

# North Bristol NHS Trust

Exceptional healthcare personally delivered.

## Job Description

### Job Details

Job Title: Clinical Fellow (ST 1-3 equivalent) in Neonatal medicine

Grade: Clinical Fellow (ST 1-3 equivalent)

Department: NICU

Directorate: Women and Children's Health

Location/Base: NICU

### Job Summary

Southmead Hospital provides a paediatric service comprising general paediatric outpatients and neonatology. It is affiliated to the University of Bristol Department of Child Health.

The department of Neonatal Medicine is within the directorate of Women's Health and Care of the Newborn and provides care for all the 5,500 infants born at Southmead and medical tertiary care for babies in the Southwest Neonatal Network. The Neonatal Intensive care unit comprises up to 32 cots of which up to 16 are for intensive care/high dependency. Conventional ventilation, high frequency oscillation and inhaled nitric oxide are all available. Intensive care referrals are accepted from the northern half of the Southwest Neonatal Network on a shared basis with St Michael's Hospital, which also provides a local and regional service for neonatal surgery. The majority of extreme pre terms in the northern part of the Southwest Neonatal Network are cared for at Southmead. The unit admits approximately 750 babies (>100 babies of <1500g) and undertakes approximately 4500 days of intensive and high-dependency care.

Southmead also provides a tertiary service in neonatal neurology and managing babies with post haemorrhagic ventricular dilatation. There are facilities for CT and MRI scanning in the hospital as well as cerebral function monitoring and neurophysiological testing in NICU. There is an undergraduate and postgraduate teaching programme in neonatology.

Academic neonatology and research

The University Department of Child Health (Head of Department – Professor Adam Finn) is based at the Institute of Child Health at the Bristol Children's Hospital and also at the Medical School Building at Southmead Hospital. The institute promotes research, teaching and health education locally, nationally and internationally.

- The Neonatal Department participates in multi-centre trials e.g., AZTEC, Gene study, FEED1 trial, Polar Trial, SURFON trial, DOPHIN trial, WHEAT trial.
- Active collaboration with University of West of England and Bristol Eye Hospital (University of Bristol)

Registrars and SHOs are encouraged to carry out audit projects and develop their own research interests.

#### Details of Members of the Neonatal Department

Consultants	Other Medical Staff
Dr David Evans (Consultant Neonatologist)	
Dr Paul Mannix (Consultant Neonatologist)	<b>Middle Grades:</b>
Dr Libuse Pazderova (Consultant Neonatologist)	5 Specialist Registrars (ST6-8)
Dr Richard Wach (Consultant Neonatologist)	0.5 CF
Dr Claire Rose (Consultant Neonatologist)	2.5 FTE Specialty Doctors
Prof Charles Roehr (Consultant Neonatologist)	<b>Junior medical grades:</b>
Dr Daniela Vieten (Consultant Neonatologist)	7 ST1-3
Dr Faith Emery (Consultant Neonatologist)	<b>Advanced Neonatal Practitioners:</b>
Dr Maria Tsakmaki (Consultant Neonatologist)	10 ANNPs
Dr Katie Farmer (Consultant Neonatologist)	1 Physician Associate
Dr Amiel Billetoop (Consultant Neonatologist)	1 CF (this post)
Dr Madhavi Parathareddy (Associate Specialist)	

## Knowledge, Training, Experience and Skills Required

### Educational Approval

This post has neither Royal College nor Postgraduate approval for training (LAS/CF/CRF only).

The post is educationally sound and well supported, with excellent opportunities for gaining experience in Neonatal Paediatrics. The education opportunities are equivalent to the ST 1-3 specialist registrars.

### Division

The Neonatal Department is part of the Women's Health Directorate which is one of the 5 Clinical Directorates within the Trust's Management arrangements for operational services.

The postholder is managerially accountable to the Clinical Director of Women and Children's Health directorate, Dr Jane Mears (Obstetrics and Gynaecology Consultant)

The Specialty Directors are Dr Claire Rose and Dr Paul Mannix.

The Divisional Operations Director is Claire Weatherall.

The post holder will be allocated a Supervising Consultant.

### Learning Objectives

- Recognition and diagnosis of illness, injury, and congenital malformations in new-born infants.
- Integrated approach to the treatment of common and serious disorders in the newborn.
- Skills include: neonatal resuscitation, intubations, arterial & venous catheterisation, advanced head ultrasound techniques, on-line lung mechanics monitoring and assessment, counselling.

### Clinical experience

- Wide range of medical problems in pre-term and full-term infants.
- Approximately 120 infants below 1500g.
- High frequency ventilation and inhaled Nitric Oxide.
- Local specialties: Neurology and extreme preterm.

### Education

- Southmead NICU is committed to high quality teaching and training which includes a structured teaching programme.
- Study time is protected.

### Teaching

- Supervising and cot side teaching medical students
- Courses/Training/Journal/Clubs/Lunchtime meetings including:
  - Fortnightly Neonatal Tutorial (bleep free)
  - Weekly Neonatal Clinical meeting
  - Weekly Journal Club
  - Monthly perinatal Mortality Review and joint Obstetric/NICU meeting

## Main Duties & Responsibilities of The Post

### Rota and Duties

#### Southmead NICU SHO (ST 1/2/3) Rota Template

Week 1	Duties	Time	Hours	Total hours
Monday	PNW/Teaching	08.30 – 17.00	8.5	
Tuesday	PNW	08.00 – 17.00	9	
Wednesday	PNW	08.30 – 17.00	8.5	
Thursday	off			
Friday	IC	08.30 – 21.30	13	
Saturday	IC	08.30 – 21.30	13	
Sunday	IC	08.30 – 21.30	13	65
<b>Week 2</b>				
Monday	WR/Teaching	08.30 – 17.00	8.5	
Tuesday	off			
Wednesday	Portfolio/Clinic	08.30 – 17.00	8.5	
Thursday	SC	08.30 – 17.00	8.5	
Friday	SC	08.30 – 17.00	8.5	
Saturday				
Sunday				34
<b>Week 3</b>				
Monday	Portfolio/Teaching	08.30 – 17.00	8.5	
Tuesday	SC	08.00 – 17.00	9	
Wednesday	SC	08.30 – 17.00	8.5	
Thursday	off			
Friday	Night shift	20.45 – 09.45	13	
Saturday	Night shift	20.45 – 09.45	13	
Sunday	Night shift	20.45 – 09.45	13	65
<b>Week 4</b>				
Monday	end night shift			
Tuesday	off			
Wednesday	off			
Thursday	off			
Friday	off			
Saturday				
Sunday				0
<b>Week 5</b>				
Monday	IC/HD/Teaching	08.30 – 21.30	13	
Tuesday	IC/HD	08.30 – 21.30	13	
Wednesday	IC/HD	08.30 – 21.30	13	
Thursday	IC/HD	08.30 – 21.30	13	
Friday	off			
Saturday				
Sunday				52
<b>Week 6</b>				
Monday	Portfolio/Teaching	08.30 – 17.00	8.5	
Tuesday	off			
Wednesday	Night shift	20.45 – 09.45	13	
Thursday	Night shift	20.45 – 09.45	13	
Friday	end night shift			
Saturday				
Sunday				34.5
<b>Week 7</b>				
Monday	Portfolio/Teaching	08.30 – 17.00	8.5	
Tuesday	off			
Wednesday	Night shift	20.45 – 09.45	13	
Thursday	Night shift	20.45 – 09.45	13	
Friday	end night shift			
Saturday				
Sunday				34.5

<b>Week 8</b>				
Monday	Leave/Float	08.30 – 16.30	8	
Tuesday	Leave/Float	08.30 – 16.30	8	
Wednesday	Leave/Float	08.30 – 16.30	8	
Thursday	Leave/Float	08.30 – 16.30	8	
Friday	Leave/Float	08.30 – 16.30	8	
Saturday				
Sunday				<b>40</b>
<b>Total</b>				<b>325</b>
<b>Average/week</b>				<b>40.625</b>

PNW – Post Natal Wards

SC – Special Care

HD – High Dependency

IC – Intensive Care

### Southmead NICU Departmental meetings

DAY	TIME	MEETING	WHEN
Monday	8.30am	Hand over round	Weekly
	1.30pm	ST1-3 Teaching	Weekly
Tuesday	8.00am	Journal club	Weekly
	9.00am	Hand over round	
	1.00pm	MD Social meeting	Weekly
	2.30pm	ST 6-8 Teaching	1st and 3rd Tuesdays 1st at Southmead 3rd at St Michael's
Wednesday	9.00am	Perinatal meeting	Weekly
	11.00am	Case presentation	Weekly
		Grand round discussion	Weekly
Thursday	10.30am	Xray and neuroimaging meeting	Weekly

## Working Conditions / Effort

- a) The post IS NOT covered by the terms and conditions of service of Hospital Medical and dental staff.
- b) Whole time appointment
- c) The practitioner's hours of duty shall be the standard working week of 40 hours and in addition the postholder will be paid a supplement for out of hours duty (if undertaking out of hours duty).
- d) The salary scale is as follows: ST1-2 = £40,257 per annum pro rata  
ST3 = £51,017 per annum pro rata

You will be entitled to receive 1 months' notice of termination of employment and are required to give North Bristol NHS Trust 3 months' notice.

- a) Must have FULL registration with the General Medical Council.
- b) Particular experience required for appointment
  - Recent experience and familiarity with UK hospital systems and practices (or equivalent)
- c) The passing of a medical examination is a condition of appointment of all practitioners within the scope of the National Health Service Superannuation Scheme.

The successful applicant will be required to provide documentary evidence of natural or acquired immunity to hepatitis B. Where this is not possible, the postholder will be required to demonstrate by recent (within the last year) evidence of serology showing the absence of hepatitis B surface antigen. These provisions are to meet the requirements of the Department of Health's instructions to trusts (HSC (93)40).

## NBTCARES



NBT Cares. It's a very simple statement; one which epitomises how everybody across our organisation goes the extra mile to ensure our patients get the best possible care.

NBT Cares is also an acronym, standing for caring, ambitious, respectful and supportive – our organisational values.

And our NBT Cares values are underpinned by our positive behaviours framework – a framework that provides clear guidance on how colleagues can work with one another in a constructive and supportive way.

## Improving the patient experience through your work

Patients are the most important people in the health service and are at the centre of what we do. Patients and carers are the 'experts' in how they feel and what it is like to live with or care for someone with a particular illness or condition. The patients' experience of our services should guide the way we deliver services and influence how we engage with patients every day in our work.

All staff should communicate effectively in their day-to-day practice with patients and should support and enable patients/carers to make choices, changes and influence the way their treatment or care is provided. All staff, managers and Board members should work to promote effective patient, carer and public involvement in all elements of their work.

We have a duty to involve, engage and consult with patients, carers and families about plans for health facilities and the provision of our services. North Bristol NHS Trust wholeheartedly embraces the principles of patient partnership and has made clear its commitment to involve patients in key aspects of its work.

## Infection control

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on LINK the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in practice.

Staff must seek support and advice from Infection Control in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance provided in the Policies is not applicable.

All staff must contact the Occupational Health Dept if they are suffering from any form of infection which may put patients and other staff at risk.

## Commitment to health and safety, no smoking, equal opportunities and harassment and bullying

### Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

## Commitment to health and safety, no smoking, equal opportunities and harassment and bullying (cont.)

### No-Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, in line with the public health white paper, *Choosing Health*, the current policy will be that smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

### Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly, all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

### Harassment and Bullying

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

## Confidentiality and freedom of information

Information relating to patients' records, diagnosis and/or treatment of patients, staff records, or information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be **confidential** and must not be divulged without prior authority other than in accordance with the provisions of the Trust's Policy on raising concerns about Health Care Services as may be amended from time to time. Breaches of confidentiality will result in disciplinary action and may result in dismissal. Managers are also required as a condition of this Contract to represent the views of the Trust in any dealing they may have with Trust employees, their representatives, the media, general public or other organisations in which he/she may come into contact.

However, as a public body, the Trust has a requirement to publish particular information. Therefore, in addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Freedom of



Information Act 2000. This Act places a legal duty on all staff to comply with the rights of the public to access information. Any altering, destroying or concealing of information held by the Trust with the intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

## Safeguarding

North Bristol Trust is committed to safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The organisation expects all staff to work to national and local children and adult safeguarding policies and procedures. The trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

## Other Details

Informal enquiries regarding the post may be made by contacting:

- ❖ The current junior doctors in post via the switchboard
- ❖ Dr R Wach's secretary at Southmead Hospital on 0117 4146815

## REFERENCES

Please give the names and addresses of three referees, one of whom should be your present employer or most recent employer. It is our normal practice to contact your present, or most recent employer, and we would automatically do so if you are shortlisted.

## Job Description Agreement

Completed by: Dr Richard Wach

Authorised by: Charlotte Bryan

Date: 20<sup>th</sup> February 2024

*This job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not an exhaustive list, and such duties may well be altered from time to time to meet changes in the Trust's requirements. Any such changes will be commensurate with the grade of the post and will be discussed with the postholder prior to the changes being made*