NHS AYRSHIRE AND ARRAN

UNIVERSITY HOSPITAL CROSSHOUSE

**JOB DESCRIPTION**

**Maternity Locum Paediatrics/Neonates**

**Fixed Term, Now – 5th August 2025**

**Full time**

**ST2+ LEVEL**

We are seeking a middle-tier (ST2+) level paediatrician for a fixed term cover of maternity leave to work across our Paediatric and Neonatal services. This post will include out of hours duties and is banded at 1A.

Neonatal and Acute Paediatric Services are co-located at University Hospital Crosshouse near Kilmarnock, a large and busy District General Hospital.

Our Local Neonatal Unit works closely with other units in the West of Scotland network. Two of our permanent members of staff contribute to the Scottish Neonatal Retrieval service. The unit cares for babies who are being cooled and for preterm babies transferred back from central units under the Best Start programme.

The General Paediatric department has an Assessment unit, working closely with colleagues in the Emergency Department, and an inpatient ward. The inpatient ward has 23 beds and patients with medical and surgical paediatric conditions are cared for.

Paediatric and Neonatal outpatient clinics are provided in locations around Ayrshire and Arran.

This post is for a resident doctor able to work at ST2 level or above and participate on the middle tier rota. The post involves out of hours shifts and day shifts. There is opportunity to attend outpatient clinics as well as acute admissions and inpatient cover. The post is well supported by Consultants and a tier 1 rota comprising FY2 and GPST doctors as well as Advanced Paediatric and Neonatal Nurse Practitioners.

NHS Ayrshire & Arran provides a comprehensive healthcare service to approximately 367,000 people living in Ayrshire and Arran. University Hospital Crosshouse is a large, modern district general hospital with 625 beds.

The Neonatal Unit is part of the Integrated Maternity service based at Ayrshire Maternity Unit, within University Hospital Crosshouse campus. There are 3,000 babies delivered per year within the hospital.

Applicants will be appropriately experienced and hold Full GMC Registration with a current Licence to Practice.

**STAFFING**

**Consultants (neonatal unit):**

Dr T Adams

Dr R Sunderesan

Dr A Ansary

Dr B Kamsuella

Dr S Lim

Associate Specialist: Dr F Barnes

Specialty Doctors: Dr J Siddique, Dr C Owens

**Consultants (paediatrics and community paediatrics)**

Dr S Williamson

Dr C Findlay

Dr C Morrison

Dr L Armstrong

Dr B Oates (Clinical Director)

Dr N Connell

Dr G Kumar

Dr A Yacoub

Dr N Cordeiro

Dr G Duffy

Dr R Addison

Dr S Brown

Dr M Rahim

Dr C Rennie (locum)

 Specialty Doctor: Dr S Coy

**DUTIES OF THE POST**

The successful applicant will be based at University Hospital Crosshouse and will be expected to be closely involved in all aspects of paediatric and neonatal services. This includes supervision of junior colleagues, attendance at high risk deliveries, carrying out of investigations, diagnosis and treatment of patients and attending ward rounds. There will also be opportunity to participate in general paediatric and / or neonatal follow-up clinics.

The unit has an active clinical improvement culture with many on-going projects. The post-holder will be encouraged to be involved in this and will be supported in training in clinical improvement methodology.

Active involvement in teaching sessions is expected, both for medical students on rotation and for more junior members of medical and nursing staff including student nurse practitioners.

**CONDITIONS OF SERVICE**

The Terms and Conditions of service are those determined by the Terms and Conditions of Service for Hospital Medical and Dental Staff. Applicants must be fully registered with the GMC with a current Licence to Practice.

This post is not an educationally recognised post, however you will receive the same training and educational opportunities available to all trainees in the department. In addition, we have an excellent Education Centre and Medical Library, and you will be encouraged to avail yourself of all the training opportunities available.

The appointment will be fixed term for the dates indicated above.

**Paediatrics/Neonates**

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| **ESSENTIAL CRITERIA** | **WHEN EVALUATED** |
| **Qualifications**Applicants must have:* MBChB or equivalent medical qualification
 | Application form |
| **Eligibility**Applicants must:* Be eligible for full registration with, and hold a current license to practicefrom, the GMC
* Have evidence of achievement of **foundation competencies** from a UKFPO-affiliated foundation programme or equivalent, in line with GMC standards / Good Medical Practice; including:
	+ make the care of your patient your first concern
	+ provide a good standard of practice and care
	+ take prompt action if you think that patient safety, dignity or comfort is being compromised
	+ protect and promote the health of patients and of the public
	+ treat patients as individuals and respect their dignity
	+ work in partnership with patients
	+ work with colleagues in ways that best serve patients’ interests
	+ be honest and open and act with integrity
	+ never discriminate unfairly against patients or colleagues
	+ never abuse your patients’ trust in you or the public’s trust in the profession*.*
* Evidence of achievement of **ST2 competences** as detailed in the Paediatric Curriculum and readiness for middle grade work.
* Be currently based in the UK and eligible to work in the UK
 | Application formApplication form, interview Application form, interviewApplication form Application form |
| **Fitness to practice**Is up to date and fit to practice safely and is aware of own training needs. | Application form, references |
| **Language skills**Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as demonstrated by one of the following:* *undergraduate medical training undertaken in English;*

*or** *academic International English Language Testing System (IELTS) results showing a score of at least 7.0 in each domain (speaking, listening, reading, writing),with an overall score of at least 7.5, to be achieved in a single sitting and within 24 months of the time of application*

If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence of language skills | Application form, interview |
| **Health**Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice). | Application form, pre-employment health screening |
| **Career progression**Applicants must:* Be able to provide complete details of their employment history
* **Have at least 24 months’ experience in Paediatrics, including at least 6 months’ in Neonatology**
 | Application formInterview |

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| **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | **WHEN EVALUATED** |
|  **Career**  As above | **progression** Success in any two out of the three MRCPCH papers is desirable.  | Application form |
| **Clinical skills – clinical knowledge & expertise** | Application form, interview, References |
| * Capacity to apply sound clinical knowledge and judgment
* Potential to develop excellent diagnostic skills
* Successful completion of NLS and APLS (or equivalent), valid at interview date and at time of appointment
* Successful completion of *Level 2 Safeguarding Children: Recognition and Response in Child Protection (*or equivalent)
 | * Shows aptitude for practical skills, e.g. hand-eye coordination, manual dexterity
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| **Academic skills** | Application formInterview/ |
| **Research and audit skills:*** Demonstrate understanding of importance of audit
 | **Research and audit skills:*** Evidence of active participation in audit

**Teaching:*** Evidence of interest in, and experience of, teaching
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| **Personal skills** | Application formInterviewReferences |
| **Communication skills:*** Capacity to communicate effectively at different levels, particularly with worried parents

**Problem solving and decision making:*** Demonstrates an analytical approach to practice
* Capacity to bring a range of approaches to solving problems

**Empathy and sensitivity:*** Capacity to take in others’ perspectives and treat others with understanding

**Managing others and team involvement:*** Capacity to work cooperatively with others and work effectively in a multi-disciplinary team

**Organisation and planning:*** Capacity to achieve a balance between urgent and important demands

**Vigilance and situational awareness:*** Capacity to monitor acute situations that may change rapidly

**Coping with pressure and managing uncertainty:*** Capacity to manage acute situations under pressure
* Demonstrates initiative and resilience to cope with changing circumstances

**Values:*** Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)
 | **Management and leadership skills:*** Evidence of interest and experience in management and leadership
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| **Probity – professional integrity** | Application form, interview, references |
| * Takes responsibility for own actions. Displays honesty, integrity and awareness of ethical issues
* Understands importance of advocacy, children’s rights, safety, confidentiality and consent
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| **Commitment to specialty – learning and personal development** | Application formInterviewReferences |
| * Understanding and awareness of particular requirements and demands of working with children and their parents
* Demonstrates reflective approach to practice and commitment to personal development
 | * Extracurricular activities / achievements relevant to Paediatrics
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