

**BIRMINGHAM WOMEN' and CHILDREN'S HOSPITAL NHS  
FOUNDATION TRUST**

**Steelhouse Lane, Birmingham, B4 6NH**

**JOB DESCRIPTION**

**CONSULTANT PAEDIATRICIAN WITH A SPECIAL INTEREST IN  
NEPHROLOGY**

## **DESCRIPTION OF THE POST**

This is a full time 10 PA post to support service delivery, working with six other paediatric Nephrology Consultants, providing a comprehensive nephrology service to the West Midlands.

The appointee will share in the provision of a regional service including: regular responsibility for emergency admissions, ward consultations, telephone advice; booked admissions for investigations and day cases. These responsibilities occur during the week on-call (approx. 1:6). During the on-call week the on-call consultant has no regular clinic commitments, but will undertake business ward rounds every day. The on-call service is purely for nephrology and the service covers nephrology for the whole of the West Midlands as above. The post holder will be asked to undertake regular outreach clinics in consultation with the team, not more frequently than 1 monthly.

## **GENERAL INFORMATION**

### **Birmingham**

Birmingham is a progressive, modern city offering pleasant accommodation and excellent civic infrastructure. There are good road, rail and air links and easy access to the countryside. The International Convention Centre, Symphony Hall, National Indoor Arena and Art Gallery and several Theatres are centrally located. Educationally there are many top grade primary and secondary schools within the City of Birmingham, which consistently remain at the top of the league tables. Birmingham also offers an excellent and wide range of University education not only within the city at the Universities of Birmingham, Aston and Central England but also in its neighboring cities and towns, including Coventry, Wolverhampton, Walsall and Dudley.

### **The Birmingham Women's and Children's Hospital NHS Foundation Trust**

Officially launched in February 2017, Birmingham Women's and Children's NHS Foundation Trust brings together Birmingham Children's Hospital and Birmingham Women's Hospital together under one united NHS Foundation Trust – the first of its kind in the UK.

Birmingham Women's and Children's NHS Foundation Trust brings together the very best care and support for women, children and families, always promising that we will be by your side throughout their journey with us.

There has never been a more exciting time to join our team. Ambitious and proud to provide world-class care everyone who works at Birmingham Women's and Children's NHS Foundation Trust team plays an important role in making our hospitals the incredible places they are.

The Birmingham Children's Hospital comprises:

- ◆ Birmingham Children's Hospital, Birmingham.
- ◆ Forward Thinking Birmingham (Child and Adolescent Mental Health Services (CAMHS) for the whole of the city).

The Children's Hospital moved to a new site at Steelhouse Lane in the centre of the city in May 1998. This marked the culmination of a long history of planning for a new Hospital to replace the overcrowded facilities at its previous home in Ladywood. The relocation involved a £30 million redevelopment of the previous Birmingham General Hospital site and has created a large, multidisciplinary, dedicated Children's Hospital with a capacity for almost 300 beds. Redevelopment included the construction of a new three-storey block which houses radiology, a 31 bed intensive care unit and four of nine operating theatres. In addition to upgraded clinical facilities, the site includes a parent accommodation block (Edward House), the James Brindley Hospital School and a new Education Centre.

Although the Children's Hospital is the site of the Trust's management base, the Trust provides CAMHS at a number of sites around the city.

The Trust provides secondary level paediatric services for the child and adolescent population of

much of the city of Birmingham, both in the hospital and through its community and clinical support services. It is also the regional referral centre for the West Midlands region (population 5.2m) and many of its specialist services including nephrology extend their referral base beyond the regional boundaries.

In addition to general paediatric medicine, general paediatric surgery and community paediatrics, the clinical services provided by the Trust include: Accident and Emergency Medicine; Anaesthetics and Intensive Care; Bone Marrow Transplantation; Cardiology and Cardiac Surgery; Child and Adolescent Mental Health; Clinical Psychology; Dermatology; Endocrinology and Diabetes; ENT Surgery, Audiology and Cochlear Implantation; Gastroenterology and Clinical Nutrition; Haemophilia; Hepatology; Inherited Metabolic Disease; Neonatal Surgery; Nephrology including Haemodialysis and Renal Transplantation; Neurology; Neurophysiology; Neurosurgery; Non Malignant Haematology, Oncology; Ophthalmology; Orthopaedic and Trauma Surgery; paediatric Dentistry; Plastic Surgery including Cleft Lip and Palate Surgery; Rehabilitation; Respiratory Medicine and Cystic Fibrosis; Rheumatology; Thoracic Surgery. The Children's Hospital is also a designated supra regional centre for Retinoblastoma, Craniofacial Surgery, Complex Liver Disease, Liver Transplantation and Kasai portoenterostomy, and is currently designated as the only national centre for paediatric small bowel transplantation.

There is comprehensive provision of diagnostic and support services including all aspects of paediatric laboratory medicine, radiology and pharmacy. Therapy services include dietetics, physiotherapy, orthoptics, occupational therapy, and speech and language therapy. Pastoral and social support is offered by a multi-faith Chaplaincy, the bereavement support team and by the social work department.

The Trust is a major contributor to the teaching programme of the University of Birmingham Medical School and has close ties with the Health Care Faculty at the University of Central England.

### **The University of Birmingham**

Academically, the University is organised into seven faculties, one of which is the Faculty of Medicine and Dentistry. This faculty is headed by the Dean and is administratively split into the Dental and Medical Schools. The Medical School comprises 6 divisions encompassing 26 departments, which cover the whole range of pre-clinical and clinical subjects. Interdisciplinary research is encouraged, as are links between the clinical and basic science departments in other faculties. The Medical School is justly proud of its library and reference facilities and has good working relationships with Trusts and Health Authorities.

### **The Institute of Child Health**

The University Department of Paediatrics and Child Health is part of the Division of Growth and Development. The Institute of Child Health is part of The Division of Reproductive and Child Health and provides laboratory, office and teaching accommodation for the academic department and is situated in the Clinical Research Block, Whittall Street, adjacent to the Children's Hospital in the centre of Birmingham. The Research and Development Directorate is situated in the Institute of Child Health.

### **TRUST OBJECTIVES**

Birmingham Children's Hospital has established the following organisational objectives:

- To establish effective Governance arrangements and ensure the organisation is run appropriately and in a way that inspires public confidence.
- To ensure sound financial management, delivering in year/recurrent financial balance, economy, probity and accountability in the use of resources as well as other financial duties.
- To develop and implement the clinical services strategy through service modernisation, redesign and development.
- To promote a better experience of healthcare by engaging with patients, parents and the public and through the delivery of safe and high quality services to meet the needs of the local (national and international) health economy.
- To ensure that the organisation has an appropriate skilled work force.

## **DESCRIPTION OF THE DEPARTMENT/SPECIALITY/SERVICE**

The service moved in 2010 to a charitably funded newly-renovated area comprising an in-patient ward (Ward 1), haemodialysis unit, urodynamic unit, 2 outpatient rooms and offices for clinical nurse specialists. The majority of in-patients are from nephrology or urology but other specialty patients are admitted depending on bed availability.

The department currently has 2 patients on home HD. A full time HHD nurse has just been appointed with plans to expand the service. The department has access to 12 inpatient beds and additional day beds on the Surgical Day Unit and Medical Day Unit. Ward nurses undertake peritoneal dialysis, are familiar with accessing vascular and peritoneal lines and nursing children after renal transplantation. Patients who have had a combined liver and kidney transplant and who require renal replacement therapy are cared for in the most appropriate setting (PICU, the Hepatology ward or Ward 1). Some general nephrology clinics take place in the main outpatient area but all end stage renal failure clinics are undertaken on the ward in dedicated clinic rooms with nephrology nurse support.

The haemodialysis unit has 9 stations which function for 6 days each week; all modalities of routine and advanced (e.g. lipid apheresis, MARS treatment) extra corporeal therapy are provided. The community PD team educates, teaches, assesses and provides community support for families with children on PD. Two transplant support nurses undertake child and family education in preparation for transplantation. A replacement Family Support Worker has recently been appointed and the department has the benefit of a dedicated renal pharmacist, dietician and psychologist.

The department works closely with the Department of Urology and Urodynamics in the management of patients with chronic renal failure complicating developmental abnormalities of the kidneys and urinary tract.

Renal transplantation is carried out by transplant surgeons based at Birmingham Children's Hospital with support from University Hospital Birmingham transplant team.

The research strategy of the department is to participate in translational research with various partners in line with the 2010 national initiative of the renal community for rare kidney disease. This maps to our established interests that include the following: metabolic renal disease, HUS glomerulonephritis and disorders of complement, Bardet Biedl syndrome (NCG), adaptation to reduced renal mass, obesity and hypertension, and clinical trials. There is also a strong commitment to both undergraduate and postgraduate medical education and training.

Currently each consultant takes a lead role for management, audit and clinical governance, research, education and training, supported by SPA allocations, these roles rotate; all consultants are expected to contribute.

### **Nephrology Medical Staffing**

Clinical Staff:

Dr Sally A Hulton	Consultant	(Full time)
Dr David V Milford	Consultant	(Full time)
Dr Mordi Muorah	Consultant	(Full time)
Dr Larissa Kerecuk	Consultant	(Full Time)
Dr Catherine O'Brien	Consultant	(Part time)
Dr Suzanne Stephens	Consultant	(Part time)

2 Specialist Registrar (ST4 +) posts

One post is eligible for the National Training Grid for paediatric nephrology.

1 FY2

1 ST2

1 Trust Doctor

### **Renal Transplantation with the support of UHB transplant surgical team**

Clinical Staff:	Mr Khalid Sharif (also hepatic)	Consultant	(Full Time)
	Mr Liam McCarthy (also urology)	Consultant	(Full Time)
	Ms Evelyn Ong (also hepatic)	Consultant	(Full Time)
	Mr Andrew Robb	Consultant	(Full Time)

### **Urology and Urodynamics Staffing**

Clinical Staff:	Mr Harish Chandran	Consultant	(Full Time)
	Mr Liam McCarthy (renal transplant)	Consultant	(Full Time)
	Mr Karan Parashar	Consultant	(Part time)
	Mr Andrew Robb (training for renal transplant)	Consultant	(Full Time)
	Locum in post	Consultant	(full time locum)
	2 Specialist Registrar (ST4+) post		
	1 ST1/ST2		

### **Medical secretaries, IT and office accommodation**

4.8 band 4 plus 1 band 3 medical secretaries support the Consultant Team.

The appointee will have personal access to the hospital network and, through this, the NHS Net and Internet. Office space and computer are provided.

### **Links with other services**

There are links with all the major specialties in the hospital, in particular the Departments of Hepatology, Histopathology, Urology and Urodynamics and PICU.

### **Regional Clinics**

The post holder will be asked to undertake regular clinics in one or two regional centres.

### **Clinical Governance**

The appointee will be expected to participate in all aspects of the Clinical Governance structure developed by the Trust to monitor, maintain and develop the quality and effectiveness of care. The Trust is committed to the development of medical staff through individual appraisal. This will include audit of personal clinical practice as well as involvement in department/specialty reviews; attention to continuing professional development and to meeting the requirements for Continuing Medical Education defined by the relevant Royal College (and for which appropriate study leave support will be available); awareness of professional standards and the responsibility to undertake safe and ethical clinical practice; the importance of responding promptly to any circumstances which may result in increased clinical risk or adverse outcome. Funding is available for approved study leave as defined in the Trust's study leave policy.

### **Cross-Cover for Clinical Duties with Colleagues**

The appointee will be expected to provide cross-cover for his/her colleagues during periods of leave and short term sickness absence.

### **Teaching**

The post holder will be expected to contribute to undergraduate medical student teaching and to play a full role in postgraduate medical education and the training of other relevant staff groups.

Evidence of a commitment to medical education would be an advantage. This includes mentoring and educational supervision.

### **Research**

The post holder will be expected to facilitate research undertaken within his/her department and elsewhere within the Trust, and to be aware of current Research and Development initiatives in relation to clinical service developments.

### **OTHER CORPORATE DUTIES/RESPONSIBILITIES**

#### **Management**

Clinical services are within 8 Clinical Groups:

Diagnostics & Therapies  
Urgent & Critical Care  
Surgery  
Head & Neck  
Specialised Medicine  
Neurosciences, Haematology & Oncology  
Transplant, GI & Cardiac  
Forward Thinking Birmingham (Previously CAMHS)

Each Clinical Group is led by a Clinical Director and individual specialties within each Clinical Group are supported by a lead clinician in specialty/sub specialty areas as appropriate.

The Nephrology Department forms part of the Transplant, GI and Cardiac Clinical Group. The Clinical Director of the group is Mr Khalid Sharif, Associate Service Director Liz Meredith & Service Manager Peter Grogan.

The Clinical Director holds monthly meetings with their Clinical Leads who in turn are expected to arrange monthly multidisciplinary meetings within their specialty/specialties.

The post-holder will be expected to take part in the delivery and development of clinical services within the Trust's Service and Financial Framework and in line with the Trust's clinical strategy.

Arrangements should be made to ensure that local and Trust wide matters are communicated and discussed via appropriate means i.e., team meetings, written briefings etc.

## **Equality and Dignity**

The postholder will be expected to adhere strictly to principles of fairness and equality in carrying out the role. At all times the postholder will be required to show respect for and maintain the dignity of patients, the public and work colleagues.

The Trust will not tolerate any form of bullying or harassment, violence or aggression against its employees.

## **Communication (Staff with supervisory/managerial/leadership responsibility)**

An integral part of the role of any manager or person with leadership responsibilities is to communicate effectively with their staff and colleagues. It is an expectation of this role that resources and time will be allocated to communicate fully with staff and involve them in the decisions affecting them.

Arrangements should be made to ensure that local and Trustwide matters are communicated and discussed via appropriate means i.e., team meetings, written briefings etc.

## **Induction**

It is the responsibility of every employee and their line manager to ensure attendance at the Trust's Mandatory Induction Programme. A general induction programme is held the first and third Monday of every month and a local induction is provided within all Trust Departments.

In addition, a formal induction process for Consultants will be arranged by the Clinical Lead/ Programme Director within your Group and a consultant mentor will be appointed.

## **Appraisal and Performance Management**

All staff will be expected to fully participate in the Appraisal/ Performance Management process. This obligation will include the preparation for and attendance at appraisal/performance management interviews and completion of the associated documentation.

For Consultant Medical Staff an annual appraisal and review of the Job Plan is a contractual requirement.

Failure to participate in any stage of the process will render the process „incomplete“ .

## **Health and Safety**

You have a legal responsibility not to endanger yourself, your fellow employees and others by your individual acts or omissions. The postholder is required to comply with the requirements of any policy or procedure issued in respect of minimising the risk of injury or disease.

## **Risk Management**

### Senior Managers

The post-holder should be aware of the process for reviewing systems and improving them, in order to increase patient safety and improve the service provided by BCH. All staff should have an awareness of the risk management processes and an understanding of risk management as part of the Governance agenda. This includes assessing, monitoring and managing all risks associated with delivering and/or developing and redefining the service.

All staff should ensure they are aware of the Trust Risk Management Strategy and the related risk management policies. All staff must be aware of their responsibility for reporting any adverse incidents, including “near miss” events, in accordance with the Trust's Policy and guidance from the National Patient Safety Agency (NPSA).

### All Managers

The post-holder should be aware of the process for reviewing systems and improving them, in order to increase patient safety and improve the service provided by BCH. All staff should have an awareness of the risk management processes and an understanding of risk management as part of the Governance agenda. This includes assessing, monitoring and managing all aspects of risk, including the planning and undertaking of any remedial action.

All staff should ensure they are aware of the Trust Risk Management Strategy and the related risk management policies. All staff must be aware of their responsibility for reporting any adverse incidents, including "near miss" events, in accordance with the Trust's Policy and guidance from the National Patient Safety Agency (NPSA).

### All other Staff

The post-holder should ensure they are aware of the Trust Risk Management Strategy and the related risk management policies. All staff must be aware of their responsibility for reporting any adverse incidents, including "near miss" events, in accordance with the Trust's Policy and guidance from the National Patient Safety Agency (NPSA). All staff should be aware of their role in assessing and reporting incidents and/or risks and, where appropriate, taking remedial action.

All staff should be aware of the process for reviewing systems and improving them, in order to increase patient safety and improve the service provided by BCH. All staff should have an awareness of the risk management processes and an understanding of risk management as part of the Governance agenda.

### **Major Incident**

In the event of a Major Incident involving the Children's Hospital it is expected that the post holder would make all reasonable efforts to attend and support the incident.

### **Working Time Directive**

The Working Time Regulations 1998 require that you should not work more than an average of 48 hours each week, i.e., in a 17-week period no more than 816 hours or 1248 hours in a 26 week period. To work more you must have the authorisation of your manager and you must sign an opt-out agreement that you choose to work more.

Should you have more than one job with the Trust or have a job with another employer, then the total hours worked in all your jobs should not exceed the average of 48 hours as above. You are therefore required to inform your manager if you continue to work elsewhere and the number of hours you work, or if you take up work elsewhere during your employment with the Trust.

### **Confidentiality**

Your attention is drawn to the confidential nature of information collected within the National Health Service. The unauthorised use or disclosure of patient or other personal information not in line with the Trust's Caldicott Standards – Staff Code of Conduct and/or Data Protection Act 1998 is a disciplinary offence and could result in a prosecution or action for civil damages under the Data Protection Act 1998.

### **Terms and Conditions of Service**

This appointment will be held in accordance with the terms and conditions of service of the new national Consultant Contract introduced as of 1<sup>st</sup> November 2003. The postholder will be required to reside within a distance of 30 minutes or ten miles by road of Birmingham Children's Hospital unless otherwise agreed by the Chief Executive.

### **Visiting Arrangements**

Interested applicants are invited to visit on an informal basis by arrangement with Dr Suzanne Stephens, Clinical Lead, telephone 0121 333 9225 or Dr Catherine O'Brien, Consultant Nephrologist, telephone 0121 333 9227.

### **Job Plan and Person Specification**

Copies of the proposed Job Plan and Person Specification for potential candidates are attached to this job description.

**PERSON SPECIFICATION  
CONSULTANT PAEDIATRIC WITH AN SPECIAL  
INTEREST IN NEPHROLOGY**

REQUIREMENTS	ESSENTIAL	DESIRABLE	ASSESSED BY
1. QUALIFICATIONS	<ul style="list-style-type: none"> <li>◆ Full GMC Registration with entry on the Specialist Register for general paediatrics with SPIN as minimum, or within 6 months of CCT.</li> <li>◆ MRCPCH by examination or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Higher Degree (MD, PhD, etc)</li> </ul>	CV GMC Check Specialist Register Check
2. CLINICAL EXPERIENCE & SKILLS	<ul style="list-style-type: none"> <li>◆ Completed minimum 2 year clinical in paediatric nephrology in approved centres before commencing post.</li> <li>◆ BLS (unless included in Mandatory Training)</li> <li>◆ Safeguarding Level 3 Training</li> </ul>	<ul style="list-style-type: none"> <li>◆ Experience of paediatric nephrology practice in more than one centre</li> <li>◆ Management training</li> <li>◆ Fulfil GMC requirements for training to qualify for Education / Clinical Supervisor role</li> </ul>	CV Interview Portfolio References
3. TEACHING	<ul style="list-style-type: none"> <li>◆ Experience in undergraduate and postgraduate teaching</li> </ul>	<ul style="list-style-type: none"> <li>◆ Training in medical education with further qualification</li> <li>◆ Train the trainers course</li> </ul>	CV Interview
4. RESEARCH	<ul style="list-style-type: none"> <li>◆ Understanding of the principles and applications of clinical research</li> </ul>	<ul style="list-style-type: none"> <li>◆ Evidence of original research including presentation at scientific meetings</li> <li>◆ GCP Training (Research)</li> </ul>	CV Interview References
5. PERSONAL SKILLS/QUALITIES	<ul style="list-style-type: none"> <li>◆ Ability to work as an effective member of a multi-professional team.</li> <li>◆ Ability to communicate and liaise effectively with patients and their families.</li> <li>◆ Gains confidence and trust from others</li> <li>◆ Ability to respond to and cope with change in a flexible way</li> <li>◆ Able to cope with pressure from</li> </ul>		Interview References

	<p>unexpected/urgent clinical situations.</p> <ul style="list-style-type: none"> <li>◆ Demonstrates honesty, probity and integrity</li> </ul>	
6. PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> <li>◆ Evidence of understanding of and adherence to the principles of Good Medical Practice set out by the General Medical Council</li> <li>◆ Evidence of contribution to effective clinical governance</li> <li>◆ Commitment to Continuing Professional Development</li> </ul>	CV Interview

**THE BIRMINGHAM WOMEN'S and CHILDREN'S HOSPITAL NHS  
FOUNDATION TRUST**

**NEPHROLOGY 2017 10PA PROPOSED JOB PLAN**

To be confirmed with individual candidate

**Weeks 1-4 (25 weeks per annum):**

	Monday	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
am	Admin (DCC 1)	MDT (DCC 0.375)  Admin alternate week (DCC 0.5) X- ray meeting alt week (DCC 0.25)	Admin (DCC1)  BCH Grand Rounds (0.25SPA)	OFF	ESRF clinic (DCC 1)	
pm	Results meeting/ WR (DCC 0.5)  SPA 0.5SPA	General clinic (DCC 1PA)	Biopsy/ consultant/ governance meeting (DCC 0.5)  SPA 0.5SPA	OFF	Admin DCC 0.5PA SPA 0.5	
Total DCC	1.5	2.125/ 1.375 alt weeks	1.5	0	1.5	

**Total PA DCC/ week = 6.5**

**Week 5, Emergency clinic week (8 weeks per annum):**

	Monday	Tuesday	Wednesday	Thursday	Friday
am	Emergency clinic (DCC 0.5) Admin (DCC 0.625)	MDT (DCC 0.375) SPA	Off	ESRF clinic (DCC 1)	Emergency clinic (DCC 0.5) Admin (DCC 0.625)
pm	Results meeting/ WR (DCC 0.5) SPA 0.5	General clinic (DCC 1PA)	BCH Grand Rounds 0.25 SPA  Biopsy/ consultant/ governance meeting (DCC 0.5)  Admin (DCC 0.625)	WR (0.5)  SPA 0.5	Admin 0.5PA  SPA 0.5
Total DCC	1.625	1.375	1.125	1.5	1.625

**Total PA DCC/ week =7.25**

**Week 6, on call (8 weeks per annum):**

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>	<b>Sat/Sun</b>
am	Business round	MDT Business round	Business round	Business round	Business round	Business round
pm	Results meeting/ WR	WR	WR	Formal/ handover WR	WR	
Total DCC						

**Total 16.5 DCC/ week**

**Average DCC/week = 8.5**

**Average SPA/ week = 1.5 flexible in non on call weeks**

Appropriate alteration will be made for peripheral clinics including admin and travel time