

Princess Anne Hospital Southampton

# Medical Training Initiative Posts Neonatal Medicine & Surgery

Job Description

Lead Clinician Dr Alok Sharma

2018

JOB DESCRIPTION

<b>Directorate:</b>	Women's and Children
<b>Grade:</b>	<i>MTI Neonatal Fellow (ST3 for 6 months then ST4-6 for 18 months)</i>
<b>Hours Per Week:</b>	48
<b>Salary Scale:</b>	46208 (Base Salary) +Out of Hours as per JDC (Please note overseas training experience will be recognised as per the pay point scale described in NHS Employers section)
<b>Unit Description:</b>	<p><b><u>PRINCESS ANNE HOSPITAL</u></b></p> <p>This is a 24-month neonatal fellowship post offering experience in tertiary level neonates offered under the Medical Training Initiative scheme (MTI) run by the Royal College of Paediatrics and Child Health 2018. <b><i>Please note the post has been quality assured by the MTI team at the RCPCH.</i></b></p> <p>The Obstetric and Neonatal Services of University Hospitals Southampton NHS Trust (UHS) are in the Princess Anne Hospital. The Obstetric and Midwifery services offer facilities to Southampton district and act as a regional referral service for Fetal and Perinatal Medicine, Genetics, Paediatric Cardiology and Neonatal Surgery.</p> <p>The Neonatal Unit is a lead centre within the Wessex Neonatal Network All tertiary neonatal services including neonatal surgery, cardiac and subspecialty services are provided within the Neonatal Intensive Care Unit.</p> <p>The Neonatal Unit comprises 38 cots of which 24 are intensive care &amp; high dependency care cots and 14 Special care cots. A full range of neonatal intensive care is available including high frequency oscillatory ventilation, nitric oxide and therapeutic hypothermia. Certain neonatal surgical and cardiac procedures are carried out on the Unit. Access to tertiary paediatric services such as Cardiology, Nephrology, Neurology &amp; Neurosurgery, and Genetics means that most complex Neonatal problems are dealt with on-site.</p> <p>The UHS Neonatal service also provides the Neonatal Network Transport service for the TV &amp; Wessex Neonatal Network jointly with Oxford University Hospital Neonatal Service. It is expected that after appropriate training the applicant will contribute to the provision of the transport service.</p> <p>The case mix includes, in addition to the usual more common neonatal problems, a significant throughput of premature infants including around 100 infants per annum of 28 weeks or less and a wide variety of surgical and cardiac problems.</p> <p>In addition to the basic clinical and transport work load there is an active programme of Academic and Research activities within the Department. Southampton University is in receipt of substantial research grants aimed at improving translational research within the NHS.</p>

**Key Working Relationships:**

**Consultants in Neonatal Medicine:**

Prof. Howard Clark  
Dr. Sarah Davidson  
Dr. Helen Fielder  
Dr. Neelam Gupta  
Dr. M. Hall  
Dr. R. Ironton  
Dr. M Johnson  
Dr. Freya Pearson (Neonatal Service Lead)  
Dr. Victoria Puddy  
Dr Donna Windebank Scott  
Dr Alok Sharma  
Dr Bala Thiagarajan

**MTI/ANNP/Neonatal SpRs:**

At any one time there are 7 WTE ST4-8 training either in Neonatology or Paediatrics with an interest in Neonatology based on the Unit. In addition, there are a number of Clinical Fellows, MTI Neonatal Fellows, and ANNPs contributing to the registrar rota (10 WTE). All of them have had tertiary level neonatal experience. The current rota enables a Registrar & ST1-3/ANNP for both IC/HC care and Special care and an allocated person for transport. When working or covering the Neonatal service the registrar has no other commitments. In addition, a number of Academic and Clinical Fellows contribute to the out of hour's component of the Unit cover.

**Programme Description:**

**Wessex Neonatal Fellowship Programme**

These 2-year fellowships are offered in conjunction with the Royal College of Paediatrics and Child Health MTI programme.

**Induction**

All MTI candidates will receive a comprehensive induction programme to familiarise them with the functioning of the hospital, the Trust's procedures and issues of clinical governance. ***In addition, there is a specific induction to the Princess Anne Neonatal Unit and the relevant areas of Perinatology in March and September.*** For candidates joining in between these periods departmental induction will through the Neonatal Induction ladder facilitated in the 1<sup>st</sup> month with candidates attending the next available induction. The induction covers aspects of basic neonatal care and resuscitation techniques. Consultant supervision and advice is available at all times.

**The Programme**

All MTI candidates will start training at ST3 level for the first 6 months. This is to allow acclimatisation with practice in the UK. The expectation is that the trainee will satisfy level 1 & 2 competencies as part of the [aligned neonatal frame work](#) in this period. Further to meeting these criteria the candidate will be promoted to ST4. Some candidates may not meet the criteria for promotion and will be given a further 3-6 months to make progress. In the final 18 months of training candidates will be expected to complete level 3 competencies as discussed with their educational supervisor. In the 2<sup>nd</sup> year of training candidates can choose a subspecialty interest in nutrition, transport, cardiology, simulation, or work on a service improvement project. Assessment of

competencies will be through e portfolio. A certificate stating the periods of training is provided on completion of the programme.

### **E Portfolio**

Please note it is mandatory for all MTI neonatal fellows to maintain an e-portfolio record of their training from start of the programme. Use of E-portfolio is permitted through the RCPCH for a nominal fee.

### **Training and Education**

MTI neonatal fellows working in Southampton are expected to maintain a record of the [aligned neonatal frame work](#) competencies. As part of this they have a variety of educational opportunities on the neonatal unit and as part of the [Wessex-Oxford Neonatal Education Programme](#).

**Departmental Education**- The range of educational opportunities available within the Department includes a weekly Wednesday morning teaching, feto-maternal medicine educational meeting, a weekly educational “grand round”, followed by a neonatal case presentation or topic discussion session, a weekly Journal Club meeting and a weekly neonatal surgical education meeting. Monthly there is an antenatal diagnosis discussion group and a perinatal audit and morbidity/mortality meeting.

**Neonatal Simulation Programme**- There is an active neonatal simulation programme led by Dr Donna Windebank Scott running simulation scenarios every Tuesday morning. Training is provided to become a Neonatal Simulation Instructor Provider.

**Wessex-Oxford Neonatal Network Education Training Days-The Wessex-Oxford Neonatal Education Programme** was established in 2012 to further neonatal education in Wessex and Thames Valley neonatal network. It has completed 7 years as an established programme for grid neonatal trainees, paediatric trainees with a neonatal interest and neonatal fellows at Princess Anne Hospital. It is led by the trainees themselves. The programme consists of network study days, simulation training and workshops rotating between Southampton, Oxford and Portsmouth. There are 12 curriculum mapped study days over a 3-year cycle. Extra training days are organised as ‘Basics’ and ‘Advanced’ study days.

**Neonatal Transport**-The SONET neonatal transport service organises transport training at induction, and a Transport Stabilisation day once a year

**Outpatient Clinics & Neurodevelopmental Assessment**-Long term outpatient follow-up of developmentally ‘at-risk’ children are considered an important part of the Neonatal service and registrars will have the opportunity to be involved in this. The exact configuration of the timetable will be negotiated as part of the development of the individual learning plan with the Educational Supervisor.

**Cranial USG/Neonatal Neurophysiology Meetings**-Cranial USG training is organised locally. NP meetings are organised once a month on a Wednesday

JOB DESCRIPTION

<b>Working Pattern &amp; Duty Roster</b>	The registrars take part in a full-shift pattern of working to cover the out of hours service. Shift patterns include cycles of nights and long days (12-hour shifts), transport cover (long days and nights) and short days (0830-1800)
<b>Educational Supervision</b>	All Neonatal medical staff are allocated an Educational Supervisor who will be one of the Neonatal Consultants. A personal training plan will be developed at the beginning of the post to suit the individual's training needs. Progress will be monitored by regular appraisal. It is expected that the post holder will complete 80% of the Aligned Neonatal Curriculum as a guide to their requirements.
<b>Research &amp; Audit and Diploma Liverpool School of Tropical Medicine</b>	Formal research is not part of the Wessex Neonatal Fellowship Programme. However, all MTI trainees must complete a project (Quality Improvement, Retrospective Study, Service Improvement Project, or National Audit) in the 2 <sup>nd</sup> year of training. There is also the option of guideline development. The Diploma (LSTM) is now an opt out part of the MTI curriculum and the 2 <sup>nd</sup> year project can be integrated as part of Diploma (LSTM).
<b>Code of Conduct</b>	All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.  All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.
<b>Accommodation:</b>	Please note University Hospital Southampton does not provide hospital accommodation. There is available on request a list of letting agents who can facilitate rental of a property near hospital premises from medical staffing. All rental costs have to be paid by the MTI recruit.
<b>Annual Leave and Study Leave</b>	MTI trainees are entitled to 27 days of Annual Leave per Calendar Year. This must be requested prior to the rota being developed. Attendance at WONEP and Deanery Study days and NLS accounts for 7 days of study leave leaving a further 7 days every 6 months.
<b>Child Protection/Safeguarding</b>	All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.
<b>Confidentiality</b>	All employees of Southampton University Trust are reminded of the need to treat all information, particularly clinical and management information, as confidential. <b>Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.</b> This job description will be reviewed annually to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the post holder.
<b>Last Updated</b>	29 October 2017