

Clinical Fellow in Paediatric Nephrology

GOSH Profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children with heart or brain problems, and the largest centre in Europe for children with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital conditions. Many children need the help of different specialist teams. Improvements in health care and diagnosis mean that many children have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life-threatening or life-limiting conditions.

The hospital receives over 250,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year.

The hospital has 383 patient beds, including 44 intensive care beds (21 CICU, 15 PICU and 8 NICU). Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing.

Around 4100 full-time and part-time staff work at the hospital. The ICH has around 600 staff. Many senior staff have roles in both organisations.

The hospital has approximately 50 paediatric specialties, the widest range of any hospital in the UK, which uniquely enables it to diagnose and pioneer treatments for children with highly complex, rare or multiple conditions. It has 19 highly specialised national services.

Job title	Clinical Fellow in Paediatric Nephrology	
Division	J.M. Barrie	
Responsible to	Clinical Lead for Nephrology	
Accountable to	Divisional Director for MDTS	
Type of contract	12 months Fixed term (from 1 st March 2018) 6 months Fixed term (from 1st September 2017)	
Hours per week	40 basic hours plus additional 'out of hours' equating to a Maximum of 48 hours per week on average	
Location	Great Ormond Street Hospital, London	
Budgetary responsibility	N/A	
Manages	Direct reports	N/A
	Indirect reports	N/A

Trust Values and Expected Behaviours

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other. Our Always Values are that we are:

- Always Welcoming
- Always Helpful
- Always Expert
- Always One Team

These values are extremely important to us and we expect everyone who works at GOSH in any capacity, including employees, bank staff, contractors, agency staff, people who hold honorary contracts, students and volunteers to share and uphold Our Always Values. Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times. You can find a full copy of Our Always Values on our intranet.

The Trust also expects that everyone who works here shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of Great Ormond Street for Children NHS Foundation Trust. Individuals must therefore at all times carry out their duties with due regard to the Trust's Equality at Work Policy.

Scope of the role

This post is suitable for doctors who are post MRCPCH or equivalent and wish to pursue a career in paediatrics. The post will be especially suitable for individuals wishing to gain specialist experience in paediatric nephrology. The post is a full time appointment, but applications from doctors wishing to work on a part-time basis will also be welcomed.

Key working relationships

Internal:

Consultants, nurses, allied health professionals, administration and management staff from the renal unit and other specialties.

External:

Families, GPs, local paediatricians, community services and other specialist hospitals.

Main duties and responsibilities

Specific Clinical Duties

Day time clinical duties

The appointee will share in the ward duties on Eagle ward and the Dialysis and Transplantation Unit, as well as attending to referrals from other wards and calls from other hospitals. At present the team consists of 2 SHOs, 2 clinical fellows and 3 SpRs. The Renal Unit has a nurse consultant and 7 senior Clinical Nurse Specialists, dedicated to provision of Renal Replacement Therapy (Haemodialysis, Peritoneal Dialysis and Transplantation). Nurse specialists and the medical team work together to deliver care on the Unit.

Specific duties will include clerking and follow-on care of children on the Unit, presentation of cases at meetings and ward rounds, involvement in clinics, involvement in the teaching, research and academic programme of the Unit (see job plan below). The appointee will quickly acquire skills in the management of urinary tract abnormalities and infections, fluid and electrolyte disorders, acute and chronic renal failure, hypertension, nephritic and nephrotic syndrome. In the medium term, the appointee will develop skills in renal replacement therapy, interacting with the multidisciplinary medical, surgical, nursing and allied professional team we have to deliver this service.

Out of Hours commitments

The appointee will provide front-line medical cover in the hospital (excluding patients on the intensive care units), alongside two site practitioners (usually intensive-care trained paediatric nurses) and two other middle grade doctors.

The appointee will work a full shift rota incorporating nights, long days and weekends. This rota meets New Deal and EWTD.

Objectives

- Attend all Nephrology related meetings
- General Nephrology experience
- Dialysis and Transplant experience
- Inpatient and Outpatient Nephrology cases, including management of acute kidney injury and chronic renal failure
- An audit in Clinical Nephrology

Audit and Research

The appointee will be expected to participate fully in the departmental audit programme, to aid in development of clinical service guidelines and to support SHOs in these activities. Participation in clinical research that is related to service delivery will be encouraged and facilitated.

Teaching

The clinical fellows will contribute to the departmental teaching programme, and where appropriate in the longer term will also contribute to Courses and Conferences run at the Institute of Child Health.

CLINICAL GOVERNANCE

Medical Practice

All members of the Trust's medical staff are expected to practice within the GMC guidelines, in particular those contained within the booklets on *Good Medical Practice* and *Maintaining Good Medical Practice*. Additionally, all members of the Trust's medical staff are expected to be familiar with the Trust's Professional Standards Advisory Group Process and to follow this as appropriate.

All of the above provide an outline of the duties of doctors who are registered with the GMC and in particular emphasise the responsibility of every doctor to ensure standards of good clinical care, share good practice, keep up to date with clinical skills, and to work in teams and maintain good relationships with colleagues in all disciplines. The Trust is committed to the support of these principles and provides funds (see 5.2) for education and development of all grades of staff.

Professional and personal development

Each SpR will be allocated a consultant mentor / supervisor who will support the appointee's personal and educational development. Appraisals will be timetabled on a regular basis. It is anticipated that the duties and specific interests of the appointees will develop over time, with the potential for development of a specific subspecialty interest, and / or a research or teaching portfolio. Alternatively, return to the training grades will be supported and facilitated should this be the chosen career path of the appointee.

Directorate/Divisional Information

The Renal Unit provides a comprehensive diagnostic and treatment service for children with renal disorders. The Unit comprises a 16 bed ward (and 18 bedded Urology ward) and a Transplant / Dialysis Unit. Day cases are also seen on the Medical daycare ward. It is the largest renal unit in the UK. In an average year, there are 600 admissions (including day cases), 3300 outpatients, 25 renal transplants, 32 patients on haemodialysis and 20 new patients accepted onto the peritoneal dialysis programme.

The unit also covers every other aspect of paediatric nephrology with special expertise in congenital renal anomalies, nephrotic syndrome, hypertension, vasculitis, tubular, metabolic and stone disorders. Very strong working links exist with paediatric urology, radiology, pathology and rheumatology. In addition, there are strong outreach links with a large number of centres. Surgical care of the ESRF patients is provided by a team of 5 transplant surgeons (see below). A Nurse Consultant (Eileen Brennan) co-ordinates the ambulatory blood pressure service.

The renal ward (Eagle) is run by a 2 sisters; there are 5 clinical nurse specialists for ESRF patients, 2 Live-Donor Transplant coordinators, a senior and 2 other renal dieticians, a senior pharmacist, clinical psychologist, consultant family therapist, counselor, social worker, teacher and play therapists. Clinical Care Assistants handles administrative and admission issues for the Renal Unit.

A separate 18-bedded Urology Unit and Urodynamic unit provide secondary and tertiary referral service for all types of urological problems and work in close cooperation with the Nephrology Unit in the management of children with acute and chronic renal failure.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Conflict of Interest

You are required to declare any involvement, either directly or indirectly, with any firm, company or organisation which has a contract with the Trust. Failure to do so may result in your application being rejected, or, if it is discovered after appointment that such information has been withheld, then this may lead to your dismissal.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Disclosure & Barring Service (Previously Criminal Records or 'CRB')

Great Ormond Street Hospital is a regulated organisation and as such, you will have your criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post. GOSH reserves the right to withdraw any conditional offer of employment made on the basis of the outcome of your criminal records check.

Infection Prevention and Control

You will be required to participate in performance audits with respect to Infection Prevention and Control and will be required to discuss this in your annual performance review. The following should also be noted:

- The postholder should ensure a suitable and efficient assessment is made of the risks to both the recipient and provider of care in respect of infection prevention and control issues.
- The postholder is required to make him/herself aware of and comply with national and local infection prevention and control guidance.
- Where children are in their care the postholder must investigate any health care-associated infection.
- The postholder should audit performance with respect to infection prevention and control (in a way appropriate to their service) and discuss this in their annual appraisal.

Health and Safety

All staff have a general accountability for ensuring, so far as is reasonably

practicable, the health, safety and welfare of Trust employees. The following should also be noted:

- Each employee is required to take reasonable care for his or her own acts or omissions and the effect that these may have upon the safety of themselves or any other person.
- Every employee must use safety equipment or clothing in a proper manner and for the purpose intended.
- Any employee who intentionally or recklessly misuses anything supplied in the interests of health and safety will be subject to disciplinary procedures.
- Every employee must work in accordance with any health and safety procedures, instructions or training that has been given.
- No employee may undertake any task for which they have not been authorised and for which they are not adequately trained.
- Every employee is required to bring to the attention of a responsible person any perceived shortcoming in the Trust's safety arrangements or any defects in work equipment.
- All employees are under a duty to familiarise themselves with the Trust's Health and Safety Policies.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfil the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

PERSON SPECIFICATION

Essential: **E** Desirable: **D**

Our always values

E	Always welcoming – open, positive, polite, prompt, thoughtful
E	Always helpful – respectful, caring, supportive, patient, flexible
E	Always expert – role model, vigilant, striving for quality, proactive
E	Always one team – informative, mindful, appreciative, open, honest

Skills and abilities

E	Excellent written and oral communication skills
E	Ability to organise and prioritise own workload
E	Ability to work under pressure in a multi-disciplinary environment
E	Ability to prioritise clinical needs

Education, training and qualifications

E	Primary medical qualification - MBBS or equivalent
E	Full GMC registration (obtained by designated start date)
E	MRCP, MRCPCH or equivalent
D	Higher degree – MSc, MPhil related discipline

Knowledge and experience

E	Experience at registrar level or equivalent in paediatrics Nephrology/Renal
E	Experience of teaching and presenting
E	Experience of audit activities
E	Understanding of principles of clinical governance
D	Clinical experience in related paediatric specialties
D	Published research in peer reviewed journals