

Clinical Fellow in Paediatric Neurosurgery Research 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 250,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year.

The hospital has 389 patient beds, including 40 intensive care beds. 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 4100 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.

Job title	Clinical Fellow in Paediatric Neurosurgery (Equivalent of Specialist Trainee 2+) - Research
Division	Paediatric Neurosurgery
Responsible to	Specialty Lead, Mr Owase Jeelani
Accountable to	Specialty Lead, Mr Owase Jeelani
Type of contract	12 months fixed term contract (from 1 st August 2018)
Hours per week	40 standard hours per week, plus 'out of hours' commitment equating to a maximum of 48 hours per week on average. Flexible on call commitment, equivalent to 1 in 7
Location	Great Ormond Street Hospital for Children NHS Foundation Trust
Budgetary responsibility	None
Manages	None

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 an opportunity for a junior to middle grade neurosurgical trainee to pursue a research project within the department of paediatric neurosurgery at Great Ormond Street Hospital. The successful applicant will participate in the registrar / fellow on call rota on a 1 in 7 basis.

The Department manages an active research programme and is integrated with the Institute of Child Health at University College London. The Department also runs a busy general paediatric neurosurgical practice as well as comprehensive sub-specialist programmes in epilepsy surgery, neuro-oncology, craniofacial surgery and paediatric spinal neurosurgery. Applicants must have full registration with the GMC.

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, consultant paediatricians and schools.

Main duties and responsibilities

It is envisaged that this post will be most suited to a junior to middle grade neurosurgical trainee, or to a trainee who, at a more senior level, wishes to undertake a full time research project in paediatric neurosurgery.

This post has recently been made available in recognition of the research opportunities within the Unit across the multiple sub-specialties within paediatric neurosurgery. 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 post holder will be able to develop and complete a research project within the department, under the supervision of the consultant paediatric neurosurgeons. This may involve collaboration with the Institute of Child Health and University College London, with which the department has extensive links. The department will support the candidate to present their research at appropriate national and international conferences, and supervise submission for publication in relevant journals. Appropriate candidates would also have the possibility of extending the project into a formal research qualification within UCL.

The successful applicant will be exposed to and gain valuable experience in the practical management of children with neurosurgical conditions. The Unit also runs several large multidisciplinary teams devoted to neuro-oncology, epilepsy, craniofacial surgery and paediatric spinal surgery. The successful applicant will be encouraged to take an active role in multi-disciplinary meetings, neuro-radiological conferences, research meetings and journal club.

This post is a full time position. The department currently employs three paediatric neurosurgical fellows and two registrars from the North Thames rotation. This post also involves participation in the on call rota with the neurosurgical registrars and paediatric neurosurgical fellows on a 1 in 7 basis. This entails providing non-resident paediatric neurosurgical cover at Great Ormond Street Hospital.

The hospital has an international reputation in the treatment of childhood disease. 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 cases per year. All the major paediatric neurosurgical subspecialties 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
Training Grades	
Clinical Fellows (ST6+)	3
Clinical Fellow (ST2+)	1
SpRs	2 (On neurosurgical rotation within North Thames region)
SHOs	4 (Covering paediatric neuroscience)

Out of hours Commitment and Timetable

The post holder will participate in the neurosurgical SpR rota. This is expected to be a flexible arrangement with the other five registrars / fellows on a 1 to 2 in 7 non-resident on call rota.

Study and Training

The successful candidate will be given every opportunity to increase their experience within paediatric neurosurgery. 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. The consultant staff organise weekly teaching sessions.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

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 neurometabolic 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.

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.

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.

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

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

Our always values

E	Always welcoming – open, positive, polite, prompt, thoughtful
E	Always helpful – respectful, caring, supportive, patient, flexible
E	Always expert – role model, vigilant, striving for quality, proactive
E	Always one team – informative, mindful, appreciative, open, honest

Skills and abilities

E	Excellent written and oral communication skills
E	Ability to organise and prioritise own workload
E	Ability to work under pressure in a multi-disciplinary environment
E	Ability to prioritise clinical needs
D	Competence in all aspects of general paediatric surgical management
E	
E	Demonstrate an involvement in a Clinical Audit Project
E	Ability to teach nursing and medical staff
D	Computer Literacy/IT Skills

Education, training and qualifications

E	Primary medical qualification - MBBS or equivalent
E	Full GMC registration (obtained by designated start date)
E	Competent in basic neurosurgical procedures
D	Paediatric Neurosurgery Training Course
E	
D	

Knowledge and experience

E	Experience in Neurosurgery at junior to middle grade, ST2+, or senior trainee interested in research project in paediatric neurosurgery
E	Experience of teaching and presenting
E	Experience of audit activities
E	Understanding of principles of clinical governance
D	
D	Published research in peer reviewed journals
E	Understanding of principles of patient confidentiality and data protection
D	Familiar with the spectrum of neurosurgical conditions presented in infancy & childhood
E	Awareness of own limitations, consulting senior colleagues appropriately

