

**Women's and Children's Division  
Locum Consultant Paediatrician  
with acute and emergency care interest**

**Job Ref no: 360-D-5610**

**Our Trust**

Our Trust West Hertfordshire Teaching Hospitals NHS Trust is an acute trust providing hospital services to over 500,000 people living in Hertfordshire and North London across three hospital sites (Watford General where this post is based, St Albans City Hospital, and Hemel Hempstead Hospital). The Trust also manages an outpatient Physiotherapy Unit at Abbots Langley. The Watford Hospital site is by far the largest and is the focus for the Trust's emergency and specialised care. The Trust provides a range of more specialist services to a wider population, serving residents of North London, Bedfordshire, Buckinghamshire, and East Hertfordshire.

We employ around 5,000 staff and over the course of a year treat nearly a million people, including 150,900 people attending our emergency services, nearly half a million via outpatient clinics, and deliver about 4,500 babies.

There has never been a more exciting time to join West Hertfordshire Teaching Hospitals NHS Trust!

The Trust is in line to receive government funding for major redevelopment works with construction due to start on new buildings in 2024. Plans include a new building at Watford General Hospital to house all clinical services, with our hospitals at Hemel Hempstead and St Albans being refurbished throughout with some new buildings. We have recently opened a multi-storey car park at Watford General Hospital with plentiful on-site parking for staff and patients as part of the facilitating works.

Furthermore, our redevelopment is not just about new buildings. Each of our three hospitals will have a clearer role and a higher level of specialist care. This is a unique chance to be at the forefront of national efforts to transform how healthcare is provided for local people. Our hugely experienced project team of senior clinicians, architects, planners, and construction experts have shaped our plans which embrace the latest best practice, including advances in design and digital healthcare. The Trust is also delighted to have recently been awarded Teaching Hospital status in recognition of its wide and well-renowned role in educating doctors, nurses, and other healthcare professionals.

We encourage and welcome people with disabilities. For more information, please do not hesitate to contact the Recruiting Manager.



# Meet the board

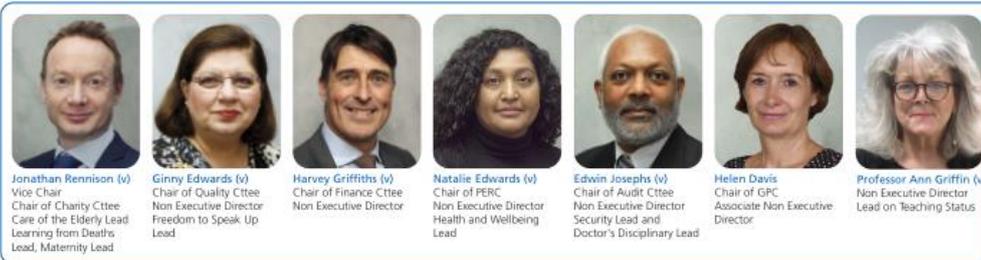
August 2023

(v) Voting member



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Director of Patient Safety

Alex White  
Chief Redevelopment  
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In Attendance



Dr Andy Barlow  
Divisional Director for  
Medicine

Mr Drostan Cheetham  
Divisional Director for  
Surgery, Anaesthetics  
and Cancer

Mr William Forson  
Divisional Director for  
Women's and Children's  
Services

Dr Rachel Hoey  
Divisional Director for  
Emergency Medicine

Martin Keeble  
Divisional Director for  
Clinical Support Services

Mitra Bakhtari  
Director of Midwifery and  
Gynaecology Nursing

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www.westhertshospitals.nhs.uk

## Our hospitals



### Watford General Hospital

**Watford is the main site for emergency and specialist care. The clinical services include:**

- Women's and children's services, including a consultant-led delivery unit, midwife-led birthing unit, antenatal and postnatal clinics.
- Emergency care, including accident and emergency, acute admissions unit.
- Ambulatory care unit, acute wards, intensive care unit and emergency surgery
- Planned care, including outpatients and complex surgery.
- Medical care, including cardiology, care of the elderly, dermatology, endocrinology-diabetes, gastroenterology, haematology, neurology, respiratory, rheumatology and stroke.
- Clinical support, including X-ray, CT, MRI, ultrasound, pathology, pharmacy, radiology, physiotherapy, occupational therapy and dietetic services.

### Hemel Hempstead Hospital

**The clinical services offered at Hemel Hempstead include:**

- Antenatal and community midwifery
- Outpatients
- Step-down beds for patients
- Urgent care centre
- Medical care, including endoscopy and cardiac lung function testing.
- Diagnostic support, including X-ray, CT, MRI, ultrasound, and non-urgent pathology.

### St Albans City Hospital

**St Albans is our elective, ie pre-arranged and non-emergency, care centre. The clinical services offered include:**

- Antenatal and community midwifery
- Outpatients

- Minor injuries unit
- Elective and day surgery
- Clinical support, including X-ray, ultrasound, mammography and blood and specimen collection



### Opportunities for development

As a Trust, we offer excellent educational and development opportunities for all staff. With strong links to the local universities, we offer an extensive portfolio of courses and programs ranging from personal development through to leadership and management skills.

Our Leadership Academy develops leaders for the future and our induction introduces new recruits to the values of the organisation and provides important information about the benefits offered to our staff.

### Staff health and wellbeing

We believe in supporting staff and promoting a positive work and life balance. Our Balance4Life programme offers staff a wide range of regular health and wellbeing events and activities, including fitness classes, health checks, talks and seminars.

### Local Information

Our hospitals are a great place to live and work. We are close to the beautiful Hertfordshire countryside and historical places of interest, with great shopping, excellent restaurants and a vibrant nightlife. There is a wide variety of leisure, cultural and recreation facilities within the locality and there are excellent schools with a variety of primary, secondary, grammar schools and sixth form colleges available.

We have first-rate transport links with central London, which is easily reached within 30 minutes by rail travel. Bus services run between the railheads and Watford Hospital. The M25 is approximately 15 minutes due north, and all three towns are within easy reach of London, Heathrow and Luton airports, with a good Jet Link service from Hemel Hempstead.

Hemel Hempstead is close to London and served by the M1, and M25 motorways. There is a rail link from London (Euston) to Hemel Hempstead that takes approximately 25 minutes.

St Albans is 25 minutes from London, close to the M25 and M1 and only 17 minutes by rail from London via the Thames Link.

For more information about the work of our hospitals, please visit:  
[www.westhertshospitals.nhs.uk](http://www.westhertshospitals.nhs.uk).

You can also join the 2,600 followers we have on Twitter ([www.twitter.com/WestHertsNHS](http://www.twitter.com/WestHertsNHS) or @WestHertsNHS) or 'like us' on Facebook ([www.facebook.com/WestHertsNHS](http://www.facebook.com/WestHertsNHS)).

You can view photos from our hospitals on our Flickr page: (<https://www.flickr.com/photos/westhertsrhs>)

## Postgraduate education

The Trust has active Post Graduate Medical facilities on all sites. A new 1-million-pound post graduate medical centre has opened at Watford with greatly enhanced facilities. This involves two lecture theatres, several meeting rooms equipped for computerised presentations, a medical library, a computer room with internet access and catering facilities. There is also a dedicated clinical skills lab at Watford. There is also a refurbished Postgraduate Centre at Hemel with excellent facilities, including a library, and seminar rooms and PCs with ready access to recognised search engines and some online journals. The Consultant Physicians are involved in presentations to the Junior Doctors and the local GP community.

The Consultants are involved in the training of undergraduate students from UCL, Imperial and St George's University School of Medicine, Grenada. It is expected that the postholder will make a significant contribution to undergraduate teaching.

## Research

The Trust has a proactive attitude towards Research & Development. The lead for R & D/Clinical Governance within Medicine is Dr Van Der Watt (Medical Director).

## Clinical Governance

The Trust has a regular programme for clinical governance which includes both multidisciplinary and speciality meetings. The Department produces an annual clinical governance report, and it is expected that the post holder will make an important contribution to developing the Clinical Governance Programme. Dr Mike Van Der Watt is Medical Director for Clinical Governance (as part of the Clinical Standards Executive) and leads for Clinical Governance for Medicine. The Trust places strong emphasis on audit - departments, including junior medical staff, are encouraged to undertake regular audit projects. There is a quarterly medical audit meeting, and it is expected that the post holder will take an active interest and participate in departmental and divisional audits.

## The Paediatric Department:

The Children's Emergency Department (CED) provided care for over 21000 children in 2022, with a 9% year on year increase since 2020. The CED has a two-bedded resuscitation room. There is a co-located Paediatric Assessment Unit with 7 beds and a waiting area. There is usually a Consultant Paediatrician in PAU/CED during the week Mon to Fri from 0800 till 2200 and on Sundays from 11.00 till 19.00 hours. The Paediatric Emergency Department and Paediatric Assessment Unit are fully staffed by paediatric nurses. There are both Paediatric ACPs and trainee ACPs working regularly across the departments.

Starfish Ward is the Paediatric in-patient ward with 18 beds and 2 HDU beds. There is an Attending Consultant Paediatrician for the week on Starfish Ward (Tues to Mon), who also supports the Paediatric Assessment Unit (PAU).

The Children's Out-patient department in Watford and Hemel Hempstead Hospital sites has General Paediatric and specialist clinics as well as out-reach clinics for multiple specialities. We have a great team of children's nurses and HCAs who support the Consultants in the clinics.

## Neonatal Unit:

The Neonatal unit is located on level 3 of Maternity block. The Maternity unit at Watford caters for 4000 deliveries per annum. There is a midwifery led birthing unit (Alexandra Birthing Centre) within the maternity block. The Neonatal unit is a designated Local Neonatal Unit (Level 2) within the East of England operational delivery network and has 3 ITU cots, 5 high dependency cots and 16 special care cots. In addition to this there is a six-bedded Transitional Care. The unit has close links with the regional transport team (Acute Neonatal Transport Service) based in Cambridge.

Since January 2015, the Neonatal service has operated a dedicated neonatal consultant rota to manage the unusually high activity and complex case load. There are dedicated Tier 2 (Registrar) and Tier 1 (SHO) rotas for the neonatal services.

## Medical Staff

### Paediatric Consultants:

Dr Lynn Sinitzky (Clinical director) - HDU, CED/PAU, Respiratory and CF  
Dr Pradnya Sheth - Nephrology and Gastroenterology  
Dr Anthony Cohn- Safeguarding Lead, Behavioural and continence problems  
Dr Nirmala Costa-Fernandes- College Tutor, CED/PAU, and Infectious Diseases, Risk Lead (Paediatrics)  
Dr Amanda Equi- Respiratory  
Dr Shruti Ganatra-PAU/CED, Respiratory  
Dr Nandhini Kumaraguru- Gastroenterology  
Dr Anna Uwagboe- CED/PAU, Gastroenterology, EPR and Innovation Lead  
Dr Meera Mallya- Consultant in Diabetes and Endocrinology  
Dr Heather Mitchell-Endocrinology and Diabetes  
Dr Vasanta Nanduri- Head of School EoE, Oncology/ Haematology and Endocrinology  
Dr Jason Palman-PAU/CED, Rheumatology  
Dr Chaniyil Ramesh-Neurology/Epilepsy  
Dr Vanita Rasiah – Consultant in Neurology/Epilepsy  
Dr Ashley Reece-DME, Allergy  
Dr Jeremy Roskin- Oncology/ Haematology

Dr Deepan Vyas- Allergy, TPD for F2, Redevelopment Lead  
Dr Ariel Tsai- Consultant in Allergy

### **Paediatric Emergency Medicine Consultants**

Dr Katherine Priddis – CED lead, post-graduate clinical tutor, LTFT and SuppoRTT champion  
Dr Richard Burrige – Chief clinical information officer  
Dr Nick Ward

### **Neonatal Consultants:**

Dr Sankara Narayanan- Neonatal Lead and Special interest in Cardiology  
Dr Emmanuel Quist-Therson- Special interest in Cardiology  
Dr Avinash Jinadatha- NIPE Lead  
Dr Nazakat Merchant-Neurodevelopment and Research, Risk Lead (Neonates)  
Dr Ingran Lingam-PMRT Lead

### **Junior medical staff:**

15 middle grade  
1 x Staff Grade Paediatrician (Diabetes/Allergy/General)  
1 x Clinical Fellow  
1x ANNP  
2 x ST6-8  
10 x ST4-6  
18 x FY2 to ST3 (6 GPVTS, 3 FY2, 1 Comm F2, 8 ST1-3)

### **This post:**

This post is for a 12-month 10PA Locum Consultant Paediatrician with a focus on acute and emergency care. The post holder will predominantly be based at Watford General Hospital.

### **Duties and Responsibilities:**

#### **Clinical Duties:**

The post holder will provide shop floor support to CED and PAU, supporting both the Emergency Department stream of patients, as well as the Paediatric GP heralded stream of patients. The successful candidate would be expected to work in CED and PAU, with a mixture of day shifts, evenings, and weekends.

The post holder will also provide prospective cover for CED/PAU. The CED/PAU has consultant cover 5 days a week with cover between 0800-2200 and weekends 1100-1900. The post holder will have a contract that covers 52 weeks of the year for CED/PAU shifts, rather than 42 weeks to include annual leave, study leave and professional. Consultant that work prospective cover are expected to cross gaps in the service created by leave and ward consultant attending weeks. The number of PAs for CED/PAU shifts is paid to reflect prospective cover. In addition, the post holder will cover two Bank Holidays each year and contribute the Christmas/New Year rota.

The post holder will have management responsibilities associated with the overall running of these clinical areas and with the clinical care of the patients in these departments. The post holder will undertake administrative duties as required associated with the care of patients and the running of the department. He/she will be expected to attend and contribute to the clinical governance and other meetings of both the Women's and Children's Division and the Division of Emergency Medicine.

The post holder will be expected to be involved in the clinical supervision and management of junior medical, supporting their professional development.

The post holder will be expected to provide one to two Rapid Access out-patient clinics per week across Watford General and Hemel Hempstead Hospital sites.

#### **Teaching:**

The post holder will be encouraged to participate in the regular teaching sessions held for the junior medical staff, nursing staff, ACPs, emergency department staff, community nurses and GPs.

#### **Clinical Audit and Governance:**

The post holder will be encouraged to participate actively, lead and supervise departmental clinical audit and quality improvement projects.

The post holder will need to take an active part in clinical governance and clinical risk management.

#### **Appraisal:**

WHTH has a well-developed programme of annual consultant appraisal to facilitate the post holder's professional development. The post-holder will be required to undergo an appraisal as per the Trust Appraisal Policy. In line with current regulations revalidation will be required at 5-yearly intervals on dates set by the GMC.

#### **Continuing Professional Development:**

The post holder will be encouraged and supported in maintaining their continuing professional development. The Medical Education Centre offers an extensive programme of regular postgraduate education. The post holder would be required as a minimum to achieve the Royal College of Paediatrics and Child Health annual credit requirements for internal and external CPD, supported by appropriate study leave.

#### **Facilities:**

The post holder will receive appropriate office accommodation, secretarial and IT support.

### Example Job Plan

#### Locum Consultant Paediatrician with acute and emergency care interest 10PA Job Plan – proposed job plan for Mon-Fri plus 1 in 4 Sundays and Prospective cover

Day	AM	PM
Mon	CED/PAU 0800-1600 (alternate weeks)	CED/PAU 1200-2200 (alternate weeks)
Tues	OFF	OFF
Wed	RAC Clinic (1PA)	Clinic Admin (0.25PA) SPA (0.75PA)
Thurs	RAC Clinic (1PA)	Clinic Admin (0.25PA) SPA (0.75PA)
Fri	CED/PAU 0800-1600 (alternate weeks)	CED/PAU 1200-2200 (1 in 4 weeks)

### Person Specification:

Attributes/ skills	Essential	Desirable	Assessment
Qualifications and Training	<ul style="list-style-type: none"> <li>• Full GMC registration</li> <li>• MBBS or equivalent</li> <li>• Entry on the GMC Specialist Register in Paediatrics or Paediatrics (Paediatric Emergency Medicine) via               <ul style="list-style-type: none"> <li>• CCT (proposed CCT date must be within 6 months of interview); or</li> <li>• CESR</li> </ul> </li> <li>• APLS or equivalent</li> <li>• Level 3 Safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>• Additional degrees, diplomas or postgraduate thesis relevant to specialty</li> <li>• Sub-speciality training via GRID</li> <li>• APLS Instructor</li> <li>• ATLS/GIC</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
Knowledge and Clinical skills	<ul style="list-style-type: none"> <li>• Consistent with independent consultant practice in general and acute Paediatrics</li> <li>• Competent to manage children in an acute, inpatient and outpatient setting</li> <li>• Able to demonstrate clinical skills in line with RCPCH curriculum</li> <li>• Evidence of managing critically ill children</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to acquire skills and training in order to expand person and team qualities</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>

<p>Motivation and Attitude</p>	<ul style="list-style-type: none"> <li>• Evidence of self-motivation and initiative</li> <li>• Ability to both lead and be part of an MDT</li> <li>• Ability to work flexibly in a team</li> <li>• Clinical leadership skills</li> <li>• Ability to organise own CME/CPD needs</li> <li>• Ability to change and adapt to changes in circumstances</li> <li>• Ability to cope with pressure</li> <li>• Honesty, integrity and appreciation for ethical dilemmas</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of service development</li> <li>• Experience if leadership of a Children's Emergency Department or Paediatric Short Stay Unit (at consultant or registrar level)</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<p>Teaching and Training</p>	<ul style="list-style-type: none"> <li>• Experience of teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of educational training course or higher teaching qualification</li> <li>• Experience of educational or clinical supervision</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<p>Research, Quality Improvement and Audit</p>	<ul style="list-style-type: none"> <li>• Evidence of completion of audit and implementation of recommendations</li> <li>• Ability to supervise junior staff undertaking audit, QI or research projects</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to appraise research critically and apply research outcomes to clinical problems</li> <li>• Participation in research</li> <li>• Publication in peer-reviewed journals</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<p>Communication and Information Technology skills</p>	<ul style="list-style-type: none"> <li>• Excellent written and spoken communications</li> <li>• IT skills and understanding of database concepts</li> </ul>		<p>Application form Interview</p>

## Terms and conditions of service

The Consultant appointed will have continuing responsibility for the care of patients in their charge and for the proper functioning of his/her department. They will also undertake the administrative duties associated with the care of his/her clinical department. The post is offered under the terms and conditions of the new consultant contract, West Hertfordshire Teaching Hospitals NHS Trust will be responsible for issuing a contract for the number of programmed activities the appointee and the Trust agrees.

The present salary scale is £82,096 - £110,683 per annum pro rata.

The successful applicant will be expected to live within 30 minutes travelling time of the three hospitals. Removal expenses will be considered for appointees who have to move to the area.

The successful applicant will be required to hold an appropriate higher qualification.

A satisfactory medical examination is a condition of employment for Medical and Dental staff in the NHS. Therefore, the successful candidate may be required to undergo such an examination unless a satisfactory one has been carried out within the last twelve months.

## Visits to the hospitals

Further information may be obtained from Dr Lynn Sinitsky, Clinical Director for Children's Services or Dr Katherine Priddis, CED Lead Consultant, who will be pleased to arrange visits to the Hospital.

Contact:

Amber Mathews, secretary to Dr Sinitsky  
01923 217992  
Amber.mathews@nhs.net

Kat Priddis  
Katherinelouisa.priddis@nhs.net