# NHS GREATER GLASGOW AND CLYDE

# CLINICAL DEVELOPMENT FELLOWS

# IN PAEDIATRIC SURGERY AND PAEDIATRIC ORTHOPAEDIC SURGERY

## **Job Description**

**REF: ID**

### 1. INTRODUCTION

Applications are invited for the above posts at the Royal Hospital for Children at the South Glasgow Hospitals campus commencing 7th August 2024. The posts are for a period of one year in the first instance, but may be extended depending on aspiration and service need.

These posts are primarily aimed at individuals interested in pursuing a surgical career and wishing to gain exposure to, and experience in, high quality surgical placements in a tertiary paediatric centre. However, they may also be of interest to candidates interested in paediatrics. These posts will give successful applicants the opportunity to experience Surgical Paediatrics before committing to a programme of training through a Core or Specialty application. These posts will offer successful applicants the opportunity to develop theirclinical and professional competence in a purposeful and supervised manner as an assist to overall CV development. These posts would be most suitable for doctors who are considering a career in paediatric surgery, orthopaedic surgery, urology or plastic surgery, and have not yet secured a place in a core or specialty surgical training programme, but other levels of experience will also be considered. The experience gained in this rotation should enhance the chances of future successful application to a range of surgical specialties. Due to the breadth of exposure in these posts, they may also be suitable for those wishing to pursue a career in Emergency Medicine, Paediatrics or general practice providing experience in the management of surgical patients across all surgical paediatric specialties.

Whilst these posts are not currently accredited training posts, the content is organised to mirror Core Surgical Training up to early years specialty training dependent upon the experience level of the successful applicant. The post holders will be supervised to the same level as individuals undertaking Surgical Training, and will have their competence & progression reviewed regularly and at the end of their year in post. The clinical development component combined with supervised and directed activity will allow for up to 8hours development per week, 3 of which it is anticipated will be participation in local Paediatric Surgery Training and the remaining hours linked to an area of mutual professional interest including, but not limited to, clinical teaching, quality improvement and safety, simulation, management and leadership development, innovation or medical infomatics. All posts are for a period of 12 months in the first instance.

Post holders will be encouraged to support, teach and supervise junior medical staff and to teach medical students. Post holders will be expected to participate fully in the educational activities of the department or associated specialties and will have access to the departmental surgical teaching programme and the Pan-Scotland Paediatric Surgery Teaching Programme. However, as the posts are not formal training posts, there will be no funding for courses or meetings and leave for this purpose will be by mutual negotiation.

Post holders will be expected to register and work with an online portfolio, to include assessment and appraisal tools, and gather appropriate evidence for revalidation to undergo an in-house Annual Review of Competency Progression (ARCP) at the end of their year in post.

Clinical Development Fellows will be allocated an educational supervisor in line with their area of interest and clinical supervisors who will help set learning objectives, and conduct regular appraisal. Global learning objectives for all posts will be agreed by the Core Fellow Training Committee. Individual fellows are required to sign a training programme agreement and a learning agreement with their assigned educational supervisor shortly after taking up post.

These posts are based at the Royal Hospital for Children, Glasgow, within the departments of Paediatric and Orthopaedic Surgery. **There will be a number of posts available, this will be confirmed at interview.** Depending on the number of posts available, some will spend six months in paediatric orthopaedics and six months in paediatric surgery, some will spend a year in paediatric surgery and some will spend a year in paediatric orthopaedics. This will be confirmed with successful candidates.

It is important that applicants understand that these are not accredited training posts, but there will be an ongoing commitment to ensure that post holders will be offered appropriate education and training for their level of experience. The clinical experience, clinical and educational supervision and competency progression will be equivalent to the accredited training programme including formal teaching programmes and opportunities to develop surgical skills.

### 2 ENTRY REQUIREMENTS

Clinical Fellows will be appointed by a Committee established by the Women & Children’s Directorate of NHS Greater Glasgow.

Applicants must have completed 2 years foundation training or equivalent. Although completion of Core Surgical Training is not essential, preference may be given to applicants who have completed core surgical training in posts approved by the Royal Colleges of Surgeons in the UK, Ireland (or equivalent) and possess MRCS/FRCS/AFRCS (or equivalent). Applicants should be able to demonstrate competencies appropriate to their experience. It is also desirable to have had four months or more in a surgical post, or equivalent.

Applicants will be expected to provide evidence of their competence to communicate in English. Appointment will be subject to satisfactory occupational health and Enhanced Disclosure Scotland (through the PVG scheme) clearance

This post will not lead to a CCT in the specialty.

### 3 DUTIES OF THE POST

#### (i) Training

The Fellow must make full use of the training opportunities provided in this placement.

#### (ii) Clinical

Clinical Duties will involve working as a member of a surgical team looking after the in-patients, out-patients and day-patients of the relevant Consultant staff, operating and supervising the work of junior colleagues

#### (iii) Administration

The Fellow will be expected, when appropriate, to participate in the day to day running of the department in administrative activities such as organisation of rotas, organisation of undergraduate training, patient reports and letters. The Fellow will have the opportunity to develop management skills as required by the College.

#### (iv) Communication

This will include:

* Discussion with Senior trainees and Consultants regarding clinical problems.
* Communication with General Practitioners - including telephone discussion of problems and writing of letters about cases seen in the Department.
* Liaison with Specialists in other hospitals/agencies, such as district nurses, ambulance, police etc.

#### (v) Rota

* These posts will participate in afull shift rota. The rota has recently been updated to ensure compliance with European Working time Directive and New Deal. The rota is under regular review, as duties and commitments change the rota may be subject to revision.

### 4 EDUCATION

#### (i) Continuing Education

Fellows are expected to participate fully in the departmental education programme. There will also be an opportunity to attend the West of Scotland Core Training Teaching Programme and the Pan-Scotland Paediatric Surgery Teaching Programme.

#### (ii) Teaching

This post has a commitment to the teaching of undergraduate medical students during university term time. The fellows are also expected to take an active part in the postgraduate educational programme of the hospital and the Directorate; this includes regular weekly audit and clinical meetings, radiology, pathology, oncology, renal, nutrition team, fetal medicine meetings and a journal club. The Royal Hospital for Children has a full educational calendar throughout the year and includes weekly Grand Rounds, departmental meetings and guest lectures/seminars.

#### (iii) Library Facilities

There is a medical library in the new South Glasgow Hospitals Campus. This facility also boasts a computer cluster, which is accessible by all hospital staff. Surgical textbooks and journals are held for members of the Directorate in the Surgical Staff Base.

#### (iv) Postgraduate Medical Education Courses available in the locality

Lectures in the Royal College of Physicians and Surgeons of Glasgow, the University of Glasgow, the University of Strathclyde and Western Postgraduate Centre (Lancaster Place) take place on a regular basis (see published calendars for details). Special Courses and Seminars are arranged from time to time. Formal in-post training is arranged by the Surgical Directorate, the Postgraduate Tutor and by the Yorkhill Medical Staff Association. Attendance at PALS and ATLS/APLS courses is encouraged.

### 5 RESEARCH AND AUDIT

#### (i) Research

There is a strong tradition of research in the West of Scotland. Facilities and support for research activities are available through the University academic department and within hospital departments. The fellows will be encouraged to participate in clinical research and time will be allocated consistent with current Terms & Conditions.

#### (ii) Audit

Audit is an essential component of surgical practice and the Fellows will be expected to participate in local and national audit activities.

### 6 LOCATION OF DUTIES

Duties are entirely within the site of the New Royal Hospital for Children.

### 7 ASSESSMENT

1. The Fellows will be continuously assessed by the trainers in their place of work with formal interviews every 3 months. Competency based assessment schemes (work based assessment tools) are currently in use complying with the SAC and PMETB requirements.
2. If in the opinion of the Training and Assessment Committee, a Fellow fails to show adequate commitment or progress, career guidance will be arranged, and exceptionally, in the absence of satisfactory progress, the committee may recommend that the contract be terminated.
3. Fellows are required to keep a logbook following the requirements laid down by the Royal Colleges of Surgeons.

### 8 GENERAL INFORMATION

The salary range will be: £30,302.00 to £36,312.00 with modifier appropriate to the clinical rota.

The hours of duty will be the standard working week of 40 hours for which a standard salary (as detailed in paragraph 8b, Appendix 1 of the Terms and Conditions of Service, appended under general information) will be paid.

From December 1st 2000, a new system for calculating Junior Doctor's out of hours pay was introduced, the 'Banded Intensity Contract'. The standard hours of duty will remain 40 hours per week and in addition a supplement will be paid. The banding for the hospitals on the rotation will be confirmed on appointment.

Please note that reflecting ongoing monitoring exercises the current Banding may be subject to change. An offer of Employment may not reflect the current Banding.

#### Further Information

For further information on the training programme, please contact:

Mrs Lynne McIntosh, Consultant in Paediatric Surgery, (Telephone: 0141 451 6594 - Secretary)

**RETURNED APPLICATIONS**

**Completed Application Form, Equal Opportunities, Immigration and Fitness to Practice Forms with 2 CV’s containing name and addresses of 3 referees to be returned to:**

Recruitment Services (Medical and Dental)

NHS Greater Glasgow and Clyde

5th Floor

Tara House

46 Bath Street

Glasgow G2 1HJ

**CLOSING DATE:**

The closing date for receipt of applications is 29th April.

# APPENDIX

## ROYAL HOSPITAL FOR CHILDREN, GLASGOW.

### Brief Description of Hospital

The Royal Hospital for Children, Glasgow, is one of the largest paediatric teaching hospitals in the UK and the largest in Scotland. It provides secondary care for more than 900,000 people resident within the Greater Glasgow and Clyde area, but also tertiary care for the 3m people living across the West of Scotland. There are also 18 nationally designated services delivered from the hospital including cardiac surgery, bone marrow and renal transplantation, Extracorporeal Life Support and treatment of complex airways conditions, and the chest wall deformity service.

In the New Children’s Hospital there is a complement of 256 beds, which include 12 integrated neonatal medical and surgery intensive care cots. There are 22 nationally funded intensive care beds/high dependency beds within an integrated critical care facility. The theatre complex comprises 11 full theatres including an interventional radiology suite, and cardiac catheterization suite. The Emergency Department currently sees upwards of 60,000 patients per year.

All Paediatric Medical and Surgical subspecialties are represented, including General Medical Paediatrics, Cardiology, Neonatology, Neurology, Neurosurgery, Nephrology, Respiratory, Endocrinology, Gastroenterology, Immunology and Infectious Diseases, Dermatology, Haematology/Oncology, Rheumatology, Metabolic Medicine, Audiology, Ophthalmology, ENT surgery, Orthopaedics, Urology, General Paediatric and Neonatal Surgery. A selection of Child and Adolescent Psychiatry facilities are located within the campus along with a recently opened Child Protection Unit.

The hospital provides the major Paediatric Undergraduate Teaching facility for the University of Glasgow and accommodates the University Departments of Child Health, Child and Family Psychiatry, Medical Genetics, Human Nutrition, Paediatric Pathology, Paediatric Biochemistry and Paediatric Surgery. There is on site clinical audit and research and development support to assist with departmental research projects.

The Radiology Department located within RHC provides ultrasound, CT, MRI and isotopic studies on site. All imaging is now digital and is accessed through the PACS system. Diagnostic laboratory facilities include Haematology, Blood Banking, Biochemistry, Microbiology, Virology, Histopathology and Genetics are located at the New South Glasgow Hospital site, and all services have been united following the eagerly anticipated move in June 2015.

The Department of Surgical Paediatrics provides Paediatric and Neonatal Surgical services to the West of Scotland and beyond. It also provides tertiary level services for ECMO, complex Neonatal Surgery, Chest Wall Deformities and Renal Transplantation.

##### Other Paediatric services in NHSGG&C

There are three maternity hospitals in NHS Greater Glasgow & Clyde: the Princess Royal Maternity Hospital, the Queen Elizabeth University Hospital and the Royal Alexandra Hospital, all with neonatal intensive care facilities.

There is one children’s ward at the Royal Alexandra Hospital providing local care for the children of Paisley.

There is an extensive range of specialist community based children’s services across NHS Greater Glasgow. Managed within community health and social care partnerships, these services are integrated with primary care and social care services.

##### The Surgical Directorate

The Surgical Directorate comprises the following specialities:

Paediatric Surgery, including General, Thoracic and Neonatal Surgery and Paediatric Urology Orthopaedic Surgery

Ear, Nose and Throat Surgery

Plastic Surgery

Ophthalmic Surgery

Dental Surgery

Neurosurgery

Maxillofacial Surgery

Accident and Emergency Medicine

Cardiology and Cardiothoracic Surgery

The bed complement is as follows:

* A combined neonatal intensive care and surgical neonatal unit: The Unit comprises 12 intensive care cots and the centre for neonatal extracorporeal life support (ECLS).
* There are a further 17 high dependency beds for infants attached to this unit.
* Three elective wards (24 beds each)
* An acute receiving unit (40 beds) for acute surgical and medical admissions including paediatric burns patients.
* An clinical decision unit (18 beds) for elective and emergency admissions in orthopaedics, plastics, ophthalmology & oral and dental.
* A cardiac surgery and cardiology ward (20 beds)
* A 23-hour short stay unit (18 beds)

#### Medical Staffing

**Consultants**

General Paediatric and Neonatal Surgery 12

ENT Surgery 5

Dental Surgery 3

Orthopaedic Surgery 7

Ophthalmic Surgery 2

Plastic Surgery 3

Accident and Emergency 8

Cardiology 5

Cardiothoracic Surgery 3

Neurosurgery 4

Maxillofacial Surgery 2

**Associate Specialists**

General Surgery 1

ENT Surgery 1

**Specialist Registrars (including LAT’s and FTSTA’s)**

General Paediatric Surgery 8

ENT Surgery 2

Orthopaedic Surgery 2

Ophthalmology 2

Cardiac surgery 2

Accident & Emergency 6

Neurosurgery 2

**Clinical fellows**

Orthopaedic surgery 3

**Basic Paediatric Trainees (1st/2nd year of two year programme)**

ST2 or FTSTA 2 2

**Other Junior Medical Staff**

Accident and Emergency 10

Foundation Year 1 trainees 9

#### The following Consultants work within the Surgical Directorate:

**General Paediatric Surgery**

Mr Wisam Abbas (Locum)

Mr J Andrews

Mr T Bradnock

Miss S Braungart (Locum)

Miss A Campbell

Mr M.E. Flett

Mr J Hallett (Locum)

Mr M Jacovides

Miss B Lee

Mrs L McIntosh

Mr. S.J. O’Toole

Mr. A. Sabharwal

Mr G Walker

Miss M Steven

**ENT Surgery**

Mr A Clements

Miss K McAllister

Mr H Kubba

Mr D Wynne

Miss N Kunanandam

**Ophthalmology**

Dr T. Lavy

**Cardiothoracic Surgery**

Mr A McLean

Mr M Danton

Mr E Peng

**Neurosurgery**

Mr R Sangra

Miss E Campbell

Mr R O’Kane

Mr T Amato-Watkins

**Orthopaedic Surgery**

Mr. D Rowland

Mr. R. Duncan

Miss K Ferguson

Miss C Murnaghan

Miss J MacCaul

Mr M Osman

Miss A Smith

Mr I Smith

**Dental/Oral Surgery**

Dental hospital staff

**Plastic Surgery**

Mr. J. Fitzpatrick

Mr D McGill

**General Paediatric Surgery**

The department is organised in teams involving Consultants, Registrars and Core Fellows/Trainees. The Fellows will work in one of four teams for a three to six month period. During specialist training in Paediatric Surgery at Yorkhill, the fellow will gain experience of the whole spectrum of neonatal and general paediatric surgery, paediatric urology, oncology and neonatal critical care. Research activity is encouraged and, indeed, expected of fellows while in this post.

All the teams provide emergency and Neonatal Surgery, but there are supplementary rotas for renal transplantation, ECLS and burns care. There is a full range of sub-specialty interests within the department including Paediatric Urology, Thoracic Surgery and Surgical oncology.

#### Principal Relationships of Job with Other Staff including Nursing, Professional and Technical Staff

The post will involve close liaison with Nursing, Secretarial and Ancillary Staff and the Professions allied to Medicine. The Training lead supervising the educational aspects of these posts is currently Mr Martyn Flett.

#### The Clinical Board of Surgery and Anaesthesia Management Team comprise:

RHSC Assistant Medical Director Dr A Mathers

Hospital General Manager Mr Jamie Redfern

Surgical Link Consultant Mr Atul Sabharwal

Clinical Director Theatres/Anaesthesia Miss Emer Campbell

# Core Fellow in Paediatric Surgery and Specialities

## Women & Children’s Directorate

## Directorate of Surgery, Anaesthesia and Critical Care

Person specification

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| Qualifications | MBChB or equivalent | Current APLS or ATLS certificate  MRCS or equivalent (or part thereof) |
| Experience | Have completed, or be near completion, of a foundation program or equivalent.  Have experience in surgical specialities at foundation level | Have completed Core Surgical Training  Have worked in a recognised foundation or core training post |
| Research & audit | Evidence of active participation in personal and departmental audit or QI  Evidence of presentation at regional or national meetings | Track record in presentation at meetings  Evidence of publication |
| Teaching | Experience in undergraduate teaching  Interest in teaching and sharing skills with co-workers | Evidence of teaching qualifications |
| Personal | Good communication and interpersonal skills  Initiative and leadership skills  Organisational and administrative skills  Commitment to team-working  Professional manner and dress  Good time keeping and a responsible attitude | Evidence of Leadership Qualifications |
| Other | GMC registration  GMC Licence to Practice  Enhanced disclosure from Disclosure Scotland  Commitment to working in Scotland |  |