



Hull University
Teaching Hospitals
NHS Trust

JOB DESCRIPTION

Job title: Consultant Community Paediatrician

Speciality: Paediatrics

Health group: Family and Women's

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THE TRUST

Hull University Teaching Hospitals NHS Trust is one of the largest acute trusts in the North of England with two hospitals serving a local population of 600,000, increasing to 1.2 million for tertiary services. The services provided by the Trust are split across Hull Royal Infirmary, situated close to Hull city centre, and Castle Hill Hospital, in Cottingham on the outskirts of the city. The Trust has an annual budget of £500m, employing over 10,000 staff who provide a wide range of emergency, inpatient and outpatient services.

WELCOME

Hull University Teaching Hospitals NHS Trust is an organisation that will always care about you and your career.

From the day you arrive, you will join a great team that has made a solid commitment (and a unique set of promises) to ensure your continued enjoyment and growth.

As part of our medical workforce you will be one of our leaders and role models. We'll make sure we invest in your continued development and enable you to deliver great care to your patients. We will empower you to be accountable for your services and make sure you always feel part of a team that seeks to deliver new ways of working.

We are a teaching trust that works closely with our partners in education, commissioning and across health care in a great place to work, live and unwind.

We are a trust that typifies this extraordinary place and reflects its remarkable people.

Join us and make a difference. You'll love it.

We promise.

OUR VALUES

GREAT STAFF

- Honest, caring and accountable culture
- Valued, skilled and sufficient workforce

GREAT CARE

- High quality care
- Great clinical services
- Partnership and integrated services

GREAT FUTURE

- Research and innovation
- Financial sustainability
- Estates and Infrastructure
- Digital development
- Environmental sustainability

HULL YORK MEDICAL SCHOOL PARTNERSHIP

Hull York Medical School is a partnership between the Universities of Hull and York and the NHS in North and East Yorkshire, and Northern Lincolnshire. The school performs well in league tables in recognition of its excellent undergraduate medical curriculum and research, judged to be of high international quality. With a distinctive and innovative approach to training doctors for the health services of the 21st century, HYMS aims to influence positively the recruitment and retention of doctors in the region and the quality of local health services.

HYMS offers a five year programme using contemporary learning and assessment methods in an integrated structure to some 140 students each year. The programme features a modern learning environment and high quality clinical attachment opportunities. There is a strong focus on learning in community settings, including primary care, and on working collaboratively with other health professionals.

EDUCATIONAL FACILITIES

Medical Education at Hull University Teaching Hospitals NHS Trust is accessible to all health care professionals and offers a broad range of training and support. The Medical Education Centre provides a modern, flexible arena in which professionals can train in a supportive environment. The Centre contains a 190 seat auditorium and three large seminar rooms. The Lecture Theatre at Castle Hill Hospital comprises of a 70 seat lecture theatre with modern audio-visual equipment.

The Hull Institute of Learning and Simulation (HILS) is able to offer practical skills rooms including ward areas, operating theatre and simulation suites. Each room has been built with a high level of flexibility and all can be customised to the user's needs. In addition, the Suture Centre based at Suite 22 at Castle Hill Hospital is an ideal training venue for all wet lab and surgical skills training. This facility comprises of 10 surgical stations all with wall mounted monitors, large presentation screen plus a preparation area and a procedural simulation room.

Library and Knowledge Services provide a highly rated service, with access to over 10,000 texts both online and physically. The libraries are accessible 24/7 and PCs are available to access online resources.

THE LOCAL AREA

Hull is a thriving university city with excellent shopping, leisure facilities and dining experiences. It is surrounded by attractive villages and countryside, and is in easy reach of the East Yorkshire coastline and the Yorkshire Wolds. The minster towns of Beverley and York are both within easy travelling distance. Hull and the East Riding of Yorkshire offer a diverse and impressive range of housing choices, offering great value for money as house prices are generally cheaper than other parts of the UK.

The area provides a broad range of educational opportunities close to the University, including a number of Further and Higher Education Colleges. A number of schools and academies in Hull and the East Riding have been rated Outstanding by Ofsted, and the area also offers a good choice of independent schools with boarding and day school options.

There are an increasing number of direct inter-city trains to London and regular services to other major centres. The M62 motorway provides fast communications within Yorkshire and links up directly with the A1 and M1 North/South motor routes. Humberside Airport provides a reliable service to several European cities.

THE SERVICE AND THE ROLE

Community Paediatric Department

The Community Paediatric Medical Services is commissioned to support care delivery across Hull and the East Riding of Yorkshire. There are a number of designated / lead roles within the Community paediatric services provided by HUTH as follows:

- Named doctor for Looked after Children services
- Medical Advisor for adoption and fostering services
- Named Nurse for looked after Children
- Designated medical officer for SEND
- Cerebral palsy/Neurodisability service lead role
- Neurogenetic service lead role
- Neuromuscular Service lead role
- CAMHS liaison and Neurodiversity MDT support

An electronic referral triage system has been established for the community paediatric service. The referrals for the Neurology/Neurodevelopmental/Community Paediatric Medical service are collated and referrals are regularly triaged by a consultant to the most appropriate clinic. Referrals for Statutory assessments (SEND/CLA) have separate dedicated referral pathways and administrative team.

The Neurology/ Neurodevelopmental/Community Paediatric service offers access to a range of clinics which are organised at a frequency which meets the current demand. The following sub-speciality clinics are in place: Neurodevelopmental, Neurology, Complex Disability, Neuromuscular, Neurogenetic, Nurse led sleep clinic, Nurse led structured developmental assessment clinic, Statutory clinic (Initial health assessment/ adoption medicals), Joint tertiary Neurology clinic and Joint Tertiary neuromuscular clinic. The service also supports the adoption panels for Hull (3 weekly) and East Riding (6 weekly).

The clinics are provided at HUTH, Bridlington, East Riding Community Hospital (Beverley) and Wilberforce Health Centre.

Autism and ADHD assessment service is provided by Neurodiversity service, which is hosted by separate provider Humber Foundation Trust

The service is also able to internally link with General paediatrics, all relevant paediatric sub specialities. There is also access to the Paediatric epilepsy service which has its Triage pathway and epilepsy specialist clinics

The service has access to the following MDTs:

- Complex disability MDT (monthly)
- Neuroradiology MDT (weekly)
- Neurophysiology MDT (monthly)
- Neurogenetic MDT (monthly)
- Neuro-ophthalmology MDT NF1 clinic (2monthly)
- Gastroenterology MDT (monthly)
- Palliative care MDT (6 monthly)
- Neurodiversity MDT due to start
- Transition MDT

Acute Paediatric services at Hull University Teaching Hospitals NHS Trust are located in a number of different locations across the Hull Royal Infirmary site. The Paediatric medical ward (Woodland ward), Paediatric Assessment Unit and Paediatric HDU beds are located on the 2nd floor of the Tower Block. All inpatient facilities are located at Hull Royal Infirmary and all cater for children from one day old up to their 16th birthday, unless already under the care of a paediatric consultant. The Paediatric medical inpatient ward has 20 inpatient beds, the Paediatric High Dependency unit has 4 inpatient beds and the Paediatric Assessment unit has 6 triage rooms and a waiting room. The service accepts direct referrals from GP, Emergency Department, Specialist Nurses and Consultants across a range of medical specialties.

ward also accepts paediatric transfers from other trusts back to the area for on-going management. Inpatient services are provided via Paediatric assessment unit, PHDU, Acute Ward and Acorn ward. The service also shares clinical responsibility of children with other specialties within Hull University Teaching Hospitals NHS Trust i.e. Paediatric surgery, Orthopaedics, Ophthalmology, CAMHS, Dermatology, ICU & ENT. The service provides Consultant Paediatrician presence 7 days a week. The Paediatric outpatients department, Paediatric Surgery Ward (Acorn ward) and the Neonatal Intensive Care Unit (NICU) are all located in the Women and Children's Hospital.

Current Staffing

Dr Eleanor Pierce Consultant Neonatologist (Clinical lead)

Dr Hassan Gaili Consultant Neonatologist

Dr Kathryn Green Consultant Neonatologist

Dr Aparna Manou Consultant Neonatologist

Dr Kerry Jones, Consultant Neonatologist

Dr Rana Alia, Consultant Neonatologist

Dr Amy Young, Consultant Neonatologist

Dr Hilary Klonin, Consultant Neonatologist

Dr Chris Wood Consultant Designated Medical Officer for Safeguarding

Dr Lesley Clarkson Consultant Paediatrician and Named doctor for Safeguarding

Dr Alex Damazer Consultant paediatrician (Safeguarding)

Dr Mary Barraclough Consultant paediatrician (Child Death Lead)

Dr Sandhya Jose Consultant Paediatrician, Clinical Lead for Community Paediatrics and Epilepsy

Dr Vishal Mehta Consultant Paediatrician with special interest in Neurology & Neuro-disability and Clinical lead for Paediatrics

Dr Lorna Hight, Consultant Community Paediatrician (Neurodisability/ Neurogenetics)

Dr E Birley, Specialty Dr in Community paediatrics (Medical advisor for adoption and fostering)

Designated doctor for looked after Children: vacant

Dr Vijay Samuel: Locum consultant Community Paediatrician (Medical advisor for adoption and fostering)

Dr Hannah Townsend: Consultant paediatrician (Neurodiversity and eating Disorders)

Dr Mataz Abedghane: Locum consultant Community paediatrician , Named Dr for CLA and Medical advisor for adoption panel

Dr Tushar Jain: Locum Consultant community paediatrician

Dr M Rizwan: Consultant paediatrician (Epilepsy and Neurodevelopment)

Louise Burnett: Specialist Nurse (Neuromuscular and Complex disability)

Kate Woodrow: Nurse Practitioner (SEND and Neurogenetics) with Community Paediatrics

Jacquie Best, Specialist Nurse in Community Paediatrics (Complex disability and SEND)

Amanda Whiting: Named Nurse for Looked after children

Christine Bennett: Paediatric epilepsy specialist nurse

Fiona Lead: Paediatric epilepsy and LD specialist nurse

Nicola Heenan: Paediatric epilepsy and Neurology specialist nurse

Dr Hilary Klonin Consultant Intensivist & Emergency Care

Dr Remy Toko Consultant Intensivist & Emergency Care

Dr Ashwini Kotwal Consultant Paediatrician with special interest in Oncology & Haematology

Dr Rupal Patel Consultant Paediatrician with expertise in Cardiology

Dr Verghese Mathew Consultant Paediatrician with special interest in Endocrinology

Dr Sanjay Gupta Consultant Paediatrician with special interest in Endocrinology

Dr Kavitha Tharian, Consultant Paediatrician with special interest in Endocrinology

Dr Vikas Gupta Consultant Paediatrician with special interest in Allergy

Dr Reeba Joy Consultant paediatrician with special interest in Rheumatology

Dr Haji Khan Consultant Paediatrician with special interest in Respiratory/CF Medicine

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Dr Vikas Sharma Consultant Paediatrician with special interest in Respiratory/
Dr Hani Soad Khdir Al-Kubessi Consultant Paediatrician with special interest in Allergy
Dr Intan Yeop Consultant Paediatric Gastroenterologist

Miss Sanja Besarovic Consultant Paediatric Surgeon
Mr Mahmud Fleet Consultant Paediatric Surgeon
Mr Marcin Kazmierski Consultant Paediatric Surgeon, Clinical Lead
Ms Anna Radford, Consultant Paediatric Surgeon
Mr Gamaethige Jayawardane, Consultant Paediatric Surgeon
Ms D Morgante, Consultant Paediatric Surgeon

Resources

Appropriate secretarial support will be provided along with appropriate office accommodation and IT facilities.

The Role

This is an exciting opportunity to join the Community Paediatric service hosted by Hull University Teaching Hospitals NHS Trust and be part of the dynamic team providing the service to meet rising demand across the specialist teams. The successful candidate will be clinically active in both Community Paediatric service and will contribute to the Neurodevelopmental/ Neurodiversity service and the statutory service provision including Child looked after team. The Paediatric Neurology team at Leeds provide the tertiary neurology support. There will be no on call commitments with this role.

Clinical role

- Undertake Neurodevelopmental/ Neurodiversity clinics, and contribute to EHCP. Deliver holistic approach for children whom may need care in a number of aspects at once.
- Contribute to specialist Neurodiversity assessments and MDT discussion
- Undertake health assessments and adoption medicals for looked after children and provide comprehensive written reports. The post holder will also contribute to the adoption panel.
- Support and advice colleagues in the clinical assessment and care of children and young people, whilst being clear about others personal clinical professional accountability.

The Trust is seeking to appoint a highly motivated individual who can realise the potential of the role and directly influence both service delivery and the future development plans for services locally.

Job plan

A standard full time Job Plan will contain 10 programmed activities (PAs) comprising 8.5 PAs for direct clinical care (DCC) and 1.5 SPAs are classed as 'core' and cover time for training, teaching, CPD, audit, appraisal, clinical governance and attendance at service meetings. There are opportunities to participate in undergraduate teaching within the HYMS medical school curriculum. Additional SPA time can be allocated for research, clinical management and educational supervisor (ES) activity. It is envisaged that this post would include the educational supervision of at least one trainee per year who could be from any level of training from FY1 to speciality registrar. It is expected that the appointee will have completed ES training or complete this within a short time of taking up the post. All new appointees will be encouraged to develop their management skills by taking on a management role which could include assisting more senior colleagues with the organisation of educational activities, audit, junior doctor management, recruitment etc. Personal preferences can be taken into account and training will be given for the chosen role. Additional PA time is negotiable for more senior management, research or educational roles within the department.

The timetable is flexible, and can be modified to reflect the special interests and expertise of the appointee.

Provisional Job Plan

Day	AM 09:00am-13:00pm	PM 13:00pm-17:00pm
Monday	Neurodevelopment Clinic (DCC1PA)	Clinical admin (DCC1PA)
Tuesday	Statutory clinic (CLA) (DCC 1PA)	Clinical Admin (DCC 1PA)
Wednesday	Neurodiversity Clinic 1/month Telephone clinic 1/ month (DCC0.5PA)	SPA 0.5PA/ Clinical admin (DCC0.5PA)
Thursday	Neurodevelopment clinic (DCC1PA)	Clinical admin 1PA (DCC 1PA)
Friday	MDT 1PA	SPA (CPD/CME/Audit) (1PA)
Educational Supervision	0.25PA	

Additional PAs

Any additional programmed activities above 10PAs will be agreed during the job planning process with the clinical lead and clinical director. Any agreement will be made in writing and the additional programmed activities will be incorporated into the job plan schedule.

Workload Figures

The successful candidate will be expected to operate within the agreed specialty budget and workload target. There is in addition a collective responsibility falling on all Consultants to consult with their colleagues and, hence, to co-ordinate their individual commitments in order to ensure that the particular clinical services with which they are involved operate effectively.

ADDITIONAL INFORMATION

Appraisal/Revalidation/CPD

The Trust is committed to supporting the requirements for continuing education and professional development as laid down by the Royal Colleges. An appraisal review will be undertaken annually by a trained appraiser and clear objectives agreed. The appraisal process is carried out according to GMC guidance in preparation for revalidation.

Training

The post will have timetabled training with some flexible time for mandatory training and preparation for appraisal and revalidation. This is in keeping with national recommendations.

Flexible Working

Any consultant who wishes to work part time will still be eligible to be considered for the post. If such a person is appointed, modifications of the job description will be discussed on a personal basis following consultation with colleagues and the Chief Executive.

Appointments under the Department of Health Flexible Careers Scheme will be in accordance with the provisions of that scheme and the associated guidelines for Trusts.

Audit

There are full facilities and support for audits. Audits are done from an agreed plan set departmentally on a yearly basis.

Research and Development

Our vision is to empower our workforce to engage in research, apply the latest research findings and enhance clinical practices for improved patient care. Our collaboration with the University of Hull and

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York Medical School has led us to conduct research across multiple clinical areas, backed by around 75 key staff members. Our successful partnerships with pharmaceutical and medical technology industries, collaborators and funders are evident in our management of around 500 ongoing research studies at any point in time.

Relationships between Consultants, the Chief executive and the Trust Board

The management of hospitals and other health care facilities is the responsibility of Trust Boards discharged through their Chief Executives, who have authority to decide policy commensurate with their responsibility. Consultants have a primary role to provide clinical services to patients referred to them.

The Consultants have a responsibility to the Chief Executive and a commensurate authority in respect of the reasonable and effective use of such resources and staff as they use and influence. The successful candidate will be expected to operate within the agreed speciality budget and workload target. There is in addition a collective responsibility falling on all Consultants to consult with their colleagues and, hence, to co-ordinate their individual commitments in order to ensure that the particular clinical services with which they are involved operate effectively.

Each consultant has a specific responsibility to the appropriate Service Management for the use of the resources. Damian Haire is the Operations Director, Nicola Caygill is the Nurse Director and Mr Colin Vize is the Medical Director for Health Group.

Conditions of Service

It is a legal requirement for all doctors to be on the Specialist Register before they can take up a Consultant appointment.

The post holder must live within 30 minutes travelling time of base hospital.

TRUST POLICIES

Equality, Diversity and Inclusion

The Trust is committed to building a workforce which is valued and whose diversity reflects all communities from which it serves. Evidence shows that a diverse and inclusive workforce has a positive impact on not only staff but also on patient experience and outcomes.

If you have a disability, long term condition or are neurodiverse, we have a Staff Disability Network, which is run for staff by staff. It's a safe place that offers support, advice and can help you navigate the workplace, so that you can come to work with the things in place you need to have a great day at work. We also offer a staff adult special educational needs services that can help with everything from dyslexia through to ADHD support in the workplace.

Health and Wellbeing

The Trust wants our staff to feel well supported in their roles, so we offer a wide variety of health and wellbeing activities, including support for both your mental and physical health. As well as direct support from your clinical manager, our UP! Health and Wellbeing Programme information is accessible via the Trust intranet (Pattie). We have an Occupational Health Team, which you can self-refer to for support on a range of physical and mental health issues. The Trust also offers specific mental and emotional wellbeing services including in-house staff support clinical psychologists, counsellors and personal coaches.

For staff who need extra support when dealing with tough situations we have a Trauma Risk Incident Management (TRiM) Service, which confidentially supports staff individually or in groups through structured peer support. This ensures that we support you early, and the service is designed to help you to understand your responses and find ways, if needed, to get support in a timely manner. We also have a pastoral/chaplaincy team who can visit staff in their place of work or meet with teams and individuals to support on the day to day challenges or when things get really difficult. They are available across both sites and also directly support our 24/7 staff support hotline.

Health and Safety

In addition to the Trust's overall responsibility for your health and safety you have a personal responsibility for your own health and safety. As such you are required to inform your line manager of any safety issues that you identify, that could affect you or others in the workplace. You must co-operate with management and colleagues at all times in achieving safer work processes and work places, particularly where it can impact on others.

As a Trust employee you will be trained in the correct use of any equipment provided to improve safety and health within the Trust. You are required to use the equipment when necessary and as instructed which will include checking the equipment is safe to use, prior to its use and must report any defects immediately to your line manager.

You are responsible for the implementation and adherence to Trust safety policies and procedures for areas within your remit. You are required to ensure suitable and sufficient risk assessments are completed for all areas within your remit. The controls identified must be evaluated and implemented where necessary. You are required to review all risk assessments periodically and particularly when staffing and/or equipment changes, monitoring the effectiveness of any control measure implemented. You are to ensure suitable and sufficient equipment is provided to sustain the health and safety of staff, patients and visitors to areas within your remit.

Infection Control

In addition to the Trust's overall responsibilities under The Health and Social Care Act 2008 Code of Practice for healthcare, including primary and adult social care on the prevention and control of infections (revised December 2010) for your safety, you have a personal responsibility to ensure your work adheres to this Code in the delivery of safe patient care within the organisation. This code relates to ALL Trust staff and contractors working within the organisation who are employed to ensure this level of care is provided.

As an employee you will be trained to ensure adherence and compliance to the various Infection Control policies within the Trust.

Sustainability

To actively support the Trust's goals for sustainability by encouraging and adopting sustainable ideas and practices.

Safeguarding

The Trust has a duty and is committed to safeguarding all service users and provide additional measures for adults and children who are less able to protect themselves from harm or abuse. As an employee* you have an individual responsibility to contribute to the detection, reporting and prevention of abuse to safeguard those in our care (Section 11 Children Act, 2004, Human rights Act 1998, Equality Act 2010 Mental Capacity Act 2005 Care Act 2014) and are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person or adult at risk. The Trust will assist you in this process by providing training, guidance and advice. There are corporate safeguarding teams who can be contacted for advice, support and safeguarding supervision. All concerns must be reported as per Trust Safeguarding Policies which are available on the Trust Intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.



PERSON SPECIFICATION

Requirement	Essential	Desirable	How Assessed
Professional Registration	<ul style="list-style-type: none"> • Full Registration with the GMC • GMC Specialist Registration (or expected inclusion within 6 months) • Note – CESR applicants must be on the Specialist Register at the point of application 		CV GMC
Qualifications and Training	<ul style="list-style-type: none"> • MRCPCH(UK) or equivalent qualification 	<ul style="list-style-type: none"> • Postgraduate degree: e.g. MD, PhD in Paediatrics 	CV
Clinical Experience	<ul style="list-style-type: none"> • Is able to demonstrate having achieved the competencies equivalent to the higher specialist paediatric training in Community paediatrics • Able to undertake statutory looked after children/adoption health assessments, including those with complex healthcare needs. • Valid resuscitation training • Valid level 3 safeguarding training 	<ul style="list-style-type: none"> • Experience of working in NHS • Be able to undertake Neurodiversity assessments(Autism/ADHD) and contribute to MDT discussion • Be able to provide a written health report on each child being considered for adoption. • Be able to provide advice to local authority adoption and fostering panels. 	CV Interview
Management and Administration Experience	<ul style="list-style-type: none"> • Knowledge of the management and structure of the NHS • Understanding of management issues including medical management, clinical governance, service planning, and quality improvement 	<ul style="list-style-type: none"> • Evidence of leadership attributes and experience • Evidence of motivational skills 	CV Interview
Teaching, Audit and Research	<ul style="list-style-type: none"> • Evidence of participation in clinical audit/QI project, understanding the role of these in improving the medical practice • Experience and knowledge of critical appraisal of evidence, so as to improve clinical outcomes • Willingness to teach all grades of professional multidisciplinary staff 	<ul style="list-style-type: none"> • Research degree • 'Training the Trainers' certification 	CV Interview
Personal Attributes	<ul style="list-style-type: none"> • Ability to work under pressure • Flexible approach • Caring attitude to patients, carers and colleagues • Ability to communicate effectively with patients, relatives, GPs, Nurses and staff at all levels 		Interview

Requirement	Essential	Desirable	How Assessed
Other	<ul style="list-style-type: none"> • Ability to fulfil all of the duties of the post, and travel requirements • Satisfactory Enhanced DBS and required immigration status 		CV