

# Clinical Fellow (ST6+) in Neurosurgery J.M. Barrie

## GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children with heart or brain problems, and the largest centre in Europe for children with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children need the help of different specialist teams. Improvements in health care and diagnosis mean that many children have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life threatening or life-limiting conditions.

The hospital receives over 255,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year.

The hospital has 383 patient beds, including 44 intensive care beds (21 CICU, 15 PICU and 8 NICU). Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing.

Around 4,100 full-time and part-time staff work at the hospital. The ICH has around 600 staff. Many senior staff have roles in both organisations.

The hospital has approximately 50 paediatric specialties, the widest range of any hospital in the UK, which uniquely enables it to diagnose and pioneer treatments for children with highly complex, rare or multiple conditions. It has 19 highly specialised national services.

<b>Job title</b>	Clinical Fellow (Equivalent of Specialist Trainee 6+) in Neurosurgery
<b>Division</b>	J.M. Barrie
<b>Responsible to</b>	Head of Clinical Service for Neurosurgery
<b>Accountable to</b>	Divisional Chair
<b>Type of contract</b>	Up to 12 months fixed term contract
<b>Hours per week</b>	40 Hours + Trust supplement
<b>Location</b>	Great Ormond Street Hospital for Children NHS Foundation Trust
<b>Budgetary responsibility</b>	None
<b>Manages</b>	N/A

## Trust Values and Expected Behaviours

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other. Our Always Values are that we are:

- Always Welcoming
- Always Helpful
- Always Expert
- Always One Team

These values are extremely important to us and we expect everyone who works at GOSH in any capacity, including employees, bank staff, contractors, agency staff, people who hold honorary contracts, students and volunteers to share and uphold Our Always Values. Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times. You can find a full copy of Our Always Values on our intranet.

The Trust also expects that everyone who works here shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of Great Ormond Street for Children NHS Foundation Trust. Individuals must therefore at all times carry out their duties with due regard to the Trust's Equality at Work Policy.

## Scope of the role

The aim of the post is to provide sub-specialty neurosurgical training in all aspects of paediatric neurosurgery. The Department runs a busy general paediatric neurosurgical practice. In addition there is a comprehensive multidisciplinary neuro-oncology programme and sub-specialist interest in epilepsy surgery, craniofacial surgery and paediatric spinal neurosurgery. It is anticipated the successful applicant will have completed their basic neurosurgical training and wishes to pursue a career with an emphasis in paediatric neurosurgery. The successful candidate will participate in an on call rota. Applicants must have full registration with the GMC and possess the FRCS or equivalent and have at least 6 months' paediatric neurosurgical experience.

## **Key working relationships**

### ***Internal:***

*Consultants, Junior Doctors, Nurses, Patient Pathway Assistants, Admissions Administrators, Operational Manager and Service Manager, all allied health professionals*

### ***External:***

*Families, community services, community and consultant paediatricians, schools.*

## **Main duties and responsibilities**

This is a fully funded fellowship in paediatric neurosurgery.

The post will be most suited to a neurosurgical trainee who has completed their basic neurosurgical training, who has already had some paediatric neurosurgical experience and who is looking to take up a consultant post with a principal interest in paediatric neurosurgery. This post will not hold a “training number” and, at the present time the post holder will **not** be eligible to take the FRCS (SN) examination.

This post has been made possible by recent recommendations of the Surgical Advisory Committee (SAC) in Neurosurgery in recognition of the unique training opportunities that exist in the department of Paediatric Neurosurgery within this trust. It is also recognised that an additional training post is required in order that the hours of duty for trainees within the trust are compliant with current recommendations.

It is envisaged that the Clinical Fellow will gain valuable experience in the management of all the common Paediatric Neurosurgical conditions including hydrocephalus and head injury. In addition we run a large multidisciplinary team devoted to the management of childhood brain and spinal tumours that meets on a weekly basis and will provide a valuable insight into current paediatric neuro-oncological practice. There will also be ample opportunity for the fellow to seek particular experience and training in sub-specialist areas of Paediatric Neurosurgery including craniofacial surgery, epilepsy surgery and paediatric spinal surgery. The fellow will be encouraged to take an active role in multi-disciplinary meetings, neuro-radiological conferences, research meetings and journal club.

Whilst the fellowship is intended to be a clinical training position it is hoped that the fellow will make use of the extensive clinical research opportunities available within the trust. There are excellent library facilities available at the Institute of Child Health and Institute of Neurology. Clinical research projects will be encouraged and would be undertaken under the supervision of one of the consultant neurosurgeons.

This post is a full time clinical position and one of three Clinical Fellows in Paediatric Neurosurgery. It is envisaged that the fellow will take a senior role among the junior neurosurgical staff (SpR's and SHO's). He/she will be responsible for the day-to-day management (operative and non-operative) of neurosurgical patients during their in-patient stay. The fellow will also have a responsibility to out patient follow up.

The fellow will participate in the paediatric neurosurgical SpR rota. This entails providing non-resident paediatric neurosurgical cover at Great Ormond Street.

The hospital has an international reputation in the treatment of childhood illness. The neurosurgery department provides tertiary paediatric neurosurgical care for the North and South Thames population as well as a UK wide service for areas of sub-specialist interest. The neurosurgery ward comprises 12 beds,

including 4 high dependency beds; the department also has access to neonatal and paediatric intensive care facilities.

The department performs approximately 1,100 operative cases per year. All the major paediatric neurosurgical sub-specialties are represented.

### Staffing in the Department of Neurosurgery, Great Ormond Street

Consultants	Sub Speciality Interest
Mr Owase Jeelani	Craniofacial and neuro-oncology
Mr Dominic Thompson	Spinal dysraphism & craniocervical junction
Mr Kristian Aquilina	Neuro-oncology
Mr Martin Tisdall	Epilepsy
Mr Gregory James	Craniofacial and neurovascular
Mr Zubair Tahir	Epilepsy and paediatric spine
<b>Training Grades</b>	
<b>Clinical Fellows (ST6+)</b>	3
<b>Clinical Fellow (ST2+)</b>	1
SpRs	2 (On neurosurgical rotation within North Thames region)
SHOs	4 (Combined appointments with paediatric neurology, covering paediatric neuroscience)

### Out of hours Commitment and Timetable

The Clinical Fellow is anticipated to participate in the neurosurgical SpR rota which is a 1 in 7 non-resident on call rota.

### Study and Training

The successful candidate will be given every opportunity to increase their experience within their area of sub-specialist interest. There are many other regular programmes of postgraduate meetings throughout this trust, the Institute of Child Health and the National Hospital for Neurology and Neurosurgery.

There are also regular teaching sessions in the clinical situation by consultant staff and trainees are encouraged to seek senior guidance. Appointees will be expected to take part in the weekly departmental meetings and also to teach the more junior surgical and nursing staff on the wards and in theatres.

### Research

Fellows will be actively encouraged to participate in research within the Department of Neurosurgery. Participation in research will allow the Clinical Fellow to gain experience in clinical research methods, data analysis and presentation. Fellows actively participating in research can expect to present their data at national and international meetings and publish their work.

## **Directorate/Divisional Information**

The departments of Acute Neurology, Epilepsy, Neuromuscular, Neurovascular and Neurosurgery provide a specialised regional and national service for the investigation and management of diverse neurological and neurosurgical diseases in childhood. Acute Neurology encompasses children presenting with a range of conditions including: encephalopathies, epilepsy, developmental delay, cerebral palsy, stroke and other neurovascular conditions, degenerative and neuro-metabolic diseases. Patients seen in the department of Neurosurgery have amongst other conditions cerebral neoplasms, hydrocephalus, intra-cranial vascular malformations, congenital malformations of the skull, brain or spinal cord and traumatic head injuries. The Epilepsy service has an in-patient video telemetry unit, a well-developed surgical program and a busy complex Epilepsy outpatient service. The Neuromuscular service includes assessment, investigation and management of children with neuromuscular disorders, both in an inpatient and outpatient setting, and provision of neuromuscular consults to other teams at GOSH.

The Neurology and Neurosurgery Departments liaise closely and operate from a combined 24 bed ward. There is also an 8 bedded day care medical investigation unit, run for those children who can be investigated without admission and a five bedded neurology Rapid Assessment Neurology Unit (RANU).

These departments also work closely with the Departments of Neuroradiology, Clinical Neurophysiology, Neuro-pathology and Clinical Genetics.

## **Other information**

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

## **Personal Responsibilities**

We expect all our staff to share the values that are important to the Trust and behave in a way that reflect these. In keeping with the Trust's Personal Responsibility Framework and the Single Equality Scheme and Equality Policy, the postholder will be expected at all times to take responsibility for their own actions, support multi-disciplinary and partnership working and develop a working environment of courtesy, fairness and mutual respect.

## **Conflict of Interest**

You are required to declare any involvement, either directly or indirectly, with any firm, company or organisation which has a contract with the Trust. Failure to do so may result in your application being rejected, or, if it is discovered after appointment that such information has been withheld, then this may lead to your dismissal.

## **Confidentiality**

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

## **Disclosure & Barring Service (Previously Criminal Records or 'CRB')**

Great Ormond Street Hospital is a regulated organisation and as such, you will have your criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post. GOSH reserves the right to withdraw any conditional offer of employment made on the basis of the outcome of your criminal records check.

## **Infection Prevention and Control**

You will be required to participate in performance audits with respect to Infection Prevention and Control and will be required to discuss this in your annual performance review. The following should also be noted:

- The post holder should ensure a suitable and efficient assessment is made of the risks to both the recipient and provider of care in respect of infection prevention and control issues.
- The post holder is required to make him/herself aware of and comply with national and local infection prevention and control guidance.
- Where children are in their care the post holder must investigate any health care-associated infection.
- The post holder should audit performance with respect to infection prevention and control (in a way appropriate to their service) and discuss this in their annual appraisal.

## **Health and Safety**

All staff have a general accountability for ensuring, so far as is reasonably practicable, the health, safety and welfare of Trust employees. The following should also be noted:

- Each employee is required to take reasonable care for his or her own acts or omissions and the effect that these may have upon the safety of themselves or any other person.
- Every employee must use safety equipment or clothing in a proper manner and for the purpose intended.
- Any employee who intentionally or recklessly misuses anything supplied in the interests of health and safety will be subject to disciplinary procedures.
- Every employee must work in accordance with any health and safety procedures, instructions or training that has been given.
- No employee may undertake any task for which they have not been authorised and for which they are not adequately trained.
- Every employee is required to bring to the attention of a responsible person any perceived shortcoming in the Trust's safety arrangements or any defects in work equipment.
- All employees are under a duty to familiarise themselves with the Trust's Health and Safety Policies.

## **Risk Management**

You will be required to ensure that you implement systems and procedures at a local level to fulfill the requirements of the organisation's Risk Management Strategy including local management and resolution

of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

## **Emergency Planning**

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

## **Human Rights**

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

## **Sustainable Development**

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

# PERSON SPECIFICATION

*Evidence for suitability in the role will be measured via a mixture of application form, testing and interview*

Essential: **E** Desirable: **D**

## Our always values

E	Always welcoming – positive, polite, prompt, responsive
E	Always helpful – respectful, supportive, approachable; caring
E	Always expert – Up-to-date knowledge , strive to provide a quality service, proactive
E	Always one team – informative, mindful, appreciative, open, honest
D	
D	

## Skills and abilities

E	Basic training in general surgery at SHO level
E	Excellent oral and written communication skills – Ability to communicate well with colleagues, children and families of patients
E	Demonstrate an involvement in a Clinical Audit Project
E	Computer Literacy/ IT Skills
E	Ability to teach nursing and medical staff
E	Medical management – able to supervise junior medical staff
E	Able to establish and maintain working relations with patients, carers and multi-disciplinary colleagues
E	Ability to work under pressure

## Education, training and qualifications

E	Completed basic neurosurgical training.
E	Appropriate GMC registration to be obtained by the designated start date.
D	Paediatric Neurosurgery Training Course
E	
D	
D	

## Knowledge & Experience

E	Understanding and proven ability to apply Research findings in a Clinical / Organisational context.
E	Experience of teaching/presenting
E	Previous experience of paediatric neurosurgery at registrar level
E	Understanding of principles of clinical governance
E	Understands the principles of patient confidentiality and data protection
E	Familiar with the spectrum of Neurosurgical conditions presented in infancy & childhood
E	Awareness of own limitations, consulting senior colleagues appropriately



E	Ability to prioritise clinical needs
E	Ability to manage their time and workload
E	Competence in all aspects of general paediatric surgical management.
