

**Post Title:** Clinical Fellow (ST4+) in Neonatology  
**Directorate:** Women & Children's' – Division C  
**Grade:** Clinical Fellow (Equivalent ST3 or above)  
**Hours Per Week:** 48  
**Main Purpose:** **PRINCESS ANNE HOSPITAL (Southampton)**

These are 2 year appointments (1 year in the first instance but with an expectation to extend to 2 years at least assuming mutual agreement and satisfactory progress). They represent an expansion of SpR level trainees based upon an increase in capacity in particular an expansion of intensive care activity and acquisition of neonatal transport.

The Neonatal Intensive Care Unit (NICU) is a tertiary referral centre with combined medical and surgical facilities within the South Central Neonatal Network.

University Hospitals Southampton (UHS) Neonatal Intensive Care Unit (NICU) is based with maternity services at the Princess Anne Hospital. The neonatal unit has 36 cots: 22 intensive care (IC) /high dependency (HD), 14 special care and a 6 bedded transitional care. It is a lead centre within the South Central Neonatal Network. In 2012 there were over 6300 deliveries, with 900 neonatal admissions (165 ex utero transfers) resulting in 4450 IC and 2000 HD bed days. The neonatal unit provides cares for medical and surgical neonates and provides a service to both the local population and those referred in and ex-utero for specialist neonatal and subspecialist expertise.

A full range of neonatal intensive care is available including high frequency oscillatory ventilation, nitric oxide and therapeutic hypothermia. Certain surgical procedures including laparotomies, PDA ligations and retinopathy laser are carried out on the NICU. There is a regional fetal medicine service within the maternity services and University of Southampton NHS Trust is a designated centre for paediatric cardiology services. Access to other tertiary paediatric services such as, surgical, respiratory, endocrinology, nephrology, neurology & neurosurgery, ENT, PICU, urology, gastroenterology, ophthalmology and genetics means that most complex neonatal problems can be dealt with on-site. Neonatal transport occurs between the NICU and the main hospital site Southampton General Hospital.

The case mix includes, in addition to the more common neonatal problems, a significant throughput of extremely premature infants including around 100 infants per annum of 28 weeks or less and a wide variety of surgical, cardiac and neurological problems. The Unit's activity has been 2500 – 2800 Level 1 Intensive Care days/annum and a further 1000 Level 2 High Dependency days. Around 150 babies are ventilated per annum.

Our medical team consists of 9 Consultants (7 WTE) and a junior medical team comprising STs 1-3, 4-8, neonatal Grid trainees, academic clinical fellows, research fellows and ANNPs. Current staffing enables a 3<sup>rd</sup> tier of non-consultant resident medical cover out of hours. There is an extensive nursing and multi professional team which includes family support, neonatal nursing outreach, technicians, neonatal physiotherapy, neonatal dietetics, pharmacy, speech and language, surgical nursing and access to sub speciality nurse specialists and community Paediatric nurses. There are weekly multidisciplinary neonatal nutrition, neonatal neurology and paediatric ID/microbiology ward rounds with bi-weekly paediatric ultrasonography sessions. There are strong working relationships with obstetrics, midwifery, paediatric sub specialities and PICU colleagues.

In addition to the clinical work load there is an active programme of Academic and Research activity within the department. Southampton University is in receipt of substantial research grants aimed at improving translational research within the NHS. The Neonatal Service is actively involved with a number of projects involving nutrition and growth and respiratory disease in the neonate. Professor Howard Clark (Professor of Child Health) has major current research interests in surfactant proteins complementing a long established research interest in surfactant composition and function. Dr. Alison Leaf has recently joined the neonatal team and is leading on projects related to neonatal nutrition and outcomes. Dr. Brigitte Volmer is a Paediatric Neurologist with a focus on the neonate with interests in Neonatal MRI of the brain and long term developmental follow-up programmes. It is anticipated that there will be ample opportunities for interested individuals to become involved in active research projects, with flexibility in job plans to facilitate participation.

There is a wide variety of clinical activity and thus these posts would suit either those individuals with substantial clinical experience wishing to extend their CV prior to finishing their training or those hoping to consolidate their clinical experience. There is the potential to develop expertise in an area of special interest and opportunity to develop cranial ultrasound and echocardiography skills together with managerial and leadership skills appropriate for level of training.

There may be the opportunity to extend this period of training by rotations to other neonatal services in the Network or other relevant specialities (Paediatric Cardiology, PICU).

**Key Working Relationships:**

**Consultants in Neonatal Medicine:**

Prof. Howard Clark  
Dr. Helen Fielder  
Dr. M. Hall  
Dr. R. Ironton  
Dr. A. Leaf  
Dr. A. O'Donnell  
Dr. Victoria Puddy  
Dr. Freya Pearson  
Dr Alok Sharma  
Dr Neelam Gupta  
Dr S Davidson  
Dr. Brigitte Volmer (Neonatal Neurology)

**Paediatric Surgeons:**

Mr. David Burge  
Mr. Mervyn Griffiths Ms.  
Lara Kitteringham Mr.  
Henrik Steinbrecher Mr.  
Robert Wheeler  
Mr. Mike Stanton  
Miss. Anjali Khakha

**Consultants in Fetal Maternal Medicine:**

Mr. David Howe  
Miss Karen Brackley  
Mr. Matthew Coleman  
Dr Raji Parasuraman

**High Risk Obstetrics:**

Ms. Jillian Connor  
Miss Jo Mountfield  
Miss Pippa White

**Neonatal SpRs (Specialist Registrars):**

At any one time there are 7 WTE SpRs training either in neonatology or paediatrics with an interest in neonatology based on the Unit. All of them have had tertiary level neonatal experience. An experienced neonatal SpR is always available within the Princess Anne Hospital for advice and support of more junior team members. When working or covering the neonatal service the SpR has no other commitments. In addition a number of Academic Fellows contribute to the out of hours component of the Unit cover.

**General Duties:**

**Study and Training**

All new employees receive a comprehensive induction programme to familiarise them with the functioning of the hospital, the Trust's procedures and issues of clinical governance. In addition there is a specific induction to the Princess Anne Neonatal Unit and the relevant areas of perinatology. The induction covers aspects of basic neonatal care and resuscitation techniques. Consultant supervision and advice is available at all times.

There is a comprehensive Medical Library available on the Southampton General Site, which forms part of a dynamic Postgraduate Medical Education Centre. A Clinical Skills training facility is available to all grades of Medical and Nursing Staff and there is a range of Neonatal and Paediatric manikins for procedure training. Training using neonatal simulation manikins has recently been introduced on the neonatal unit on a regular basis.

Within the Neonatal Unit there is a library of Neonatal texts. There is Internet access to facilitate literature searches and to access on-line educational resources.

All trainees within the department are allocated an Educational Supervisor who will be one of the Neonatal Consultants. A personal development plan will be made at the beginning of the post to suit the individual's training needs. Progress will be monitored by regular appraisal. It is expected that the post holder will use the Neonatal CSAC syllabus as a guide to their requirements.

It is expected that the post holder will partake in Audit activity during the course of the post and be involved in the development and updating of the unit's Clinical Guidelines.

The range of educational opportunities available within the Department includes a weekly labour ward meeting discussing perinatal management of specific cases, a weekly fetal maternal medicine educational meeting, a weekly educational "grand round", followed by a neonatal case presentation or topic discussion session, a weekly Journal Club meeting and a weekly neonatal surgical education meeting. Monthly there is an antenatal diagnosis discussion group, a perinatal audit and morbidity/mortality meeting and a genetics meeting. The South Central Neonatal Network holds a series of educational meetings aimed primarily at SpR educational requirements and there is an active programme of simulation training activity on the unit. An extensive range of educational opportunities exist within the perinatal service including genetics, fetal medicine, fetal and neonatal cardiology.

Long term outpatient follow-up of developmentally 'at-risk' children is considered an important part of the Neonatal service and SpRs will have the opportunity to be involved in this running their own list in clinic with consultant

advice and support available.

The exact configuration of the timetable will be negotiated as part of the development of the Individual Learning plan with the Educational Supervisor.

Unit trainees take part in a full-shift pattern of working to cover the out of hours service. The Banding for Whole Time Post is recognised as 1A.

All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.

All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.

**Health and Safety:**

Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare.

**Infection Prevention and Decontamination of Equipment:**

All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.

**Child Protection/Safeguarding**

All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.

**Confidentiality**

All employees of Southampton University Trust are reminded of the need to treat all information, particularly clinical and management information, as confidential.

**Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.**

This job description will be reviewed yearly as part of the annual individual performance review, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.

**Last Updated**

30 August 2015

**Person Specifications**

Requirements	Essential	Assessed	Desirable	Assessed
<b>Qualifications</b>				
Basic	MBBS or equivalent	Application form	BSc (or other intercalated degree) other degrees/ qualifications	Application form
Postgraduate	MRCPCH or equivalent (MD/DNB)	Application form	Undergraduate Awards	
English Language Test	IELTS (Combined score of 7.5 with individual scores of 7)	Prior to application		
<b>Experience</b> What length and type of work experience is required	Minimum of two years post registration Paediatric experience, of which 18 months must involve admission of acute emergencies and at least 6 months of level 2 or 3 neonatal care.	Application form	Additional experience in Paediatric Medicine or other related specialty beyond 2 years General Paediatric experience. Some research experience	Application form
<b>Ability</b>				
Knowledge and clinical skills	Proven ability to manage acute paediatric emergencies	Application form and interview	NLS/NALS/PALS/ANLS	Application form
	Proven ability to prioritise tasks	Application form		
	Good insight into own abilities and experience	Application form and interview		
	Importance of and ability in communication with patients and their carers	Application form and interview		
Technical Skills	Proven competence in venous and arterial sampling, and lumbar puncture	Application form and interview		
Motivation and Aptitude for the Specialty	Commitment to neonatal medicine	Interview		
	Ability to self-direct own learning and time	Application form and Interview		

JOB DESCRIPTION