

**Senior Clinical Fellows (ST4 – ST7 Equivalent)
in Paediatric Emergency Medicine**

**with 20% optional “Special Interest Project” in Education OR
Quality Improvement**

2 x Fixed Term Posts – 6/12 months

To commence August/Sept 2024

POST SUMMARY

Birmingham Children's Hospital has one of Europe's busiest children's emergency departments, seeing over 65,000 children annually and is a Children's Major Trauma Centre. With a well-established track record for training in Paediatric Emergency Medicine (PEM), the ED is seeking to expand, not only to meet increased demand but also to develop as a centre for delivering world class emergency care to acutely unwell children.

Birmingham Children's Hospital was rated as "Outstanding" by the NHS Care Quality Commission but we think there is much we could improve. We are looking for two Senior Clinical Fellows in PEM, at middle grade level or above (see person specification), to help take the department forward. The fellowships will provide a fantastic opportunity to realise a project that will help bring about change while providing an excellent opportunity to train in PEM at a hospital that looks after a diverse population, including many children with complex needs.

20% of hours within the job plans for these posts will be available to work on and deliver world class, high level projects within the post holders' chosen fields. Potential subject areas for projects will include:

Education/Simulation – working with Dr Kate Edgworth (kate.edgworth@nhs.net) we are looking for candidates to bring innovative ideas to the department, to develop both simulation experience, and expand educational opportunities through projects involving online delivery of education.

- You will be expected to run and develop the simulation programme for postgraduate training within the ED.
- You will be involved in the development of simulation in the trust (for ED) and work with the BWC simulation team.
- You will be offered experiences to develop online learning for postgraduate training for all staff in the Emergency Department.

QI/Management – working with Dr Anand Kanani (anand.kanani@nhs.net) we are looking for this candidate to work together to deliver a large QI project to learn and develop the candidates knowledge of QI and project delivery.

- You will be able to get formal QI training in the trust over your time here "Silver QI" training. This is a formal 3 day training programme with support for your learning and your project.
- You will be expected to achieve a significant Emergency Department QI project during your time here, with support from Dr Kanani and the QI team at BWC.
- We are not going to mandate the project you complete, and will be a discussion once you start in the department however, projects that we have recently achieved and presented at national conferences, and nominated for international (RCEM) prizes include:

- "Implementation of the SNAP protocol" (Paracetamol overdose treatment plan) – *National RCEM QI prize winner*
- "48 hour scanning of notes on PEPR" – *EUSEM Oral presentation*
- "Improving Blood Result Sign Off – Autosigning" – *RCPCH Oral presentation*

We pride ourselves on our friendly links with the rest of the hospital and, alongside working with the ED nursing staff, Emergency Nurse Practitioners and the newly expanded team of PEM consultants, fellows will be encouraged to work with other teams and specialties in the hospital relevant to their interests.

Applicants for these posts should have completed either (a) at least 24 months' postgraduate training in paediatrics (not including Foundation modules) or (b) at least 36 months' experience in Emergency Medicine or the Acute Common Care Stem (ACCS) and CT3 specialities (not including Foundation modules) by the time of appointment. The rota is a full-shift pattern that is fully EWTD (European Working Time Directive) compliant.

GENERAL INFORMATION

THE AREA

Birmingham is a progressive, modern city offering pleasant accommodation and excellent civic infrastructure. There are good road, rail and air links and easy access to the countryside. The International Convention Centre, Symphony Hall, National Indoor Arena, the Art Gallery and several theatres are centrally located. There are excellent schools and the University of Birmingham, Aston University and Birmingham City University offer a wide range of educational facilities and other activities.

THE BIRMINGHAM WOMEN'S AND CHILDREN'S NHS FOUNDATION TRUST

Officially launched in February 2017, Birmingham Women's and Children's NHS Foundation Trust brings together Birmingham Children's Hospital and Birmingham Women's Hospital together under one united NHS Foundation Trust – the first of its kind in the UK.

Birmingham Women's and Children's NHS Foundation Trust brings together the very best care and support for women, children and families, always promising that we will be by your side throughout their journey with us.

There has never been a more exciting time to join our team. Ambitious and proud to provide world-class care, everyone who works at Birmingham Women's and Children's NHS Foundation Trust team plays an important role in making our hospitals the incredible places they are.

THE BIRMINGHAM CHILDREN'S HOSPITAL

Birmingham Children's Hospital is a large, multidisciplinary dedicated children's hospital with a capacity of almost 300 beds. There are 11 operating theatres, including a separate burns unit theatre and endoscopy unit, 5 other anaesthesia delivery areas and a 31-bedded Intensive Care Unit. Kids' Intensive care and Decision Support (KIDS) is the regional transport and advice service for critically ill children in the West Midlands. KIDS receives over 1200 referrals/year and transfers over 50% of these children to Paediatric Intensive Care Units at Birmingham Children's Hospital (BCH) and University Hospital of North Staffordshire (UHNS) and, in certain circumstances, out of the region of West Midlands. The Trust provides secondary level paediatric services for the child and adolescent population of much of the city of Birmingham, both in the hospital and through its community and clinical support services. It is also the regional paediatric referral centre for the West Midlands, and many of its specialist services extend their referral base beyond regional boundaries. The Trust is the regional paediatric Major Trauma Centre for Birmingham and the West Midlands.

As well as general paediatrics and paediatric surgery, the clinical services provided by the trust include: cardiology and cardiac surgery; endocrinology; ENT surgery and cochlear implantation; gastroenterology and hepatology; inherited metabolic diseases; neurosurgery; oncology and haematology; ophthalmology; orthopaedic and trauma services; spinal surgery; paediatric dentistry; plastic surgery (including cleft lip and palate work); respiratory medicine and cystic fibrosis; rheumatology; thoracic surgery. The hospital is a designated regional and supra-regional centre for craniofacial surgery, cardiothoracic surgery (hypoplastic left heart syndrome), dermatology (epidermolysis bullosa), endocrinology (Alstrom's disease), paediatric burns, complex liver disease and liver transplantation, and is the national centre for paediatric small bowel transplantation.

There is comprehensive provision of diagnostic and support services including all aspects of paediatric laboratory medicine, radiology and pharmacy. Therapy services include dietetics, physiotherapy, orthoptics, occupational therapy, and speech and language therapy. Pastoral and social support is offered by a multi-faith chaplaincy, the bereavement support team and by the social work department.

DEPARTMENT OF PAEDIATRIC EMERGENCY MEDICINE

STAFF

Consultants	Dr Jonathan Adamson, MRCPCH Dr Chris Bird, FRCPCH Dr Stuart Hartshorn, FRCPCH Dr Kate Edgworth, FRACP PEM, FACEM Dr Kasyap Jamalapuram, FRCEM, DCH Dr Anand Kanani, MRCPCH Dr Kate Mackay, MRCPCH Dr Tina Newton, FRCPCH Dr Ben Stanhope, MRCP Dr Bridget Wilson, MRCP (Clinical Lead) Dr Katie Wright, FRCEM, DCH
Specialty Doctors/ Senior Clinical Fellows	Dr Sean Rodrigues Dr Mohammed Semeicum Dr Jem Dubif Dr Fran Dutton
Specialist Trainees (ST4-7)	2 Paediatric National Grid trainees in PEM 2 Emergency Medicine PEM subspecialty trainees
Specialist Trainees (ST2-3)	1 ST2 Paediatrics 3 ST3 Paediatrics 4 CT3 Emergency Medicine
Clinical Fellows	2 Posts
Clinical Teaching Fellow	2 Posts
Secretarial staff	Jayne Hughes Rebecca Ledgard Julie Wilson

Emergency Department Registrars/Middle grades are present in the department 24/7.

FACILITIES

The department currently consists of:

- 3-bedded resuscitation area
- 10 examination cubicles (including 2 high dependency cubicles)
- Minor injuries area
- Treatment room
- 6-bedded Observation Unit (5 beds and 1 cubicle)

There is full secretarial support and office accommodation, with access to full internet and IT facilities.

DEPARTMENTAL CLINICAL ACTIVITIES

This is the only ED in the region dedicated to children and approximately 60,000 children are seen annually. The department sees patients from the whole of the Birmingham area, predominantly from the inner city with areas of considerable social deprivation. There is a wide ethnic mix, the predominant ethnic minority being from the Asian sub-continent.

The case mix in the department is approximately 60% medical and 40% trauma patients. A wide range of medical conditions are seen in addition to the department being the regional Major Trauma Centre for paediatric trauma for the Birmingham area and West Midlands region.

Acute review clinics for medical problems and minor injuries are held in the department five days per week. Approximately 2000 patients per annum are seen in these clinics.

One of the best things about working in our ED is the relationships we have built with specialty colleagues. It is not uncommon to have 4-5 specialty consultants present in Resus before a major trauma patient arrives, such is the collaborative support that the ED enjoys. We have particularly close working relationships with those teams whose advice and support we need most frequently and urgently, especially Radiology and Critical Care. These partnerships ensure an efficient and high-quality, consultant-led patient journey is delivered for our sickest and most injured patients. It is very satisfying to know that the almost comprehensive sub-specialty profile of BCH will enable you to coordinate efficient and definitive patient care, all within the skill set of the Trust.

THE POST

CLINICAL RESPONSIBILITY

The post-holders will be an integral part of the clinical team and will carry out the following duties:

- Reception, examination, diagnosis, resuscitation, treatment and management of patients in the Emergency Department until appropriate transfer to inpatient facility or discharge home.
- Supervision of more junior medical staff in the Emergency Department.
- Participation in the Trust Major Incident Procedure.
- Participation in delivering teaching to undergraduate students attached to the Department.
- Attendance at departmental meetings as appropriate.
- Participation in annual NHS appraisal.
- You will complete and present your project nationally or locally.

ADDITIONAL DUTIES

The junior doctor accepts that he/she will perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate Consultant. 'It has been agreed between professions and the Department that while the junior doctor accepts that they will perform such duties, the Secretary of State stresses that additional commitments arising under this sub-section are exceptional and in particular that juniors should not be required to undertake work of this kind for prolonged periods, or on a regular basis'. (Extract from DHSS Circular DS278/75).

RESEARCH AND AUDIT

The ED has an active research programme led by Dr Stuart Hartshorn. Our department was one of the founding sites within the Paediatric Emergency Research in the UK & Ireland (PERUKI) network, and has contributed to the vast majority of multi-centre PERUKI studies to date. Recent successes in improved patient recruitment to PEM studies has occurred alongside strengthened support from the Trust Research and Development Office, including the appointment of two Clinical Research Sisters based primarily in ED. It is expected that the post holders will participate in recruitment to active ED research studies, and will also support the audit activity of the department.

QUALIFICATIONS

Candidates must possess full GMC registration.

TERMS & CONDITIONS OF SERVICE

HEALTH AND SAFETY

Staff have a legal responsibility not to endanger themselves, their fellow employees or others by their individual acts or omissions. The post holder is required to comply with the requirements of any policy or procedure issued by the Trust in respect of minimising the risk of injury or disease.

EQUALITY AND DIGNITY

The post holder will be expected to adhere strictly to principles of fairness and equality in carrying out the role. At all times the post holder will be required to show respect for and maintain the dignity of patients, the public and work colleagues. The Trust will not tolerate any form of bullying or harassment, violence or aggression against its employees.

COMMUNICATION

An integral part of the role of any manager or person with leadership responsibilities is to communicate effectively with their staff and colleagues. It is an expectation of this role that resources and time will be allocated to communicate fully with staff and involve them in the decisions affecting them.

Arrangements should be made to ensure that local and Trustwide matters are communicated and discussed via appropriate means i.e., team meetings, written briefings etc.

INDUCTION

It is the responsibility of every employee to participate fully in Induction. A Trustwide induction course is held on the first and third Monday of each month and a local induction will be provided within your own place of work.

APPRAISAL AND PERFORMANCE MANAGEMENT

All staff will be expected to fully participate in the Appraisal and Performance Management process. This obligation will include the preparation for and attendance at appraisal and performance management interviews and completion of the associated documentation.

WORKING TIME DIRECTIVE

The Working Time Regulations 1998 require that not more than an average of 48 hours be worked each week, i.e., in a 17-week period no more than 816 hours or 1248 hours in a 26 week period. To work more, the Clinical Director's authorisation must be obtained and an opt-out agreement must be signed, stating the post-holder has chosen to work more.

Should more than one job with the Trust be held, or a job with another employer, the total hours worked in all jobs should not exceed the average of 48 hours as above. The post holder will therefore be required to inform the manager if they continue to work elsewhere and the number of hours they work, or if they take up work elsewhere during their employment with the Trust.

INFECTION PREVENTION AND CONTROL

The Trust is committed to minimising any risks of healthcare associated with infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work and must attend Infection Control training commensurate to their role.

CONFIDENTIALITY

Attention is drawn to the confidential nature of the information collected within the NHS. The unauthorized use or disclosure of patient or other personal information is a dismissible offence and in the case of computerised information, could result in prosecution or action for civil damage under the Data Protection Act 1998. It is a condition of your employment that, should you come into possession of information relating to the treatment of patients or the personal details of an employee, you should regard this information as confidential and not divulge it to anyone who does not have the right to such information.

The Trust fully upholds the Caldicott Report principles and you are expected within your day to day work to respect the confidentiality of patient identifiable information.

SAFEGUARDING

As a Trust employee you are required to comply with all legislation and guidance relating to safeguarding children and promoting their health and welfare. If you are being investigated regarding child protection concerns, or become subject to such investigations, appropriate steps may have to be taken such as redeployment, increased supervision etc. and, depending on the outcome of the investigation, there may be implications for your continued employment. You are required to inform the Head of Child Protection Support Service if your own children are/become subject to child protection procedures. This information will be treated in a confidential manner.

MAJOR INCIDENTS

In the event of a Major Incident or pandemic you may be asked to carry out other duties as requested. Such requests would be in your scope of competence, reasonable and with staff side agreement. You would also be reasonably expected to participate in training for these infrequent events.

VISITING ARRANGEMENTS

Interested applicants are invited to visit on an informal basis by arrangement with Dr Kate Mackay (kate.mackay4@nhs.net) or by contacting the departmental secretaries on 0121 333 9515/9516, or by contacting the project theme leads directly by email.

PERSON SPECIFICATION

A copy of the Person Specification for potential candidates is provided as a separate document