JOB DESCRIPTION

Job Details:

Job Title: International Fellows on the MTI(p) scheme (Tier 2 rota: ST4+ level equivalent)

Salary/Grade/ Band: £46,208 per annum.

Location: Norfolk & Norwich University NHS Foundation Trust

Department: Neonatology

Reports to: Service Director

The MTI(p) scheme enables non-UK/EEA paediatricians, with MRCPCH or other postgraduate qualifications, to undertake high quality postgraduate training in paediatrics for a maximum of 24 months, before returning to work in their home countries.

International Fellows on the MTI(p) scheme work in an RCPCH-approved clinical setting, exposing them not only to the specified area of paediatrics but also to child protection, safe prescribing and medico-legal practice.

The scheme provides Fellows with the opportunity to enhance and develop skills across a range of areas including leadership and management, developing guidelines, conducting audit and research and understanding of clinical governance. The main focus is to work in an environment with a patient-centred approach.

We encourage Fellows to engage in reflective practice and coaching/mentoring.

DUTIES OF THIS POST

Duties will be in the neonatal department on the Tier 2 rota. There will be a mixture of long day/night shifts [12.5 hours] and shorter day shifts. Duties will be divided between Intensive/High Dependency Care, Special and Transitional Care and the care of infants on the post-natal wards. Duties will be shared with senior trainees [ST4-8] and senior Advanced Neonatal Nurse Practitioners and supervision and education will be provided by Consultants. Although the post is not formally recognised for specialist training by the East of England Deanery, the incumbent will have an educational supervisor and access to the training opportunities afforded to other doctors in training in the department.

The selected candidate will work as part of the junior grade team within NICU and will be responsible for clinical care of patients, the recording of notes (including Badger/SEND entries), communication with parents and colleagues and all other responsibilities of a junior doctor in the department.

NEONATOLOGY

The neonatal intensive care unit is a major regional centre operating within the East of England Neonatal Operational Delivery Network. It undertakes a full range of neonatal intensive care, including neonatal surgery. The surgical workload includes a wide range of neonatal surgical
abnormalities including those which may lead to long term nutritional or feeding problems that require specialist gastroenterology input. A regional retrieval service [ANTS] is offered for transport of neonates requiring intensive care.

In 2015-6, the Neonatal Intensive Care Unit cared for over 900 infants and delivered almost 2000 days of intensive care, 2000 days of high dependency care, and over 8500 days of special care and transitional care days.

The Department has introduced a number of initiatives to increase Consultant input into acute service delivery and remains committed to the further development of a Consultant led service.

The neonatal department has an active research programme and is involved in several major national and international NIHR studies.

**PAEDIATRIC AND NEONATAL SURGERY:**

There is a strong Paediatric & Neonatal Surgery team which provides secondary and tertiary care for paediatric surgical conditions with regional referrals from Ipswich, King’s Lynn, James Paget and West Suffolk hospitals besides providing local care to the Norwich Population. The department is well equipped and staffed with five consultants and has a 24-hour dedicated paediatric surgical middle grade rota which includes three SpRs and 3 other middle grade doctors. Special interests in the department include neonatal, laparoscopic, GI, urology and thoracic surgery.

**THE PAEDIATRIC DIRECTORATE**

14 General Paediatricians, 7 Neonatologists, 5 Paediatric Surgeons

**Neonatology:**
- Dr D Booth  Neonatology (Chief of Division: Women & Children)
- Dr P Clarke  Neonatology (Lead for Research)
- Dr M Dyke  Neonatology (Clinical Lead for NICU and EoE Neonatal Network)
- Dr R Roy  Neonatology (Lead for Cardiology)
- Dr P Muthukumar  Neonatology (Lead for Risk Management)
- Dr H O’Reilly  Neonatology (Lead for Jaundice Clinic and Neonatal Screening)
- Dr F Walston  Neonatology (College Tutor and Lead for Infection)

**Paediatric Surgery:**
- Mr. R England  Paediatric Surgery
- Mr. M Kulkarni  Paediatric Surgery and Urology
- Mr. A Mathur  Paediatric Surgery and Urology
- Mr. A Minocha  Paediatric Surgery and GI endoscopy
- Mr. T Tsang  Paediatric Surgery and GI endoscopy

**General:**
- Dr R Alanoor  General & Emergency paediatrics
- Dr R Arora  General paediatrics and Neurology/Epilepsy
- Dr G Briars  General paediatrics/ gastroenterology
- Dr V Datta  General Paediatric/ Diabetes/endocrinology
- Dr C Kavanagh  General paediatrics/ respiratory
- Dr M Morris  General paediatrics/ gastroenterology
- Dr B Mukhtyar  General paediatrics and Neurology/Epilepsy
- Dr J Ponampalam  General paediatrics/oncology
- Dr A Soman  Ambulatory Paediatrics
The team of ST4-8s with the 3 senior ANNPs provide Tier 2 cover in NICU. The Tier 1 team comprises ST1-3s and 6 ANNPs.

The Department provides services for children in the Norfolk and Norwich University Hospital NHS Trust. The total population is 480,000 (child population about 98,000) of whom half live around Norwich itself, and the remainder in predominantly rural communities in a very wide geographical area of central Norfolk.

The services for the newborn are centred in the Neonatal Intensive Care Unit with 42 cots overall and 9 intensive care cots. A transport service is provided from Cambridge to transport babies around the region. The Intensive Care service is led by a dedicated “Consultant of the Week”. There are six Consultant-led rounds a week (including weekends). A full range of intensive care is available including a full range of modes of ventilation, inhaled nitric oxide for PPHN and therapeutic hypothermia for hypoxia-ischaemia. A separate Consultant-led team is responsible for Special Care, Transitional Care, attendance at high risk deliveries and the examination and care of babies on the post-natal ward.

The Paediatric Department (the Jenny Lind Children’s Hospital) contains a day ward, an ambulatory area including the Children’s Assessment Unit [CAU], outpatient department and Physiotherapy Department and the departmental offices. The unit has a self-contained 33 bed ward including two high-dependency beds and a range of single cubicles, four, and six bed bays and a day ward with 4 beds. The ward takes both Paediatric Medical and Surgical cases. The busy 8 bedded Children’s Assessment Unit is where children referred for acute problems are
assessed, treated and either discharged or prepared for admission. There is also a fully equipped resuscitation bay in CAU. There is also a dedicated paediatric day procedure facility within the main day procedure unit of the hospital and the majority of surgical day cases are managed there. Other day cases attend the 4-bed day ward in the children’s department.

University of East Anglia medical students attend clinics and teaching sessions in the Department. Students from other medical schools, in particular St George’s, Grenada, attend on an irregular basis. Trainees and Fellows will be expected to contribute to on the job teaching of these students.

**EDUCATION AND TRAINING**

**Within the Norfolk and Norwich University NHS Trust**

The Norfolk & Norwich Institute for Medical Education (NANIME), one of the largest postgraduate medical centres in the country, has the largest teaching programme in the region and is the centre of the hospital's teaching facilities. Facilities include a state of the art 173 seat, ranked lecture theatre, technical and clinical skills laboratories, the library and numerous seminar rooms. NANIME also has on-site technical support staff.

There is an active programme providing medical and dental staff with a wide variety of meetings of professional interest. Examples of the various courses include ATLS, Basic Surgical Skills and Clinical Skills, together with an extensive variety of GP, multidisciplinary and dental courses.

The NNUH Trust has a growing reputation for providing good quality education and excellent clinical experience for trainees. Most departments have well developed in-house teaching programmes and there is an established system of educational supervision for Foundation House Officers and Specialty Training Registrars and an appraisal system for specialist registrars.

Within the Neonatal Department there is:

- An Induction Course.
- Teaching Programme (Every Monday, Tuesday & Thursday) – interactive sessions intended to provide a broad knowledge of Neonatology.
- Weekly Grand Round (Wednesday morning) including Microbiology review
- Once a month Regional teleconferenced meeting (Norfolk Paediatric Educational Group) on Thursday am which attracts RCPCH CME points
- Weekly X-Ray meeting (Friday Lunchtime)
- X2 monthly audit/guideline meetings.
- Monthly Risk Management meetings
- Monthly Perinatal Mortality & Morbidity meetings (joint with Obstetrics/Midwifery)
- Attendance at the monthly Regional Registrars’ Teaching course is encouraged

The appointee will have a consultant supervisor responsible for appraisal, supervision and assessment. Normally trainees will be seen 3 times from appointment for training appraisal by their educational supervisor. The local Neonatal Tutor is Dr Muthukumar. Each trainee is encouraged to take part in audit activity and ongoing departmental research projects.
### PERSON SPECIFICATION Application to enter the Medical Training Initiative (Paediatrics)

<table>
<thead>
<tr>
<th>ENTRY CRITERIA</th>
<th>ESSENTIAL</th>
<th>WHEN EVALUATED</th>
</tr>
</thead>
</table>
| QUALIFICATIONS | • MBBS or equivalent primary medical qualification recognised by the General Medical Council  
• Full MRCPCH (by examination) OR a suitable postgraduate qualification deemed equivalent in standing | Application form / assessment of post-graduate qualification process |
| ELIGIBILITY     | • Eligible for full registration with the GMC (with License to Practise) at time of appointment  
• Evidence of achievement of internship competences in line with GMC standards/Good Medical Practice including:  
  o Make the care of your patient your first concern  
  o Protect and promote the health of patients and the public  
  o Provide a good standard of practice and care  
  o Treat patients as individuals and respect their dignity  
  o Work in partnership with patients  
  o Be honest and open and act with integrity  
• Achievement of competences commensurate with those outlined in the Paediatric Curriculum for Level 1 training by the time of application  
• Eligibility to apply for UK entry clearance under Tier 5 of UK Immigration Regulations  
• An employment history showing engagement in medical practice for at least 365 out of the last 60 months including the most recent 12 months (at time of appointment). | Application form  
Application form/interview/structured references |
<p>| FITNESS TO PRACTISE | Is up to date and fit to practise safely | Application form / references |
| LANGUAGE SKILLS | All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues. This must be demonstrated in the following way (minimum scores listed): | Application form/ Interview |</p>
<table>
<thead>
<tr>
<th>Achievements</th>
<th>Details</th>
</tr>
</thead>
</table>
| Achievement of the **Academic** International English Language Testing System (IELTS) | - Overall 7.5  
- Speaking 7  
- Listening 7  
- Reading 7  
- Writing 7 |

The test is valid for 2 years only from the date it was taken. No other English language examination will be accepted nor will exceptions be granted. Candidates must hold a valid IELTS certificate at the point of application and any subsequent registration with the GMC.

<table>
<thead>
<tr>
<th>HEALTH</th>
<th>Meets professional health requirements (in line with GMC standards/Good Medical Practice)</th>
<th>Application form / Pre-employment health screening</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAREER PROGRESSION</td>
<td>Ability to provide a complete employment history</td>
<td>Application form/references/interview</td>
</tr>
<tr>
<td></td>
<td>Evidence that career progression is consistent with personal circumstances</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Evidence that present achievement and performance is commensurate with totality of period of training</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>At least 36 months’ clinical training in paediatrics</strong> (including general paediatrics, neonatology, paediatric sub-specialties and no more than 6 months of a non-paediatric speciality during this 36-month period)</td>
<td></td>
</tr>
</tbody>
</table>
| ACADEMIC/RESEARCH SKILLS                        | Research skills:  
Demonstrates understanding of importance of audit, risk management & research.       |                                                  |
|                                                  | Potential to contribute to development in paediatrics                                   |                                                  |
| PERSONAL SKILLS                                  | **Communication Skills:**  
Capacity to communicate effectively at different levels, e.g. with babies, young people and their families | Application form/references/interview             |
|                                                  | **Empathy & Sensitivity:**  
Capacity to take in others’ perspectives and treat others with understanding            |                                                  |
|                                                  | **Managing Others & Team Involvement:**  
Capacity to work cooperatively with others & work effectively in a multidisciplinary team |                                                  |
Problem Solving & Decision Making:
Demonstrates an analytic approach to practice. Capacity to bring a range of approaches to solving problems

Coping with Pressure:
Capacity to manage acute situations under pressure. Demonstrates initiative & resilience to cope with changing circumstances

Organisation & Planning:
Capacity to achieve a balance between urgent and important demands

Vigilance & Situational Awareness:
Capacity to monitor acute situations that may change rapidly

PROBITY

Professional Integrity & Respect for Others:
Takes responsibility for own actions. Displays honesty, integrity & awareness of ethical issues. Understands importance of advocacy, children’s rights, safety, confidentiality & consent

Application form/references/interview

TERMS AND CONDITIONS

The appointment shall be subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and the General Council Conditions of Service as amended from time to time. Copies of the latest editions and amendments issued from time to time may be seen in the Medical Recruitment Office.

Protection Of Children - In view of the substantial access to children, you are required when applying for this post to disclose any record of convictions, bind-over orders or cautions against you.

Language Competency: All applicants are required to demonstrate their competence to communicate in English and communication skills as being at a level necessary to do the job safely and effectively, in accordance with the European Directive 2005/36/EC – recognition of professional qualifications

Salary: The salary is within the scale for the post appointed to and intensity payments.

Professional Registration and Insurance: The appointee must have current full registration with the General Medical Council with a licence to practise and continued basic membership of a recognised Medical Defence Organisation is advised.

Accommodation: Single and married accommodation may be available on request if required.

Occupational Health: The appointment will be subject to the completion of a satisfactory health questionnaire.
Within the guidelines of the above document it is a contractual commitment of all medical staff to appointments involving Exposure Prone Procedures (EPP) at this Hospital that you undergo a medical screening programme at the Health and Wellbeing Department of this hospital prior to confirmation of appointment, or provide written evidence of recent successful vaccinations.

You are required to produce official documentary evidence (from a Health and Wellbeing Department/laboratory in the UK or Northern Ireland) as follows:-

**IVS (Identified, Validated Sample) UK blood results for EPP* clearance for the following:**

- **Hepatitis B antibody and surface antigen**
- **Hepatitis C antibody** (If commenced EPP’s in the UK after Jan 2003)
- **HIV antibody** (If commenced EPP’s in the UK after June 2008)
- **Documented evidence of BCG** (If travelling from country with high incidence of TB a UK chest x-ray will be required prior to commencement of post)

Lab reports must state IVS or be stamped as IVS by an Occupational Health Department, you will not be able to perform EPP’s without these documents.

*EPP’s are exposure prone procedures where the gloved hand may be in contact with sharp instruments, needle tips and sharp objects (inc. spinicules of bone or teeth) inside a body cavity, or confined space where the fingertips may not always be visible.

In addition, you are required to produce documented evidence of two MMR (measles, mumps and rubella) vaccinations. If you are unable to produce this evidence you will be required to have the vaccination on commencement of post with this trust.

**Please note:** All health care workers arriving from outside of the UK will be required to provide evidence to the Centre for Occupational Health of TB and EPP clearance (CXR & Hep B, C and HIV blood results) from that country before arriving to work in the UK. These will need to be repeated prior to commencement of your post within this NHS Trust to confirm the results. The offer of employment remains subject to this health clearance.