## Outline of Programme
Wirral University Teaching Hospital NHS Foundation Trust (WUTH) is one of the largest and busiest acute NHS Trusts in the North West, with a workforce of approximately 6500 staff. It serves a population of 400,000 across Wirral, Ellesmere Port and Neston, providing a comprehensive range of efficient, high quality healthcare services operating from four separate sites. Arrowe Park Hospital in Upton offers a full range of emergency and acute services for adults and children, plus maternity services and tertiary neonatal services. Specialist services provided at this hospital include ENT, Ophthalmology, Oral and Maxillo-facial surgery, Rheumatology, Vascular Surgery and Urology. Clatterbridge Hospital in Bebington is home to the majority of planned surgical services and some specialist rehabilitation services. Victoria Central Hospital in Wallasey and St Catherine’s Community Hospital in Tranmere provide x-ray services and some outpatient clinics.

Wirral Services for Child Health (WiSCH) provides health services for children on Wirral from bases at Arrowe Park Hospital and at the Child Development Centre at Clatterbridge. The ethos of the Directorate is to work to provide a service that is child and family centred in conjunction with Education, Social Services and Child & Adolescent Mental Health. The department is open to using the skills and abilities of medical, nursing and allied professions unfettered by traditional demarcations. The division maintains a team of 17 Consultant Paediatricians working in an integrated Child Health Service. The Consultants at present are organised so that 10 are hospital based, 5 are Community based and 2 work across both. This includes 6 consultant neonatologists. Emergency on-call duties are shared between the 12 hospital-based Consultants.

The Neonatal intensive care unit (NICU) at Arrowe Park Hospital is a part of the regionally managed neonatal network of care (since 2007) and has been designated as one of the 2 neonatal units at level 3. This has led to the neonatal unit taking more intensive care referrals from neighbouring hospitals in addition to out of Region referrals. The neonatal unit also provides intensive care to all preterm babies born in one of the three neonatal units in North Wales.

At present the cot establishment on our NICU includes 14 flexible intensive/high dependency cots and 11 special care cots. There are 4 transitional care cots based in the postnatal ward. The unit provides specialised high quality holistic care to babies born from 23 weeks gestation. The unit offers different modes of conventional ventilation and non-invasive respiratory support including CPAP, BiPAP and high flow oxygen therapy. The unit also offers sophisticated ventilatory modalities including High Frequency Oscillation (HFOV) and Nitric Oxide ($iNO$). There are 2 cots for therapeutic cooling as a Regional Service, as well as regular on-unit retinopathy and newborn hearing screening by local professionals. Cerebral Function Monitoring (CFM) is used in conjunction with therapeutic cooling.

Arrowe Park Hospital has on-site adult critical care facilities and all obstetric patients requiring critical care can be immediately transferred under the care of an intensivist, with minimal mother and baby separation. Community neonatal services provide a follow up service for all babies discharged from the neonatal unit for up to 6 weeks. Strong links with local community services through our comprehensive integrated Child Health Service allow efficient transition to the community team for vulnerable infants.
wherever necessary. This team provides support to babies at home, including infants on home oxygen and nasogastric tube feeding. This team provides family centred care with a multidisciplinary approach to meet the varied requirements of infants discharged from the neonatal unit, some with complex medical needs. The Wirral Family and Baby Support (FaB) programme is an innovative programme developed at Arrowe Park, and now adopted throughout the Neonatal Network, which provides early intervention and support for all families on NICU. Ronald McDonald House provides purpose built accommodation for 7 families on Wirral and from out of area.

The neonatal consultant team also contribute substantially to the Cheshire & Merseyside 24/7 dedicated Neonatal Transport Service. Our Consultant medical team supports transport needs for the Connect-NW (Neonatal transport service for the North-West & North Wales) team. One of the main responsibilities of this team is to transfer sick newborn babies to Level 3 neonatal units in order to deliver safe high quality intensive care. The consultants offer 24/7 cover for logistic/administrative issues which arise as part of the day-to-day running of the regional transport services.

The neonatal unit uses the Badgernet electronic database to record clinical events and outcomes and submit data to the NNAP (national neonatal audit project) for benchmarking. The unit is also one of the 3 pilot sites in the north-west region for NIPE – electronic recording of routine neonatal examinations and referral of high-risk babies. The trust uses advanced IT system (Wirral Millenium) for patient management and moving towards becoming completely paper-free in the next few years. At the present time, all nursing observations are electronically recorded in this system.

The unit strongly encourages maternal breastfeeding for all babies in the neonatal unit. The maternity services in the hospital have recently acquired a level-3 accreditation from the UN-BFI. The unit has an onsite infant feeding advisor, supported by a peer support team (HomeStart) based at the neonatal unit & postnatal wards. They are available to promote and support breastfeeding in a professional way to suit individual mother’s needs. The neonatal unit uses donor breast milk for all high risk babies while the mothers establish their own breast milk feeding. The trust in partnership with the neighbouring trust hosts the regional donor milk bank, based at the NowFood centre, University of Chester.

**Team**

**Consultants (& special interests)**
- Dr A Kamalanathan: Guidelines, UG Education, Clinical service lead for neonates
- Dr O Rackham: Cardiology, Medical Information Officer
- Dr P W Lee: Infection control, departmental induction
- Dr S Babarao: Nutrition, Ethics, Simulation, CDOP panelist
- Dr S Rath: Audit, Pulmonology
- Dr T Thwin: Locum Consultant

The unit has a specialised team of 57 registered neonatal nurses with support from 6 nursery assistants. In addition to supporting the neonatal nurses, the nursery assistants help in low dependency care and streamlined discharge planning with parents. The unit management adheres to staff the neonatal unit with appropriate nursing ratios as per BAPM recommended standards for the neonatal intensive care unit. There are 5 ANNPs who work alongside the junior doctor team in providing cover for the neonatal unit. In addition, there are currently 2 ANNPs in training. They also have various other responsibilities and interests, which help in their career progression and overall development of the neonatal unit.
Clinical Training Responsibilities
The middle grade rota is currently shared by 12 trainees in total (8 Paediatrics/4 Neonatal), along with the ANNPs and APNPs who contribute to the rota in varying terms. We currently have 12 specialist registrar doctors from the deanery who work in different levels of their training. We intend to employ few other doctors to help with our increasing clinical activity in both areas of paediatrics and neonates. The posts will normally be whole-time but consideration will be given to candidates unable to undertake whole time duties for personal or health reasons. The post holder will be employed by Wirral University Teaching Hospital NHS Trust.

The current middle grade rota is a full shift rota which is EWTD compliant and remunerated as per new NHS contract, April 2016. The MTI fellow will share the work load and will have the same training opportunities as the specialist trainees.

The post-holder is accountable to the consultant(s) for the provision of services & other clinical duties in neonatal health (inpatient and outpatient services) to support the contractual commitments of the Trust to service purchasers.

The post-holder should have up to date NLS (neonatal life support) qualification (or equivalent). If unavailable at the time of interview, provision will be made to get the post-holder obtain NLS certification locally before commencing the post.

This post is suitable for a trainee developing a major interest in neonatology. The programme is aimed to provide comprehensive training in clinical neonatology including the acquisition of appropriate technical skills required in a neonatal intensive care setting. The post is approved for training by the Head of School of Paediatrics under the MTI(p) scheme.

a. Intensive care unit
The responsibilities will include attending consultant ward rounds, leading the registrar ward rounds on certain days of the week, supervision of junior trainees, ensuring smooth day to day management of babies, attending high risk deliveries, leading resuscitation and stabilisation of babies, assisting in outpatient clinic.

The unit’s day is structured around ward rounds at 0900 hours and at around 1700 hours. The Clinical Fellow will be expected to attend the morning rounds depending on the shift he/she is on and to be willing to advise the other medical staff when necessary and to attend the evening rounds when they are on call.

b. Outpatients
There is one general baby follow-up clinic per week at the outpatients department based at the newly refurbished Wirral children’s outpatients building. In addition to this, there is opportunity to attend one of the neonatal specialist follow-up clinics including chronic lung disease, cardiology, neurology etc. There is a weekly neonatal registrar led clinic (usually held on Wednesday mornings) currently used for follow-up of common neonatal issues including prolonged jaundice, maternal hypothyroidism, heart murmurs etc.

c. Other areas
Neonatal transport – there is a possibility for training & exposure to neonatal transport during this post.
Parental communication – opportunities in leading on antenatal counseling, postnatal communication with parents, breaking bad news, regular update on clinical progress to parents, ward rounds.
Fetal medicine (High risk meetings) – fortnightly review of all high risk antenatal cases, in order to come up with a neonatal alert and prospective postnatal plan.
Neonatal & perinatal morbidity and mortality meetings – monthly review of all neonatal deaths and interesting morbidity issues. The perinatal meeting happens along with the obstetric team.
**Workload / Rota Arrangements / Example Timetable**

Full shift system with long days (12 hours), nights (13 hours) and short days (8 hours), EWTD compliant. Neonatal trainees are rotated through various areas such as the intensive care unit, SCBU, labour ward cover or postnatal wards. There will be a mix of junior and senior trainees, along with ANNP/APNPs during the day. At night hours, it is anticipated that 1 higher level trainee would be on site for each of paediatrics and neonates whenever possible and one junior level trainee/APNP/ANNP for each service. There is on site consultant cover from neonatal consultant until 1900 hrs and non-resident support 24/7. The post-holder may be required to prospectively cover clinical duties of colleagues in occasional emergencies and unforeseen circumstances.

**Non Clinical Training Responsibilities**

**Clinical Governance (including audit)**

The post-holder will be expected to be fully involved in all departmental audit activities including multi-disciplinary audit. There are ample opportunities to get involved with care improvement forums including weekly care improvement and Stand-Up Solutions meetings led by the clinical service lead.

**Education**

Teaching programme includes daily morning sessions led by various internal & external speakers on various topics of interests as per the curriculum. The post-holder will be expected to become involved with opportunities to lead on some of these morning sessions. There will also be many other informal teaching & supervision opportunities while in the wards, including junior doctors, medical students and nurses. There is also a structured simulation programme led by consultant and ANNPs, happening regularly in the neonatal unit. There is a weekly grand-round every Thursday afternoon which provides opportunity for learning topics in general/community paediatrics in addition to neonatology. There are weekly radiology meetings led by the paediatric radiologists on site, to discuss/review the interesting radiology images, including x-rays and ultrasound scans.

**Research**

All trainees will be expected to have an interest in the research activity of the department and, as appropriate, to develop their own projects either within existing research programmes or independently.

**Further training opportunities/courses available**

**Educational Support**

The post-holder shall be allocated an Educational supervisor who will also be the clinical supervisor for the post-holder for the duration of the post. The post-holder is expected to formulate a personal learning plan after discussion with the supervisor. There will be a regular appraisal session with the supervisors. There shall be an opportunity to get experience in general paediatrics and child safeguarding, based on individual needs. As part of the learning plan, the post-holder shall also be able to complete APLS certification. Study leave funding shall also be made available.

**Training Resources**

Wirral University Teaching Hospital has an active postgraduate centre with a well-equipped library with access to books, journals and electronic databases. Internet access is available on the unit for literature searches. The unit protocols and policies are available electronically on the hospital intranet and also on the unit.
**Salary scale**
The successful applicant shall be paid salary as per new NHS employers regulations (April 2016) at a scale MS03 to MS08 (Nodal point 4, value £46,208), based on recognition of overseas training, if applicable. This shall be negotiated with the clinical managerial and divisional management teams. Banding pay shall be provided based on weekend working and rota template.

**Any further information**
The Wirral is a peninsula on the Northwest coast of England, lying between the River Mersey and the River Dee. The Wirral is connected to Liverpool by two road tunnels, an underground railway and a regular ferry service. North Wales lies across the River Dee, a short road journey away. The M53 motorway runs through the Wirral and the railway to Liverpool connects the area with main-line rail services.

The Wirral has rural as well as urban areas, with active farming as well as heavy and light industry. There is a wide range of good quality housing available at relatively low cost. There are excellent schools in both the state and private sectors. The Wirral has extensive leisure and sporting opportunities including excellent golf and water sports facilities.

**Contact details for unit**
Dr Shri Babarao
Consultant Neonatologist
Tel: 01516047108
## Person Specification

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<tr>
<td><strong>Qualifications</strong></td>
<td>MBBS by examination</td>
<td>DCH or other relevant diplomas</td>
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<td>Full MRCPCH clinical Examination OR an equivalent suitable postgraduate qualification</td>
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<td><strong>Eligibility/Experience</strong></td>
<td>Full GMC registration with licence to practise (APS) in UK at time of appointment</td>
<td>Instructor status in NLS/NRP Experience of transporting sick and unstable neonates</td>
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<td>Evidence of achievement of internship competencies in line with GMC standards</td>
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<td>Complete employment history since graduation from medical school</td>
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<td>Minimum 3 years postgraduate experience in Paediatrics &amp; Neonates after MBBS (in the last 5 years)</td>
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<td>Evidence of achievement of tier-1 neonatal competencies as per Neonatal Curriculum (BAPM, RCPCH)</td>
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<td>Current NLS/NRP certificate</td>
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<td><strong>Knowledge and Skills</strong></td>
<td>Demonstrated ability to work well within the multi-disciplinary team</td>
<td>Evidence of drive, enthusiasm, and a flexible approach</td>
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<td>Ability to make safe/appropriate clinical decisions</td>
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<td>Ability to organise and manage the work of a neonatal unit, including outpatient clinics</td>
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<td>Demonstrated ability to manage time effectively</td>
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<td>Achievement of the Academic IELTS overall score of 7 and score of 7.0 in all 4 domains – speaking, listening, reading &amp; writing, within the last 2 years</td>
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<td><strong>Academic</strong></td>
<td>Ability to apply research outcomes to clinical problems (evidence based medicine)</td>
<td>Participation in research or clinical audit</td>
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<td>Enthusiasm for teaching at all levels</td>
<td>Formal research training</td>
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<td>Formal training in teaching methods</td>
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<td><strong>Management</strong></td>
<td>Basic understanding of management issues including clinical governance</td>
<td>Experience in the development of clinical guidelines</td>
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<td>Previous experience in clinical audits/service evaluations</td>
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<td><strong>Other/personal attributes</strong></td>
<td>Displays honesty and integrity</td>
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<td>Demonstration of reflective approach to clinical practice and commitment to personal professional development Flexible approach</td>
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<td>Good communication skills in English – verbal &amp; written</td>
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