

GMC Training survey 2017

During the last 2 years the Paediatric team has restructured itself with the addition of many new consultants that added passion and enthusiasm to the team. Our GMC surveys prior to 2017 highlighted the need for change and improvement in the quality of our training and the satisfaction of our trainees while working with us.

We are extremely proud that this training year we have managed to lift ourselves from last position and very poor training feedback last year, to 6th place amongst 17 Trusts that comprise the EoE region. This was achieved through hard work, positive changes based on continuous feedback from our Trainees and focus on establishing a healthy and sustainable service provision-training balance. PAH is a very busy hospital and operates one of the busiest emergency departments in the country! As a result our workload is heavy and requires constant adjusting in team mentality as well as flexibility in covering the ever-increasing rota gaps that unfortunately plague us alongside every NHS Trust nationwide.

Our greatest achievement this year and a testament to the work we do is that despite all the difficulties, with the help of our amazing trainees we managed not only to operate a safe service for the children we serve but to significantly improve our training satisfaction. We have scored higher in every GMC domain compared to 2016 and now showcasing the largest number of **GREEN** domains in the EoE! We are acutely aware of the fragility of such assessments but it gives all of us a great sense of achievement and drives us forward to even greater heights.

Where we are:

PAH is perfectly located within the East of England (EoE) region by being very close to London, Cambridge, a major international airport (Stansted) and motorways that give access to most of the country (M11 and M25).




Train/Tube to Harlow Town Station: the Hospital is located a short 5-minute car/taxi journey from the station or a 15-minute walk away. From there London Liverpool street station is 35 minutes by the Stansted Express and Cambridge approximately 30 minutes.


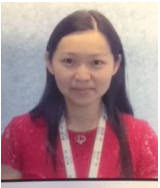


Stanstead airport: easily accessible by train (Stansted express) within 15 minutes or by bus from Harlow Town main bus station 45-60 minutes away. By following the M11 northbound you can reach the airport in 20 minutes by car.





Motorways: Junction 7 is 5/10-minute drive away from the hospital and from there the M25 is another 5 minutes southbound. Cambridge can be reached in 30 minutes by following the M11 northbound.


Paediatric Team

DEPARTMENT STRUCTURE

Job Title	Name	Specialist Area
<i>Consultant & CSG Lead</i>  Dr Hikmet Paediatric Consultant	Dr Fiona Hikmet	General Paediatrician with an interest in Oncology & Haematology.
<i>Consultant</i>  Dr Soe Paediatric Consultant	Dr Than Soe	General Paediatrician with a special interest in Allergy and Gastroenterology Named doctor for safeguarding.
<i>Consultant</i>  Dr Balakumar Paediatric Consultant	Dr Thulasi Balakumar	General Paediatrician with a special interest in Diabetes & Endocrinology

<p><i>Consultant</i></p>  <p>Dr Raina Paediatric Consultant</p>	<p>Dr Sanjay Raina</p>	<p>General Paediatrician with a special interest in Neonatology & Cardiology</p> <p>Neonatal Simulation Lead</p>
<p><i>Consultant</i></p>  <p>Dr Toh Paediatric Consultant</p>	<p>Dr Catlin Toh (On maternity leave)</p>	<p>General Paediatrician with Special Interest in Neonatology.</p>
<p><i>Consultant</i></p> 	<p>Dr Sanath Reddy</p>	<p>General Paediatrician with Special Interest in Neonatology and Neonatal Lead</p>
<p><i>Consultant</i></p>  <p>Dr Cholidis Paediatric Consultant</p>	<p>Dr Nick Cholidis</p>	<p>General Paediatrician with a special interest in Neurology/Epilepsy, Simulation and Medical Education.-</p> <p>RCPCH Tutor</p>

<p><i>Consultant</i></p> 	<p>Dr Amith Nuti</p>	<p>General Paediatrician special interest in Medical Education and Diabetes</p>
<p><i>Consultant</i></p> 	<p>Dr Neha Khanna</p>	<p>General Paediatrician with a special interest in Allergy and Respiratory</p>
<p><i>Consultant</i></p>  <p>Dr Hadoura Paediatric Consultant</p>	<p>Dr Amr Hadoura</p>	<p>General Paediatrician with a special interest in Ambulatory care; Deputy Named doctor for Safeguarding</p>
<p><i>Consultant</i></p> 	<p>Dr Jon Keene</p>	<p>General Paediatrician with a special interest in Ambulatory care and HDU Lead.</p>

<i>Consultant</i>	Dr Christina Ilea	General Paediatrician with a special interest in Nephrology
		

Total Number of Junior Doctors in training in department	4 ST 4-8 6 ST1-3 5 GPVTS 2 FY1s
Total Number of other Medical Trust -Appointed in department	5 Middle grades(1 MTI) 4 SHO level (1MTI)

Department Strengths and reasons to join the PAH Team:

- Very supportive team of Consultants and nursing staff; we pride ourselves for the consultant visibility, approachability and team spirit!

- Princess Alexandra Hospital is a University hospital affiliated to Queen Mary Medical School in London, previously known as Bart's and the London Medical school of medicine and dentistry. As such we have strong links to Undergraduate training and we host/train medical students throughout the academic year. The feedback we receive is excellent and we are continually forging new links in the form of our Consultants taking part in Medical student admission interviews as well as regularly teaching in the medical student conferences organised by undergraduates with an interest in Paediatrics.

The imminent opening of the East of England Medical School (Anglia Ruskin) is an exciting prospect for all us involved in medical education and will attract more medical students and academic opportunities for us working at PAH

- Interesting patient population with plenty of opportunity to gain experience of rare and unusual metabolic, genetic, endocrine and neurological conditions. As highlighted in the GMC surveys of recent years, our workload and its intensity is and always will be the main reason why trainees like PAH. Despite being very heavy especially during the winter months, the continuous and visible presence of senior staff especially in the Emergency Department (ED) ensures excellent training opportunities and allows for real learning as well as ample opportunities for completing SLEs.

-We pride ourselves for having an excellent MRCPCH pass rate that approaches 100%. This can easily be attributed to the excellent training opportunities offered as per previous point but also to the dedicated MRCPCH teaching program delivered by our senior colleagues. We have been truly lucky to have had enthusiastic senior trainees that have spearheaded the effort and organised Training "doodles" for this purpose.

-We organise yearly MRCPCH mock exams for our trainees and open them to the wider EoE with excellent feedback thus far. This enhances our trainees' e-portfolio as well as practice the MRCPCH in real conditions as they all help in its organisation and delivery! The next mock exam is scheduled for October 2018.

We hosted a very successful MRCPCH for the Royal College in October 2016 and we are aiming to host it again in February 2019!

-Our teaching program has been restructured and since September 2016 is based on Themed months. All major specialities are represented in it and each one in turn takes responsibility for delivering a robust program based on the Paediatric Curriculum as outlined by the RCPCH. This allows focused learning with attention to the curriculum, gives ample opportunities for teaching and training to all junior staff who undertake sessions under the overall supervision of the consultant with the special interest in question. Our monthly sessions are greatly enriched by Safeguarding peer-review once per month as well as Radiology meetings on the same basis.

Our program caters for trainees of different level of experience and as such incorporates F1 and F2 teaching, GPVTS-only training as well as Paediatric mandatory training each week with dedicated Registrar sessions so as to address the different educational needs. Currently we offer 2 hours of GPVTS training, 2 hours of Paediatric training per week and 1 hour of exclusive registrar teaching per month focusing on managerial and other matters preparing for that all-important consultant post.

-The team has started supporting SPIN modules with our first ever Cardiology SPIN between September 2017 and September 2018. The department has also offered additional SPIN projects in Epilepsy and haematology/Oncology for the year 2018-19 and we are very excited with the prospect!

- Rostered access to clinics both in terms of observing and participating. All our trainees attend clinic as per rota and are given the chance to clerk new patients, dictate their letters and discuss cases with the supervising consultants giving ample opportunities for signing off SLEs (e.g. CbD). We are one of the few Trusts in the East of England that offer rostered clinic slots for our Trainees!

- The College tutor regularly meets with trainees to gain feedback. Dr Cholidis operates an "open door" policy with allocated 2 hours every Wednesday afternoon dedicated to meeting with trainees that wish to discuss training and/or personal matters or careers advice. Suggestions are listened to and where possible, changes are made based on continuous feedback through the Tutor.

- Excellent focus on safe practices; the department is well supported and has a strong focus on patient safety and timely follow-up. The recent introduction of SBAR, safety "huddles" and modification to the handover system has helped to improve patient safety and staff awareness as highlighted by recent CQC inspections and patient satisfaction surveys.

- Well-designed and integrated computer systems. Case note management software allows access to past results, investigation reports and the writing/viewing of discharge letters. This also allows for the uploading and viewing of previous clinic letters and correspondence. "BigHand" is a user-friendly dictation programme eliminating the need to type your own letters or use tapes etc.

- Strong links with allied health professionals (physiotherapy team, dieticians) and the Paediatric

Community Centre (CDC) based a short drive from the Hospital. Despite the recent re-structuring of services in the West Essex area with the introduction of Virgin Care services remain robust and we expect even closer ties with the provider.

- There are a number of very experienced specialist paediatric nurses in areas including diabetes, allergy and Haematology/Oncology who are on-hand for advice, support and teaching. The specialist team are ever expanding with the post of an Epilepsy Nurse specialist being prepared for advertisement.

- Well organised induction that receives positive feedback from our trainees consistently over the last few years and is based in education as well as service provision priorities. This is facilitated by regularly conducted Junior-senior meetings. The College Tutor collates feedback and implements improvements in a dynamic fashion.

- We have a very well-organised and helpful rota co-ordinator!!!

Children's Services

- General Ward (Dolphin)
 1. Approximately 2900 acute admissions per year
 2. 16 beds including 6 side rooms and 2 HDU beds
 3. Treatment room
 4. Play room (with sensory room attached to it)
 5. Teenager's area (dedicated to our young adults)
 6. Garden/outdoor play area

- Neonatal Intensive Care Unit (NICU)
 1. Level 2 unit (caring for 27/40 plus infants) with 16 cots in total
 2. Approximately 4500 deliveries a year on labour ward
 3. 2 ITU cots
 4. 4 HDU cots
 5. 8 SCBU cots
 6. Dedicated and new CFM machine
 7. Blood gas analyser

- Emergency department (ED)
 1. Brand new department with state of the art facilities and increased capacity as of December 2017
 2. Dedicated paediatric team covering 24/7 with paediatric nursing cover also 24/7
 3. Reviewing all children less than 6 months until midnight and under 1 year after that.
 4. 8 beds
 5. 2 HDU beds in side room
 6. 2 triage rooms
 7. Parents room with facilities
 8. Treatment room

- Children's Outpatients department (OPD) with 14300 attendances last year
 1. 4 outpatient rooms
 2. 2 clinics per day (at least), including general and specialist clinics
 3. Dedicated and supervised registrar clinics
 4. SHO attendance to clinics allocated on monthly rota
 5. Visiting specialty clinics:

Cardiology: Professor Fraisee	Royal Brompton Hospital
Neurology: Dr Ambegaonkar	Addenbrooke's Hospital
Genetics: Dr Clements	Great Ormond Street Hospital
Surgery: Mr Misra	Royal London Hospital

	Room 1	Room 2	Room 3	Room 4	Room 5
Monday AM	Dr Hikmet (General)	Dr Hikmet SpR (General)	Dr Cholidis (Neurology)	Dr Hadoura (Rapid access)	Dr Raina (Cardiology)
Monday PM	Dr Khanna (General)	Dr Khanna SpR (General)			
Tuesday AM	Dr Khanna (Allergy)	Dr Soe (General)	Dr Soe SpR (General)		
Tuesday PM	Dr Reddy (General)	Dr Reddy SpR (General)		Dr Nuti (General)	
Wednesday AM	Dr Keene (General)	Dr Keene SpR (General)		Jaundice Clinic (SHO)	
Wednesday PM	Dr Soe (Allergy)	Dr Soe SpR (Allergy)			
Thursday AM	Dr Balakumar (General)	Dr Balakumar SpR (General)	Dr Raina (Cardiology)		
Thursday PM	Dr Hikmet (Oncology)	Dr Nuti (Diabetes)			
Friday AM	Dr Ilea (Rapid Access)				
Friday PM	Dr Cholidis (Neurology/Epilepsy)				

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- Community Paediatrics

In Harlow there are opportunities to train in Community paediatrics and our level 2 trainees complete their mandatory 6-month training in the Child Development Centre (CDC) located a short distance from PAH. The Trust and team have strong traditional ties with our colleagues at the CDC ensuring high quality training with excellent feedback. Their services include ASD/ADHD assessment, looked-after children assessments and adoption, Epilepsy and Neurodisability amongst many other clinics (Griffiths, Bailey's, CDAC). Clinics are held at the CDC as well as in local special schools for children with complex needs. We are extremely proud to include St Elizabeth's school for children with Epilepsy in Much Hadham in our area of responsibility which allows opportunities for super-specialist experience in the field. The world renowned Professor Helen Cross visits the school and holds clinics on a regular basis there!

Our commitment to community paediatrics includes outreach clinics. Our consultants hold clinics in satellite community hospitals such as St Margaret's in Epping, Rectory Lane surgery in Loughton and Herts and Essex hospital in Bishop's Stortford. These clinics provide invaluable clinician time based in the community!

The Department has also started piloting a scheme where paediatric consultants hold clinics in GP practices so as to enable up-skilling our GP colleagues, enable children to be reviewed closer to home, reduce DNA rates and improve the patient journey in the process. Clinics are due to start in February 2018 and we are very excited with the future possibility of devolving our presence closer to the families of the population we serve.

Rotas

Our departmental rotas are compliant with the new 2016 contract.

The usual staffing template is described as follows:

	SHO	Registrar	Consultant
Monday-Friday 0830-1630	1 ward (Dolphin) 1 NICU 1 postnatal wards 1 OPD	1 ward (Dolphin) 1 NICU 1 OPD 1 Paediatric ED	1 ward (week) 1 NICU (week)
Monday-Friday 1630-2100	1 ward (Dolphin) 1 NICU	1 ward/NICU/ED	1 ward/NICU until 2130
Monday-Friday 2030-0830	1 ward (Dolphin) 1 NICU	1 ward/NICU/ED	
Additional cover Monday-Friday	1 ED 1300-21-45	1 ED 1200-2200	2130-0830 second on-call
Weekends	1 ward (Dolphin) 0830-2030 1 NICU 0830-2030 1 postnatal wards 0830-1700 1 ED 0830-1630	1 ward/NICU	1 ward/NICU 0830-1330 and 1900-2200

Simulation

The department has a very active and multi-disciplinary simulation program that includes:

- We run a combination of pre-planned and in-situ sessions using low or high fidelity equipment
- Monthly MDT sessions first Wednesday of the month with attendance by adult ED/anaesthetics/Orthopaedics/Surgery/nursing staff
- Dedicated SIM suite with separate debriefing areas with audio-visual support so as to see and hear the scenario as it runs
- State of the art wireless digital mannequin that allows full-immersion scenarios
- Yearly rotating events such as Trauma days (every 3 months), HDU days (common paediatric emergencies every 3 months), Oncology days (2 per year) plus simulation sessions on Induction for all new Doctors!
- The team has been organising introductory Paediatric courses offered to all incoming F1s to the Trust and as of 2017 opened it to Regional level F1s. The day was organised in an OSCE form with stations on breaking bad news, examining children, communication (SBAR), prescribing and of course Simulation scenarios. The days have been well received by the candidates with excellent feedback as well been published as a poster in the 9th Excellence in Pediatrics Conference- held in Vienna in December 2017 and submitted for publication at the Archives of Paediatrics in late 2017.
- We organise yearly visits in the form of a training day by CATS so as to discuss cases between us and also hold Simulation session run and facilitated by the CATS team. The day is attended by paediatric and specialty staff (anaesthetics especially) with excellent feedback every year.

Networks

We actively participate in the regional Epilepsy (EPEN), Neonatal and Diabetes Networks where our trainees are encouraged to attend and present at regional level and in doing so enhancing their specialist knowledge and support their portfolios with invaluable presenting skills.

Communication

We strongly believe in close communication to enhance our professional ties and allow faster and more efficient communication when it comes to emergencies, educational opportunities and activities as well as team social events. We use a WhatsApp forum administered by the College Tutor and also developing a Google diary for all members of the team.

Weekly teaching activities

Monday	0830 General grand round (Dolphin) 1300-1400 Departmental teaching (Week 1 safeguarding peer review, Week 3 radiology)
Tuesday	0900 trainee-led teaching ward round (Dolphin) and completion of SLEs
Wednesday	0815 Alternate weeks Resus (Low fidelity) in Paediatric ED/Journal Club on Dolphin 1400-1600 MDT Simulation training (post-graduate centre)
Thursday	1400-1600 Neonatal Simulation (alternate weeks)
Friday	0830-0900 Antenatal planning meeting (NICU) 0900 NICU Grand Round 1300-1400 Neonatal-focused teaching

Courses

- We hold annual MRCPCH exams having 2 resident RCPCCH examiners as members of our consultant body as well as having 2 more undergoing the necessary training currently
- We hold annual mock MRCPCH exams for our trainees as well as regional/national trainees with special discounts for regional applicants
- As of the summer of 2018 we will be holding mock exams open to senior trainees in preparation for their START exam.
- We hold annual Paediatric preparation courses for F1 doctors so as to enhance confidence in dealing with children
- We are planning to start holding courses for F2 doctors who are considering a career in Paediatrics so as to help them prepare their portfolios and interview technique.

Contacts

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