SPECIALTY TRAINING PROGRAMME IN PAEDIATRICS IN WESSEX DEANERY

This is an 8 year training programme in **Paediatrics** at ST4 aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to support training for a CCT in **Paediatrics**. Details of essential competences and qualifications are detailed in the MMC person specification for **Paediatrics** at ST1 which is available from [www.mmc.nhs.uk](http://www.mmc.nhs.uk).

It is anticipated that this training programme will support a CCT, CESR or CESR/CP in Paediatrics subject to satisfactory outcome of the Annual Review of Competence Progression (ARCP).

The programme is based in hospitals in the Wessex Deanery including:

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<tr>
<th>HOSPITAL</th>
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<tr>
<td>North Hampshire Hospital</td>
<td>Basingstoke</td>
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<tr>
<td>Dorset County Hospital</td>
<td>Dorchester</td>
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<td>Poole Hospital</td>
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<tr>
<td>Queen Alexandra Hospital</td>
<td>Portsmouth</td>
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<td>Salisbury District Hospital</td>
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<td>Southampton General Hospital</td>
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<td>Princess Anne Hospital</td>
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<td>Ashurst Hospital</td>
<td>Southampton</td>
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<td>Royal Hampshire County Hospital</td>
<td>Winchester</td>
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Wessex Deanery is a relatively small deanery with a defined geographical area which does lead to there being a single unit of application. In the majority of cases successful candidates will be asked to preference their choice of location for either one or two years. Some specialties will require successful candidates to preference both commencing location and specialty. Future placements will be based, as normal, on individual training and educational needs. Please note that applications are to the Wessex Deanery as a whole. This may mean that you may be allocated to any geographic location within the Wessex Deanery depending on training needs.

The Wessex Deanery covers a geographical area from Basingstoke in North Hampshire to Dorchester in West Dorset and the Isle of Wight to the South; in addition some programmes rotate to Jersey and Chichester in West Sussex. This is a spread of approximately 65 miles North to South and 76 miles East to West. The Wessex Deanery serves a population of around 2.8 million people.

The Wessex Deanery is part of South Central Strategic Health Authority which covers Berkshire, Buckinghamshire, Oxfordshire in the north (under Oxford Deanery) and Hampshire and Isle of Wight. In addition, Wessex Deanery provides training programmes within Dorset and South Wiltshire under a formal agreement with the South West Strategic Health Authority. The Wessex Deanery is responsible for the training of some 2,500 trainees.

**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 sub-specialist 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 Southampton University Hospital 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. There is a community paediatric training programme that operates during this year.

ST3 – Depending on their competencies, trainees might spending a further 6 months in neonatology at one of the level 3 units, 6 months in PICU or 6 months in a district general hospital supporting a middle grade rota.

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 generally spend at least a year in one of Southampton’s paediatric specialty posts. 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.

**Study and Training**

The primary aim of all posts is the training programme developed and there is a region wide syllabus and minimum standards of education agreed by all Trusts within the rotation.

The Deanery is committed to developing postgraduate training programmes as laid down by 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 General Medical Council (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 Information

Southampton University Hospital NHS Trust 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. The Southampton Children’s Hospital has recognised sub-specialist training posts in neonatology, paediatric intensive care, neurology, neurodisability, respiratory, gastroenterology (in association with the London deanery) and allergy, immunology and infectious diseases within the national grid. The region also supports higher specialist training in community paediatrics. Specialist interest training is available in respiratory, endocrinology, gastroenterology, nephrology, oncology, cardiology, and allergy. Academic interests are strongly encouraged. The University of Southampton is one of the country’s leading research-intensive higher education institutions. The School has embarked on a wide ranging strategy to help secure a 5* or equivalent in the next RAE and to provide a research environment which will allow the School of Medicine to secure a long term future as a leading biomedical research institution. 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 Wellcome Trust Clinical Research Facility.

Portsmouth Hospitals NHS Trust is one of the busiest district paediatric hospital units in England. 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. The trust comprises two Acute Hospitals, St. Mary’s on Portsea Island, with 573 beds and Queen Alexandra at Cosham with 494 beds. 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** 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.

**Curriculum**

All training and teaching on the Wessex Paediatrics specialty training programme are designed in line with the curriculum as outlined by the Royal College of Paediatrics and Child Health. [http://www.rcpch.ac.uk/](http://www.rcpch.ac.uk/)

**Teaching**

In addition to the established curriculum-training programme mentioned above, 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 SUHT 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/quality_management__policies/policies_and_procedures.asp](http://www.wessexdeanery.nhs.uk/quality_management__policies/policies_and_procedures.asp)

**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 (or 52-hours if working on a derogated rota) 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/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx

**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 payscales are reviewed annually. Current rates of pay may be viewed at http://www.nhsemployers.org/PayAndContracts/Pay%20Circulars/Pages/PayCircularsMedicalAndDental.aspx 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 payscales may be viewed at xx. 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.

The TCS may be viewed at http://www.nhsemployers.org/PayAndContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx

**Sick pay**

Entitlements are outlined in paragraphs 255-240 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.nhsemplemployers.org/PayAndContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx](http://www.nhsemplemployers.org/PayAndContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx)

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.nhsemplemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx](http://www.nhsemplemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx)

**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**

The Deanery’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](http://www.wessexdeanery.nhs.uk) and in the national ‘Gold guide’ to Specialty Training at [http://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx](http://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx)