

Leeds Teaching Hospitals NHS Trust Job Description

Job Title: **Fellow in Paediatric Neurosurgery**

Specialty / Department: **Neurosurgery**

Location: **Leeds Children's Hospital at the Leeds Teaching Hospitals NHS Trust**

The Leeds Teaching Hospitals NHS trust is one of the largest trusts in the UK and provides comprehensive secondary services to Leeds and tertiary services to West and North Yorkshire. The Leeds Children's Hospital is based at the Leeds General Infirmary and is situated in the centre of the city, adjacent to Leeds University, with which there are strong links.

INFORMATION ABOUT THE DEPARTMENT

The Department of Neurosurgery provides a comprehensive adult and paediatric neurosurgical service to the 2.5 million people of West and North Yorkshire. Due to Commissioning pathways, the catchment area for Paediatric Neurosurgery extends North to Middlesbrough and East to Hull & East Yorkshire, increasing the catchment area to approximately 3.4 million. The Neurosurgical Department is housed within the Jubilee Wing of the General Infirmary at Leeds. The paediatric neurosurgical service is located within the Leeds Children's Hospital located in Clarendon Wing at the Leeds General Infirmary.

The department of Neurosurgery in Leeds provides world class Paediatric Neurosurgical care. The service is consultant led and is delivered through dedicated subspecialty services. The Paediatric Neurosurgical service has very strong links with Neurology, Neuroradiology, Neuropathology, and Leeds University.

The Leeds Children's Hospital has one of the largest bed-bases in a UK Children's Hospital. Paediatric neurosurgery inpatient care is shared with the paediatric neurologists on a combined paediatric neuroscience ward (L52) with 12 beds. Facilities in the Children's Hospital include a fully equipped 16-bed paediatric intensive care unit, 6-bed high dependency unit, neonatal intensive care, neonatal unit, and 8 children's operating theatres, including one paediatric emergency theatre. The PICU, neuro-theatre and ward are co-located on the same floor. The paediatric neurosurgery theatre is well-equipped with BrainLAB neuro-navigation, a Zeiss Pentero microscope (tracked), HD & SD endoscopes, intra-operative ultrasound and facility for intra-operative neurophysiology as required. An intra-operative MRI scanner is being installed during 2018.

The paediatric neurosurgical service comprises 4 whole-time consultants (Mr Paul Chumas, Mr Atul Tyagi, Mr John Goodden and Mr Gnanamurthy Sivakumar). They deliver a specialist first on-call paediatric neurosurgery consultant rota. They work closely with the 8 paediatric neurologists and the paediatric neuro-rehabilitation consultant providing shared care of inpatients. They are supported by specialist nurses for hydrocephalus, craniofacial, spasticity and oncology.

The paediatric neurosurgery department's work grows each year. The paediatric operative caseload is currently around 350-cases per annum, with approximately 40 new tumour cases per year. Sub-specialist surgery services include non-syndromic craniofacial surgery, Selective Dorsal Rhizotomy (SDR), spinal dysraphism and paediatric neurovascular surgery.

The Paediatric Neurosurgery service in Leeds is part of the North East Paediatric Neurosurgery Network (NEPNN), which was the first Operational Delivery Network to be established for children's neurosurgery. The other Network partners are Sheffield Children's Hospital and the Great North Children's Hospital, Newcastle. The NEPNN supports the activity of partner Trusts

in service delivery and improvement, focusing on quality of care and on equal access to services across the Network. Since its establishment in 2014, it has worked with the 3 partner Trusts to support the delivery of international standards of care and support deliver of the full scope of paediatric neurosurgery care. It has delivered regional education and training programmes and is involved in research and service improvement programmes.

The adult Neurosurgical Department has 64 adult beds in two wards with an additional 7 bedded dedicated Neuro-intensive Care Unit as well as a 7-bedded dedicated High Dependency Unit. There are four adult operating theatres including one dedicated to emergency surgery 24 hours per day. There is an integrated spinal service offering all aspects of spinal surgery which is made up of 3 Neurosurgical and 7 Spinal Orthopaedic Consultants. The current adult caseload is approximately 3000 inpatients per year and approximately 2000 operative cases per year.

The Neurosurgical Department has close links with the other neuroscience specialties that are all on site including Neuroradiology, Neurology, Neuroanaesthetics and Neurophysiology. The Neuropathology department is based on the St James's hospital site and provides a full histopathology service, including an intra-operative frozen section service. A well-equipped molecular pathology service provides up-to-date oncology profiling of paediatric and adult tumours, including H3K27M, IDH, TERT, BRAF, and 1p19q testing.

The Neuro-Radiology Department is based at the Leeds General Infirmary and comprises 6 Consultants, three of whom provide Endovascular services for adults and children with neurovascular conditions.

The General Infirmary at Leeds is a Level 1 Trauma unit for both adult and paediatric patients and there are close links with surgical specialties including trauma, maxillofacial, plastics and ENT surgery.

The fellowship is intended to allow an experienced peri-CCT neurosurgical trainee the opportunity to gain more experience over a one-year period in paediatric neurosurgery. The Fellow is expected to be capable of working with increasing levels of independence as they progress through this one-year post. It is expected that sufficient experience will be obtained from this fellowship to allow the Fellow to offer themselves for appointment to a Consultant position involving a substantial commitment to paediatric neurosurgery. They will gain experience in the assessment, investigation and operative management of patients presenting with the full range of acute and elective paediatric neurosurgical pathology. The additional sub-specialist supra-regional services delivered in Leeds will further enhance this experience.

Subspecialist practice in Paediatric Neurosurgery in Leeds:

As already outlined, the Leeds Paediatric Neurosurgery department undertakes the full range of paediatric neurosurgery operations. Laid out below are some more details of some of the sub-specialist areas of our departmental practice and research involvement.

Paediatric Neuro-Oncology: Approximately 40 new tumours are diagnosed and operated each year in Leeds. In addition, Leeds is the NHS-England Designated service provider for STRS for paediatric brain tumours for the North of England. All patients are discussed in a weekly paediatric neuro-oncology MDT. There is a very active research department with excellent research nurse support. The oncologists and neurosurgeons are on a number of international research panels. This service will be further bolstered by the opening of a new intra-operative 3-Tesla intra-operative MRI suite in late 2018. Outcomes have been presented in International conferences.

Craniofacial Surgery: A multidisciplinary non-syndromic craniofacial service was established in 1996. This is currently the largest non-syndromic service, after the 4 designated syndromic centres. Formal Designation for syndromic surgery is being applied for. The service is led by Mr Paul Chumas, together with Mr Mark Liddington (Plastic surgery) and Mr John Russell (Maxillo-facial surgery). The craniofacial nurse specialist is Paula Carter. They are supported by Mr John Goodden, Mr Ian Smith (Plastic surgery) and Mr Lachlan Carter (Maxillo-facial surgery). A full range of outpatient assessments are performed pre- and post-operatively including Neuropsychology, Ophthalmology, ENT, and Speech & Language Therapy. There is a weekly MDT clinic and there are two 3-session operating lists per month. These will increase if formal designation is successful. Surgical outcomes have been presented in National & International conferences, as well as being published in peer-reviewed journals.

Spasticity Surgery: A multidisciplinary spasticity service has been provided for over 10 years. Patients in Leeds have access to the full range of spasticity treatments including Selective Dorsal Rhizotomy, Intrathecal Baclofen, Botulinum Toxin, orthopaedic surgery, plastic surgery and physiotherapy. Mr John Goodden is the Neurosurgery Lead for spasticity treatments. He started a Selective Dorsal Rhizotomy in 2012 after studying the techniques with Dr Park in St Louis, Missouri. Since then, the team have successfully treated over 85 patients with outcomes presented National and International conferences. The service is run jointly by Mr John Goodden, Dr Raj Lodh (Paediatric Neuro-rehabilitation), Mrs Kate McCune (Physiotherapy - SDR) and Mrs Katie Davis (Physiotherapy – ITB). Outpatient MDT assessment clinics are run twice per month to assess patients for suitability for treatment, with MDT follow-up clinics run separately.

Spinal Dysraphism: This service is led by Mr Atul Tyagi. There is a fortnightly MDT clinic together with paediatric neurology. The clinic is co-located with paediatric urology and general surgery. Input from spinal orthopaedics and plastic surgery as required. Mr Tyagi regularly performs de-tethering surgery for spinal lipoma's, using the techniques learned from Prof Dachling Pang. In addition, there is multidisciplinary care for newborn babies with spina bifida provided by the four paediatric neurosurgeons, together with input from orthopaedics, plastic surgery, urology, and paediatric surgery.

Paediatric Neurovascular disorders: A paediatric neurovascular service is run by Mr Tyagi, who is one of the only UK paediatric neurosurgeons to have specific neurovascular and paediatric expertise. There is a bi-monthly paediatric MDT neurovascular clinic. Neurovascular surgical procedures in children include clipping of aneurysms, excision of cavernoma and AVM, and EDAMS.

Hydrocephalus: The four paediatric neurosurgeons deliver a complex hydrocephalus service for children, offering an endoscopic service as well as shunt insertion. They are supported by Louise Higgins, the Hydrocephalus Clinical Nurse Specialist. The team has been actively involved in the BASICS trial as well as other research projects. They have also presented & published outcomes in international conferences and peer-reviewed journals.

It is expected that the Paediatric Neurosurgery Fellow will gain experience in the management of all paediatric neurosurgery conditions. The Fellow will be expected to work as a Senior Registrar, actively participating in all the paediatric theatre lists and the outpatient clinics, depending on their overall level of experience and competence. They will be expected to lead the daily ward rounds and take a leadership role in the delivery of the paediatric neurosurgery service. They will be expected to develop clinical and academic research projects for presentation at International conferences and publication in peer-reviewed journals. They will take the lead in the maintenance and upkeep of the departmental databases for surgery and complications.

Attendance and participation in the weekly Paediatric Neuro-oncology MDT, weekly Paediatric Neuroscience MDT, and monthly Clinical Governance meetings is also expected.

The Fellow will take the lead for attending and running the acute paediatric neurosurgery operating lists whenever they are scheduled.

The Fellow will be expected to participate in the general neurosurgical registrar on call rota, in order to provide continuity of care for patients, and also maintain their general emergency neurosurgery skill-set.

MEDICAL STAFF IN THE DEPARTMENT

The Neurosurgery Department is led by 12 Consultant Neurosurgeons. They all have comprehensive general Neurosurgical commitment as well as particular subspecialty interests. The adult spinal service that is run jointly between the neurosurgeons and orthopaedic spinal surgeons.

Mr P D Chumas - Paediatric, Oncology and Epilepsy Neurosurgery
Mr J R Goodden - Paediatric, Oncology and Spasticity Neurosurgery
Mr G Sivakumar - Paediatric, Functional, Epilepsy & Oncology Neurosurgery
Mr A K Tyagi - Paediatric Neurosurgery and Vascular Neurosurgery
Mr K Deniz - Vascular and Posterior Skull Base Neurosurgery
Mr N I Phillips – Pituitary and Skull Base Neurosurgery
Mr K Patel (Locum) - Vascular
Mr S Thomson - Adult Oncology and Spinal Neurosurgery
Mr R Corns - Adult Oncology and Trauma Neurosurgery
Vacant post - Spinal Neurosurgery
Mr D Pal - Spinal Neurosurgery
Mr C Derham - Spinal Neurosurgery

The middle grade rota consists of 10 Higher Specialty Trainees participating in a 1:10 out of hours rota. This is expected to expand to 1:14, two tier rota from April 2018.

KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED

Please see Person Specification

DUTIES OF THE POST

a) General

This fellowship post is not currently approved by the Royal College of Surgeons or the Society of British Neurological Surgeons. However, it is the intention of the Neurosciences CSU to apply for recognition within the next 12 months.

The Fellowship is designed for Neurosurgical clinicians at the end of training to provide all aspects of sub-speciality training in paediatric Neurosurgery and thus prepare for a consultant role subspecialising in this field.

The fellow will be fully immersed in the Neurosurgical service. This will include a thorough grounding in the clinical management, investigation and surgical techniques for optimally managing all neurosurgical paediatric conditions.

b) Operative

The Fellow is expected to gain independent competencies in dealing with the breadth of paediatric neurosurgery procedures, including hydrocephalus (shunt & endoscopy), oncology (including supratentorial & infratentorial tumours), craniofacial and spina bifida / dysraphism surgery. Active participation in the spasticity programme is also available if desired.

c) Non-operative

The Fellow will attend specialist clinics and the Multidisciplinary meeting to gain a thorough understanding of the management of paediatric disorders.

d) Out-of-hours

The post-holder will participate in the Neurosurgical out of hours rota which includes cover of adult and paediatric neurosurgical conditions.

LEVELS OF RESPONSIBILITY

Horizontal team working with colleagues including neurosurgical clinicians, Spinal Orthopaedic surgeons, researchers and the clinical nurse specialist team is expected.

TEACHING AND RESEARCH/STUDY AND TRAINING

There are many opportunities within the department for research ranging all the way from simple audits right up to opportunities to complete a PhD.

THE LEEDS WAY VALUES

Our values are part of what make us different from other trusts, so we see this as a strength, as well as a responsibility. They have been developed by our staff and set out what they see as important to how we work. Our five values are:

- Patient-centred
- Collaborative
- Fair
- Accountable
- Empowered

All our actions and endeavours will be guided and evaluated through these values

Additionally, the following are core values which relate specifically to this post:

The beliefs and attitudes that underpin effective performance within the job role. Emphasis should be on the requirements of the role not the individual when completing this section. Examples might include: quality focus, mistakes are used as a continual learning experience, honesty, integrity etc.

CONDITIONS OF SERVICE

This post is covered by the Hospital Medical and Dental Staff (England and Wales) Terms and Conditions of Service. These documents are available on the Medical Staffing Intranet site. The post holder is required to be fully registered with the General Medical Council (GMC) and hold a licence to practice.

Standards of Conduct and Behaviour

You are required to work to the standards set out by the General Medical Council in Good Medical Practice. This includes protecting patients when you believe that a doctor's or other colleague's conduct, performance or health is a threat to them. If, after establishing the facts, it is necessary, you must follow the Trust's procedures in this matter and inform your Clinical Director or Medical Director in the first instance.

Your general conduct at work should comply with the standards set out in the Trust's document on Appraisal, in particular the section on Core Behaviours.

Leave Arrangements

All leave should be applied for in accordance with the Trust's Leave Policy, normally giving six weeks' notice of any leave, other than in exceptional circumstances.

Training

During the course of your employment, you agree to undergo whatever training the Trust deems necessary. This may include, but is not limited to, induction training, professional development and safe working practices. Funding of such training will be in accordance with the Trust's Staff Development Policy.

Health & Safety

The Trust has a responsibility to provide a safe working environment for all staff. As an employee/supervisor/manager you are responsible for your own safety and that of others. This will require you to comply with the Trust arrangements for Health & Safety and Risk Management. As a supervisor/manager, you will be responsible for ensuring your team work in a safe manner and are competent to do so.

Equality & Diversity

The jobholder must comply with all policies and procedures designed to ensure equality of employment and that services are delivered in ways that meet the individual needs of patients and their families. No person whether they are staff, patient or visitor should receive less favourable treatment because of their gender, ethnic origin, age, disability, sexual orientation, religion etc.

The Trust's Equality and Diversity Policy ensures that barriers to employment for disadvantaged groups are identified and removed, and that no person is treated less favourably on the grounds of their race, ethnic group, religion, impairment, age, gender, sexual orientation or mental health status. Reasonable adjustments will be made for disabled applicants and post holders where required.

Smoking Policy

The Leeds Teaching Hospitals NHS Trust recognises the serious hazards to health caused by smoking and has adopted a strict no smoking policy. Under the terms of our No Smoking Policy, staff, visitors and patients will not be permitted to smoke at any time or in any part of Trust property, whether inside or outside the hospital buildings.

Rehabilitation of Offenders Act & DBS Disclosure

This position involves access to patients during the normal course of duties and is therefore subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975. As such you must reveal any information which you may have concerning convictions which would otherwise be considered as 'spent'.

An offer of appointment to this post would be subject to the express condition that the Leeds Teaching Hospitals Trust receives a satisfactory Disclosure and Barring Service (DBS, formerly CRB) Disclosure which will check the existence and the content of any criminal record received.

The Trust has the right to withdraw an offer or employment if not satisfied of a candidate's suitability for this position by reason of criminal record or antecedents, especially in cases where no declaration of criminal proceedings has been made on a candidate's application form or DBS Form. The Trust reserves the right to determine this issue at its sole discretion. If you are appointed to this post you will be asked to complete a 'DBS Disclosure Application Form' which will be submitted to the DBS.

Leeds Teaching Hospitals NHS Trust has a Policy Statement on the Recruitment of Ex-offenders which is available on request.

Infection Control

The jobholder must comply at all times with the Leeds Teaching Hospitals NHS Trust Infection Control policies, in particular by practicing Universal Infection Control Precautions. Hand hygiene must be performed before and after contact with patients and their environment.

Patient and Public Involvement

The Trust has a statutory duty to involve patients and public in evaluating and planning services. All staff have a responsibility to listen to the views of patients and to contribute to service improvements based on patient feedback.

Respect for Patient Confidentiality

The jobholder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.