees in the faculties of Arts, Engineering, Informatics and Mathematical Sciences, Laws, Natural Sciences and Social Sciences, and the School of Medicine and Dentistry.

The College is situated on four main campuses. The West Smithfield and Charterhouse Square campuses are located on historic sites in the City of London itself, while the Whitechapel and Mile End campuses are sited just one and two miles respectively from the City, and only a short journey to other parts of central London. The College identifies strongly with its local community and is actively committed to participating in its development and regeneration. As well as these local links, Queen Mary has a distinct international character, and a stimulating and cosmopolitan atmosphere.

## **The School of Dentistry & Medicine**

The School was formed in 1995 on the merger of Queen Mary and Westfield College with St Bartholomew's Hospital Medical School and The London Hospital Medical College creating a major centre of medical and dental research and teaching in London. The School brings together the strengths of the three institutions, including exceptional learning facilities, a large and diverse population with a high patient to student ratio, and the knowledge and skills of staff who are involved with clinical care and research of international acclaim.

The Academic Department of Child Health has been a joint department between St. Bartholomew's and the London Hospital Medical Colleges since 1974 ahead of the schools formal merger with Queen Mary and Westfield College in 1995. The administrative structure of the Medical School has recently been revised and the Academic Department of Child Health is in one of eight divisions, General and Developmental Medicine, under the direction of Professor John Monson.

## **Consultants**

Mr. Devesh Misra (Paediatric Surgery/Urology)  
Mr. Simon Phelps (Paediatric Surgery)  
Mrs. Ashwini Joshi (Paediatric Surgery/Urology)  
Mr. Stewart Cleeve (Paediatric Surgery)  
Mr Paul Charlesworth – (Paediatric Surgery)  
Mr Ashish Desai (Paediatric Surgery)

## **Middle Grade**

The the rota is a full shift 1:8. with 4 Specialist Trainees in Paediatric Surgery.

## **Senior House Officers**

The SHO support in Paediatric Surgery is provided by Junior Paediatric STs rotating through a two and a half year training programme in East London.

## **Wards**

The Neonatal Surgical Unit is contained within ward 8d, the neonatal unit. General Paediatric surgery patients are admitted to wards 7d and 7cb. There is a paediatric assessment unit and short stay unit (PASSU) on level 7 for surgical and medical admissions

## **Day Case Surgery**

There is a dedicated day case unit on level 6 adjacent to the paediatric operating theatre suite.

## **Support Services**

There are four dedicated Paediatric Theatres and the Theatre staff are available on a separate rota on a 24 hour basis. Since January 2010 a daily emergency operating session has been available.

## **Paediatric Anaesthesia**

There are four dedicated Paediatric Theatres and the Theatre staff are available on a separate rota on a 24 hour basis. A daily emergency operating session is available every afternoon. There are eight fulltime paediatric anaesthetists within the Trust including a joint appointment with the Homerton Hospital. All Paediatric patients are under the care of the Paediatric Anaesthetists and there is a separate Paediatric Middle Grade Rota with eight STs on the rota at any one time.

## **Radiology**

Radiologists provide a 24 hour Paediatric Radiology Service. A wide range expertise in interventional radiology is available.

## **Pathology**

There is a full time Paediatric Pathologist who is supported with an out of hour's rota by colleagues in the Pathology Department

## **Professions allied to Medicine**

There is a large Paediatric Physiotherapy Service which spans the Acute and Community Services and supported by Diet and Milk Kitchens. The speech and language team is led by Liz Clark.

## **Research**

It is anticipated that this appointment will take part in research in a field appropriate to the interests of the unit. The Specialist Trainees are encouraged to take part in the academic activities of this post.

## **Clinical Effectiveness**

There is currently a monthly Morbidity and Mortality Meeting attended by all members of the Unit. The Trust participates in the half-day per month Clinical Effectiveness sessions so there is a programme of monthly Education/Audit meetings. The auditing of specific conditions is encouraged and the STs are involved in an on-going audit projects directed by the senior members of the department.

## **Postgraduate Education**

At the present time there is a once per fortnight X-Ray Meeting, once per month Histopathology Meeting, one half day per month teaching session, and a session for either a Journal Club or Topic Teaching once per month.

## **Undergraduate Teaching**

Paediatric Surgery teaching is provided as a half day workshop for each group of 4<sup>th</sup> year Medical Students doing their paediatrics attachment, although not formally allocated to the department they are encouraged to attend ward rounds, clinics or theatre sessions . The Medical School also encourages departments to provide Special Study Modules (SSMs) to allow the undergraduates to gain a greater depth of knowledge of a particular specialty.

## Person specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Full GMC registration</li> <li>• Entry on the GMC specialist register via CCT Or CESR (CP) or European Community Rights : Proposed CCT/CESR (CP) date must be within 6 months of interview</li> <li>• FRCS (Paed Surgery)</li> <li>• ATLS/APLS certified.</li> <li>• Membership of BAPS or BAPU</li> </ul>	<ul style="list-style-type: none"> <li>• Higher degree PhD,MD or equivalent</li> </ul>
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Substantial clinical experience in Paediatric &amp; Neonatal surgery</li> <li>• Skills in minimal access surgery</li> <li>• Ability to offer prenatal counselling for fetal abnormality</li> <li>• Ability to take full and independent responsibility for clinical care of patients</li> <li>• Fellowship in Paediatric Urology or at least 1 year experience in a Paediatric Urology department</li> <li>• Experience in the management of Paediatric Trauma at a MTC</li> </ul>	
<b>Management and Administrative Experience</b>	<ul style="list-style-type: none"> <li>• Ability to organise and manage outpatient priorities, surgical waiting lists and operating lists</li> <li>• Knowledge and understanding of the need to comply with all 18 weeks performance targets</li> <li>• Ability to manage and lead surgical firm</li> <li>• Appropriate understanding of NHS directives regarding consultant surgical practice including clinical governance.</li> <li>• Ability to prioritise administrative tasks and to work co-operatively with administrative and clerical staff</li> </ul>	<ul style="list-style-type: none"> <li>• Training/experience in NHS management</li> <li>• Experience of audit management</li> </ul>

<b>Teaching Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching undergraduates</li> <li>• Experience of supervising specialist trainees</li> <li>• Ability to teach clinical and operative skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Formal training in teaching</li> </ul>
<b>Research Experience</b>	<ul style="list-style-type: none"> <li>• Ability to apply research outcomes to clinical and surgical problems</li> <li>• Publications in peer-reviewed journals</li> </ul>	<ul style="list-style-type: none"> <li>• Period of research in Paediatric surgery or related subject</li> <li>• Higher degree</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to work in a team (as described in <i>Senate Paper 7 – May 2000, Senate of Surgery</i>)</li> <li>• Good interpersonal skills</li> <li>• Enquiring, critical approach to work</li> <li>• Caring attitude to patients/families</li> <li>• Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies</li> <li>• Commitment to continuing medical education</li> <li>• Willingness to undertake additional professional responsibilities at local, regional and national levels as required</li> </ul>	