

JOB DESCRIPTION

Post Title: Senior Clinical Fellow in Neonatology (ST4+ equivalent)

Base: Newborn Intensive Care Unit, St. Mary's Hospital, Manchester

Name of supervising Consultants: Dr Sajit Nedungadi (Clinical Director for Neonatal Services)
Dr N Edi-Osagie Dr A Emmerson, Dr I Dady (Clinical Lead for Neonatal Transport), Prof. S Mitchell,
Dr R Gottstein, Dr M Parr, Dr S Kamupira, Dr E Gasiowski, Dr A Mahaveer, Dr R Rangana
Dr A Mukherjee, Dr K Tanney, Dr A Manou

Salary Scale: Specialty Registrar (StR) pay scale, currently £30,605 to £48,123 per annum

1. THE TRUST

Central Manchester University Hospitals NHS Foundation Trust (CMFT) is a major teaching Trust comprising Manchester Royal Infirmary (MRI), Manchester Royal Eye Hospital (MREH) and St. Mary's Hospital (SMH), Royal Manchester Children's Hospital (RMCH) and the Dental Hospital.

The Trust has undergone a major re-building programme through the completion of one of the largest PFI initiatives in the NHS. There are new facilities for medicine, obstetrics/gynaecology, ophthalmology and children's services and so all antenatal, neonatal paediatric and adult care are provided at the Central Manchester site.

The National Institute for Health Research has recently allocated, through open competition, Biomedical Research Centre (BRC) status to the Central Manchester and Manchester Children's University Hospitals NHS Trust and University of Manchester partnership. This achievement, allocated only to the leaders in scientific translation research, brings with it substantial levels of funding to translate fundamental biomedical research into clinical research that benefits patients. Our BRC status is as a specialist centre for Genetics and Developmental Medicine.

2. THE DEPARTMENT

The Neonatal department is housed in the new hospital. There are over 9000 deliveries per year. St. Mary's is the tertiary referral centre for high risk Obstetrics and Neonatology. The NICU currently has 59 cots for neonatal medical and surgical patients comprising of 19 intensive, 19 high dependency and 21 special care cots and there are plans to further expand the unit. We use all ventilator modalities including high frequency oscillation and have the facilities to deliver Nitric oxide.

This post offers excellent experience in the care of sick, extremely preterm and surgical infants with the opportunity to gain experience in looking after extreme sick preterm and term newborns requiring tertiary medical and surgical care. The successful candidate will be expected to demonstrate excellent skills in Neonatal Intensive Care, good leadership and communication skills and multi-disciplinary team working. Excellent opportunities exist for participation in teaching, simulation, research, audit and clinical governance.

The successful candidate will work on the middle grade staff rota; salary will be on the Specialty Registrar payscale.

This post is ideally suited for anyone looking to gain tertiary neonatal experience and also is suitable for paediatric CCT holder to gain additional experience in neonatology prior to taking up a Consultant post. This post is not a recognised training post and does not carry Deanery educational and training approval; however, the Trust has recently developed an Education and Training Contract, which outlines the Trust's commitment to each junior. Each junior on the scheme also has a named Educational Supervisor. Study / exam leave together with financial support for courses will be provided. The successful candidate will participate in the middle grade rota and be exposed to the same learning opportunities as STs.

3. THE POST

3.1 Main Job Purpose:

To provide a clinical service in Neonatal Medicine and Neonatal Surgery, to provide cover for labour ward, the post natal wards and working closely with the Consultants, St1-3s and nursing staff. There may also arise the opportunity for the post holder to provide supervision and clinical support to a team of Advanced Neonatal Nurse Practitioners (ANNPs) and Enhanced Practice (EP) nurses who work across all areas of the neonatal unit, including the post natal ward and labour ward.

3.2 Key Duties and Responsibilities

Newborn Intensive Care Unit:

- Training and experience in the management of sick, extremely preterm and surgical infants on the Newborn Intensive Care Unit, working within the multidisciplinary team including Advanced Neonatal Nurse Practitioners (ANNPs) and enhanced practice neonatal nurses.
- Management of infants requiring high dependency and special care
- Experience of Neonatal outpatient follow up
- Attendance on the Central Delivery Unit and Postnatal Wards as necessary
- To assist with Training and Education for the team of junior doctors, ANNPs and nurses
- Participation in risk management processes, production of guidelines, research and audit
- Resuscitation and Stabilisation of sick and extremely preterm infants
- Resuscitation and Stabilisation of newborn infants with neonatal surgical problems
- Experience of and provide cover for neonatal surgical infants.

3.3 On-call

The successful candidate will work predominantly on the Neonatal Unit, as part of a team of middle grade doctors working a hybrid rota. There are currently 15 Consultant Neonatologists and 13 ST1-3 grades who work a full shift system providing care for both the neonatal medical and surgical infants. The team is also supported by Paediatric surgeons from the co-located Children's Hospital

Banding supplements (currently 1a) may be altered in the light of changes in working patterns in order to maintain these posts as compliant with the New Deal and working time directive. Any changes in pay bands will be undertaken in accordance with the Terms and Conditions of service sub-paragraph 22m.

3.3 Experience offered

Neonatal Unit

- Training and experience in the management of sick and extremely preterm infants on the Newborn Intensive Care Unit, working within the multidisciplinary team including ANNPs and enhanced neonatal nurses.
- Management of infants requiring high dependency and special care
- Experience of Neonatal outpatient follow up
- Experience in advanced resuscitation of the newborn on the Central Delivery Unit and Postnatal Wards problems
- Participation in risk management processes, production of guidelines, research and audit
- Resuscitation and Stabilisation of newborn infants with Neonatal Surgical problems
- Experience of on-going neonatal surgical care.

Transport Service

- Opportunities for training in the assessment, stabilisation and transfer of critically ill neonates

Whilst this post is not recognised for training, depending on the expectations of the appointee, we will endeavour to meet your training needs. Individual doctors should discuss their training needs with the supervising Consultant.

CONDITIONS OF SERVICE

The post is subject to the Terms and Conditions of Service for Hospital Medical and Dental Staff as modified from time to time

1. Covering Unforeseen Absence/ Occasional Emergencies

Medical Staff may be asked to perform additional duties in occasional emergencies and unforeseen circumstances at the request of the appropriate consultant, in consultation where practicable with colleagues both senior and junior.

2. Accountability

Managerially accountable to the supervising consultant and professionally accountable to the Trust Medical Director, Mr RC Pearson.

3. Study Leave

As this is a non-training post, study leave may be granted at the discretion of your supervising Consultant in conjunction with your Directorate Manager.

4. Annual leave

The annual leave entitlement is 27 days per annum plus public holidays.

5. Maintaining Medical Excellence

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure and apply it.

6. Risk Management

The Trust has a Risk Management Strategy. All Medical Staff are required to adhere to the principles and practices contained therein.

7. Infection Control

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust Infection Control manual

PERSON SPECIFICATION

Requirements	Essential / Desirable	Method of assessment
Qualifications & Training		
Medical Degree	Essential	Application Form
To have achieved minimum competencies expected of ST3 or equivalent in paediatrics	Essential	Application Form
Experience in tertiary neonatology	Essential	Application Form
MRCPCH or equivalent	Desirable	Application Form
Audit		
Experience of Audit	Essential	Application Form & Interview
Academic Achievements		
Distinctions or Prizes during undergraduate training	Desirable	Application Form & Interview
Research & Publications	Desirable	Application Form & Interview
Interpersonal Skills		
Organisation Skills	Essential	Interview & References
Communication Skills	Essential	Interview & References
Team working Skills	Essential	Interview & References
Other Requirements		
Full registration (or eligible for full registration) with the General Medical Council and License to Practice	Essential	Application Form & Certificate