JOB DESCRIPTION

Locum Consultant Community Paediatrician

0.8 PA’s

December 2016
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**Introduction**

South Warwickshire NHS Foundation Trust is seeking to employ an enthusiastic consultant paediatrician with expertise in community child health to help deliver a highly regarded service for children in Warwickshire. You will join a team of experienced and supportive medical professionals. The post will be 0.8 PA’s and has been created initially for six months, pending a service review after three months.

Multidisciplinary and interagency working will form a significant part of the role. Direct line management will be by Clinical Lead Community Paediatrics, Dr Vaishali Desai and Mrs Sophie Dahlmann, General Manager of Children and Women’s division.

With our central location and great transport links we’re closer than you might think. We are located in the heart of England with easy access to the motorway network and a good railway service. Warwickshire is accessible from a number of nearby cities including Birmingham, Leicester, Northampton, Oxford and Worcestershire.

Surrounded by a collection of picturesque towns and villages, there is always a lot to see and do across the County. Numerous sport and leisure venues, theatres, parks and great shopping facilities make Warwickshire an idyllic place to work and live.

As well as enjoying where you work, we want all of our staff to lead happy and healthy lives. That’s why we offer a number of benefits to support this, such as flexible working opportunities, Childcare Vouchers, and onsite subsidised restaurant at our hospitals in Warwick and Leamington Spa as well as a number of recognition awards.

**South Warwickshire NHS Foundation Trust (SWFT)**

South Warwickshire NHS Foundation Trust provides acute and maternity services for the people of South Warwickshire and community services for the whole of Warwickshire, covering a population of 536,000. The Trust includes Warwick Hospital which is the main inpatient acute facility for South Warwickshire and community hospitals also based in the south of the county. The Trust is a CHKS top 40 hospital and consistently scores highly in the National Staff Survey.

The Trust runs community services for the whole county including a number of community and rehabilitation hospitals in Warwickshire. These hospitals see day patients and also offer inpatient care for those patients where a stay in an acute hospital is not necessary. The hospitals also play a role in providing rehabilitation for patients who have long-term conditions or are recovering from major operations or acute medical episodes.
These hospitals are:

- Stratford Hospital
- Warwick Hospital
- Ellen Badger Hospital
- Leamington Spa Hospital - Central England Rehabilitation Unit

**Stratford Hospital** also has a nurse-led minor injuries unit, an outpatients department and local surgery unit used by various medical and surgical specialties. Both Diabetic and Endocrine outpatient clinics are held at the hospital. A 20m building programme is also underway to deliver further services including, ophthalmology and cancer services.

There is an 18 bedded inpatient facility; the Nicol Unit, also based at Stratford, which accepts step-up patients, referred from GPs in the community, transfers from acute hospital for rehabilitation and a small number of palliative patients.

**Warwick Hospital** - This site houses the majority of the Trust’s acute services including; Accident and Emergency services, Diagnostic and Pathology departments, Maternity and Special Care Baby Unit, Main and Day Surgery Theatres together with an Intensive Care Unit and Coronary Care Unit.

**Ellen Badger hospital** is a 26 bedded community hospital based in Shipston Upon Stour in the south of Warwickshire and is clinically managed by local GPs.

**Leamington Spa Hospital** - The Central England Rehabilitation Unit is located on this site and is a leading provider for Neurological Rehabilitation in the Midlands. It has achieved a designation of Major Trauma Rehabilitation Provider and is designated as a level 1 service i.e. Regional Rehabilitation Provider. It has a structured Multidisciplinary team. The Trust has developed and rebuilt the unit to provide 42/44 inpatient Rehabilitation beds in order to meet the demand on its Neurological Rehabilitation service and provide further capacity for major trauma and musculoskeletal Rehabilitation. It is the Trust’s vision for the hospital to develop both clinically and academically and continue to provide a leadership role for Rehabilitation Medicine.

In addition to the rehabilitation service, the CERU is also developing a county wide Community Neurological Rehabilitation Team. There are three wards, which provides outpatient physiotherapy, occupational therapy and other medical services.
Specialty Structure at South Warwickshire Foundation Trust

Currently the Trust clinical management structure is based on 4 divisions:

- Elective Division
- Emergency Division
- Children and Women’s Division
- Support Division.

The clinical management of the Division is headed by an Associate Medical Director, supported by a small support structure of Clinical Directors. This post sits within the Women and Children’s division.
The Trust’s Vision

“Our vision is to provide high quality, clinically and cost effective NHS healthcare services that meet the needs of our patients and the population that we serve.”

The Trust’s Values

Safe - We put safety above everything else

- Keep patients, service users and staff safe
- Take personal responsibility
- Deliver high quality care
- Listen, value and support our staff

Effective - We will do the right thing at the right time

- Proactively seek to make improvements
- Work in partnership
- Deliver evidence based care
- Engage and involve

Compassionate - We offer compassionate care to everyone

- Friendly, helpful and courteous
- Sensitive to individual needs
- Respect privacy, dignity, diversity and choice
- Offer care we would want for ourselves and our loved ones

Trusted - We will be open and honest

- Treat everyone with openness, honesty and respect
- Decisions driven by our local communities and a public service ethos
- Commitment to excellence
- Maintain professional standards
Community Paediatric Service

Secondary care community clinical services to the children’s population are provided by a team of paediatricians, community children’s nurses (CCN) and allied health professionals working closely with colleagues in primary care and in the local authority. Close links exist between the community paediatric team and paediatric colleagues in Coventry and Warwickshire Partnership Trust (CWPT), George Eliot Hospital (GEH), University Hospitals Coventry and Warwickshire (UHCW) and Warwick Hospital. Providers across Coventry and Warwickshire have for many years worked collaboratively.

Community Child Health provision in Warwickshire is from South Warwickshire NHS Foundation Trust. Child and Adolescent Mental Health Services are provided by the Partnership Trust. Acute services are provided collaboratively by George Eliot Hospital NHS Trust, University Hospitals Coventry and Warwickshire NHS Trust and South Warwickshire NHS Foundation Trust (SWFT).

The Community paediatric team in Warwickshire are a countywide team of doctors who aim to deliver high quality integrated care to particular groups of children and their families within the community, closer to home. The team provide specialist assessment and continuing care for children and young people with long-term and/or complex health conditions and disability and manage particularly vulnerable children. The team also undertake statutory medical assessments for Special Educational Needs, Looked after Children and Non-acute Child Protection referred from other agencies.

Staff

The Community Paediatricians are:

- Dr Cheryl Adams - Consultant Paediatrician with responsibility for complex and palliative care services, Coventry and Warwickshire
- Dr Vaishali Desai - Consultant Paediatrician with community child health responsibilities in Nuneaton and Bedworth, Designated Doctor for Looked after Children and Named Doctor for Safeguarding within the Community service.
- Dr Gillian Small - Consultant Paediatrician with community child health responsibilities in North Warwickshire and lead for Medical education and training.
- Dr Sumathi Subramaniyan - Consultant Paediatrician with lead neurodisability responsibilities in North Warwickshire and Rugby.
- Dr Irene Vaz - Consultant Paediatrician with lead neurodisability responsibilities in South Warwickshire.
Dr Peter Sidebotham – Associate Clinical Professor, University of Warwick, Designated doctor for Child Protection and Designated doctor for Unexpected Child deaths.

Dr Angela Thompson – Associate specialist with lead responsibility for complex and palliative care services, Coventry and Warwickshire.

Dr Lucy Coker – Speciality Doctor, lead responsibility for adoption and community child health responsibilities in Rugby.

Dr Varsha Joshi – Speciality Doctor with community child health responsibilities in South Warwickshire.

These positions are supported by:

a. Speciality Paediatric Trainees
b. Medical secretarial Service
c. Community Children’s Nurses, Health Visitors and allied Health Professionals
d. Safeguarding Children Team

The Principal Elements of The Post:

• To provide a high quality clinical service to children and their families in Warwickshire;
• To meet Trust targets for waiting times for outpatient services;
• To meet all statutory duties for children in Warwickshire within appropriate timescales, including medical reports for statements of special educational need and looked after children, and child protection medical assessments;
• To ensure the delivery of a high quality clinical service for safeguarding children across Warwickshire;
• To ensure the delivery of a high quality clinical service for looked after children and unaccompanied asylum seeking children across Warwickshire.

1) Clinical commitments

a. Community Paediatric Clinics— To provide appropriate consultant assessment, treatment and advice in general paediatrics, child development and neurodisability, child protection and minor behavioural problems. Referrals are from GP, health visitor, school nurses, child development team and other consultants.

b. Special School Clinic— To assess and manage referrals from school nurse, teachers, GPs, child development team and other consultants.

c. Medical assessments of children with special educational needs (incorporated in general outpatient clinics).

d. Ad hoc clinical work (within working hours):
   o Participate in Child Protection responsibilities including medical assessments of Warwickshire children referred for possible abuse or neglect.
2) **Patient related administration commitments**
   a. To take responsibility for clinic dictation and correspondence; report writing; reviewing follow up of investigations, emails, post and telephone messages relating to patient care and necessary multi-agency liaison.

3) **Continuing Professional Development**
   a. To take responsibility for continuing professional education in accordance with guidelines set out by the appropriate college/faculty/professional body.

4) **Clinical Governance**
   a. In conjunction with Consultant colleagues, to ensure that the requirements of clinical governance are met.

5) **General elements**
   a. To participate in clinical and other service activities with the object of ensuring a high standard of patient care.
   b. To be able to work flexibly, and cross cover for colleagues.
   c. To provide cover for Consultant colleagues as appropriate and in accordance with local Trust arrangements and Trust Policy.
   d. To observe the Trust’s agreed policies and procedures
   e. To take responsibility for your own health and safety complying with any safe working arrangements, policies and procedures which are in place.
   f. To accept a duty to other staff and patients to ensure that any hazards are reported and managed appropriately.
   g. To ensure that there are adequate arrangements for staff involved in the care of patients to be able to contact you when necessary

The appointment will be a 0.6 WTE Consultant and will be based at Orchard Centre, Rugby. Clinics are held throughout the county at appropriate venues to serve the local population and within Special Schools in Rugby & Warwick.

**Mentoring of the New Appointee**

Support for the new appointee will primarily be from within the Department through coaching, supervision/peer review meetings and regular CPD meetings.

The Trust has a supportive environment and is still small enough for personal contact with colleagues from a wide variety of disciplines.
Clinical / Medical Secretarial Support And Facilities

The successful applicant and colleagues will have the support of a medical secretarial team. He/she will have a computer and access to E-mail, the Intranet and Internet and have access to office accommodation.

Hours of duty

The hours of this post are 32 hours with a proposal to work over 4 days. This post has no on call commitments.

Proposed Job Plan – 6 PA’s - To give illustration of typical working week only

Timetable

<table>
<thead>
<tr>
<th>Direct Clinical Care</th>
<th>Location</th>
<th>PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Out Patient Clinic-General/ Neurodisability</td>
<td>Rugby</td>
<td>1.0</td>
</tr>
<tr>
<td>Out Patient Clinic-General/ Neurodisability</td>
<td>Rugby/Nuneaton</td>
<td>1.0</td>
</tr>
<tr>
<td>Out Patient Clinic-Neurodisability</td>
<td>Warwick</td>
<td>1.0</td>
</tr>
<tr>
<td>Special School clinics</td>
<td>Ridgeway School, Warwick</td>
<td>0.5</td>
</tr>
<tr>
<td></td>
<td>Brooke School, Rugby</td>
<td>0.5</td>
</tr>
<tr>
<td>Patient Administration</td>
<td></td>
<td>2.0</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>6.0</td>
</tr>
</tbody>
</table>

Proposed Working Week

<table>
<thead>
<tr>
<th>Day 1</th>
<th>Day 2</th>
<th>Day 3</th>
<th>Day 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>am</td>
<td>General /Neurodisability Clinic (Rugby)</td>
<td>General /Neurodisability Clinic (Nuneaton)</td>
<td>Special School Clinics Alternate Weeks (Warwick/Rugby)</td>
</tr>
<tr>
<td>pm</td>
<td>Admin (Rugby)</td>
<td>Admin (Nuneaton)</td>
<td>Admin (South Warwickshire/Rugby)</td>
</tr>
<tr>
<td>Hours</td>
<td>6</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>PA’s</td>
<td>1.5</td>
<td>1.5</td>
<td>1.5</td>
</tr>
</tbody>
</table>

This job description is not exhaustive and is only for 6 PA’s but is an indication of a typical working week. It may be amended from time to time in consultation with the post holder. The post holder will be required to undertake any other duties as may be required for the effective performance of the post.
Quality Governance

Quality and patient care is at the core of the organisation. To ensure we deliver services with quality we have quality governance processes in place. The day-to-day management of quality governance is the responsibility of everyone in our organisation. The identification and management of it requires the active engagement and involvement of staff at all levels. Our staff are best placed to understand the quality governance relevant to their areas of work, and must manage it, within a structured framework. The Trust recognises that quality governance cannot be simply attributed to one person but is an integral part of the normal management processes.

The Board of Directors are ultimately responsible for managing the organisational quality, using risk management processes to monitor it. The Board of Directors utilise the Board Assurance Framework (BAF) and the Trust Risk Register provide additional evidence that the appropriate quality governance arrangements and risk management policies are operating effectively. The Board of Directors are responsible for determining the governance arrangements of the Trust, including risk management and agreeing the necessary policy framework and for monitoring performance within these areas. The Audit Committee is responsible for providing independent assurance on the robustness of governance and risk management, including internal controls, in the Trust to the Board of Directors. The Committee primarily utilises the work of Internal Audit and External Audit but are not limited to these audit functions. It will also seek reports and assurances from Directors and Managers, as appropriate, concentrating on the over-arching systems of integrated governance, risk management and internal control, including evidence that the BAF is effective.

The Clinical Governance Committee, chaired by a Non-Executive Director, provides assurance to the Board of Directors that the Trust is fulfilling its statutory duties, and complying with national standards and achieving its own objectives in respect of the provision of clinical care. It takes into account national best practice guidelines, including National Service Frameworks and associated improvement strategies, NICE and NPSA guidance. The Committee also consider the implications arising out of national reports and enquiries, including the National Confidential Enquiries, and consider the outcome of national audits. The Committee is responsible for implementing the governance agenda to ensure that there is continuous and measurable improvement in the quality of the services and for providing assurance to the Board of Directors that the risks identified are appropriately managed. An operational structure alongside a medical leadership structure is also in place to strengthen the quality governance for the organisation.
Patient Safety and Risk Management

Patient safety is fundamental to the services provided by the Trust and is critical for ensuring patients receive safe and quality care. To ensure Patient safety is monitored closely, the Trust’s Patient Safety Surveillance Group has continued through 2013/14. The group co-ordinates, supports and monitors the implementation of the work programmes and initiatives focussed on the improvement of patient safety. The group also monitors the implementation of patient safety alerts and provides assurance to the Clinical Governance Committee that necessary actions have been taken.

The patient safety team continued to review medical records on a twice monthly basis using Global Trigger Tool methodology. This method identifies triggers during a patient’s hospital stay (e.g. blood transfusion). Once the reviewer has recognised a trigger, they then determine if this trigger has caused the patient any harm. The harm events range from temporary harm, to contributing to patient’s death.

The team also coordinate the mortality reviews undertaken by consultants, noting any comments made, and identify any trends or patterns that may arise. The team also conduct mortality reviews in relation to any outliers from statistics produced by CHKS. The Trust had implemented a vast array of initiatives to ensure patient safety and to drive up standards of quality.

Cancer Patient Survey

Warwick Hospital received excellent results in the Cancer Patient Experience Survey 2012/13, which was released in August 2013, with 93% of patients rating their care as excellent or very good and many other answers being in the top 20% of results from across England. In total 361 patients responded to the survey.

Patients were asked to complete this survey to evaluate all areas of their care ranging from waiting times to clinical advice. Results from the survey show that:

- 70% thought hospital and community staff always worked well together
- 96% of patients felt the Cancer Nurse Specialist listened carefully the last time they were spoken to
- 76% thought hospital staff definitely gave patient enough emotional support
- 86% of patients agreed hospital staff gave information about support groups
- 79% of patients agreed they were given written information about their operation
- 85% of patients agreed they were given written information about side effects
86% of patients agreed hospital staff told patients they could get free prescriptions

61% of patients agreed hospital staff gave information on getting financial help

All of these areas have seen improvements since the 2011/12 results.

**Friends and Family Test**

The Trust believes that patient experience is an important measure of quality and the Trust is fully committed to the Friends and Family Test (FFT). The Friends and Family Test is a simple, comparable survey which, when combined with follow-up questions, provides a mechanism to identify poor performance and encourage staff to make improvements where services do not live up to the expectations of our patients. Patients are asked;

“How likely is it that you would recommend this NHS service to friends and family if they needed similar care and treatment?”

To date, over 10,300 patients have participated in the survey and provided their valuable feedback. The Trust has worked in partnership with iWantGreatCare, who is assisting to collate and analyse patient responses to the NHS Friends and Family to drive improvements and fulfil this mandatory requirement. The Trust has surpassed the mandatory requirement set by NHS England to ensure at least 20% of all eligible inpatients participate in the survey and is working intensively to further increase patient participation in the FFT across all other areas where the survey is conducted.

Data evidences that since the introduction of the FFT in April 2013 at South Warwickshire NHS Foundation Trust, a substantial proportion of our patients have participated in the FFT and provided valuable feedback on their experience. The trust has seen a notable increase in patients partaking in the survey with inpatient responses increasing from 22.9% to 58.7% (at its highest) and A&E 0.1% to 16.8% (at its highest). In addition to the notable response rate performance, since its implementation the Trust has achieved an average FFT score of 80, which was considerably higher than the national average of 63. This score is on par with last year’s performance which placed the trust in the top quartile of NHS Trusts.

The results come a year after Warwick Hospital was rated as the 4th most recommended NHS acute hospital in the country by the Dr Foster Hospital guide. These results were calculated by the responses left by patients on the NHS Choices website and consistently, Warwick Hospital continues to be rated ‘4 out of 5 stars’. This survey will be on-going and each month the results will be analysed by the external company iWantGreatCare.
Promoting Equality and Diversity

Promoting equality and diversity are at the heart of the Trust’s values. We ensure that fairness is exercised in all that we do whether that is in our employment practices or the services we deliver. We will not discriminate on grounds of gender, race, ethnic origin, nationality, national origin, disability, sexual orientation, religion or age. Our patients, their carer’s and our staff deserve the very best we can give them in an environment in which all feel respected, valued and empowered. This includes supporting our staff to focus on delivering high quality accessible services that are responsive to each individual’s needs.

What we have done with our staff....

• The Trust provides annual training to staff which highlights the importance of recognising and appropriately addressing stereotyping, direct and indirect discriminatory behaviour, as well as acknowledging and valuing difference.

• Staff are being provided with information through a staff handbook about what support is available to them; including how to access the confidential self-referral counselling service for staff.

• The Trust continues to develop local policies, procedures and guidelines for staff in partnership with the local trade unions.

• The Trust continues to raise awareness amongst staff on ‘Dignity at Work’ issues and the ‘Whistle Blowing Policy’ through internal communication channels and training sessions.

• The Trust has undertaken a number of staff awareness campaigns in relation to promoting health and well-being and highlighting equality issues. Campaigns are seasonal and linked into Public Health priorities and national awareness days.

Current Developments

Stratford Hospital

A business case to build a new Stratford Hospital was approved in February 2014. The first phase of this development will include the provision of cancer and ophthalmology (eye) services. The new hospital will be built separately to the existing one and all current services will be maintained throughout the build period. The new hospital will be approximately twice the size of the current one.
The cancer services unit will follow the same model as the award winning Aylesford Unit at Warwick Hospital which has seen a high increase in demand since it opened in 2008. Since March 2013 alone we have seen a 17% increase above our planned demand for cancer services. There are many people right now who don’t have accessible cancer services. The new cancer unit in Stratford will have 12 treatment chairs and 2 side rooms, doubling the Trust’s capacity to provide cancer services.

The new unit will also house an outpatient facility for cancer services including counselling rooms, and a Multi-Disciplinary Team room. Demand for our ophthalmology services is also growing each year and this new facility will provide an outpatient suite which includes examination, treatment and injection rooms. There will also be an operating theatre, providing easier access to patients from Stratford and surrounding areas.

**New Ward Block**

To meet the demand for our services now and in the future, the Trust board has approved building a new two-storey ward block at Warwick Hospital. To facilitate the new ward block there is a site reconfiguration plan, which includes a new office block on Lakin Road.

**Project 2020**

Project 2020 is the Trust’s vision for achieving Electronic Patient Records (EPR). The aim is that by 2020 we will have access to integrated electronic health care records wherever and whenever they are required.

Project 2020 is the overriding vision for the organisation to achieve a full EPR, however within Project 2020 there are a number of different components. Lorenzo is an electronic patient record system that will be a key element to Project 2020. In time it will provide one complete patient record that can be accessed across all care settings within the local health economy, helping to support the Trust’s vision of providing an integrated health care system.

Lorenzo will enable the Trust to provide a faster, more responsive service, as well as optimising resources and financial performance. It will help in improving clinical outcomes as a result of informed clinical decisions through the use of shared records and standard protocols. The decision to use Lorenzo was the result of detailed analysis into the suitability of the system for the organisation.

Project 2020 is going to be a big organisational change and there are going to be a number of stages involved before the Trust achieves the Project 2020 vision. Therefore the Trust has begun engaging.
Study and Library Facilities

There is a library based in the Medical Education Building together with a number of computer terminals to support study. The Trust also subscribes to a number of medical journals and online information resources.

Conditions of Service

The appointment will be made on Trust terms and conditions, which presently reflect the terms and conditions of the service for consultants (England) 2003, as amended from time to time.

Annual Leave and Study Leave

Annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks’ notice is required before taking annual leave.

<table>
<thead>
<tr>
<th>Year</th>
<th>Numbers of Years of Completed Service as a Consultant</th>
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<tr>
<td></td>
<td>Up to Seven Years</td>
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<tr>
<td>Until 31 March 2004</td>
<td>Six weeks</td>
</tr>
<tr>
<td>1 April 2004 – 31 March 2005</td>
<td>Six weeks</td>
</tr>
<tr>
<td>From 1 April 2005</td>
<td>Six weeks</td>
</tr>
</tbody>
</table>

The post holder will be entitled to thirty-two days annual leave per year, and after seven years of service, an additional 2 extra days are added. Annual leave must be requested and authorized in line with Trust guidance.

A maximum of thirty days study leave with pay and expenses can be taken over a 3 year period, or ten days each year. The current method for taking study leave is under review and advice should be sought from the Medical Workforce Team.
Notice Period

The employment is subject to three months’ notice, subject to the provision of paragraphs 190 to 198 of the Terms and Condition of the Service of the Hospital Medical and Dental Staff.

Salary

The starting salary of the appointment (exclusive to any distinction and meritorious service award payable to you) will be the appropriate point on the National Medical and Dental Contract (£76,001-£102,465).

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which he / she feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment.

Superannuation

This post is superannuable under the Health Service Superannuation Scheme.

Health and Safety

The Trust fully recognizes its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the healthy, safety and welfare at work of all its employees and, in addition, the business of the Trust shall be conducted so as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Hospital premises and facilities are not exposed to the risk to their health and safety.

The list of duties and responsibilities given above is not an exhaustive list and the consultant may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required from time to time.

Conditions of Employment

The following conditions must be met before the Trust will confirm an offer of employment:
Verification of ID and right to work

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- 2 forms of photographic ID plus 1 document confirming your address, or
- 1 form of photographic ID plus 2 documents confirming your address
- Plus any current permit documentation issued to you by the Home Office

Criminal convictions and Police Checks

Employees must declare full details of all criminal convictions or cautions under the Rehabilitation of Offenders Act, 1974. The information given will be treated in the strictest confidence and taken into account only where the offence is relevant to the post applied for.

Successful applicants for posts will be required to give permission in writing for a police check to be done by the Criminal Records Bureau.

Employment References

It is a condition of employment that three satisfactory references are provided which are acceptable to the Trust, one of which must be from your current or most recent employer. The Trust requires references to be obtained from your last three years of employment.

Occupational Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates. To avoid unnecessary delay, health screening interviews are arranged, wherever possible, for the same date as the Advisory Appointments Committee.

Professional Registration

The successful candidate is required to be registered with the General Medical Council and be on the Specialist Register of the GMC for Paediatrics. Membership of an approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advised.
**Tenure**

This is a 0.8 WTE Consultant Paediatrician appointment and is based on a total of 32 working hours over 4 days.

**Application Process**

Applications should be made through our website [www.jobs.nhs.uk](http://www.jobs.nhs.uk) and enter the Job Reference number.

**Informal/Formal Visits**

Applicants wishing to visit the department and can do so by prior arrangement with:

Dr Vaishali Desai  
Consultant Paediatrician, Clinical Lead  
Riversley Park Centre  
Clinic Drive  
Nuneaton  
CV11 5TY  
Tel: 02476 378611  

Or  

Dr Gillian Small  
Consultant Paediatrician  
Riversley Park Centre  
Clinic Drive  
Nuneaton  
CV11 5TY  
Tel: 02476 378611  

Or  

Sophie Dahlmann  
General Manager  
Women and Childrens’ Division  
South Warwickshire NHS Foundation Trust  
Lakin Road  
Warwick  
Tel: 01926 495321 ext 6559
A copy of your Curriculum Vitae can be uploaded to the relevant section of the online application form.

To contact the Medical Workforce Department telephone: 01926 495321 Ext 6539

**Travelling Expenses**

Travelling allowances are paid in accordance with the Terms & Conditions as per Consultant Contract 2003.

Potential applicants wishing to visit the Trust will be reimbursed for two preliminary visits (one informal visit prior to application and one for the formal visit before interview) plus actual interview expenses. If a post is offered and subsequently refused, expenses will not be reimbursed.

Interviewed candidates travelling from outside the UK (this includes Republic of Ireland) will be entitled to travelling and subsistence expenses, but only in respect of the journey from the point of entry to the UK to the interview location.
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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</thead>
<tbody>
<tr>
<td>Physical requirements</td>
<td>Satisfactory Occupational Health Clearance</td>
<td></td>
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<tr>
<td>Professional Experience</td>
<td>Eligible for the specialist register in Paediatrics or within 6 months of CCT date</td>
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<tr>
<td></td>
<td>Experience in Community Paediatrics, Safeguarding and Neurodisability</td>
<td></td>
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<tr>
<td>Academic achievements</td>
<td>MBCHB or equivalent MRCPCH</td>
<td>Research experience and/or higher qualifications</td>
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<tr>
<td></td>
<td></td>
<td>Additional Relevant Qualifications</td>
</tr>
<tr>
<td>Research, Audit and Clinical Governance</td>
<td>Proven experience in undertaking Clinical Audit and Governance</td>
<td>Research experience and/or higher qualifications</td>
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<td></td>
<td>Demonstrate skills in Audit and Clinical Governance activities</td>
<td>Publications in peer review journals</td>
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<tr>
<td>Disposition</td>
<td>Good verbal and written communication</td>
<td>Innovative</td>
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<td></td>
<td>Good team leader and player</td>
<td>Able to support new developments in service delivery</td>
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<td></td>
<td>Good interpersonal skills</td>
<td>IT skills</td>
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<td></td>
<td>Reliable</td>
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<td></td>
<td>Able to work under pressure</td>
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<td></td>
<td>Able to work flexibly</td>
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<td></td>
<td>Willingness to work with colleagues</td>
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<td></td>
<td>Willing to travel to the different sites and hospitals in the Warwickshire area</td>
<td></td>
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<tr>
<td>Personal circumstances</td>
<td>Car owner and driver</td>
<td></td>
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</tbody>
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