

**Paediatric Cardio-Respiratory and Intensive Care Directorate  
Evelina London Children's Hospital**

**Clinical Fellow (SPR) in Paediatric Cardiology**

**Main Job Location: Royal Brompton Hospital**

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## **A System of Care**

Guy's and St Thomas' NHS Foundation Trust comprises five of the UK's best known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high quality care, clinical excellence, research and innovation.

We are among the UK's busiest, most successful foundation trusts. We provide specialist care for patients including heart and lung, cancer and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark.

We have a long tradition of clinical and scientific achievement and – as part of King's Health Partners – we are one of England's eight academic health sciences centres, bringing together world-class clinical services, teaching and research. We have one of the National Institute for Health Research's biomedical research centres, established with King's College London in 2007, as well as dedicated clinical research facilities.

Royal Brompton and Harefield hospitals joined Guy's and St Thomas' in February 2021 and is the largest specialist heart and lung centre in the UK and among the largest in Europe. We provide treatment for people with heart and lung disease, including rare and complex conditions, offering some of the most sophisticated treatment that is available anywhere in the world.

Our integrated approach to caring for patients from before birth, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained Royal Brompton and Harefield an international reputation as a leader in heart and lung diagnosis, treatment and research.

We are working in partnership with King's Health Partners, to deliver our vision of creating a new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease, in patients from pre-birth to old age.

We have around 22,700 staff, making us one of the largest NHS Trusts in the country and one of the biggest employers locally. We aim to reflect the diversity of the communities we serve and continue to develop new and existing partnerships with local people, patients, neighbouring NHS organisations, local authorities and charitable bodies and GPs.

We strive to recruit and retain the best staff as the dedication and skills of our employees lie at the heart of our organisation and ensure that our services are of the highest quality, safe and focused on our patients.

## **Clinical Group mission and approach.**

Our mission is to be the UK's leading specialist centre for heart and lung disease. We will achieve this mission through a strategy of focused growth in aspects of heart and lung treatment, such as congenital heart disease, arrhythmia, heart failure and advanced lung diseases. Our approach is based on:

- The continual development of leading-edge services through clinical refinement and research
- The effective and efficient delivery of core specialist treatment
- The transition of appropriate routine services to other centres to release capacity for new interventions

Remaining an autonomous specialist organisation is central to preserving and building our strong clinical and organisational record. However, we are equally convinced of the importance of effective partnerships particularly with major academic bodies to ensure a continuing pipeline of innovations to develop future treatments.

### **1.1 Performance and achievements in 2020/2021**

#### **Our experts in 2020/2021**

<p>Cared for more than <b>152,000 patients</b> in our <b>outpatient</b> clinics and <b>over 52,000 'virtual'</b> appointments</p>	<p>Treated 85 critically ill patients with cardiogenic shock through <b>VV-ECMO</b> and other therapies, achieving an <b>86% survival rate</b></p>	<p>Maintained one of the <b>fastest 'arrival to treatment' times</b> for UK heart attack patients – <b>30 minutes</b> compared with a national median 39 minutes</p>
<p>Launched Rainbow badges showing that the Trust offers <b>more open, non-judgmental</b> and <b>inclusive</b> care for patients and their families and friends who identify as <b>LGBT+</b></p>	<p>During the <b>COVID-19 pandemic</b> Harefield Hospital became <b>one of two centres in London</b> to maintain essential <b>cardiac surgery</b> involving Cardiac specialists from both our hospitals and colleagues from Guy's and St Thomas' NHS FT and Imperial College Healthcare</p>	
	<p>We are one of only <b>five adult centres</b> for <b>ECMO</b> (an advanced life support) in England. Treated more <b>Covid 19 patients</b> with ECMO than any other centre in Europe</p>	<p>Introduced <b>sunflower</b> lanyards which, when worn discreetly, indicate to staff that <b>wearers</b> have a hidden disability and <b>may require additional support</b> or assistance</p>
<p>Received a <b>96%</b> recommendation score in the annual Friends and Family Test</p>	<p>Our researchers produced over 800 peer reviewed <b>publications</b>, maintaining the Trust's position as a <b>leading centre</b> for cardiovascular, critical care and respiratory research</p>	<p>Over <b>2,000 patients</b> were recruited to research projects and there are now <b>almost 200 active projects</b> running</p>
<p><b>Improved</b> our communication to patients with the introduction of <b>digital appointment letters</b> and <b>text reminders</b></p>		<p><b>Maintained</b> our environmental responsibility by <b>reducing our carbon emissions</b> and our <b>energy consumption by 9% over the previous year</b></p>

## 1.2 Range of Services

The Clinical Group provides first-rate clinical services and exceptional research output.

We have an outstanding Research and Development pedigree; with over 500 active research projects across 10 R&D programmes. Every one of these programmes has been consistently given the top rating by the NHS R&D Directorate. The table below illustrates the inter-relationship between our R&D activity and clinical services.

Several of our clinical services have been formally designated as national services by the Department of Health: Heart and Lung transplantation, Ventricular Assist Devices (LVAD), Pulmonary Hypertension and Primary Ciliary Dyskinesia.

Research Programmes		Clinical Services
Congenital Heart Disease	↔	Adult Congenital Heart Disease Pulmonary Hypertension Paediatric Respiratory Paediatric Congenital Heart Disease Fetal Cardiology Primary Ciliary Dyskinesia
Chronic Coronary Heart Disease and Atheroma	↔	Acquired Heart Disease
Failing Heart	↔	Heart Failure Heart & Lung Transplant
Critical Care	↔	Critical Care relating to Heart and Lung
Chronic Respiratory Failure	↔	Chronic Obstructive Pulmonary Disease Sleep Ventilation Pulmonary Rehabilitation Lung Volume Reduction
Lung Cancer	↔	Lung and Upper GI cancer services
Severe Respiratory Disease	↔	Interstitial Lung Disease Acute Lung Injury Asthma & Allergy
Occupational and Environmental Medicine	↔	Occupational Lung Disease
Chronic Suppurative Lung Disease	↔	Paediatric and Adult Cystic Fibrosis Non – CF Bronchiectasis Aspergillosis Mycobacterial Infections

## 1.3 Organisation

The Trust Board and Clinical Group Board are constituted as follows:

Non-Executive Members	Executive Members
Baroness Sally Morgan (Chair)	Chief Executive, Dr Ian Abbs
Mr Simon Friend (Deputy Chair)	Lawrence Tallon, Deputy Chief Executive
Dr Felicity Harvey, CBE	Mrs Avinderjit Bhatia, Chief Nurse and Vice President of the Florence Nightingale Foundation
Royal Brompton and Harefield Clinical Group	
Dr Richard Grocott-Mason, Chief Executive	Dr Mark Mason, Clinical Group Medical Director
Mr Nicholas Hunt, Executive Director	Mr Robert Craig, Clinical Group Director of Operations
Mrs Jo Carter, Clinical Group Director of Nursing	Mr Rob Davies, Director of Workforce (HR)
Mr Richard Guest, Chief Financial Officer	Mr Piers McCleery, Director of Strategy and Corporate Affairs
Mr Luke Blair, Head of Communication and Public Affairs	Mr Denis Lafitte, Chief Information Officer
Mr David Shrimpton, Managing Director, Private Patient	

The Royal Brompton and Harefield Clinical Group Board is a formal sub-committee of the Guy's and St Thomas' NHS Foundation Trust Board, with delegated responsibilities and decision-making rights for the strategic and operational running of its services. These are set out in the Guy's and St Thomas' Scheme of Delegation, and the Trust's Standing Financial Instructions provide the delegation limits with regards to financial decisions.

The Guy's and St Thomas' NHS Foundation Trust Board of Directors holds legal accountability for the Trust including all aspects of the Royal Brompton and Harefield Clinical Group (RB&H). The Royal Brompton and Harefield Clinical Group Board provides assurance to the Guy's and St Thomas' NHS Foundation Trust Board of Directors on the overall operational, quality and safety and financial performance of Royal Brompton and Harefield Hospitals, and on the development and delivery of the Trust's strategy for its heart and lung services.

The Clinical Divisions are: Heart RBH (incorporating Cardiology, Radiology and Cardiac Surgery, Critical Care and Anaesthesia), Harefield (incorporating Cardiology, Transplant, Radiology, Respiratory and Cardiac and Thoracic Surgery), RB&H Lung (incorporating Respiratory Medicine, Radiology and Lung Surgery), and Paediatrics; and Directorates of Anaesthesia and Critical Care, Laboratory Medicine, Pharmacy and Rehabilitation and Therapies.

Non-clinical directorates are: Human Resources, Finance, Patient Services, Estates & Facilities, Communications and Public Affairs and Business Development & Commissioning.

#### **1.4 Harefield Hospital Site**

Harefield Hospital (HH) is a regional centre for cardiology and cardiothoracic surgery, and an international centre for adult heart and heart-lung transplantation. It is one of a small number of UK cardiac centres assisting in development of implantable mechanical ventricular assist devices in the management of end-stage heart failure. It also provides a primary intervention service for acute coronary syndromes to selected Trusts and the London Ambulance Service, in outer West London and the Home Counties. It has approximately 1,185 staff, 180 beds with 5 operating theatres, and 4 catheter laboratories.

#### **1.5 Royal Brompton Hospital Site**

The Royal Brompton Hospital (RBH) is a specialist cardiothoracic centre specialising in diseases of the heart and lung, with services for adults (Cardiology, Cardiothoracic Surgery, Radiology, and Thoracic Medicine) and Paediatrics. It has approximately 2,081 staff, 296 beds, 6 operating theatres, 5 catheter laboratories, a private patients' ward and extensive imaging facilities. A state-of-the-art diagnostic and imaging centre is due to open in the autumn of 2021. The Hospital benefits from a joint cardiac and respiratory clinical research facility and has strong links both with King's College London/ King's Health Partners and the National Heart and Lung Institute at Imperial College.

#### **1.6 Clinical Governance and Quality**

The Clinical Group has an extensive programme of clinical governance and quality led by Ms Jo Carter, Clinical Group Director of Nursing and Dr Mark Mason, Clinical Group Medical Director. The programme is delivered through the organisation's systems and processes for monitoring and improving services, including sections for:

- Clinical audit and information

- Clinical risk management
- Research and development office
- Infection prevention and control
- Patient feedback
- Clinical Quality and Improvement

Consultant appraisals form an integral part of the process with each consultant undertaking annual appraisal with their line manager. There is also a programme of mandatory training undertaken by all staff.

### **1.7 Regulation**

The Trust was inspected by the Care Quality Commission during Autumn 2018 and the inspection report was published in February 2019. Overall, the Trust was rated by the CQC as 'Good'. Within this rating, Harefield Hospital was rated as 'Good' and the Royal Brompton Hospital as 'Good' and identified several areas of outstanding practice.

### **1.8 Research and Development - King's Health Partners-Cardiovascular**

Cardiovascular research and clinical services (KHP Cardiovascular) are considered a "peak of excellence" across King's Health Partners (KHP) and the partners are embarked on a transformation of service delivery and the integration of research and education to revolutionise cardiovascular prevention and care.

KHP Cardiovascular builds upon more than 8 years of collaboration through the Cardiovascular Clinical-Academic group (CAG), which brings together the clinical cardiovascular services of Guy's & St Thomas' NHS Foundation Trust together with the Royal Brompton and Harefield Hospital and King's College Hospital NHS Foundation Trust and the academic Cardiovascular Medicine and Sciences School of the university, King's College London (see <https://www.kcl.ac.uk/scms> ). The overall vision is to integrate clinical services, teaching and research across these groups in a world-class centre that delivers excellent outcomes and innovative research-based advances for patients.

The current phase of the KHP Cardiovascular development consists of closer collaborative working and clinical-academic integration of the existing groups, and the strengthening of the population network within which we deliver services. In practice, this means increasingly working as a single clinical and operational team, providing a seamless service to patients across KHP, faster research and innovation translation, and new educational programmes.

The ultimate aim is the development of a new clinical academic hub within a purpose-built facility at the St Thomas' site.

### **1.9 Mentorship**

All new Consultants at the Royal Brompton and Harefield Hospitals will be provided a detailed and focussed Trust and Departmental Induction upon their arrival. As part of the local induction, a Professional and Management Mentor will be allocated, with whom the appointee will meet for regular meetings

## **2.6 Staffing at Royal Brompton & Harefield Clinical Group**

### **Consultant Paediatric Cardiologists**

Professor Alain Fraisse	Consultant in Paediatric Cardiology Joint Director Paediatric Cardio-Respiratory and Intensive Care Directorate Lead for Research and Interventional Cardiology. Visiting Professor at Imperial College.
Dr. Carles Bautista	Consultant Paediatric Interventional Cardiologist Head of Paediatric Cardiology Services
Dr Rodney Franklin	Consultant paediatric cardiologist
Dr Michael Rigby	Consultant paediatric interventional cardiologist
Prof Piers Daubeney	Consultant paediatric cardiologist Cardiomyopathy Lead Professor in Practice in paediatric cardiology (Imperial College)
Dr Nitha Naqvi	Consultant Paediatric Cardiologist and Network Lead
Dr Giselle Rowlinson	Consultant Paediatric Cardiologist
Dr Sylvia Krupickova	Consultant Paediatric Cardiologist, MRI Lead
Dr Silvia Caroli	Locum Consultant paediatric cardiologist
Dr Mireya de Castro	Locum Consultant paediatric cardiologist
Dr Hiyam Mahmood	Locum Consultant paediatric cardiologist

### **Paediatric Electrophysiologists**

Dr Jan Till	Consultant Congenital Electrophysiologist
Dr Leonie Wong	Consultant Congenital Electrophysiologist, Deputy Network lead

### **Consultant Fetal/Perinatal Cardiologists (Full time)**

Pr Julene Carvalho	Consultant fetal and paediatric cardiologist. Fetal Lead. Joint appointment with St George's Hospital Professor of Practice St George's University of London
Dr Laura Vazquez	Consultant fetal and paediatric cardiologist: joint appointment at Queen Charlotte's Hospital in Imperial College NHS Trust
Dr Ilaria Bo	Consultant fetal and paediatric cardiologist: joint appointment with Chelsea and Westminster and Queen Charlotte's Hospitals
Dr Beverly Tsai-Goodman	Consultant fetal and paediatric cardiologist: joint appointment with St George's Hospital, Deputy Director of Medical Education

### **Consultant Congenital Cardiothoracic Surgeons**



Mr Guido Michielon  
Professor Darryl Shore  
Mr Andreas Hoschitzky  
Mr Barnabe Rocha  
Mr Massimo Griselli

Consultant congenital cardiothoracic Surgeon  
Consultant congenital cardiothoracic surgeon  
Consultant Paediatric and Adult Cardiac Surgeon  
Locum Consultant congenital cardiothoracic surgeon  
Locum Consultant congenital cardiothoracic surgeon

**Consultant Paediatric Intensivists**

Dr Margarita Burmester  
Dr Sandra Gala-Peralta  
Dr Ajay Desai  
Dr Nitin Shastri  
Dr Anke Furck  
Dr Amy Chan-Dominy  
Dr Charlotte Briar  
Dr Abhishek Narayanan  
Dr Lidia Casanueva  
Dr Martin Gray

Chair, Children's Critical Care  
Consultant Paediatric Intensivist  
Consultant Paediatric Intensivist  
Consultant Paediatric Intensivist  
Consultant Paediatric Intensivist  
Consultant Intensivist  
Consultant Paediatric Intensivist  
Consultant Paediatric Intensivist  
Consultant Paediatric Intensivist  
Consultant Neonatal Intensivist

**Consultant Paediatric Respiriologists**

Professor Andrew Bush  
Dr Mark Rosenthal  
Dr Ian Balfour-Lynn

Professor of Paediatric Respiratory medicine  
Consultant in Paediatric Respiratory medicine  
Consultant in Paediatric Respiratory medicine. Chair,  
Children's Lung Services, Care Group Director  
Children's Respiratory Services (Joint appointment  
with Chelsea & Westminster Hospital)

Professor Jane Davies

Professor of Paediatric Respiratory medicine.  
Reader, Imperial College

Prof Clare Hogg

Consultant in Paediatric Respiratory medicine.  
Clinical Lead

Dr Sejal Saglani

Professor of Paediatric Respiratory medicine.  
Reader and Consultant in Paediatric Respiratory  
medicine. Senior Lecturer, Imperial College

Dr Louise Fleming  
Dr Siobhan Carr  
Dr Hui-Leng Tan

Senior Lecturer Paediatric Respiratory Medicine  
Consultant in Paediatric Respiratory medicine.  
Consultant Paediatric Respiratory and Sleep Medicine



## **1. JOB DESCRIPTION**

### **1. Post**

This is a whole-time (10 PAs) post to provide and continue to develop the paediatric cardiology services of the Directorate. The post-holder will be a member of the children's services heart disease team at the Royal Brompton and will be accountable to the Head of Service for paediatric cardiology. The post-holder will be expected to work closely with existing consultants and the multidisciplinary team to provide a clinical service of excellence for the child with congenital or acquired heart disease.

Post is available from September 2022 for a period of 6 months in the first instance, extendable up to a maximum of 23 months.

The post holder will be expected to actively participate in the research, education and administrative responsibilities of the paediatric department, as well as generally support the Trust and its Directorate of Children's services.

### **2. Location**

This is a Trust appointment and the main base will be at Royal Brompton Hospital, Chelsea, London, SW3 6NP. The post holder will be required to work off-site, including Harefield Hospital and Chelsea and Westminster (CWH) Hospitals, as required. It is a requirement of your employment that you be prepared to work at any additional or different location owned or served by the Trust, either on an on-going or temporary basis according to the demands of the service.

### **3. Accountability**

The post-holder will be accountable to the Head of Service for Paediatric Cardiology; to the Director of the Paediatric Cardio-Respiratory and Intensive Care Directorate and ultimately to the Medical Director, Evelina London Children's Hospital.

### **4. Duties of the Post**

The Senior Clinical Fellows and Paediatric Cardiology Specialist Registrars are responsible, under the direction and supervision of the consultants, for the running of both Out-Patients and In-Patient Service for Cardiology patients in the Paediatric Directorate. The Out-patient Service duties include attendance of paediatric cardiology clinics both at the Royal Brompton Hospital, Harefield Hospital, and Chelsea and Westminster Hospital. They are expected to supervise with surgical and anaesthetic junior staff the care of paediatric cardiology patients on the paediatric ward. On the paediatric intensive care unit they will be expected to perform non-invasive diagnostic procedures and consultations in close co-operation with PICU medical staff. They will be fully involved with the investigation of paediatric cardiac patients by clinical and non-invasive techniques.

The Clinical Fellows together with the Cardiology Specialist Registrars are responsible for the supervision and teaching of the Paediatric ST3 doctors and Junior Clinical Fellows in their duties. The Clinical Fellow will be part of a day-time clinical rota covering paediatric cardiology ward rounds, attendance of out-patient clinics, and regular joint paediatric cardiology and cardiac surgical meetings (see Timetable for details), and Day Case Unit. Clinical Fellows with Paediatric Cardiology Specialist Registrars will be expected to attend under consultant supervision and on rotational basis weekly paediatric cardiology out-patient clinics at the Royal Brompton Hospital, Harefield Hospital, and Chelsea and Westminster Hospital.

The post provides educational and practical training opportunities in clinical paediatric cardiology, echocardiography, electrophysiology, magnetic resonance imaging, and paediatric cardiac intensive care, appropriate to the Senior Clinical Fellow's prior experience. There may be opportunities for experience in fetal echocardiography, adult congenital heart disease, and cardiac catheterisation.

**5. Managerial Responsibility and On Call**

The Senior Clinical Fellow shares the managerial responsibility for rotas for paediatric ST3 doctors and middle-grade medical staff internal rotations. The on call commitment is one in eleven.

**6. Education and Training**

Although the Senior Clinical Fellow position does not hold educational post-graduate approval, the postholder will be able to participate in the majority of Teaching and Educational meetings (at least 3 weekly clinical teaching sessions).

The PICU team has developed a simulation training programme in communication and practical procedures (SPRinT) related to acute paediatric medical and surgical emergencies. Attendance of the SPRinT training sessions will be part of your educational and training activities in the Trust.

All Paediatric Cardiology Senior Clinical Fellows are expected to attend and present cases for discussion at the weekly Joint Paediatric Cardiology and Cardiac Surgical meetings and monthly Trust Paediatric Clinical Governance Half-Days.

The National Heart and Lung Institute has excellent facilities for studying and an extensive library with all the current journals and textbooks. The National Heart and Lung Institute is developing links with Imperial College, which will enhance the facilities available for studying and research.

Numerous postgraduate courses are held in the National Heart and Lung Institute and the Paediatric Department takes an active part.

**7. Teaching**

The Clinical Fellow will be actively involved in the many teaching courses organised at the Royal Brompton Hospital and will be expected to teach junior members of staff and visiting undergraduate and postgraduate students.

## 8. Audit and Research

Although the post is a busy one, the successful applicant will be expected to undertake audit and research projects in conjunction with the senior medical staff. Excellent facilities are available, especially in Cardiac Morphology, Echocardiography, Cardiac Catheterisation, Electrophysiology and Intensive Care. Audit and research projects are encouraged and supervised by senior medical staff.

## 9. Educational Supervision

Paediatric Cardiology Senior Clinical Fellow is allocated a Clinical/Educational Supervisor (member of paediatric cardiology consultant staff). At least 3 meetings will be held with Clinical Supervisor in any 6 month period to identify individual educational, training, audit & research targets and to monitor and facilitate the Fellow's progress in accordance with the Trust Procedure for the Appointment, Induction, Education & Training and Competence Assessment of Trust Employed Doctors (Clinical Fellows) document.

### Weekly Paediatric Cardiology Activities at the Royal Brompton Site

	8-9 am	Morning	Afternoon
Monday	Joint cardiac conference	Rose Ward round Catheter lab session Electrophysiology out-patient clinic Echo teaching – lunch time	Out-patient clinic Chelsea & Westminster Hospital
Tuesday	Joint cardiac conference	Electrophysiology Lab session Morphology teaching Out-patient clinic – Harefield Hospital	Outpatient clinic – Royal Brompton Hospital
Wednesday	Paediatric Cardiology teaching	Catheter lab session Outpatient clinic – Royal Brompton Hospital Outpatient clinic ICC	Catheter lab session
Thursday	Surgical conference	Out-patient clinic – Royal Brompton Hospital and Harefield Hospital	Out-patient clinic – Royal Brompton Hospital
Friday	Adult congenital heart disease meeting Inherited cardiac disease meeting PICU CBD and Journal Club	Catheter lab session	Aortopathy Out-patients Clinic

This job description sets out the key tasks and responsibilities of the post. It is essential that it be regarded with a degree of flexibility, so that changing needs of the service can be met.

## **2. Main Conditions of Employment and Service**

The post is covered by the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales 2003). The salary will be paid at the appropriate Medical and Dental pay scale, subject to previous NHS Service.

A London Weighting allowance is payable.

### **Confidentiality**

During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to patients and staff.

### **Data Protection**

In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by the Trust for any unauthorised purpose or disclose such as data to a third party. You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trust, unless expressly authorised to do so by the Trust.

### **Health and safety**

You must co-operate with management in discharging its responsibilities under the Health and Safety at Work Act 1974 and take reasonable health and safety of yourself and others and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

### **Diversity**

You are at all times required to carry out your responsibilities with due regard to the Trust's diversity policy and to ensure that staff receive equal treatment throughout their employment with the Trust.

### **Risk management**

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

### **Conflict of interests**

You may not without the consent of the Trust engage in any outside employment. In accordance with the Trust's conflict of interest policy, you must declare to your manager all private interests, which could potentially result in personal gain as a consequence of your employment in the Trust. Interests that might appear to be in conflict should also be declared to your manager.

In addition, the NHS Code of Conduct and Standards of Business Conduct for NHS Staff (HSG 93/5) requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position that may give rise to a conflict between your private interest and your NHS duties.

**Code of Conduct for Professionally Qualified Staff**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

**Criminal Records Bureau**

Any applicant who is short-listed for this post will be asked to complete a disclosure form as the post-holder will be required to have contact with vulnerable adults or persons under the age of 18. The successful candidate will be subject to a criminal record check from the Criminal Records Bureau prior to the appointment being confirmed. The disclosure will include details of cautions, reprimands, and final warnings, as well as convictions if applicable.

To abide by the Trust's no-smoking policy

**Note:**

The above description is not exhaustive, and may be altered to meet the changing needs of the post and of the directorate. The post holder will be expected to be flexible and to co-operate in accordance with the changing requirements of the directorate and of the Trust.

### 3. PERSON SPECIFICATION

Requirements	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MB BS or equivalent</li> <li>• MRCP/MRCPCH/FRCA or Equivalent</li> </ul>	
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Paediatric resuscitation (valid APLS/EPLS certificate), general paediatric and neonatal medicine</li> </ul>	<ul style="list-style-type: none"> <li>• Paediatric cardiology, paediatric respiratory and/or paediatric intensive care</li> </ul>
<b>Clinical Skills, Knowledge &amp; Ability</b>	<ul style="list-style-type: none"> <li>• Technical and clinical skills required for neonatal and paediatric in-patient and out-patient care</li> <li>• Teaching skills</li> <li>• Shows an approach based on critical enquiry and evidence based medicine</li> <li>• Ability to organise self and others</li> </ul>	
<b>Research</b>	<ul style="list-style-type: none"> <li>• Actively encourages juniors in research</li> <li>• Ability to initiate and conduct research under supervision</li> </ul>	<ul style="list-style-type: none"> <li>• Published research</li> </ul>
<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Building a strong and effective relationship with patients, their parents and families and colleagues and gaining their confidence and trust</li> <li>• Ability to cope with considerable pressure as well as adapt to constant change and new demands</li> <li>• Honesty, commitment, and integrity</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Registration with GMC</li> </ul>	

## **4. Appendix**

### HEALTH CLEARANCE

Applicants invited for interview will be asked to complete a medical questionnaire for submission to the Trust's Occupational Health service.

Medical staff who will be undertaking clinical work will be required to provide written proof of hepatitis B immunisation and antibody status, BCG and rubella immunisations. In the absence of such evidence the post holder will not be placed on the payroll or undertake clinical work until the evidence is produced to the satisfaction of the Trust.

The Trust requires that any doctor or dentist who directs the use of x-rays for procedures such as cardiac catheterization, pacemaker insertions, orthopaedic procedures, etc, in-patient investigations or administers radioisotopes to patients possesses a certificate as proof of training in accordance with the "Ionising Radiation (Protection of Persons undergoing Medical Examination or Treatment) Regulations 1988", and submits a copy of their certificate to the Medical Staffing Department. Courses to allow Trust medical staff to obtain the certificate are available through the Department of Medical Physics, Churchill.

### CLINICAL GOVERNANCE

The post-holder will participate in the clinical audit, clinical effectiveness, risk management, quality improvement and any other clinical governance activities as required by the Trust, Health Authorities, and external accrediting bodies.

### PERSONAL AND PROFESSIONAL DEVELOPMENT

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice. Study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and other appropriate personal development needs.

### MANAGEMENT

The post-holder will be required to work within the Trust's management policies and procedures, both statutory and internal, accepting that the resources available to the Trust are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with the Trust. He/she will undertake the administrative duties associated with the care of his/her patients, and the running of his/her clinical department under the direction of the Divisional Director.

### GENERAL

The post-holder will assume a continuing responsibility for the care of patients in his/her charge and the proper functioning of his/her department.



IMPORTANT GENERAL NOTE

The post-holder must take responsible care of his/her own health and safety and any other personnel who may be affected by his/her omission. Trust policies and regulations must be followed at all times.

INDEMNITY

Under NHS Indemnity, the Trust will take direct responsibility for costs and damages arising from medical negligence where it (as employer) is vicariously liable for the acts and omissions of its medical and dental staff.

Where junior medical staff are involved in the care of private patients in an NHS hospital, they would normally be doing so as part of their contract. It is advisable that junior doctors who are involved in work outside his/her employment should have medical defense cover. This includes Category 2 work, i.e. reports for insurance companies, cremation fees.

- Lead by example, setting high standards
- Ensure that there are sufficient resources for their team and rebalance priorities accordingly
- Provide a safe working environment