

Job title:	Locum Consultant Paediatric Oncologist
Division:	Paediatrics and Adolescents
Board/corporate function:	Specialist Hospitals Board
Salary band:	£93,666 to £126,281
Responsible to:	Divisional Manager (Paediatrics and Adolescents)
Accountable to:	Divisional Clinical Director (Paediatrics and Adolescents)
Hours per week:	10 PAs
Location:	University College Hospital

The Children and Young People's Cancer Service (CYPCS) at UCLH is in the exciting position of being able to offer 2 locum consultant posts in paediatric oncology.

The job plan would offer candidates an opportunity to gain experience in teenage neuro-oncology and the other solid tumours of this age group (older cohorts of paediatric embryonal tumours; germ cell tumours, LCH, thyroid cancer and younger cohorts presenting with adult cancers). There is also an exciting opportunity to be at the forefront of concurrent active management for children and teenagers referred for photon/ proton/ stereotactic and brachytherapy and participate in the medical management of those undergoing molecular radiotherapy. The roles would include out of hours support to the children and young people with sarcoma.

The teenage neuro-oncology service is integrated with the adult MDT at the National Hospital for Neurology and Neurosurgery (NHNN) for those over 16 years, and the Great Ormond street MDT for children aged 13 – 16 years, offering a seamless service through adolescence, TYA and transition to adult care to young people presenting with all forms of brain or spinal tumours from across the North Thames area. The post holders will collaborate with a range of MDT professionals to support optimal pre-habilitation and neuro-rehabilitation. National leaders for clinical oncology and expertise from neurology, neurosurgery, neuropsychology across paediatric and TYA sub-specialists is nested within the MDT

The TYA neuro-oncology service provides developmentally appropriate care and drives improvements in functional outcomes. Being supported within a dedicated TYA unit with access to world class research resources at UCL and the Tessa Jowell Brain Tumour centres of excellence at NHHN and GOSH/UCLH allows seamless networking of the specialist MDTs; and opportunities to innovate via existing and new research partnerships.

The other main tumour groups within this age are represented by specialist site-specific MDTs at UCLH and we would encourage the post holders to develop their own interests complementary to the practices of the other established team members.

The CYPCS at UCLH has a unique case mix compared with other paediatric and adolescent oncology centres in the UK or Europe. It encompasses the largest paediatric radiotherapy centre in the UK, which is one of only two national referral centres for proton beam therapy and is the national referral centre for brachytherapy and molecular radiotherapy in children and adolescents; It is also part of the largest sarcoma service in Europe and is home to the largest teenage/ young adult unit. With the planned expansion of the service following the opening of the paediatric and adolescent PBT service, we are now looking to augment the current team with these locum posts to support this growth– with a view to formulating established posts in due course.

The post holder will join a group of paediatric and adolescent oncologists, clinical oncologists and haematologists working in partnership with Great Ormond Street Hospital, as part of a joint primary treatment centre (PTC); and will also work with the adult neuro-oncology team at Queen's square (The National Hospital for Neurology and Neurosurgery (NHNN)). The paediatric and adolescent oncologists have a dedicated attending and out of hours on call rota but oncology and haematology teams work together to support research, clinical and research governance, teaching, training and mentoring.

The clinics and services are divided between the oncology team to attempt to ensure equitable workloads and the opportunity to site specialise. The aim is for at least 2 practitioners to share the responsibilities of each of the tumour group – TYA neuro-oncology, TYA LCH, molecular radiotherapy, rare tumours, germ cell tumours, thyroid cancers, breast and sarcoma. In addition to disease specific leadership opportunities, there is also an exciting prospect for leadership development in cellular therapies and oncology leadership within the autologous stem cell transplant programme.

As a joint centre with the Great Ormond street Unit, robust pathways for optimal care for children under 13 years have been developed across both sites. The CYPCCS is otherwise fully integrated with all adult oncology specialties and site-specific MDTs at UCLH (for expert advice, access to clinical trials and support); and embedded within the paediatric division. There are currently 20 inpatient beds in the UCLH Tower for the TYA age group and a further 10 – 15 beds for inpatient/ ambulatory care of children, including at least 2 lead lined suites for the national therapeutic molecular radioisotope service. Within the UCLH Macmillan cancer centre is a state-of-the-art facility for TYA, offering inpatient chemotherapy protocols in a ground-breaking ambulatory care setting supported by local hotels – treating at least 100 new patients per year.

Diagnostic services within UCLH include functional imaging (PET CT and MRI) and molecular radioisotope scans. The neuropathology services at both Queen's square and GOSH deliver diagnostic services that meet all critical key performance indicators and in addition provide extensive, clinically relevant molecular profiling of high grade and low-grade gliomas – as well as childhood small round cell tumours and ependymomas. The service for whole genome sequencing is currently being embedded in front line care.

Palliative care includes access to highly specialised professionals on site and acute interventional pain services; and access to a network of peri-patetic services via the Louis Dundas unit at Great Ormond street for those under 16 years and Macmillan Cancer care services for the older age group; with appropriate links to hospices.

Our world class radiotherapy services are equipped with the latest radiation technology to provide a wide range of specialist and state-of-the-art treatments. These include Rapidarc Intensity Modulated Radiotherapy (IMRT) and stereotactic radiosurgery (SRS) which is delivered using both the gamma knife based at NHNN and the Trubeam Linear Accelerator at UCLH. UCLH is home to one of only two national proton beam radiotherapy centres, and after opening in October 2021, receives paediatric referrals from across the United Kingdom.

Research activities are closely integrated with the NIHR Clinical Research Facility (CRF) and the National Institute for Health Research Biomedical Research centre (BRC) (a partnership between UCLH and UCL) – as well as joint collaborations with the Institute of Child Health. A wide portfolio of phase 1 – 3 clinical trials is at the core of CYPCCS activity, supported by a large clinical trials research team; with a mission to facilitate the translation of basic science from adult and paediatric arenas into improved patient care through diagnostics and therapies.

Clinical and research governance are key tenets of the CYPCCS with quality improvement and safety embedded in the consciousness of every member of our MDT..

We pride ourselves on delivering education and teaching opportunities, internationally and nationally for undergraduate and postgraduate trainees; particularly as the exposure to such a large range of TYA sub-specialty expertise carries a responsibility to be at the vanguard of innovation and best care for this unique patient cohort.

University College London Hospitals NHS Foundation Trust

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing)
- National Hospital for Neurology and Neurosurgery
- Royal National Throat, Nose and Ear Hospital
- Eastman Dental Hospital
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases
- University College Hospitals at Westmoreland Street

The delivery of the vision is through four values

Safety and wellbeing

Deliver the best outcomes	Keep people safe	Reassuringly professional	Take personal responsibility
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Kindness

Respect individuals	Friendly and courteous	Attentive and helpful	Protect your dignity
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Teamwork

Listen and hear	Explain and involve	Work in partnership	Respect everyone's time
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Improving

Courage to give and receive feedback	Efficient and simplified	Develop through learning	Innovate and research
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The Trust is closely associated with University College London (UCL). UCL is one of the UK's premier research and teaching universities, has one of the largest Biomedical Faculties in Europe, and is consistently ranked within the top 20 global universities. UCL/UCLH form one of the UK's Biomedical Research Centres, and are a cornerstone of UCLPartners, one of the first national Academic Health Science Centres. UCLP's purpose is to translate cutting edge research and innovation into measurable health gain for patients and populations nationally and internationally, Child Health is a core theme of the program. More information is available on www.uclpartners.com.

UCL Medical School (UCLMS), forms the largest element of the UCL Faculty of Medical Sciences (FMS), which is one of 4 faculties within the UCL School of Life and Medical Sciences, and comprises 7 Divisions and Institutes:

- UCL Medical School
- UCL Division of Medicine
- UCL Cancer Institute
- UCL Division of Surgical & Interventional Sciences
- UCL Division of Infection & Immunity
- UCL Eastman Dental Institute
- Wolfson Institute for Biomedical Research

The Cancer Institute hosts the majority of cancer research at UCL and other significant activities across the campus are incorporated in the Cancer Domain within the School of Life and Medical Science. The UCL Cancer Institute seeks to integrate basic, translational and clinical research, and is in a unique position to exploit the interdisciplinary nature of UCL by engaging engineering, physics, life sciences and nanosciences to transform cancer research.

The CI is affiliated with a number of teaching and specialist hospitals in central London, including University College London Hospital (UCLH); Royal Free Hospital; and Great Ormond Street Hospital for Sick Children. The Institute's activities and space are spread across 5 buildings, the Paul O'Gorman Building being the central research hub, with >200 scientists studying basic and translational aspects of cancer research. The Institute has GCLP and CPA Laboratories, is covered by an HTA licence, and UCL-AD (UCL Advanced Diagnostics) is the accredited pathology research and development arm of the Institute.

In 2006 UCLH/UCL was awarded National Institute for Health Research Comprehensive Biomedical Research Centre status. This prestigious award, for an initial 5 years and successfully renewed recently, is recognition of the UCLH/UCL partnership's leading role in translational research and its international reputation for high quality biomedical research. The UCLH/UCL CBC provides the structure for the development of the UCLH/UCL translational research strategy, which is organised into 4 strategic themes reflecting the clinical and academic research strengths of the UCLH/UCL partnership. The Cancer theme is one of the key themes in the CBC structure.

The services we provide

UCLH provides high quality accident and emergency, general medical and general surgical services to the people who live, work and visit north central London. In addition, the hospital group is home to many specialist services, which attract patients from all over the UK.

Some of the key services are:

- ◆ Cancer services
- ◆ Cardiac services

- ◆ Infectious diseases
- ◆ Neurosciences
- ◆ Oral health
- ◆ Women's health.

Our Staff

The Foundation Trust has a combined staff of 6,000. Roughly 17% are doctors and dentists, 32% nurses or midwives and 51% are allied healthcare professionals, scientific and technical staff, managers, administrators and support staff; other key services such as catering, portering and domestic services are provided by our external partner, Interserve.

Our Patients

Every year we treat close to 60,000 patients in hospital, either as inpatients or day cases. We also see nearly 500,000 outpatients per year. The majority of our patients are from our closest health authority areas: Camden, Islington, Kensington, Chelsea, Westminster and Haringey and the north Thames area in general.

The Trust will be able to treat patients in a state-of-the-art hospital environment of which we can be proud. This includes embracing modern technology and techniques to ensure that the Trust continues to fulfill its part in meeting the health needs of both local residents and those from further a field requiring specialist care.

Further information about the Trust, its strategic direction and hospitals can be found on the UCLH Website @ www.uclh.nhs.uk

The Trust utilises a new Electronic Health Record System ("Epic") which went "go-live" in March 2019. Epic replaces multiple separate electronic systems, providing an integrated platform to support patient care. Patients and other healthcare providers will be able to access their health records, and communicate with hospital staff more directly. It offers many opportunities to integrate safety and quality improvement into day-to-day activity. Through its data warehouse, there are untold opportunities for both hypothesis generating and hypothesis testing research at patient and population levels. UCLH has just embarked on a programme of work with The Alan Turing Institute to harness the power of data science and artificial intelligence to support clinical decision making to make services safer, quicker and more efficient.

Children and Young Peoples (CYP) Division

The Paediatric & Adolescent division, together with Women's Health, Queen Square division, the Eastman Dental Hospital and the Royal National Throat Nose and Ear hospital form the Specialist Hospitals Clinical Board.

The Medical Director of the Board is Dr Tim Hodgson. The Divisional Clinical Director for the CYP division is Dr Sara Stoneham. The divisional manager is Toral Pandya and the Matron for Children and Young People's Cancer is Eleanor Tyrrell.

The CYP Division consists of several departments, covering integration with primary care, secondary care, tertiary and national referral services. These include General Paediatrics and Adolescents (lead Dr Christina Petropoulos and Dr Sarah Eisen), Children and Young People's Cancer Service (CYPCS, lead for teenagers and young adults Dr Vicky Grandage, lead for paediatrics Dr Maria Michelagnoli), Child and Adolescent Mental Health (lead Dr Mike Grozsmann), Specialist services for paediatrics and adolescents (lead Dr Terry Segal).

Around 19,000 children and young people each year attend the emergency department, a new state of the art project will open again 8.4.21 utilising SDEC pathways and PAU facilities with paediatric ED teams and acute paediatric collaboration. Acute admissions of children and teenagers are to age-specific wards on the 11th and 12th floor of the hospital tower. Our adolescent unit is the largest in Europe and one of which we are proud. A single oncology service for 0-19 years has been established between Great Ormond Street Hospital and UCLH. There is an adolescent endocrinology service offering transition for young people from Great Ormond Street Hospital and a regional Diabetes service. Consultants in this field are employed jointly between UCLH and GOSH. The Child & Adolescent Diabetes Service at UCLH is the leading service in the UK, having the best results in the 2016 National Paediatric Diabetes Audit and the largest insulin pump service in the UK.

Total admissions across the Trust for children and teenagers are over 6,000/year and the wards take all children and teenagers admitted to the Trust including general paediatrics, surgery, urology, orthopaedics, ENT, dentistry and maxillo-facial surgery. Babies from the neonatal unit with chronic lung disease and drug withdrawal are also sometimes transferred to the paediatric ward. All children and teenagers are under the care of a general or specialist paediatrician, even when other specialty teams share care.

At UCH there are dedicated children's and adolescent's outpatient areas, with general paediatric clinics and many specialty clinics including neonatology, diabetes, adolescent endocrinology, asthma, allergy, epilepsy, infectious and tropical diseases, migrant health, adolescent rheumatology, haemoglobinopathy, urogenital problems, adolescent health, obesity, specialist child protection, paediatric surgery, adolescent gastroenterology and gynaecology. The Trust has a policy that all children should be seen in an age appropriate area by suitably trained staff, and many of the "adult" specialists who see children have moved their paediatric practice to this area. Play specialists / activity coordinators are in all clinical areas (14 in total). We are fortunate to have a liaison psychological medicine team supporting the secondary and complex tertiary work that we undertake. The team consists of a number of psychiatrists, psychologists and psychotherapists. We have a strong team of children's specialist nurses (CNS's) particularly in the fields of allergy, asthma, infectious diseases and migrant health, endocrinology, diabetes, urology and adolescents.

Our leading level 3 neonatal unit forms part of the Women's Health Division alongside maternity services and the North Central London perinatal centre. These are situated in the Elizabeth Garrett Anderson Hospital on the UCH site.

Academic Paediatric Links

The Paediatric & Adolescent Division at UCLH has very strong academic links with the Population, Policy and Practice (PPP) programme at the UCL Institute of Child Health, led by Prof Monica Lakhanpaul. A number of senior academics from the programme undertake all their clinical work at UCLH, including Professors Terence Stephenson, Russell Viner and Alastair Sutcliffe and Dr Eddie Chung (Senior Lecturer in Child Health). The PPP Programme also has numerous junior academic paediatricians linked with UCLH, including 3 Clinical Lecturers, 2 research fellows and several Academic Clinical Fellows. The academic teams are well integrated with the clinical service. In addition, Dr Dougal Hargreaves works academically at Imperial College and clinically in the General Paediatric team at UCLH.

Consultant Medical Staff

Consultant medical staff in the CYPCS

Haematology/BMT/CarT cells:

Dr Victoria Grandage (Lead for TYA)

Dr Stephen Daw

Professor Rachel Hough

Dr Ben Carpenter

Dr Valeria Fiaccadori

Dr Katherine Clesham

Solid tumour oncology

Dr Sara Stoneham (Divisional Clinical Director)

Dr Maria Michelagnoli (Lead for Paediatric Oncology) – (sarcoma)

Dr Carmen Soto (Paediatric oncology lead for RT, neuro-oncology)

Dr Ajla Wasti – sarcoma and PBT

Dr Rachael Windsor (Lead for Joint UCLH/GOSH PTC) – (sarcoma)

Locum TYA medical oncology (sarcoma)

Prof Sandra Strauss – medical oncologist (sarcoma)

(Dr Naomi Fersht – medical oncology lead for brain tumours (cancer division))

(2 locum posts to be included)

Paediatric Radiotherapy

Dr Mark Gaze

Dr Yen Chang – proton beam therapy lead

Dr Jenny Gains

Dr Pei Lim

Junior Medical Staff/ Senior nursing staff – CYPSCS

The divisional infrastructure is driven and supported by an innovative senior nurse team comprising a matron dedicated to CYPSCS (Eleanor Tyrrell); a nurse consultant (Lisa McGonagle); a team of 6 CNS supporting solid tumour oncology and radiotherapy and a further 3 devoted to haematologic malignancy. Advanced nurse practitioners provide

continuity of care and independent expertise in ambulatory care for TYA (2), inpatient care (3) and radiotherapy (1).

The CYPSCS supports the trainee needs and service exposure for a team of 12 WTE grid trainees/ SPIN trainees / paediatric special interests/ Internal medical graduate trainees working an on-call rota with junior and senior tiers 24/7.

Education & Quality Improvement

The paediatric and adolescent department has a very active education program. We are very fortunate to be part of an organisation that includes an education centre including a simulation facility. As well as regular educational sessions within the department that are open to all staff, there is an additional Wednesday afternoon postgraduate education program that is hosted at UCH in rotation with the Whittington Hospital and the Royal Free Hospital. We also host two APLS courses annually as well as the ST3 simulation program delivered by a faculty from Great Ormond Street Hospital, the Royal Free, Whittington Hospital and UCLH. The Division runs *Responsive In-situ Simulation for Kids* - an immersive simulation programme taking place in clinical areas in response to real clinical issues that are or are anticipated. There is a rotating monthly programme of Thursday lunchtime meetings covering journal club, M&M and QI project presentations. A range of safety activities take place within the department including frequent ward safety huddles as part of the *Situational Awareness for Everyone (SAFE)* project, for which UCLH has won an award. The Department provides undergraduate education to UCL 5th year medical students, in addition to its role as a highly regarded post-graduate training hospital for both paediatric and GPVTS specialty trainees. There are extensive opportunities for a new consultant to develop interests in any of these areas with significant corporate support available.

Research

The Department is growing its research portfolio, with several completed commercial and non-commercial studies, and a growing pipeline of new studies coming online in the near future. We have our own research nurse team within the department to support these activities. There are abundant opportunities for the post-holder to develop a research interest, both within UCLH itself and through links to partner organisations. It is anticipated that the introduction of the Electronic Health Record System will increase opportunities for this both in terms of recruitment to clinical studies and permitting database projects using routinely collected clinical data. The EHRS has been designed to permit linkage to external datasets in coming years enabling more integrated research.

Accountability

The post holder will be accountable to Dr. Maria Michelagnoli, Clinical Lead for paediatric oncology, and to Dr Sara Stoneham, Clinical Director for the Paediatric & Adolescent Division of the Specialist Hospitals Clinical Board.

Job Plan

The job plan will contain 10 Programmed Activities per week on average to be carried out on UCLH sites and includes on-call commitments. The job plan will be negotiated with the Clinical Lead soon after commencement, but would be expected to contain 1.5 supporting PAs (SPAs).

Direct clinical care (DCCs)

Direct clinical care - total 8.0 PAs

Emergency duties (including emergency work carried out during or arising from on-call) On-Call (1 PA): The post will contribute to the CYPCS acute on-call rota. This will be a 1:6 consultant on call for paediatric oncology and 1:6 weekends with ward rounds on site each day; and subsequently on call from home with return if necessary. The on-call and attending rotas are organised separately and it is common to undertake one on-call during an attending week.

Attending (1.5.5 PA): The post holder will be responsible for about 10 attending weeks per year, with clinical responsibility for acute oncology care in inpatient, ambulatory care and outpatient environments. The expectation is for the conduct of a minimum of 2 formal ward rounds per week.

Multi-disciplinary meetings or other meetings which relate directly to patient care (2.5 PAs). Core MDTs for the post holder (eg Queens square neurooncology MDT, the GOSH neurooncology and joint children's MDT; the radiotherapy MDT; and any other specialist MDT at the post holders discretion.)

Out patient clinics (2 PA). The post holder will conduct at least 2 clinics per week.

Administration directly related to the above (including but not limited to referrals & notes) (1.5 PA).

Supporting Activities (2.0 SPAs)

Supporting activities include:-

- Subspecialty Service Development
- Undergraduate teaching and examining
- Postgraduate teaching
- Educational supervisor to trainees (pending accreditation as an Educational Supervisor)
- Research, governance and quality improvement activities
- Representing the division on committees
- Personal CPD

The post holder will be expected to contribute fully to the administrative and teaching activities within the department. The number of SPAs allocated will be dependent on the teaching and other commitments.

All consultants represent the department on various committees within the Trust as well as taking responsibility for particular delegated areas according to their interests and availability. The Clinical Director, with the agreement of the other consultants, is responsible for delegating these responsibilities, including lead for audit, clinical governance, safeguarding, college tutor, and representation to Trust-wide committees covering resuscitation, antimicrobial stewardship and clinical guidelines. Further roles benefiting the Division include significant contributions to education and training.

The post holder will contribute to the teaching of medical students and junior doctors. He/she will participate in the weekly postgraduate meetings of the paediatric department as well as audit, governance and training meetings. He/she will contribute to the teaching programme for paediatric trainees and will be an educational supervisor. He/she will supervise juniors carrying out quality improvement projects. The post holder will contribute regularly to undergraduate teaching and will be asked to tutor small groups of students.

The post holder will be expected to contribute to and participate in governance activities in depth and breadth. A strong desire to improve governance standards is essential. The post holder will be invited to divisional staff meetings held every month in addition to an informal consultant's forum.

The award of extra SPAs will be dependent on the post-holder taking on a divisional role. The CYPCS consultants meet regularly and agree additional roles as part of annual team job planning to ensure that job plans are fair, achievable and personal choice is granted wherever possible.

Example timetables for the post are detailed below. Please note this is an outline programme and the post holder will be expected to discuss and agree a detailed job including personal and professional objectives with the clinical director / clinical lead.

Timetable & PA allocation

The job plan is annualised to 42 working weeks. Annual leave and study leave make up the remaining 10 weeks. Each post will include a commitment to 2 clinics and relevant MDTs.

The on-call (1:5) calculation equates to 1 PA per week annualised of DCC. The attending component (up to 10 weeks a year) equates to 1.5 PA per week of DCC.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	<p>8.15 – 9.00 paed oncology grand round</p> <p>SPA</p> <p>10.00 – 10.30 Minivan research (molecular RT)*</p> <p>12.30 – 13.00 neuroradiology review</p> <p>13.00 – 14.00 TYA neurooncology MDT with QS neurosurgeons</p> <p>Or ward round if attending</p>	<p>10.30 -12.00 neurooncology MDT @ GOSH</p> <p>12 – 1pm hypothalamic/pituit ary/adrenal MDT when required</p>	<p>8.00 – 8.30 Queens square (adult neurooncology MDt)</p> <p>8.30 – 10.00 CYPSC clinical governance</p> <p>10 – 13.00 Joint clinic with clinical Oncologists</p> <p>Or TYA oncology clinic</p> <p>(13.00 – 14.00 thyroid MDT**)</p>	<p>9.30 – 11 Paed psycho-social MDT</p> <p>SPA or ward round if attending</p>	<p>9.00 – 9.30 Molecular RT MDT*</p>
PM	<p>14.00-17.00: neuro-oncology clinic</p> <p>Or joint thyroid clinic (monthly)</p>	<p>SPA</p>	<p>14.00 – 15.00 – monthly paediatric oncology trials meeting</p> <p>15.00 – 16.30 TYA MDT</p>	<p>13.30 – 15.00 GOSH MDT</p>	<p>SPA</p>

***if post holder wishes to take on molecular RT practice**

****if post holder wishes to take on rare tumour practice**

Frequency of Rota Commitment	Value of supplement as a percentage of full-time basic salary	
	Category A	Category B
High Frequency: 1 in 1 to 1 in 4	8.0%	3.0%
Medium Frequency: 1 in 5 to 1 in 8	5.0%	2.0%
Low Frequency: 1 in 9 or less frequent	3.0%	1.0%

Administrative & Secretarial Support

Shared administrative and secretarial support for this post will be provided. A dedicated personal computer will be provided, within shared departmental office space. Access to the internet is provided. As the Trust moves to implementing an Electronic Health Records System these provisions will change as Epic (the chosen EHRS) contains numerous administrative functions active on mobile phones and tablets. Remote access is available to support flexible working.

General Information Relating to Terms and Conditions of Service

The post will be offered under the terms and conditions of service for Consultants [England 2003].

Basic Pay and Pay Thresholds: Basic pay is £74,504 and, subject to satisfactory job planning and review, will rise through annual threshold increases to £114,003 London Weighting is currently £2,162 per annum. Part-time Consultants will be paid pro rata to the thresholds described above, based on the number of agreed weekly Programmed Activities. The starting salary for new consultant appointments will be at the minimum of the pay scale in accordance with the Medical & Dental Whitley Council Terms and Conditions for Consultants, Schedule 14. Previous service at Consultant level or equivalent may be taken into account when determining the starting salary; please contact the Consultant Recruitment Adviser for further information. An on-call availability supplement equivalent to 5% of full time basic salary is payable for participation in the on-call rota.

The Trust is entitled at any time to deduct from the post-holder's salary, or any other monies payable to the post-holder by the Trust, any overpayment of salary or wages, under-deduction of charges, over-payment of holiday entitlement or any other sum which the post-holder may owe to the Trust and, if this is insufficient, the Trust may require payment of the balance.

The Workforce Directorate is responsible for ensuring that the Trust complies with its legal obligation, which includes any prohibition on offering an appointment, and with any requirements stipulated by regulatory bodies. It is essential that staff and patients are confident that every worker has been checked to ensure the Trust has confirmed his/her:

- Identity
- Criminal record (where applicable)
- Essential qualifications
- Professional registration
- References
- Occupational health clearance
- Eligibility to work in the UK (work permit/visa)

Clinical Governance

The post-holder will comply with the Trust's clinical governance requirements and participate in related initiatives where appropriate. This will include participating in clinical audit and review of outcomes, working towards achievement of national and local performance management targets, complying with risk management policies, and participating in the consultant appraisal process.

The post-holder will also be responsible for maintaining satisfactory patient notes and, when relevant, for entering data onto a computer database in accordance with the rules and regulations of the Data Protection Act.

Confidentiality

All employees and honorary appointees are required to exercise discretion and maintain confidentiality at all times.

Conflict of Interest

All applicants to any post within the Trust are required to declare any involvement directly with any firm, company or organisation, which has a contract with the Trust. Failure to do so may result in an application being rejected or, if discovered after appointment, that such information has been withheld, this may lead to dismissal.

Consultant Terms and Conditions

The Terms and Conditions referred to in the contract can be viewed in full on the Trust's intranet site (Human Resources/New consultant contract) or via the NHS Employers' website

(<http://www.nhsemployers.org/pay-conditions/pay-conditions-348.cfm>).

Criminal Record

In view of the nature of the work this post is exempt from the provision of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemption order 1975). Applicants are, therefore, not entitled to withhold information about convictions including those which for other purposes are "spent" under the provisions of the Act. You are, therefore, required to declare any pending prosecutions or convictions you may have, even if they would otherwise be regarded as "spent" under this Act and any cautions. In the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.

The Trust will check with the police for the existence and content of any criminal record of the successful applicant. Information received from the police will be kept in strict confidence.

The disclosure of a criminal record, or other information, will not debar you from appointment unless the selection panel considers that the conviction renders you unsuitable for appointment. In making the decision the Trust will consider the nature of the offence, how long ago and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to the Trust's published Equal Opportunities Policy.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in summary dismissal/disciplinary action if the discrepancy comes to light. If you would like to discuss what effect any conviction you have might have on your application, in confidence, for advice, please contact a Senior Officer in the Human Resources Department.

Data Protection

In accordance with the Data Protection Act (1998), the Trust is authorised, if required to do so, to obtain, process and/or use information held on a computer in a fair and lawful way. The Trust is authorised to hold data only for the specific registered purpose and not to use or disclose it in anyway incompatible with such purpose. It is further authorised to disclose data only to authorised organisations as instructed.

Equality and Diversity

To comply with the Trust's Equal Opportunities Policy and treat staff, patients, colleagues and potential employees with dignity and respect at all times.

Health and Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

Hepatitis B

All employees who perform “exposure prone procedures” should be immunised against Hepatitis B. Antibody response should be checked on a regular basis. If successful in being appointed to a post, all employees MUST report to the Occupational Health Department within two weeks of starting in post. Failure to comply with this, or the new regulations pertaining to Hepatitis B, may result in an employee being suspended from duty. For further information, either contact the HR Department or the Occupational Health Department. All matters discussed will remain confidential.

Insurance Policy

The trust accepts no responsibility for damage to or loss of personal property with the exception of small valuables handed to their officials for safe custody. Staff are therefore recommended to take out an insurance policy to cover personal property.

Ionising Radiation Use

Under the Ionising Radiation (Medical Exposure) Regulations 2000 the Trust is obliged to maintain a register of all persons entitled to act as “Practitioners” or “Operators” (i.e. to justify or to carry out a medical exposure) and to keep records of their training.

If your post includes the responsibilities of either “Practitioner” or “Operator” as defined by these regulations you must provide the Trust with evidence of training. This should include evidence of completion of an approved training course plus details of practical experience.

Please note that if, during the course of your duties, you refer a person for a medical exposure you are obliged to provide sufficient relevant clinical information to the Practitioner to justify the use of Ionising radiation. You are expected to follow any guidelines for such referrals, which the Trust provides.

Job Sharing

UCLH has a job sharing policy under which all posts are open to job sharing, with or without a partner.

No Smoking

UCLH operates a “No Smoking Policy” which does not allow smoking at work, in trust buildings, entrances or grounds. Smoking is a Health and Safety issue, and all staff have a responsibility to ensure that smoking does not occur in public areas or entrances and to be aware of, not only health risks, but also the risks of unnecessary fire alarm activation. The trust has a comprehensive staff support programme for staff who wish to give up smoking. For more information, contact the stop smoking services Manager.

Private Practice

All consultants should adhere to the national Code of Conduct for Private Practice. Private Practice should as far as possible, be undertaken within UCLH facilities, always ensuring that

the needs of the practitioner can be met. In this way income generated can be used to further develop patient care within the Trust.

The appointee must follow Trust agreed procedures when seeking to commence private practice. Any private practice commitments must not prejudice the basic service requirements contained in the job plan.

Appointees expressing an interest in a part time post in order to undertake private practice will normally be expected to hold a 6 programmed activity [PA] contract.

Public Transport and Car Parking

Car Parking facilities at the Trust are limited. The current car parking policy and permit allocation policy has recently been revised and permit applications should be directed to the Head of Staff Services.

Recruitment & Selection

All employees who are responsible for recruiting new staff are required to have completed recruitment and selection training before they can be involved in any recruitment process.

Relocation Expenses

Assistance may be given to newly appointed Consultants with part of the cost of their removal expenses, providing (generally) this is their first appointment in the National Health Service and also that the removal is necessary to comply with UCLH requirements concerning the place of residence.

Residential Criteria

It is considered acceptable for new employees to commute a distance of approximately 25 miles to the hospital unless there are exceptional circumstances or job requirements that prevent this. Trust staff must be able to contact a consultant by telephone.

Service Commitment

UCLH expects its employees to communicate with colleagues, patients and visitors in a polite and courteous manner at all times and to adhere to the UCLH Service Commitment "Putting Patients First" and adopt a professional approach to customer care at all times.

Staff Involvement

The Trust is committed to involving staff at all levels to improve patient services and working lives. The Trust continually strives to improve internal communication systems and encourage staff involvement in organisational and service developments – including business planning – to enable staff to influence discussions which affect them and their working conditions.

Staff Nursery/Crèche

UCLH has childcare provision at three nurseries for employees. The nurseries are based in the following areas:

- The Mousehole nursery (23 Devonshire St.)
- The Fig Tree (4 St. Pancras Way)

Places at these nurseries are available for babies and children aged 4 months – 5 years. If a place is not immediately available, names will be placed on a central waiting list.

NHS Pension scheme

The post-holder will be entitled to join or remain in the NHS Superannuation Scheme, which provides:

- A pension and a tax free lump sum on retirement
- Life assurance cover
- Voluntary early retirement benefits
- Ill-health retirement benefits
- Redundancy benefits
- Family benefits
- Options to increase benefits

All pension benefits are based on salary and length of membership of the Scheme. Contribution rates for most members is 7.5% of pay, but the real cost is normally around 3.5% because of the tax relief on contributions and the lower rate of National Insurance contributions paid as members opt out of the State Earnings Related Pension Scheme. Legislative changes affecting the NHS pension scheme from 1ST April 2008 include the Gender Recognition and Civil Partnerships Acts and the Finance Act 2004, introduces new upper limits on tax free pension benefits and certain Child allowances. Medical, dental and ophthalmic practitioners and high earners can find out more via www.nhspa.gov.uk/schemebooklets.cfm.

No contribution will be made by the Trust to personal pension plans for those who opt out of the above scheme.

Person Specification

Post Title: Consultant Paediatric Oncologist

Directorate/Department: Paediatric & Adolescent division

Full time Post: 10 PA post

	Essential Criteria	Desirable Criteria	Where evaluated
Professional Qualifications	<p>Eligible for full GMC Registration</p> <p>On GMC Specialist Register or within 6 months of attainment of CST in Paediatric Oncology or evidence of equivalent training and experience, at date of interview</p> <p>MRCPCH or equivalent</p>	<p>A higher degree, MSc, MD, PhD or equivalent relevant to the post</p> <p>APLS provider</p>	A/GMC
Clinical Experience	<p>Minimum 24 months experience in paediatric oncology – higher specialist training accreditation</p> <p>Experience of working in the NHS or comparable healthcare system at a senior level, for at least 6 months</p> <p>Evidence of capability of managing neuro-oncology patients (A)</p>	<p>> 24 months of paediatric oncology experience</p> <p>Experience at Consultant level of working in a tertiary PTC (or equivalent comparable health care system)</p> <p>Evidence of TYA oncology experience</p> <p>Membership/Participation in National special interest group in CNS tumours and/or other tumour</p>	<p>A/I</p> <p>A</p> <p>A/I</p> <p>A/I</p> <p>A</p>

		groups relevant to TYA practice	A
		Evidence of contribution to National policy, guidelines and/or audits	A
		Level 3 safeguarding training	A
		Level 2 educational supervision training	A
		Publications related to TYA and/or brain tumours	A
		Experience of delivery of radiotherapy to children and young people	A
Clinical Skills	Ability to manage all common paediatric oncology emergencies and acute illnesses.		A/R/I
	Experience of engagement in all phase clinical trials		A/I
	Experience of advocacy in MDT		A/I
	Experience of working with external agencies/ shared care		A/I
Quality Improvement & Leadership	Evidence of leadership ability and commitment to clinical governance.	Previous leadership role.	A/R/I
	Range of quality improvement projects in the past WTE three years.	Experience leading projects between organisations.	A/I
	Competent in a range of IT skills	Evidence of business awareness	A

Education & Research	Experience in a range of teaching techniques at both undergraduate and postgraduate level	Postgraduate teaching degree or diploma Research experience	A R I
Personal Qualities	<p>Communication; ability to communicate with clarity and intelligently in written and spoken English; ability to build rapport, listen, persuade/ negotiate.</p> <p>Accountability; ability to take responsibility, lead, make decisions and exert appropriate authority.</p> <p>Interpersonal Skills; ability to see patients as people, ability to empathise and work co-operatively with others</p> <p>A 'can do' approach to working with colleagues</p> <p>Share the Trust values of safety, kindness, teamwork and improving</p>	Previous leadership role at senior level	R I

Evaluation Key:

A= Application Form

I= Interview

R-References