Barts Health NHS Trust

The Royal London Hospital

2 CONSULTANTS PAEDIATRIC NEUROLOGISTS

Job Reference Number:
  259-MED61400
  259-MED61500

JOB DESCRIPTION

The job description contains the following sections.

• Summary of post
• Job description
• Barts and The London NHS Trust
• The Paediatric Clinical Academic Group
• The Paediatric Service
• The job plan
• Person specification
Part 1: SUMMARY

The Department of Paediatric Neurology at Barts and The London Children’s Hospital, part of Barts Health NHS Trust, is seeking to appoint 2 Paediatric Neurologists (10 PAs). One is a replacement post and the other is a recently approved post with the Trust investment in paediatric neurology service.

Both posts are based at Barts and the London Children’s Hospital located within recently rebuilt Royal London Hospital in Whitechapel, London. The Royal London Hospital is part of the merged Barts Health NHS Trust (Royal London Hospital, Barts Hospital, The London Chest, Mile End, Whipps Cross and Newham Hospitals) and is now one of the largest trusts in the UK. It has close links to the other district general hospitals in the North East London area. It is a condition of the appointment that the posts holders will be willing to work in any of the Trust’s locations.

The posts-holders will be Consultants Paediatric Neurologists with interest in Paediatric Epilepsy or paediatric neurology subspecialty. The epilepsy post will be working within the developing North London clinical network, which will include Great Ormond Street Hospital, Chelsea and Westminster NHS Trust, Hammersmith Hospital and St Mary’s Hospital. The posts-holders will also work closed with colleagues in North London in the development of investigation and treatment protocols.

In addition to helping provide the neurology service to the inpatients at the Royal London Hospital, the appointees will develop the existing outreach services of Barts and London Trust other hospitals and will continue to provide support to the children with neurological problems and epilepsy.

The Children’s Hospital is a tertiary referral centre for paediatric general and neonatal surgery, paediatric orthopaedics, paediatric trauma, paediatric ENT and maxillofacial surgery, paediatric plastic surgery. It is also a tertiary centre for paediatric respiratory medicine (including Cystic Fibrosis), paediatric gastroenterology, haematology (specialising in sickle cell), endocrinology and neurology. The Children’s Service also provides secondary paediatric care for our local population and shared care service in Oncology, Cardiology and Renal medicine.

The Children’s Hospital is supported by dedicated paediatric departments of radiology, paediatric anaesthesia (24h dedicated cover) and neonatology including a 36 cot surgical and medical neonatal intensive care unit. It has the busiest paediatric A&E department in London with over 38,000 attendances per year at the Royal London site alone. As a designated Major Trauma Centre the Hospital has close links with the local Trauma Units and the Trauma service includes the HEMS trauma retrieval service.
The appointees will work closely with the other Paediatricians, Community Paediatricians, Neonatologists, Neuroradiologists, Neurophysiologists, Orthopaedic Surgeons, Paediatric Surgeons, Child Psychiatrists, Physiotherapists, Occupational Therapists, and Child Development Team, as well as with Education and Social Services to develop a more integrated approach to services for children with complex neurological needs. In this context Tower Hamlets PCT has been designated as a first wave Children's Trust and this will provide the post holder a unique opportunity for clinical leadership in the development of integrated services for vulnerable children in a challenging Inner City location.

The appointees will be expected to work closely with Neurosurgical, Orthopaedic and Surgical colleagues in the management of children with trauma. The Royal London Hospital has close ties with the local GPs and the community, and so s/he will be expected to take direct GP referrals (where appropriate) and direct GP enquiries and assist in the development of a rapid referral service.

The posts-holders will also have a key role in association with others in the North London network in the provision of training in paediatric neurology for medical staff in training and in the teaching of undergraduates.

Applicants are expected to be on the specialist Register or within 6 months of receiving their CCT at the time of interview for UK trainees within an approved training post; with GMC registration with a licence to practice. Applicants are strongly advised to arrange a visit to the Children’s Hospital to discuss the post with members of the Paediatric clinical teams.
PART 2: JOB DESCRIPTION

Job Title: 2 Consultants Paediatric Neurology

Contract: 10 PAs

Department: Paediatric Clinical Academic Unit, Barts and The London Children’s Hospital (Barts Health NHS Trust)

Responsible to: Director, Paediatric CAG

Clinical Duties

Provide Paediatric Neurology care (in patients and out patients) at the Barts and The London NHS Trust and an outreach service to neighbouring community and hospital trusts within the remit of the proposed North London clinical network.

Maintain and develop the epilepsy service within the proposed North London clinical network in collaboration with other Network Tertiary and secondary care hospitals.

Develop palliative and respite services for children with chronic neurological disease within East London, with the GOSH palliative care team and with local hospices.

Take part of 1:3 rotas for Paediatric Neurology. There is no commitment to the general paediatric rota.

To be up to date in child protection training and undertake appropriate review and action on cases admitted during attending weeks.

To contribute to the training, development and education of medical and nursing staff and medical students at undergraduate and postgraduate levels.

To foster multidisciplinary working and take an active role in developing clinical governance initiatives, by participation in multidisciplinary audit, clinical effectiveness initiatives and risk management.

To review and modify current practice based on accepted techniques of audit and use of evidence based guidelines.

To be ‘in good standing’ with the RCPCH by making regular returns to the RCPCH of CPD activities as required.

Management

To participate in the management and administrative duties within the Paediatric Clinical Academic Group/ Department as appropriate.
Accountability

The appointee will have full professional independence on medical matters but will be managerially accountable to the Trust and the Chief Executive, through his / her Lead Clinician, the CAG Director and General Manager.

Clinical Governance

The appointee will be required to participate in all clinical governance activities related to the activities of Paediatric Medicine, Paediatric Anaesthesia and Children’s Services as appropriate. This will include contributing to clinical audit, clinical risk activities, clinical incident reporting, responding to complaints within the Trust’s expected timescale, and participating in the development of the involvement of users and their carers in planning and monitoring of the various clinical services.

The posts holders are expected to participate in the Trust’s clinical effectiveness activities, and to encourage and foster improvements in the quality and standards of clinical services. The posts-holders will assist with the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish.

There is also a Clinical Effectiveness Unit, which is responsible for the dissemination of clear national quality standards (established by the National Institute of Clinical Excellence), and the assessment of related local practice. Barts and the London Children's Hospital hold monthly half-day clinical effectiveness meetings, at which attendance is compulsory.

Clinical management protocols are held in all children’s areas and paediatric A/E and are on the Departmental Intranet sites. Many guidelines are standardised across the 2 departments and the appointee will share responsibility along with all other consultants for ensuring their development & revision to provide consensus evidence based guidance within the integrated children’s service.

Continuing Professional Development and Continuing Medical Education

The posts-holders will be expected to take responsibility for their own Continuing Professional Development and to be committed to the concept of lifelong learning.

The posts-holders must produce and maintain a Personal Development Plan in agreement with the Lead Clinician and take part in Continuing Medical Education activities, in line with the requirements of the Royal College of Paediatric Child Health/ Royal College of Anaesthetists and trust wide Statutory Mandatory Training.

Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Lead Clinician / General Manager.
## Research and development

The posts-holders will be encouraged to initiate and to participate actively in research programmes under the guidance of the Research and Development department and within the guidelines of Trust policies.

## Teaching and Training

The Trust is committed to sustaining and advancing the provision of medical, dental, nursing and other professional education and to the delivery of high quality postgraduate and undergraduate training.

The posts-holders will be expected to participate fully in the postgraduate education of all Junior Doctors, medical students and nursing staff.

The posts-holders will be responsible for the mentorship of a group of trainees and act as educational supervisor for nominated Specialist Trainees.

## Equal Opportunities

The posts-holders must at all times carry out responsibilities and duties with due regard to the Trust's Equal Opportunities policy.

## Health and Safety

The posts-holders are expected to undertake the appropriate management responsibilities, and be aware of individual responsibilities in accordance with the Trust's Health and Safety policy and report as necessary, any untoward accident, incident or potentially hazardous environment. The post holder will promote and implement the Health and Safety policy. The Trust operates a No Smoking policy.

## Salary and Conditions of Service

The posts are subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales), to the General Whitley Council Conditions of Service and also to the National Health Service Pension Regulations. Post holders will be working within the terms of the new Consultant contract.

Due to the nature of the work in these posts, it is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions, including those, which, for other purposes are “spent”, under the provisions of the Act, and are required to disclose convictions including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.
All appointments are made subject to satisfactory occupational health clearance and the successful candidate will be required to undergo occupational health screening prior to commencing work with patients.

**Other Aspects of the Post / Additional Information**

The above is an outline only. It is not exhaustive and may be altered from time to time in accordance with the needs of the service, following discussion and agreement with the post holder. The post holder will be required to be co-operative and flexible in accordance with the needs of the service.

**PART 3: Barts and the London NHS Trust**

Barts Health NHS Trust was formed in April 2012, joining together the hospitals of St Bartholomew’s, The Royal London, The London Chest, Mile End, Newham and Whipps Cross. Barts Health is now one of the largest NHS Trusts in the UK.

The hospitals have been caring for the people of East London and the City for a combined total of well over a thousand years. They have been at the forefront of clinical care, teaching and research since the establishment of the country’s first medical school here in 1785.

The Trust was formed in the wake of major changes in the way health services are organised in London. From the outset the intention was to develop a modern hospital for the people of East London and beyond on the site of the Royal London Hospital, Whitechapel. Phase 1 of the PFI is completed and the services and expertise of The Royal London Hospital have begun to be integrated alongside new medical and dental school facilities.

Annually the previous Barts and the London Trust (BLT) saw 135,000 attendances in its Accident & Emergency Department and Minor Injuries Unit, 480,000 outpatients and 100,000 inpatients at our hospitals. BLT was one the largest employers in London’s East End with over 7,000 staff, including nearly 1,000 doctors and dentists over 5,900 nurses and nearly 800 scientific and technical staff. These numbers will significantly increase as Barts Health develops.

**Paediatric Clinical Academic Group**

With the merger The Trust went through the process of reconfiguring the divisions within the merged trusts. The Divisions have now been replaced with Clinical Academic Groups working across all of the three legacy organizations, since October 2012. This was with a view to enhancing the creation of an Academic Health Science Centre.

The Trust’s mission is to be the lead organisation for healthcare innovation in East London and beyond through the translation of research into clinical practice and by
the application of quality improvement systems to service delivery. The aim is to strengthen the relationship between the Trust, Barts & The London School of Medicine and Dentistry, and other academic partners including the Schools of Nursing and Midwifery at City University to support closer alignment between clinical practice, research and education.

The research and educational objectives of the medical and nursing schools are built into the service objectives of the unit. There is an opportunity for individual clinicians to build ‘responsible autonomy’ and to find ways of delivering patient centred services that address the public health needs of the population of East London. As these services are developed towards excellence, it is expected that clinicians led by the CAU director will champion the research and educational successes of their respective units nationally and internationally and influence the development of academic health centres in the UK.

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**Barts and the London Children’s Hospital**

Barts and the London Children’s Hospital sit within the Childrens CAG, within Barts and The London NHS Trust. It is an amalgamation of the children's services formerly based at Queen Elizabeth Children's Hospital in Hackney, at the Royal London Hospital, St Bartholomew’s Hospital Newham and Whipps Hospitals. It provides services to the local populations of East London and the City. It provides a tertiary referral service for children in the North East London, and further afield regionally and nationally. Specialist services are described below. The CAG supports the ambulatory unit at Homerton Hospital by providing in-patient facilities for children requiring a stay of longer than 24 hours.

The Trust has one of the largest Paediatric services in London comprising over 100 beds and 3 outpatient departments. It uniquely provides secondary and tertiary paediatric medicine and surgery services to children in East London and adjacent areas; and specialist services to the local population and to the population of East London and Essex.

**Women and Childerns CAG**
CAG Director: Jane Hawdon
CAG Operations Director: Claire Hogg
CAG Nursing Director: Sally Shearer

**Children’s Clinical Academic Group:**
Paediatric Services Clinical Director– Dr Anna Riddell
Paediatric Services: General Manager – David Kovar
Paediatric Services: Head of Nursing – Sara Summersgill
Paediatric Services: Head of Education - Dr Steve Kempley
Paediatric Services: Head of Research – Dr Nick Croft

**Services / Consultant workforce**

**ACCIDENT AND EMERGENCY:**
Dr Ian Morrison
Dr Ami Parikh
Dr Simon Walsh
Dr Malik Ramadhan

ANAESTHESIA:
Dr Anil Visram
Dr Eddie McAteer
Dr Jo Challands
Dr Lionel Davis
Dr David Stansfield
Dr Claire Shephey
Dr Louis Michaels
Dr Breda O’Neill
Dr Daniel Lutman
Dr Barry Clifton
Dr Monica Naik

COMMUNITY PAEDIATRICS:
Dr Katherine Odoki
Dr Monica Bajaj
Dr Ben Ko
Dr Becky Bayle

DERMATOLOGY:
Dr David Paige
Dr Edel O’Toole

DENTISTRY:
Mr Wong
Ms Ferne
Ms Whatling

ENDOCRINOLOGY:
Dr Jeremy Allgrove
Dr Helen Storr
Dr Evelyn Gievers

ENT:
Mr Mike Wareing
Mr Khalid Ghufoor
Mr Sandeep Paun
Miss Kay Seymour
Mr Yogesh Bajaj

GASTROENTEROLOGY (inc. Inflammatory Bowel Disease):
Prof Ian Sanderson
Dr Nick Croft
Dr Nigel Meadows
Dr Sandhia Naik
GENERAL PAEDIATRICS:
   Dr Anna Riddell
   Dr Mahmud Mustafa
   Dr Fatima Mahommed
   Dr Lee Noimark
   Dr Andrew Prendergast

HAEMATOLOGY/ONCOLOGY (including Sickle Cell disease and Haemophilia):
   Prof Inderjeet Dokal
   Prof Jonathan Pasi
   Dr Banu Kaya
   Dr Andrea Simmons
   Dr Paul Telfer

IMMUNOLOGY:
   Dr Hilary Longhurst

MAXILLO-FACIAL SURGEON:
   Mr Simon Holmes
   Mr Peter Hardee

MICROBIOLOGY/VIROLOGY:
   Dr Michael Millar
   Dr Wiliam Tong

NEONATOLOGY AND NEONATAL TRANSPORT:
   Dr Michael Hird (Neonatal Services Clinical Director)
   Dr Steve Kempley
   Dr Anne Opute
   Dr Ajay Sinha
   Dr Ebel Reiner
   Dr Nandiran Ratnavel
   Dr Shazia Hoodbuoy
   Dr Divyen Shah
   Dr Syed Moin

NEUROLOGY:
   Dr Adelaide Martinez
   Dr Maha Awadalla (Locum)

OPHTHALMOLOGY:
   Mr Ashwin Reddy
ORTHOPAEDICS:
Mr Mark Paterson
Mr Mathew Barry
Mr Manoj Ramachandran

PAEDIATRIC CRITICAL CARE:
Dr Mamta Vaidya
Dr Naomi Edmonds
Dr Emma-Jane Bould
Dr Kalai Sadasivam (Locum)
Dr Simona Lampariello

PAEDIATRIC AND NEONATAL SURGERY:
Mr Devesh Misra
Mr Simon Phelps
Ms Ashwini Joshi
Mr Paul Chatsworth (Locum)
Mr Stewart Cleeve

PLASTIC SURGERY:
Mr Mohammed Shibu

PSYCHIATRY:
Dr Birgit Westphal

PSYCHOLOGY:
Dr Kate Blakeley

RESPIRATORY (including Cystic Fibrosis):
Prof Jonathan Grigg
Dr Caroline Pao
Dr Chinedo Nwokoro
Dr Rifat Chaudhary

VISITING CONSULTANTS
Dr Elizabeth Rosser, Consultant Geneticist, GOSH
Dr S Sridharan, Consultant Paediatric Cardiologist, GOSH
Dr D Hothi, Consultant Nephrologist, GOSH

Barts & the Royal London School of Medicine and Dentistry, Queen Mary & Westfield College

The Academic Department of Child Health has been a joint department between St. Bartholomew's and the London Hospital Medical Colleges since 1974 ahead of the schools formal merger with Queen Mary and Westfield College in 1995. Undergraduate teaching of Paediatrics currently takes place at the Royal London Hospital, Bart's Hospital, Homerton Hospital and Newham General Hospital. The new appointee will be expected to take part in the teaching and assessment of paediatrics for medical students.
**Current establishment - Academic Paediatrics and Child Health**

Professor I Dokal  
Chair of Child Health and Head of Centre for Paediatrics

Professor I. Sanderson  
Professor of Paediatric Gastroenterology

Professor J Grigg  
Professor of Paediatric Respiratory Medicine

Professor K Costeloe  
Professor of Neonatal Paediatrics

Dr. N Croft  
Reader in Paediatric Gastroenterology

Dr. S. Hussain  
Senior Lecturer in Neonatal Paediatrics

Dr S Kempley  
Senior Lecturer in Child Health

Dr Helen Storr  
Senior Lecturer in Paediatric Endocrinology

Dr P Telfer  
Senior Lecturer in Haematology

Dr T Vulliamy  
Senior Lecturer in Molecular Biology

In addition, several of the NHS staff hold Honorary Senior Lecturer appointments with the Medical School.

**Paediatric Neurology**

The service is currently delivered by 2 consultants who provide an in-patient and out-patient service both at Royal London Hospital and other trust hospitals covering the north and east of London. There is close liaison with Paediatric Consultants; Community based Paediatricians, A&E Colleagues, PCCU Consultants, Neonatology Consultants, Paediatric Liaison Team, Orthopaedics, Physiotherapists, Occupational Therapists, speech and language therapists, Child Development Team, and CAMHS.

Furthermore, we receive support from quaternary care colleagues in paediatric neuromuscular, neuro-metabolic and neurosurgeons at Great Ormond street hospital. Paediatric neuroradiology is led by Dr Jane Evanson supported by team of Paediatric Neuroradiologists providing a 24 hour Paediatric Radiology Service. A wide range expertise in interventional radiology is available.

Paediatric EEG, Video telemetry and peripheral neurophysiology are provided by team of consultant neurophysiologists at the Royal London Hospital, with Dr. Ingrim as lead neurophysiologist, along with a big team of excellent neurophysiologists.

We are also supported by paediatric liaison team with Dr B. Westphal (Consultant Child Psychiatry) and team of neuropsychologists and clinical psychologists.

The paediatric social workers are based within the Children’s Hospital and Tower hamlets. All ward rounds are multi-disciplinary and involve medical and nursing staff as well as therapists. Tower Hamlets community services is under Barts and London NHS trust, offering a community care to paediatric patients, with all services onsite.

We have referrals from many hospitals other than Newham general, Whipp’s cross hospital and Tower Hamlets; these are Homerton, Queens Hospital in Romford, King George hospital, Basildon hospital and CAMHS. The team is supported by Junior Medical Staff (1 SpRs –General Paediatric SpR; 2 SHOs- ST2/ST3). The service benefits from full time Paediatric Epilepsy Clinical Nurse Specialist.

**General Paediatrics**

General paediatrics is provided by both general and sub-specialty paediatricians. The general paediatric service is currently run on a consultant of the week basis with
a separate rota for gastroenterology and haematology. There are two medical wards: respiratory/general and haematology/oncology/general also a gastro failure ward and a surgical ward for orthopaedic/trauma/trauma rehabilitation/plastics/ ENT and general surgery.

There is also day case ward for elective surgery and medical therapies and a paediatric short stay unit (PASSU) which provides acute care for both medical and surgical children requiring assessment (for less than 24 hours)

There is a separate paediatric A&E department with a specially designed resuscitation bay for paediatric trauma.

**Paediatric Critical Care Unit**
The development of the Paediatric Critical Care service has been a Trust priority in line with the agreement reached with the local Paediatric Intensive Care Consortium. The Paediatric Critical Care unit opened in 2007 and is steadily expanding. The unit recently moved from 6-bed unit to a 10-bed unit in the Phase One of the new hospital building in 2012. The unit specialises in paediatric trauma and general paediatric ITU (level 2)/HDU. The unit does not provide specialist paediatric cardiac intensive care.

**Neurosurgery and trauma**
The Royal London Hospital had been designated as a Major Trauma centre for North East London. It is strengthened by the HEMS service. There is a strong paediatric surgical and orthopaedic service as well as a ward dedicated to the acute rehabilitation of children with trauma.

Emergency paediatric neurosurgery is provided by the adult neurosurgeons in children over the age of 2 years; otherwise paediatric neurosurgery is provided by Great Ormond Street Hospital for Children.

There is a strong ethos of multidisciplinary input for the pathway of the seriously injured child. The Children’s Hospital benefits from adult trauma specialties and most paediatric trauma specialities on site.

**Proposed Work Programme / Job Plan**
The job plan will be negotiated between the Consultant and his/her lead clinician at least annually. The Trust’s expectation is that Consultants will be available for 42 weeks of the year for clinical duties (allowing for annual, study and professional leave and bank and statutory holidays). Any changes in the job plan shall be made following discussion and agreement within the department together with the post holder.

The clinician will be expected to contribute towards the working of the department during their flexible sessions. Opportunities exist for teaching, audit, management, and research. The following tables show the proposed timetable which can be subject to negotiation with the successful candidate and adheres to the Trust’s requirements for 10 programmed activities according to the new contract. Suggested supporting professional activities will be discussed to suit the interests of the candidates and should fill the weekly timetable.
### Job Plan (Example only)

#### 1st Post

Clinic weeks 2 weeks/3 weeks

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#### 2nd Post:

Clinic weeks (2 week/3 weeks)

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For Post 1 and 2: On Call week (1 week/3 weeks)

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<td>Thursday</td>
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<td>Grand ward round</td>
<td>DCC</td>
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<td>Off</td>
<td>In lieu</td>
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<tr>
<td>Friday</td>
<td>AM</td>
<td>Ward round</td>
<td>DCC</td>
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<td>Admin</td>
<td>DCC</td>
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<td>Audit/Research</td>
<td>SPA</td>
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- 7 DCC (including governance meetings), 2 SPA, 1 PA in lieu of on call week.
- The on-all duty is 1:3, with 3 paediatric neurologists participating in the on call rota.
- The expected sum of clinics per year will be 84 clinics and 3-4/ year of outreach clinics, per post.
Administrative and Secretarial Support
The post holder will benefit from secretarial support and office accommodation in line with his/her peers within the BLT consultant body.

Person Specification

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualifications</td>
<td>MRCPCH or equivalent</td>
<td>Higher degree</td>
<td>CV/Certificates</td>
</tr>
<tr>
<td>Training and</td>
<td>Higher specialist training in</td>
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<tr>
<td>Expertise</td>
<td>Paediatric Neurology.</td>
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<tr>
<td></td>
<td>Clinical Governance Experience</td>
<td></td>
<td>Research Experience</td>
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<td></td>
<td>including critical incident</td>
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<td>CV/Interview/certificates</td>
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<tr>
<td></td>
<td>reporting.</td>
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<tr>
<td></td>
<td>Training in palliative care for</td>
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<tr>
<td></td>
<td>children with chronic neurological</td>
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<td></td>
<td>Conditions.</td>
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<td></td>
<td>APLS/PALS/ Child protection</td>
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<td></td>
<td>level 3 training</td>
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<tr>
<td>CCST / Specialist</td>
<td>CCST Paediatric Neurology (or</td>
<td></td>
<td>CV Certificate</td>
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<tr>
<td>Registration</td>
<td>equivalent CESR), (or within 3</td>
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<td></td>
<td>months of obtaining CCST).</td>
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<tr>
<td>Personal Skills</td>
<td>Good organisational and communication skills</td>
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<td>Interview CV</td>
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<td>Team-player with experience of</td>
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<td></td>
<td>multidisciplinary working</td>
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<td>Ability to develop good working</td>
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<td>relationships</td>
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<td>Teaching/Training medical</td>
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<td></td>
<td>Undergraduates, postgraduates and</td>
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<td>other professionals</td>
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<td>Commitment to CPD</td>
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<td>IT skills</td>
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<td>Experience of working in multi-</td>
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<td>ethnic and multicultural communities</td>
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<td>Experience in liaising across</td>
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