SPECIALTY TRAINING PROGRAMME IN PAEDIATRICS IN HEALTH EDUCATION WESSEX

This is an 8-year training programme in Paediatrics commencing at ST1. There may be opportunities to enter into the training programme at higher levels if the necessary competencies have been achieved. The programme is designed to support training for a CCT in General Paediatrics with opportunities to develop a subspecialty interest. The deanery also supports the paediatric National Grid higher specialist training programmes in a number of paediatric sub specialties. ST1-3 training in paediatrics can also serve as core training prior to entering further training programmes such as genetics, paediatric radiology and paediatric dermatology.

Details of essential competences and qualifications are detailed in the HEE person specification for Paediatrics at ST1 which is available from http://specialtytraining.hee.nhs.uk

This 8 year Specialty Training programme will allow the successful applicant to achieve the award of a Certificate of Completion of Training (CCT) in Paediatrics, subject to satisfactory progression.

The programme is based in hospitals in Health Education Wessex including:

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<th>HOSPITAL</th>
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<td>Basingstoke and North Hampshire Hospital</td>
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<td>Dorset County Hospital</td>
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<td>Poole Hospital</td>
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<td>Queen Alexandra Hospital</td>
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<td>Salisbury District Hospital</td>
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<td>Princess Anne Hospital</td>
<td>Southampton</td>
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<td>Royal Hampshire County Hospital</td>
<td>Winchester</td>
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Health Education Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.

The work of the Deanery is guided by the principles embedded within the NHS constitution.

**Rotation Information**

All trainees will rotate between district hospitals in the Region and the regional centre in Southampton. Each posting is for a 6-12 month period with commencement dates in March and September in keeping with the National Grid Programme for subspecialist training and the commencement dates of paediatric rotations in most other Deaneries. Rotations typically occur as follows:

- **ST1** – Trainees typically spend 6 months in a general paediatric posting and 6 months in a busy neonatal unit.

- **ST2** – Most trainees spend this year in University Hospital Southampton NHS Foundation Trust where they gain exposure to some of the paediatric specialties including respiratory, allergy and infectious diseases,
gastroenterology, endocrinology, neurology, oncology, nephrology, paediatric surgery including urology, paediatric cardiology and paediatric intensive care.

- **ST3** – Trainees will spend 6 months in neonates (usually in a different unit to their ST1 attachment) and 6 months in a District Hospital supporting the middle-grade rota. There will be opportunities to attend preparation sessions prior to commencing ST3 posts.

- **ST4-5** – Trainees generally spend this time in one area of Wessex working at a middle grade level. They will complete within this time a combination of 6 months general paediatrics, 6 months community paediatrics and 6 months neonatal intensive care and 6 months PICU depending on competencies and career aims.

- **ST6-8** – Completion of training is tailored according to the needs of individual trainees. Those looking towards a CCT in general paediatrics with an interest are encouraged and supported to undertake the RCPCH SPIN modules and will generally spend a year in a paediatric specialty posts at Southampton Children’s Hospital. The final year is generally spent in a DGH setting where the trainee is expected to function at a more senior level within the department.

Posts currently approved for National GRID training in Wessex include Emergency paediatric medicine, PICU, neonatal medicine, endocrinology and diabetes, gastroenterology, respiratory medicine, allergy. Infectious diseases, neurology, neurodisability, oncology, community child health training, cardiology.

**Training within Wessex**

The Deanery is committed to developing postgraduate training programmes as laid down by the GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.
All posts within the training programme are recognised for postgraduate training by the GMC in accordance with their standards for training.

Study leave is granted in accordance with Deanery/Trust policy and are subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:

1. Supervise, monitor and assist the House Officer (F1) in the day-to-day management of in-patients in posts with an attached F1.
2. Liaise between nurses, F1 and F2 Doctors, patients, relatives and senior medical staff.
3. Attend and participate in ward rounds as timetabled
4. Attend outpatient clinics.
5. Take part in rostered emergency work.
6. Dictate discharge summaries.
7. Study for higher examination and maintain continued professional development.
8. Attend weekly educational and multidisciplinary sessions.
9. Undertake audit at various times throughout the rotations.
10. Teach medical students as directed.
11. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
12. Attend induction in each hospital or new department
13. Comply with all local policies including dress code, annual and study leave

Trust Generic/Specialty Information

University Hospital Southampton NHS Foundation Trust

UHS serves a tertiary referral population of approximately 2.8 million. A full general paediatric service is provided to the children of Southampton Health District which has a population of 400 000. Approximately 9000 children per year are admitted to the paediatric unit, fairly equally divided between emergency and elective cases. Annual attendance for out patients (including sub-specialties) is around 27 000. There is a 12-bedded PICU with over 800 admissions per year.
The neonatal unit is situated in Princess Anne Hospital, adjacent to Southampton General Hospital. The unit provides regional services including fetal medicine, cardiothoracic surgery and neonatal surgery.

Southampton Children’s hospital has recognised subspecialist training posts for National grid training in neonatology, paediatric emergency medicine, paediatric intensive care, neurology, neuro-disability, community paediatrics, respiratory, gastroenterology, endocrinology, allergy, infectious diseases and oncology. Training in these subspecialties and in paediatric nephrology is also available for local trainees wishing to develop a special interest.

Academic interests are strongly encouraged. The University of Southampton is one of the country’s leading research-intensive higher education institutions. There are many opportunities for postgraduate trainees to become actively involved in research activities. Academic clinical fellow, clinical lecturer and clinical fellow appointments within the Hospital’s Biomedical research Units and Welcome Trust Clinical Research Facility.

**Portsmouth Hospitals NHS Trust**

The Queen Alexandra Hospital is one of the busiest district paediatric hospital units in England and has 755 beds. It is responsible for the healthcare of a population of 536,000 of which around 110,000 are children under the age of 16 years. Portsmouth has one of the busiest neonatal units in the country. There are 25 cots in the neonatal unit of which 10 are designated for intensive care and are fully equipped for that purpose including HFOV and nitric oxide therapy. All neonatal medical problems are cared for locally according to the availability of cots.

**Winchester, Poole, Basingstoke, Salisbury and Dorchester**

There are neighbouring district general hospitals in the Wessex Region with recognised training posts. Hospital and community training posts are available to provide training and experience in key core paediatric competencies and to provide directed training at ST8 prior to consultant application.
Education and training programme

All units have established local educational programmes including journal clubs and X Ray meetings. The quality of these local educational programmes are reviewed by the School Board and deanery teams.

There is an active and integrated Paediatric Regional Education Programme (PREP) covering the RCPCH curriculum as specified on the RCPCH website (http://www.rcpch.ac.uk) and as laid down in the competencies frameworks, which are also on the RCPCH website. The programme is spread across the region and at each level is targeted at trainees' requirements, taking into account examinations as well as professional development. It provides a seamless educational structure delivered at locations accessible to all trainees. It is expected that trainees will be able to attend a minimum number of sessions throughout each year.

There is an active ST6-8 programme, run by senior trainees and designed to equip the trainee with the skills necessary for Consultant posts.

In addition to the established curriculum-training programme, there are opportunities to attend specialist meetings within the sub-specialty groupings, which are open to all trainees. All postings include regular in house weekly teaching programmes. In addition the UHS consultants and colleagues in neighbouring hospitals support informal training sessions towards the clinical parts of the MRCPCH examination. The Deanery has an excellent professional development series of courses, which are available to all trainees, include leadership skills training. The deanery's policy with regards to study leave is available on its website (http://www.wessexdeanery.nhs.uk).

Appraisal and assessment

Appraisal and assessment is orchestrated through the Wessex School of Paediatrics and its network of educational supervisors. The e-Portfolio is central to this and contains details of the curriculum and assessments required at each stage of training, a template for each trainee’s Personal Development Plan and areas for reflective learning. Copies of all the various declarations and supervision forms required for each stage of training are all contained on the e-Portfolio website.

Each trainee will be assigned an educational and clinical tutor for each training post.
Career Development and Out of Programme Training Opportunities

Training and experience time outside of the normal training programme is encouraged. Trainees are supported to undertake medical research projects to gain higher degrees MD or PHD both locally in Southampton and in other centres. Application for GRID training is supported and opportunities to undertake work or training towards this encouraged.

Out of programme experience or training is also encouraged for quality improvement initiatives, overseas working etc and the Wessex Deanery has well established QI and Global Health links.

In addition to this Wessex Courses and Conference Centre provides a wide range of personal and professional development courses which trainees are encouraged to attend.

There are many on-going trainee initiatives including STriPES (Specialist Trainees with an Interest in Paediatric Education and Simulation), active in organising training for trainee doctors and nurses in both paediatrics and general practice; organisation of the regular Wessex Paediatric training meetings; involvement with various quality initiatives including the Wessex PIER (Paediatric Innovation Education and Research) and Wessex Healthier Together projects.

There is an active paediatric trainee committee with representation both at the Wessex School Board meetings and nationally at RCPCH

Main Conditions of Service

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses.
Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department).

4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

Hours

The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours must not exceed 56 hours in a week (New Deal Contract requirements) across all their employments and any locum work they do: http://www.nhsemployers.org/your-workforce/need-to-know/european-working-time-directive.

Pay

You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time. The pay scales are reviewed annually. Current rates of pay may be viewed at: http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/agenda-for-change-pay. Part-time posts will be paid pro-rata.

Pay supplement

Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement.
at the rates set out in paragraph 22 of the TCS. The current pay scales may be viewed at: [http://www.nhsemployers.org/](http://www.nhsemployers.org/). The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

**Pension**

You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

**Annual leave**

Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.


**Sick pay**

Entitlements are outlined in paragraphs 225-240 of the TCS.

**Notice**

You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.

**Study leave**

The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.
Travel expenses

The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

Subsistence expenses

The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.

Relocation expenses

The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at: [http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars](http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars). You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on [www.wessexdeanery.nhs.uk](http://www.wessexdeanery.nhs.uk)

Pre-employment checks

All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at: [http://www.nhsemployers.org/your-workforce/recruit/employment-checks](http://www.nhsemployers.org/your-workforce/recruit/employment-checks).

Professional registration

It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.
Health and safety

All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

Disciplinary and grievance procedures

The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

Educational supervisor

The employer will confirm your supervisor on commencement.

General information

Health Education Wessex’s management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at www.wessexdeanery.nhs.uk and in the national ‘Gold guide’ to Specialty Training at: http://specialtytraining.hee.nhs.uk/news/the-gold-guide/.