



**Business Services
Organisation**

Directorate of Legal Services

— PRACTITIONERS IN LAW TO THE
HEALTH & SOCIAL CARE SECTOR —

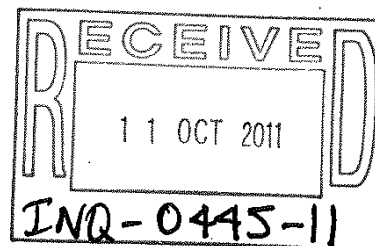
2 Franklin Street, Belfast, BT2 8DQ
DX 2842 NR Belfast 3

Your Ref:
BC-0031-11

Our Ref:
HYP B04/1

Date:
10.10.11

Mr B Cullen
Solicitor to the Inquiry
Arthur House
41 Arthur Street
Belfast
BT1 4GB



Dear Madam

RE: INQUIRY INTO HYPONATRAEMIA RELATED DEATHS

I refer to your letter of 28th June 2011. I am instructed that the nursing duty rotas from 1996 are not available and therefore it is not possible to determine the times when members of staff listed on RGH34 came on and off duty. Generally Medical staff if not on leave would be expected to be on duty from 9:00 am to 5:00 pm on weekdays with rest periods built into their duties to allow for their nights and weekends on call.

You will recall that previous searches for the medical staff rotas had been unsuccessful however the Trust had continued to search and some rotas, which were believed to have been destroyed, have now been located. I now enclose copies of the Medical/Surgical SHO on call rota for October 1996, Paediatric Registrar and ICU/CCC SHO on call rota and Paediatric Surgical on call rota for October 1996.

The Senior Clinical Staff involved in Claire Robert's care were Dr. Webb, Dr. Steen, Dr. McKaigue and Dr. Taylor. You are already in possession of Dr. Taylor's job description. I enclose job descriptions for Dr Steen, Dr McKaigue and Dr Webb herewith.

Yours faithfully

Wendy Beggs
Assistant Chief Legal Adviser

Direct Line: [REDACTED]

Fax: [REDACTED]

Providing Support to Health and Social Care



INVESTOR IN PEOPLE

Email:



ROYAL BELFAST HOSPITAL FOR SICK CHILDREN

MEDICAL/SURGICAL SHO ROTA

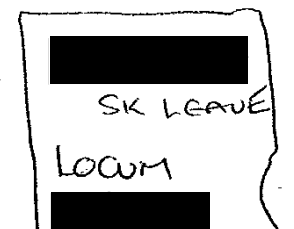
00 ~~SEPTEMBER~~ 1996

		MEDICAL (5-10pm)	NIGHT COVER (10-9am)	SURGICAL (5-10pm)
Tues	1			
Wed	2			
Thur	3	R.Stevenson		
Fri	4	J.Hughes	N.Stewart	A.Volprecht
Sat	5	R.Stevenson		
Sun	6	N.Stewart		
Mon	7	J.Hughes		
Tues	8	N.Stewart	R.Stevenson	A.Volprecht
Wed	9		J.Hughes	
Thurs	10		N.Stewart	C.Moran
Fri	11	A.Volprecht		A.Volprecht
Sat	12	N.Stewart		
Sun	13			
Mon	14	R.Stevenson		A.Volprecht
Tues	15		C.O'Neill	
Wed	16	J.Hughes		A.Volprecht
Thur	17	N.Stewart		
Fri	18		J.Hughes	
Sat	19			A.Volprecht
Sun	20	J.Hughes		A.Volprecht
Mon	21	C.O'Neill	A.Volprecht	
Tues	22	J.Hughes	N.Stewart	
Wed	23	R.Stevenson	C.O'Neill	
Thur	24		J.Hughes	A.Volprecht
Fri	25	N.Stewart	R.Stevenson	
Sat	26			
Sun	27	R.Stevenson		
Mon	28	N.Stewart		
Tues	29			
W. CANNING Wed	30		N.Stewart	A.Volprecht
Thur	31	J.Hughes	R.Stevenson	

* MEDICAL:

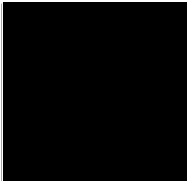
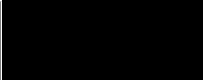


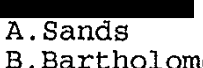


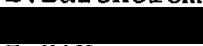



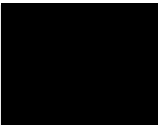










Fridays: Night shift until 12:00 noon Sat
Sat/Sun: 12:00 noon until 12:00 noon

16.10.96



ROYAL BELFAST HOSPITAL FOR SICK CHILDREN

OCTOBER 1996

		REGISTRAR	ICU/CCC SHO
Tues	1	B.O'Hare	
Wed	2		
Thur	3		
Fri	4		
Sat	5	B.O'Hare	
Sun	6		
Mon	7		
Tues	8	A.Sands	
Wed	9	B.Bartholome	
Thur	10		
Fri	11	B.O'Hare	
Sat	12	B.Bartholome	
Sun	13	B.O'Hare	
Mon	14		
Tues	15	A.Sands	
Wed	16	B.O'Hare	
Thur	17	B.Bartholome	
Fri	18	A.Sands	
Sat	19		
Sun	20	A.Sands	
Mon	21	B.O'Hare	S.Mannam A.Jyothi D.Grier 
Tues	22	J.McKnight	
Wed	23	A.Sands	
Thur	24	B.Bartholome	
Fri	25		
Sat	26	A.Sands	
Sun	27		
Mon	28		
Tues	29	B.Bartholome	
Wed	30		
Thur	31		
		A/L	Study
		 7-23/10	 28/10
		 7-23/10	
		 14-27/10	

ROYAL BELFAST HOSPITAL FOR SICK CHILDREN

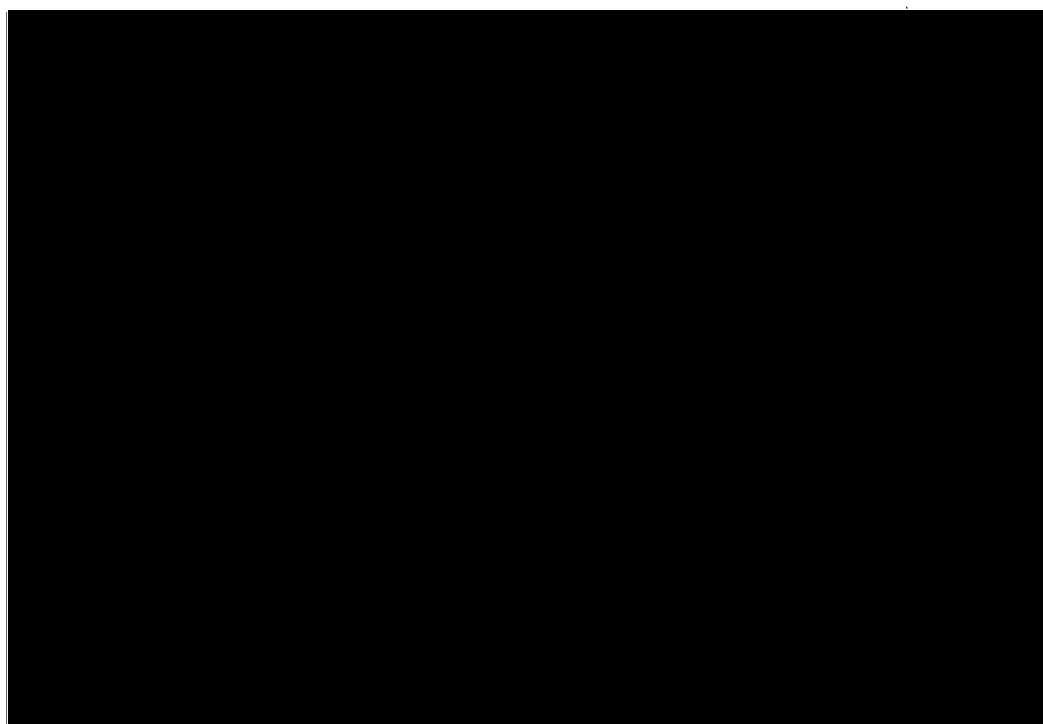
PAEDIATRIC SURGICAL ON CALL ROTA

AMENDED - OCTOBER 1996

SHO

S REGISTRAR

CONSULTANT



S-9.

Monday	21	Dr Collins	W Fon	Mr S Potts
Tuesday	22	Dr McConnell	Mr W McCallion	Mr V Boston
Wednesday	23	Dr Fon	Mr W McCallion	Mr S Potts



Mr V Boston: Annual Leave 8 - 10 and 17 - 20 October inclusive
Mr S Brown: Annual Leave 26 - 30 October inclusive
Mr W McCallion : Study Leave 17/18 October.
Annual Leave 24 - 31 October inclusive

THE ROYAL GROUP OF HOSPITALS AND DENTAL HOSPITAL
HEALTH & SOCIAL SERVICES TRUST

CONSULTANT PAEDIATRIC NEUROLOGIST

Job Description

GENERAL INFORMATION

(A) HOSPITAL

The Royal Hospitals and Dental Hospital, Health & Social Services Trust is the largest hospital complex in Northern Ireland, comprising the Royal Victoria Hospital, Royal Maternity Hospital, Royal Belfast Hospital for Sick Children and the Dental Hospital. There are approximately 900 beds on site and most of the regional specialties are concentrated on campus. The Royal Belfast Hospital for Sick Children (RBHSC) is a 140 bed Hospital which functions as a District General Paediatric unit and in addition houses most of the Paediatric Regional specialties for Northern Ireland, including Intensive Care, Neonatal Surgery, Trauma and Orthopaedics, Plastic Surgery and Burns, Child Psychiatry, Nephrology, Neurology, Cardiology, Respiratory Paediatrics including Cystic Fibrosis, Oncology and Dentistry. There is a Child Development Clinic and Paediatric A&E Department. There is a Laboratory on site which provides limited Haematology, Biochemistry and Bacteriology with the main hospital laboratory complex including the Regional Endocrine Laboratory and Virus Reference Laboratory a short distance away on site. Within RBHSC also is a Radiology Department, a Dietetic Department, Physiotherapy Department, Clinical Psychology, Speech Therapy, Occupational Therapy and Play Specialist Department.

A new development is currently in an advanced stage of planning for RBHSC. This building will provide significantly upgraded accommodation with extra space for a new A&E Department, Outpatient Department, Theatres and Intensive Care Unit and Medical Records Department. The Royal Victoria Hospital (RVH) provides the Regional Neuroscience facilities including Neurology, Neurosurgery, Neurophysiology, Neuropathology, Neurochemistry and Electronmicroscopy, Neuroradiology including CAT and MRI and many other regional specialties including Ophthalmology and ENT/Audiology. The Regional Neonatal Unit is located in the Royal Maternity Hospital (RMH).

(B) UNIVERSITY

The Faculty of Medicine of Queen's University of Belfast trains approximately 150 medical students annually and a high proportion of training takes place in the Royal Group of Hospitals. The Department of Child Health is situated on the Royal Hospital site close to the other University Departments and the main Medical Library of the Province.

(C) MANAGEMENT

The Royal Hospitals Trust was established in April 1993. It has established a system of Clinical Directorates with devolved budgetary responsibility to a Clinical Management Team lead by a Clinical Director, assisted by a Directorate Manager. The majority of services provided within the RBHSC are managed by the Paediatric Directorate.

2. MEDICAL STAFFING - RBHSC

Medical Paediatrics: (with special interests)

- Dr. A.O.B. Redmond, General Paediatrics (Cystic Fibrosis)
Dr. M. Reid, General Paediatrics (Neonatology)
* Prof. J.A. Dodge, General Paediatrics (Gastrology/Cystic Fibrosis)
* Dr. J.F.T. Glasgow, General Paediatrics (A & E Medicine)
* Dr. D.J. Carson, General Paediatrics (Endocrinology/Metabolic Disorders)
* Dr. M.D. Shields, General Paediatrics (Respiratory Disease)
* Dr. M. Stewart, General Paediatrics (Community Paediatrics)
Dr. P. Jackson, General Paediatrics (Infectious Diseases)
Dr. N. Hill, Developmental Medicine
* Dr. J.M. Savage, Paediatric Nephrology
Dr. E.M. Hicks, Paediatric Neurology

Paediatric Cardiology

Dr. H.C. Mulholland, Paediatric Cardiology
Dr. B.G. Craig, Paediatric Cardiology

Paediatric Psychiatry

Dr. R.R. McAuley
Dr. M.T. Kennedy
Dr. G.A. Walford
Dr. M. Manwell

Paediatric Surgeons

Mr. V.E. Boston
Mr. S. Brown
Mr. S.R. Potts

Paediatric Radiology

Dr. P.S. Thomas
Dr. L.E. Sweeney

(* Joint Appointment Consultants with Queen's University, Belfast)

Junior Medical Staff

RBHSC has six Senior Registrars/Registrars in Medical Paediatrics and two in Paediatric Surgery. There are four second term Senior House Officers of whom eight are in 'in house' rotations and nine first term Senior House Officers.

There are Staff Grade doctors in the Accident & Emergency Department and in Cystic Fibrosis.

There is 1.0 WTE Senior Registrar/Registrar - Paediatrics shared with Neurodevelopmental Paediatrics and 1.0 WTE Senior House Officer (RBHSC second term rotation) shared with Neurodevelopmental Paediatrics and Paediatric Dermatology.

3. THE JOB ITSELF

3.1 Title of the Post - Consultant Paediatric Neurologist

3.2 Employing Authority - Royal Group of Hospitals and Dental Hospital Health & Social Services Trust

3.3 Duties of the Post

- (a) The post holder will be expected to work with professional colleagues in the care of patients referred to him/her and to keep up-to-date with innovative change and development within the specialty, profession and the Health Service.
- (b) He/she will be expected to work with local managers in providing high quality efficient service to patients and to assume leadership where appropriate in a teamworking environment within the management framework of the Paediatric Directorate and in line with the policy of the Trust.
- (c) He/she will be expected to undertake teaching of medical undergraduates and postgraduates as well as staff in related disciplines, and to co-operate with colleagues in developing local educational programmes.
- (d) He/she will be encouraged to perform and develop research interests.
- (e) This post represents expansion of the Regional Paediatric Neurology Service for Northern Ireland. The successful applicant will be expected to share outreach work with the incumbent Consultant Paediatric Neurologist to enable the outreach service to be consolidated. He/she will be expected to develop close liaison with the Neurosurgical Department in the Royal Victoria Hospital.
- (f) The appointee will have the support of a personal secretary and 1.0 WTE Paediatric Neurology Nurse Specialist (Grade F).
- (g) The postholder will join the incumbent Consultant Paediatric Neurologist in a 1:2 rota for Paediatric Neurology emergency cover on a tertiary basis for inpatients in R.B.H.S.C. and the Royal Hospitals and by telephone for Paediatric units province-wide.
- (h) The postholder will be expected to participate in continuing medical education meetings which include Neuroscience Grand Rounds including Neuropathology (Autopsy and biopsy Review) Department meetings, Journal Club, topic and casenote review, Paediatric 'Grand Rounds' medical and clinical audit.
- (i) There will be an ongoing commitment by the Trust to reconsider the following proposed timetable in relation to the demands of a developing Paediatric Neurology Service

Proposed Timetable of Work for the Second Paediatric Neurologist

		Hospital	Type of Work
Monday	am	* R.B.H.S.C.	Ward Work
	pm	* Royal Victoria Hospital/R.B.H.S.C.	Special Interest Out-patients
Tuesday	am	R.B.H.S.C.	Audit
	pm	* R.B.H.S.C.	Day Cases & Consultations
Wednesday	am	<div style="border: 1px solid black; padding: 2px;"> * SHSSB (2nd week) * WHSSB (4th week) </div>	Out-reach Clinics & Out-reach follow up & Administration
	pm		
Thursday	am	* R.B.H.S.C.	Ward Work
	pm	R.B.H.S.C.	Teaching & Research
Friday	am	* R.B.H.S.C.	Outpatient Clinic Neurology
	pm	R.B.H.S.C.	Administration
Weekend			

NOTE: Fixed Commitments are highlighted with an asterisk.

4. GENERAL INFORMATION

4.1 Registration

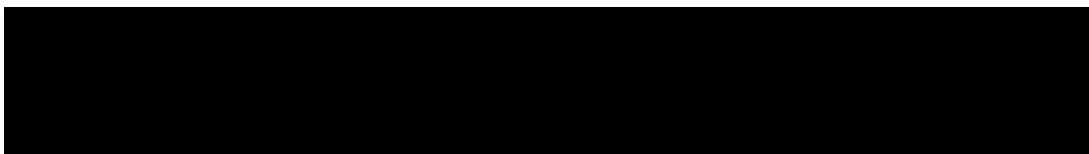
Registration with the GMC must be maintained.

The Royal Hospitals Trust is financially responsible for medical negligence occurring in the course of a practitioner's employment with the Trust. The successful candidate will be responsible for making his or her own arrangements to provide cover for non-NHS work.

4.2 Residence

Residence within 10 miles of the Royal Hospitals Trust is a requirement of this post.

4.3 Private Practice



4.4 Medical Examination

Prior to taking up appointment the successful applicant will be required to undergo a medical examination by the Trust's Occupational Health Department.

4.5 Salary

The current whole-time salary (01.04.94) for a consultant appointment is as follows:



Membership of the Health Services Superannuation Scheme is voluntary. There is reciprocity between the Northern Ireland Scheme and that in mainland Britain.

4.6 Date on which Post is available

As soon as possible.

4.7 Visiting

Candidates selected for interview are encouraged to visit the Hospital. The Department of Paediatric Neurology will, on request (Tel: [redacted] direct dial), make the necessary arrangements through the Clinical Director. Travelling expenses within the United Kingdom, for interview will be reimbursed.

4.8 Canvassing

Canvassing will disqualify. Any approach to a member of the Trust or a member of any Committee or Panel of the Trust by or at the request of a candidate, for the purpose of obtaining support for his/her application, will be treated as canvassing.

4.9 Patients' Charter

The postholder must be committed to meeting the directives of the Patients' Charter.

THIS JOB DESCRIPTION IS NOT MEANT TO BE DEFINITIVE AND MAY BE AMENDED TO MEET THE CHANGING NEEDS OF THE TRUST.

THE ROYAL GROUP OF HOSPITALS AND DENTAL HOSPITAL HEALTH AND SOCIAL SERVICES TRUST IS COMMITTED TO PROVIDING THE HIGHEST POSSIBLE QUALITY OF SERVICE TO PATIENTS, CLIENTS AND COMMUNITY. MEMBERS OF STAFF ARE EXPECTED AT ALL TIMES TO PROVIDE A CARING SERVICE AND TO TREAT THOSE WITH WHOM THEY COME INTO CONTACT IN A COURTEOUS AND RESPECTFUL MANNER.

SUCCESSFUL APPLICANTS MUST COMPLY WITH THE ROYAL GROUP OF HOSPITALS AND DENTAL HOSPITAL HEALTH AND SOCIAL SERVICES TRUST'S NO SMOKING POLICY.

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER. YOU ARE EXPECTED TO ADHERE TO THE TRUST'S EQUAL OPPORTUNITIES POLICY THROUGHOUT THE COURSE OF YOUR EMPLOYMENT WITH THE ROYAL HOSPITALS TRUST.

CONSULTANT JOB PLAN

Consultant Paediatric Neurologist

- 1 Whole Time/Maximum Part-time Consultant in Paediatric Neurology based at the Royal Belfast Hospital for Sick Children, Royal Group of Hospitals & Dental Hospital H.S.S Trust with outpatient clinics at a peripheral Hospital.

General Provisions

- 2 You will be expected to work with local managers and professional colleagues in the efficient running of clinical services and will share with consultant colleagues in the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, you are expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. In particular, where you manage employees of the Trust you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

- 3 All medical and dental staff employed by Health & Social Services Trusts are expected to comply with appropriate Trust and hospital Health & Safety policies.

You have agreed that you have responsibility for the training and supervision of junior medical/dental staff who work with you and you will devote time to this activity on a regular basis. If appropriate, you will be named in the contracts of doctors/dentists in training grades as the person responsible for over-seeing their training and as the initial source of advice to such doctors on their careers.

5 Resources

Consultants	-	Dr. E.M. Hicks (incumbent Paediatric Neurologist)
	-	New Post
Junior Staff	-	0.5 Senior Registrar/Registrar
		0.5 S.H.O
Nursing Staff	-	17.5 WTE (Paul Ward, RBHSC)

Technical Staff - 1.5 MTO in EEG

Secretarial and Clerical Staff - 1.25 WTE

On appointment of a Second Paediatric Neurologist, a Personal Secretary and 1.0 WTE Paediatric Neurology Nurse Specialist (Grade F) will be appointed.

Office Accommodation will be identified within the RBHSC.

Duties and responsibilities

- (i) provision with consultant colleagues of a service in the specialty, with responsibility for the prevention, diagnosis and treatment of illness and the proper functioning of the department.
- (ii) out of hours responsibilities, including rota commitments
- (iii) any requirement agreed for the provision of cover for consultant colleagues' periods of leave
- (iv) professional supervision and management of junior medical staff
- (v) responsibilities for carrying out teaching, examination and accreditation duties as required and for contributing to postgraduate and continuing medical education activity, locally and nationally
- (vi) any responsibilities which relate to a special interest
- (vii) requirements to participate in medical audit and in continuing medical education
- (viii) involvement in research
- (ix) managerial, including budgetary responsibilities where appropriate
- (x) where it is agreed between the parties, work on behalf of the Royal Group of Hospitals and Dental Hospital Health & Social Services Trust such as domiciliary consultations, or services provided by the Royal Group of Hospitals and Dental Hospital H.S.S. Trust for other agencies. (This excludes work done under a direct arrangement between an individual consultant and a third party, eg. category II arrangements).
- (xi) The Trust will support the candidate to pursue continuing medical education.

Work Programme

7a. Proposed weekly timetable of commitments

		Hospital	Type of Work
Monday	am	* R.B.H.S.C.	Ward Work
	pm	* Royal Victoria Hospital/R.B.H.S.C.	Special Interest Out-patients
Tuesday	am	R.B.H.S.C.	Audit
	pm	* R.B.H.S.C.	Day Cases & Consultations
Wednesday	am	<div style="display: flex; align-items: center;"> <div style="font-size: 3em; margin-right: 5px;">]</div> <div> * SESSB (2nd week) * WHSSB (4th week) </div> </div>	Out-reach Clinics & Out-reach follow up & Administration
	pm		
Thursday	am	* R.B.H.S.C.	Ward Work
	pm	R.B.H.S.C.	Teaching & Research
Friday	am	* R.B.H.S.C.	Outpatient Clinic Neurology
	pm	R.B.H.S.C.	Administration
Weekend			

NOTE: Fixed Commitments are highlighted with an asterisk.

Review of the Job Plan

- 8 This job plan is subject to review once a year by you and the Chief Executive. For this purpose both you and the Chief Executive should have a copy of the current job plan and job description if appropriate, including an up-to-date work programme, and relevant departmental statistical information (preferably over a 12 month period), together with note(s) - provided by either side - of any new or proposed service or other developments.
- 9 Local procedures must be followed if it is not possible to agree a job plan, either initially or at an annual review. These procedures culminate in an appeal to the Royal Hospitals Trust Board.

Signed:

Signed:

Consultant

Chief Executive

Date

Date

THE ROYAL GROUP OF HOSPITALS AND DENTAL HOSPITAL

HEALTH & SOCIAL SERVICES TRUST

CONSULTANT PAEDIATRICIAN (AMBULATORY CARE)

JOB DESCRIPTION

1. General Information

(A) Hospital

The Royal Hospitals and Dental Hospital, Health & Social services Complex is the largest hospital complex in Northern Ireland comprising the Royal Victoria Hospital, Royal Maternity Hospital, Royal Belfast Hospital for Sick Children and the Dental Hospital. There are approximately 900 beds on site and most of the regional specialties are concentrated on campus. The Royal Belfast Hospital for Sick Children (RBHSC) is a 139 bed Hospital which functions as a District General Paediatric unit and in addition houses most of the Paediatric Regional Specialties for Northern Ireland, including Intensive Care, Paediatric and Neonatal Surgery, Trauma and Orthopaedics, Plastic Surgery and Burns, Child Psychiatry, Nephrology, Neurology, Cardiology, Respiratory Paediatrics including Cystic Fibrosis, Endocrine and Metabolic, Haematology/Oncology and Dentistry. There are three Consultant Paediatricians in Community Child Health in neighbouring community Trusts who have sessional commitments to general paediatrics in the hospital. The hospital treats approximately 40,000 outpatients and 10,000 inpatients per annum with a further 25,000 patients attending the Accident and Emergency Department each year. The main hospital campus includes a hospital laboratory complex which is part of the Belfast Link Labs allied with laboratories on the nearby Belfast City Hospital Site. The Paediatric aspect of laboratory services are contained within the main laboratory unit. Within RBHSC is Radiology, Dietetics, Physiotherapy, Occupational Therapy, Speech Therapy, Clinical Psychology and Play Specialists. Among the nursing staff who have Paediatric training are a number of nurse specialists in various areas. A new building is currently under construction and upon opening in Spring of 1998 will provide significantly updated accommodation for A & E, Outpatients, Intensive Care and Theatres and there will be a new medical record department with secretarial accommodation.

In the Royal Victoria Hospital are various regional specialties including Ophthalmology and ENT each with a Paediatric component. Within the Royal Maternity Hospital is the regional Neonatal unit. There are two CAT scanners and one MRI scanner on campus.

(B) University

The Faculty of Medicine of Queen's University of Belfast trains approximately 150 medical students annually, a high proportion of clinical training occurring at the Royal Group of Hospitals. The Department of Child Health is situated on the Royal Hospital site close to other University Departments and the main Medical Library of the Province. Medical members of the Department of Child Health are Consultants within the Paediatric Directorate and contribute to Clinical Services in RBHSC. Teaching programmes in Child Health have a large component occurring within RBHSC and are contributed to by all medical staff on site.

(C) Management

The Royal Hospitals Trust was established in April 1993. It has established a system of Clinical Directorates with devolved budgetary responsibility to a Clinical Management Team lead by a Clinical Director, assisted by a Directorate Manager. The majority of services provided within the RBHSC are managed by the Paediatric Directorate.

2. Medical Staffing - RBHSC

Medical Paediatrics: (with special interests)

- Dr A.O.B. Redmond, General Paediatrics (Cystic Fibrosis)
- Dr M Reid, General Paediatrics (Neonatology)
- * Prof. J A. Dodge, General Paediatrics (Gastrology/Cystic Fibrosis)
- * Dr J.F.T. Glasgow, General paediatrics (A&E Medicine)
- * Dr D J Carson, General Paediatrics (Endocrinology/Metabolism)
- * Dr M D Shields, General Paediatrics (Respiratory Disease)
- * Dr M Stewart, General Paediatrics (Community Paediatrics)
- Dr P Jackson, General Paediatrics (Infectious Diseases)
- Dr A E Hill, General Paediatrics (Community Paediatrics)
- * Dr J M Savage, General Paediatrics (Nephrology)
- Dr M O'Connor, General Paediatrics (Nephrology)
- Dr H Steen, General Paediatrics (Community)

Paediatric Neurology

Dr E M Hicks
Dr D W Webb

Paediatric Psychiatry

Dr R McAuley
Dr M T Kennedy
Dr G Walford

Paediatric Surgery

Mr V E Boston
Mr S Brown
Mr S R Potts

Paediatric Haematology

Dr S I Dempsey

Paediatric Orthopaedics

Mr T C Taylor
Mr H Cowie

Paediatric Cardiology (Cardiology Directorate)

Dr H C Mulholland
Dr B Craig

Paediatric Anaesthesia/ICU (ATICS Directorate)

Dr S Keilty
Dr P Crean
Dr R Taylor
Dr S McKaigue

Paediatric Radiology (Radiology Directorate)

Dr P S Thomas
Dr M E Sweeney

Paediatric Plastics and Burns (U.H.D)

Mr M Brennan^e
Mr A Leonard
Mr R Miller
Mr D Gordon

Neurosurgery (Neurosciences Directorate)

Mr J Gray

Medical Genetics (Belfast City Hospital)

* Prof N C Nevin
Dr F Stewart

Immunology (Medical Directorate)

Dr D McCluskey

Dermatology (Medical Directorate)

Dr R Corbett
Dr A Bingham

Associate Specialist

Dr E A Magill (Parenteral Nutrition)

Staff Grades

Dr B McGibbon A & E
Dr C McPherson/Dr M Canning, Cystic Fibrosis

Clinical Medical Officer

Dr C Cairns, Haematology

* Joint Appointment Consultants with Queen's University, Belfast)

Junior Medical Staff

RBHSC has seven Specialist Registrars in Medical Specialties, one in Child Psychiatry and two in Paediatric Surgery. There are four Surgical SHO's from Surgical Rotations. There are eight first term SHO posts and twenty one second term SHO post, many of which are in rotation outside RBHSC.

3. **The Job Itself**

3.1 **Title of the Post** - Consultant Paediatrician

3.2 **Employing Authority** - Royal Group of Hospitals and Dental Hospitals
Health and Social Services Trust.

3.3 **Duties of the Post**

- (a) The post holder will be expected to work with professional colleagues in the care of patients referred to him/her and to keep up-to-date with innovative change and development within the specialty, profession and the Health Service.
- (b) He/she will be expected to work with local managers in providing high quality efficient service to patients and to assume leadership where appropriate in a teamworking environment within the management framework for the paediatric Directorate and in line with the policy of the Trust.
- (c) He/she will be expected to undertake teaching of medical undergraduates and postgraduates as well as staff in related disciplines, and to co-operate with colleagues in developing local educational programmes.
- (d) He/she will be encouraged to perform and develop research interests.
- (e) This post arises from reconfiguration of Consultant sessions and as such is a new post. The post holder will be expected to assume lead responsibility in two key strategic objectives:-

- 1. **To continue to develop good working relationships with purchasing and other provider agencies in order to promote the ideology and influence securement of a Combined Child Health Service.**

The main thrust will be to provide a model of care which will provide for closer integration of Hospital and Community Services for children through development of Ambulatory services. Specifically he/she will be expected to strengthen the interfaces with Community Based Services such as Primary Care initially through the Rapid Response Clinic and also Community Child Health Teams.

- 2. **To work with Purchasers and others to ensure the Directorate compliance with service standards as described in the Children (N.I.) Order 1995.**

The post holder will be expected to assume responsibility within RBHSC for the development and implementation of policies and best working practice through staff training in the Children (N.I.) Order, including Child Protection and will be expected to represent the views of RBHSC and the Paediatric Directorate on all related issues.

- (f) The appointee will have the support of Personal Secretarial Support.

**PROPOSED TIMETABLE OF WORK FOR CONSULTANT PAEDIATRICIAN IN
AMBULATORY CARE**

		Hospital	Type of Work
Monday	am	RBHSC*	Outpatients/Rapid Response Clinic
Monday	pm	RBHSC	Administration
Tuesday	am	RBHSC	CME/Audit
Tuesday	pm	RBHSC*	Ward Round
Wednesday	am	RBHSC*	Outpatients/Rapid Response Clinic
Wednesday	pm	RBHSC	Teaching & Research
Thursday	am	Community	Liaison
Thursday	pm	RBHSC*	Outpatients
Friday	am	Community*	Outpatients
Friday	pm	RBHSC*	Ward Round

Note: Fixed commitment highlighted with an asterisk.

James McHargue

THE ROYAL HOSPITALS TRUST

CONSULTANT ANAESTHETIST

JOB DESCRIPTION

1 GENERAL INFORMATION

The Royal Hospitals Trust is the largest hospital complex in the province, comprising the Royal Victoria Hospital, the Royal Maternity Hospital and the Royal Belfast Hospital for Sick Children. There are approximately 900 beds on the site and a high proportion of the regional specialties are concentrated in the complex. These specialties include Cardiothoracic Surgery, Cardiology, Neurosurgery, Neurology, Ophthalmology, Paediatrics and Neonatology.

The Faculty of Medicine of the Queen's University of Belfast train approximately 150 medical students each year and a high proportion of the training takes place in this Group of Hospitals. The main Medical Library in the province is situated in the Institute of Clinical Science on this site.

2 DEPARTMENT OF CLINICAL ANAESTHESIA

2.1 The Department has 32 WTE Consultant Anaesthetists, plus University Joint Appointments, with sessional commitments to the Royal Hospitals. There are 20 posts for anaesthetists in training. Currently there are 8 Senior Registrars, 5 Registrars and 7 Senior House Officers. All the Registrar and SHO posts are recognised by the College of Anaesthetists in London for Basic Specialist Training. The Joint Committee for Higher Training of Anaesthetists recognise up to 9 posts for Senior Registrars. Study leave is granted to allow junior staff to attend the day-release courses organised by the University Department of Anaesthetics. The training of junior staff is supervised by an Education Committee of the Anaesthetic Directorate and is chaired by the College Tutor. Departmental Audit activities, Seminars and Journal Clubs are co-ordinated by the Education and Audit Committees of the Directorate. All members of junior and consultant staff are expected to attend and participate in these meetings. Medical students rotate to the Department from the Queen's University of Belfast and during their time in the Department are exposed to as many aspects of anaesthesia as possible.

2.2 The Directorate of Anaesthetic, Theatre and Intensive Care Services is a budget holder. The Department Office itself is situated in the Royal Victoria Hospital and in addition to the usual secretarial and administrative facilities, it has its own library and sitting-room.

Consultant Anaesthetists manage the services provided by the Intensive Care Unit, RBHSC. However, this Unit is under the administrative control of the Paediatric Directorate, which is a budget holder.

There are full secretarial, library and office facilities available in RBHSC for anaesthetic staff.

2.3 The Directorate has a full clinical audit programme.

3 CONSULTANT ANAESTHETIST ESTABLISHMENT

Dr S Atkinson	Dr G G Lavery
Dr K M Bill	Dr M A Lewis
Dr U Carabine	Dr K G Lowry
Dr I W Carson	Dr S M Lyons
Dr D L Coppel	Dr R J McBride
Dr H J L Craig	Dr G McCarthy
Dr P M Crean (College Tutor)	Dr K McGrath
Dr P Elliott (College Tutor)	Dr T J McMurray
Dr P A Farling	Dr R K Mirakhur#
Dr J P H Fee#	Dr A S Phillips
Dr T M Gallagher	Dr C Rafferty
Dr J H Gaston (Clinical Director)	Dr T D E Sharpe
Dr F M Gibson	Dr J C Stanley
Dr K W Harper	Dr R H Taylor
Dr H M L Johnston	Dr V K N Unni
Dr J R Johnston	Dr D B Wilson
Dr S R Keilty	

Queen's University of Belfast/Royal Hospitals Trust Joint Appointment.

4 DETAILS OF THE POST

4.1 GENERAL

<i>"Fixed" Sessions</i>		<i>"Flexible" Sessions</i>
Mon am		Ward Duties
Mon pm	RBHSC	
Tue am	RBHSC	
Tue pm	RBHSC	
Wed am		Ward/Teaching Audit
Wed pm		
Thu am	RVH	
Thu pm	RBHSC	
Fri am	RVH	
Fri pm	RBHSC	

The appointee will be responsible for the pre-operative assessments and post-operative management of patients under his/her care and could operate as a job sharing arrangement.

4.2 ON-CALL COMMITMENT

The successful candidate will join a 1:5 2nd on-call rota in RBHSC. This is mainly a consultant based service in relation to paediatric intensive care.

4.3 QUALIFICATIONS FOR THE POST

Applicants must possess either FRCA/FFARCSI or an equivalent qualification and have had 7 years postgraduate experience of which at least 5 years should have been in anaesthetics, including 3 years Higher Specialist Training, normally undertaken in approved posts. Candidates with equivalent training and experience are eligible to apply.

4.4 TEACHING

The appointee is expected to teach undergraduates designated to him/her during their anaesthetic clerkships, and to participate in the teaching of nursing and paramedical staff.

He/she is also expected to take part in formal teaching for the Anaesthetic Fellowship Courses, organised by the University Department.

4.5 RESEARCH

The Department has close links with the Queen's

University Department of Anaesthetics. The successful candidate will be encouraged to contribute to, and participate in, original and on-going clinical research.

4.6 CONTINUING MEDICAL EDUCATION

The postholder will be expected to keep up to date with innovations and ideas within the profession and to follow all recommendations of the Royal College of Anaesthetists on Continuing Medical Education.

5 GENERAL INFORMATION

5.1 REGISTRATION

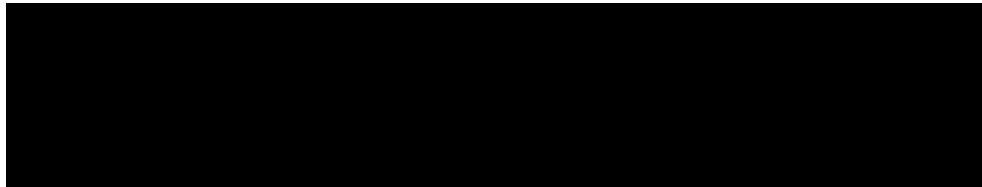
Registration with the GMC must be maintained.

The Royal Hospitals Trust is financially responsible for medical negligence occurring in the course of a practitioner's employment with the Trust. The successful candidate will be responsible for making his or her own arrangements to provide cover for non-NHS work.

5.2 RESIDENCE

Residence within 10 miles of the Royal Hospitals Trust is a requirement of this post.

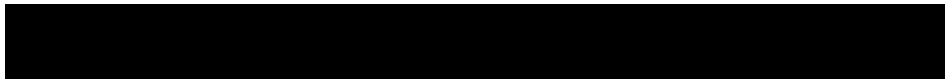
5.3 PRIVATE PRACTICE



5.4 MEDICAL EXAMINATION

Should the successful candidate not be an officer of one of the four Boards within the Health Service in Northern Ireland, he/she shall be required to produce to The Royal Hospitals Trust before taking up duty, a certificate of fitness from a medical practitioner.

5.5 SALARY



5.6 DATE ON WHICH POST IS AVAILABLE

Immediately.

5.7 VISITING

Candidates selected for interview are encouraged to visit the hospital. The Department of Clinical Anaesthesia will, on request (Tel: 0232 325725 - Direct Line), make the necessary arrangements through the Clinical Director. Travelling expenses, within the United Kingdom, for interview will be re-imbursed.

5.8 CANVASSING

Canvassing will disqualify. Any approach to a member of the Trust or a member of any Committee or Panel of the Trust by or at the request of a candidate, for the purpose of obtaining support for his/her application, will be treated as canvassing.

5.9 PATIENTS' CHARTER

The postholder must be committed to meeting the directives of the Patients Charter.

THIS JOB DESCRIPTION IS NOT MEANT TO BE DEFINITIVE AND MAY BE AMENDED TO MEET THE CHANGING NEEDS OF THE TRUST.

THE ROYAL GROUP OF HOSPITALS AND DENTAL HOSPITAL HEALTH AND SOCIAL SERVICES TRUST IS COMMITTED TO PROVIDING THE HIGHEST POSSIBLE QUALITY OF SERVICE TO PATIENTS, CLIENTS AND COMMUNITY. MEMBERS OF STAFF ARE EXPECTED AT ALL TIMES TO PROVIDE A CARING SERVICE AND TO TREAT THOSE WITH WHOM THEY COME INTO CONTACT IN A COURTEOUS AND RESPECTFUL MANNER.

SUCCESSFUL APPLICANTS MUST COMPLY WITH THE ROYAL GROUP OF HOSPITALS AND DENTAL HOSPITAL HEALTH AND SOCIAL SERVICES TRUST'S NO SMOKING POLICY.

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER. YOU ARE EXPECTED TO ADHERE TO THE TRUST'S EQUAL OPPORTUNITIES POLICY THROUGHOUT THE COURSE OF YOUR EMPLOYMENT WITH THE ROYAL HOSPITALS TRUST.