LOCUM CONSULTANT
Neonatology
Royal Hospital for Children, Glasgow

Job Reference: 49112D
Closing Date: 27 October 2017

www.nhsggc.org.uk
An opportunity exists for appointment to a Locum Consultant post in Neonatology as part of a busy and well supported neonatal service providing regional and supra-regional services for the West of Scotland and nationally. This post is based in the Royal Hospital for Children and the associated level 2 unit at Royal Alexandria Hospital, Paisley. The post is for a fixed period of one year to cover a leave of absence.

For further information please contact Dr Jonathan Coutts, Lead Consultant Neonatologist, Royal Hospital for Children on 0141 232 1895, 0141 232 7961 or by email jonathan.coutts@ggc.scot.nhs.uk with whom visiting arrangements can also be made.

Further information and details on how to apply can be found at: www.nhsggc.org.uk/consultantposts

Reference: 49112D
Closing date: 27 October 2017
Women & Children’s Directorate (Acute Operating Division of NHS Greater Glasgow and Clyde)

Particulars of the Post of Locum Consultant in Neonatology
An opportunity exists for appointment to a Locum Consultant post in Neonatology as part of a busy and well supported neonatal service providing regional and supra-regional services for the West of Scotland and nationally. This post is based in the Royal Hospital for Children and the associated level 2 unit at Royal Alexandria Hospital, Paisley. The post is for a fixed period of one year to cover a leave of absence.

Neonatal and Children’s Services across NHS Greater Glasgow and Clyde
Women & Children’s services in Glasgow have recently undergone reorganisation with a new Royal Hospital for Children (RHC) opening adjacent to The Queen Elizabeth University Hospital in the summer of 2015. The Neonatal Unit at RHC is the lead perinatal centre for the west of Scotland, and is part of the West of Scotland Neonatal MCN providing regional and national services. The RHC is the location for the scottish ECMO service. The Ian Donald interventional fetal medicine unit is located in the maternity building leading to a high proportion of congenital anomalies and other high risk pregnancies delivering on site. The unit currently has 30 ITU/HDU and 20 SCBU cots, and last year admitted over a 1,000 babies with a total activity of 16,500 bed days of which 8,600 were ITU/HDU. The RHC has an extensive range of tertiary paediatric services. The Neonatal Team work closely with specialist paediatric services including surgery, cardiology, ENT, neurosurgery, endocrinology, respiratory, plastic surgery, ophthalmology, gastroenterology, genetics, neurology, infectious diseases, orthopaedics, and radiology. There are follow up clinics in place with a high risk multidisciplinary neurodevelopment clinic and neonatal involvement in the specialist clinics for Congenital Diaphragmatic Hernia and Congenital Lung Abnormalities. The hospital campus comprising the RHC, Queen Elizabeth University Hospital and Institute of Neurological Sciences is the largest teaching hospital in Scotland and is affiliated with The University of Glasgow. It is a major centre for clinical care, teaching and research with a newly built education and learning centre and clinical research facility. The Neonatal Unit has several ongoing research projects. There is regular participation in large multi-centre neonatal research trials such as Elfin and OPTIMIST. Individual consultants and consultant teams have additional projects. The NICU has recently developed a family centred approach to providing care to our patients and parents which includes a parental education programme. Trainee educational needs are delivered in regular unit teaching sessions in addition to wider hospital and campus opportunities. All senior scottish neonatal GRID trainees now rotate through the Neonatal Unit at RHC to optimise their exposure to patients with surgical, ENT and cardiac disease as part of their training. This allows the GRID trainees an opportunity to develop additional clinical skills, such as echocardiography, required for the investigation and management of complex neonatal patients.

There are two additional Neonatal units in Greater Glasgow and Clyde. The Princess Royal Maternity (PRM) is a large maternity unit, situated about 1 mile east of the centre of Glasgow. It is on the campus of Glasgow Royal Infirmary, which provides services for the population of the East and North of Glasgow. It is a purpose built 120 bed maternity hospital, with currently around 6300 babies delivered annually. The
The neonatal unit is a level 3 neonatal unit and provides all forms of intensive support except for those infants who require neonatal surgery and/or extra-corporeal life support services (ECMO). The neonatal unit provides 4 intensive care cots, 6 HDU cots and 18 special care cots with around 650 admissions per annum. Radiology support is provided by colleagues from the Royal Hospital for Sick Children, who report on plain radiographs via a computerised radiology link with the Princess Royal Maternity. Complex imaging is arranged at the Children’s hospital if required. A telemedicine link is available with the Royal Hospital for Sick Children and other maternity units for the transmission of ultrasound images. The University Chair of Obstetrics and Maternal Medicine is based on site and there is an active research philosophy in the unit.

The Royal Alexandra Hospital in Paisley (RAH) is the smallest of the three units in GG&C. It provides a level 2 neonatal service with 3 ITU, 3 HDU and 10 SCBU cots. Short term intensive care is supported however all deliveries below 28 weeks, or those where the need for neonatal intensive care is anticipated, are preferentially transferred to one of the level 3 units for the duration of their intensive care. The maternity unit has an annual delivery rate of 3600 per annum.

All the neonatal units in Greater Glasgow & Clyde are part of a single management structure in place of the previous locality based management systems. Much work has been done to integrate the services across the health board with the development of common guidelines and working practices. It is anticipated that the Neonatal Consultant Group in Glasgow will operate closely as a single team across the city whilst retaining strong links to an individual site ensuring the maintenance of robust clinical team working.

The Glasgow neonatal services are also part of the West of Scotland Managed Clinical Network for neonatology. The rest of the network includes 2 sites providing level 3 services at Wishaw (South Lanarkshire) and Crosshouse (Ayrshire & Arran), and 2 sites providing level 2 services at Cresswell (Dumfries & Galloway) and Larbert (Forth Valley). All sites within the network are working towards common standards set out in the national framework document Neonatal Care in Scotland: A Quality Framework.

**National Neonatal Transport Service (ScotSTAR West Team)**
The West of Scotland team of neonatal transport service is based in Glasgow and is managed separately through the Scottish Specialist Transport and Retrieval Service (ScotSTAR). A number of GG&C neonatal consultants work within this service to provide 24/7 consultant cover. A successful applicant to this post may have the opportunity of working within the transport service depending on the availability of sessions.

**Community services**
There is an extensive range of specialist community based children’s services across NHS Greater Glasgow. Managed within community health and social care partnerships, these services are integrated with primary care and social care services. Integrated management links are in place between the Women and Children’s Directorate and the community health and social care partnership leading in children’s services across NHS Greater Glasgow.
Academic Neonatal Activity in Glasgow
All three neonatal units have active research interests and ongoing activity, both in multi-centre trials and with individual projects. There is no protected research time in this locum consultant job plan.

Duties of the post

Title: Locum Consultant Neonatologist
The successful candidate will have or be within 6 months of obtaining a CCST in neonatal medicine or equivalent. Ideally he/she will also have a special interest within neonatology which complements those of the current post holders, and that he/she will be committed to developing neonatal services in Greater Glasgow and Clyde.

Clinical: Details of clinical commitments
The advertised post offers 10 PAs including 9 DCCs and 1 SPA. The post is based in the neonatal service at the RHC. The successful applicant will join the existing 19 consultant neonatologists in providing emergency cover for the Southern General University Hospital Neonatal Service 24 hrs a day, 7 days per week. The recent expansion in consultant numbers has increased the number of hours of on-site consultant presence within the hospital in line with the British Association of Perinatal Medicine (BAPM) recommendation that large neonatal services should consider 24 hour consultant on site working. The current consultant body provide 24 hour on site consultant presence with a full tier of junior neonatal staff on site comprising a mixture of paediatric trainees and ANNPs

Core neonatal duties in the two hospitals, including resident consultant working, is shared equally amongst the consultant group. With the patient population and proximity of paediatric specialist services and diagnostic facilities in the Royal Hospital for Sick Children most of the neonatal consultant group are in a position to develop specialist skills in diverse areas. Neonatal outpatient follow-up is not part of the core neonatal activity and will be delivered by consultants interested in neonatal follow-up and neurodevelopmental outcomes. Participation in neonatal transport and the neonatal ECLS service is not considered part of the core neonatal activity.

Administration:
Although the post attracts only 1 SPA, the appointee will be encouraged to contribute to the organisation and running of the department. This will include attendance at departmental management meetings and participation in the support and training of the medical and nursing staff.
Additional administrative roles may be negotiated at future dates to meet the requirements of the developing service.

Other Activities
Research
The neonatal units are teaching hospitals affiliated to the University of Glasgow. The lead clinician for Research and Development within the Women and Children's Directorate is Dr Faisal Ahmed. The appointee will be encouraged to collaborate in
research locally, nationally and internationally where appropriate. The candidate would be expected to maintain Good Clinical Practice (GCP) Certification to allow active participation in the multi-centre studies currently recruiting within the department.

**Managerial**

The management responsibility of the post holder will be to the Clinical Lead for Neonatology and the Clinical Director for Critical Care and Neonatology who are responsible through the general management structure of the Directorate to Chief Executive of the Acute Division.

**Clinical Audit and Clinical Governance**

The postholder must be aware of clinical governance and clinical risk management and take an active part in their implementation, including audit. Active participation in all aspects of audit will be an important part of the post. Clinical audit in the hospital is supported by an Audit Department with appropriate staff. It is expected the Consultant will take part in the department audit arrangements.

**Leave**

For 1 WTE: 6 weeks annual leave and 10 days per year of statutory public holidays. There is no locum policy and consultants in the department participate in cover for annual and study leave. Absence must be planned in advance by discussion with consultant colleagues.

**Continuous Professional Development**

Continuous professional development is supported according to the guidance of the Royal College of Paediatrics and Child Health. Active participation in clinical audit will be an important part of the post. Clinical audit in the hospital is supported by an Audit Department with appropriate staff.

**Medical Advisory Machinery**

The postholder will be a member of the Yorkhill Medical Staff Association and the Division of Child Health.

**General Provisions**

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the Division’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instruction of NHS Greater Glasgow and Clyde. In particular, where you manage employees of the Division, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

Medical and dental staff employed by the Division are expected to comply with all Hospital Health and Safety Policies within the Division.

**Job Plan**
A formal job plan will be agreed between the appointee and their Clinical Lead/Director. The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant’s duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities. It should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

Provisional assessment of Programmed Activities for a whole-time contract:

- Direct Clinical Care: 9 PAs on average per week (includes clinical activity, clinically related activity, predictable and unpredictable emergency work).
- Supporting Professional Activities: 1 PA on average per week (includes CPD, audit, teaching and research)

Details of Arrangements for Applicants to Visit the Division

Short listed candidates may make arrangements to visit the Division. If candidates on their own initiative have visited the Division prior to being short-listed, they will only be allowed expenses for that visit if they are subsequently short-listed. When it is thought that there will be a difficulty in filling the post, the Director of Human Resources has the authority to approve a second visit.

Please contact: Dr Morag Campbell, Clinical Director via the unit secretaries on 0141 232 1895 or by email Morag.Campbell2@ggc.scot.nhs.uk or Dr Jonathan Coutts, Lead Consultant Neonatologist, Royal Hospital for Sick Children, Tel Number 0141 232 1895(sec), 0141 232 7961 or by email jonathan.coutts@ggc.scot.nhs.uk
**PERSON SPECIFICATION**

**Job Title:** Locum Consultant Neonatologist

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<thead>
<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>Medically qualified with MRCPCH or equivalent</td>
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<tr>
<td>CCST in neonatology or equivalent neonatal experience</td>
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<td>Higher Degree</td>
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<tr>
<th>Experience</th>
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<tr>
<td>Comprehensive general neonatology</td>
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<tr>
<td>Paediatric Speciality experience</td>
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<td>Neonatal Transport experience</td>
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<tr>
<th>Behavioural Competencies</th>
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<tr>
<td>Ability to work in multi-disciplinary team</td>
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<td>Flexible</td>
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<td>Excellent written and oral communication skills</td>
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<td>Ability to organise effectively.</td>
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<th>Other</th>
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<tr>
<td>Experience in medical research and audit</td>
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<tr>
<td>Experience in undergraduate and postgraduate medical education</td>
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<td>Experience in protocol and guideline development</td>
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<td>√</td>
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<td>Teaching experience</td>
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TERMS AND CONDITIONS OF SERVICE

The conditions of service are those laid down and amended from time to time by the Hospital and Medical & Dental Whitley Council.

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<th>TYPE OF CONTRACT</th>
<th>Fixed Term</th>
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| GRADE AND SALARY | Locum Consultant  
£ 78,304 - £105,570 per annum (pro rata)  
New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer. |
| HOURS OF DUTY | Full Time 40.00 |
| SUPERANNUATION | New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to “opt out” arrangements can be made to do this via: www.sppa.gov.uk |
| REMOVAL EXPENSES | Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment. |
| EXPENSES OF CANDIDATES FOR APPOINTMENT | Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment. |
| TOBACCO POLICY | NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds. |
| DISCLOSURE SCOTLAND | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK | NHS Greater Glasgow and Clyde (NHSGGC) has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS GGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. ALL applicants regardless of nationality must complete and return the Confirmation of Eligibility to Work in the UK Statement with their completed application form. You will be required provide appropriate documentation prior to any appointment being made. |
| REHABILITATION OF OFFENDERS ACT 1974 | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for |
which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are "spent" under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde. Any information given will be completely confidential.

**DISABLED APPLICANTS**

A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. NHS Greater Glasgow and Clyde guarantees to interview all applicants with disabilities who meet the minimum criteria for the post. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview.

**GENERAL**

NHS Greater Glasgow and Clyde operates flexible staffing arrangements whereby all appointments are to a grade within a department. The duties of an officer may be varied from an initial set of duties to any other set, which are commensurate with the grade of the officer. The enhanced experience resulting from this is considered to be in the best interest of both NHS Greater Glasgow and Clyde and the individual.

**EQUAL OPPORTUNITIES**

The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy.

**NOTICE**

The employment is subject to one months' notice on either side, subject to appeal against dismissal.

**MEDICAL NEGLIGENCE**

In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.
FURTHER INFORMATION

For further information on NHS Greater Glasgow and Clyde, please visit our website on www.nhsggc.org.uk

View all our vacancies at: www.nhsggc.org.uk/medicaljobs

Register for Job Alerts at: www.medicaljobs.scot.nhs.uk

Applicants wishing further information about the post are invited to contact Dr Jonathan Coutts, Lead Consultant Neonatologist, Royal Hospital for Children, Tel Number 0141 232 1895(sec), 0141 232 7961 or by email jonathan.coutts@ggc.scot.nhs.uk with whom visiting arrangements can also be made.

HOW TO APPLY

To apply for these posts please include your CV and names and addresses of 3 Referees, along with the following documents; (click on the hyperlinks to open)

Medical and Dental Application and Equal Opportunities Monitoring Form

Declaration Form Regarding Fitness to Practice

Immigration Questionnaire

Alternatively please visit www.nhsggc.org.uk/medicaljobs and click on the “How to Apply” tab to access application for and CV submission information.

NOMINATION OF REFEREES

It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names

RETURN OF APPLICATIONS

Please return your application by email to nhsggcrecruitment@nhs.net or to the recruitment address below;

Medical and Dental Recruitment Team
NHS Greater Glasgow and Clyde
West Glasgow ACH (formerly Yorkhill)
2nd Floor
Dalnair Street
Yorkhill
G3 8SJ

CLOSING DATE

The closing Date will be: 27 October 2017