

Ministry of Health and Social Services
Terms of Reference
Paediatrician

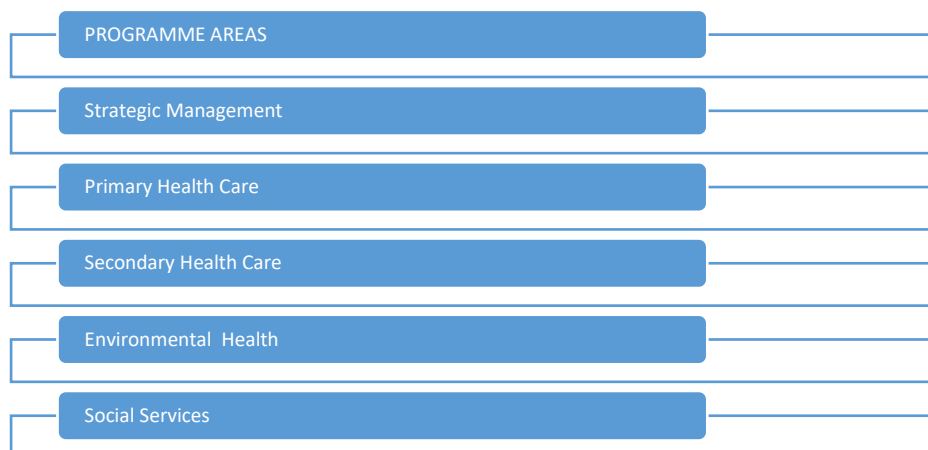
Background

Montserrat, a British overseas territory, is a small island in the Leeward island chain, with a land mass of 39.5 square miles and a resident population of 4566 persons (Census 2018). The eruption of the Soufrière Hills Volcano in 1995 rendered more than half of the island unsafe, as a result, three quarters of the island was declared an exclusion zone, which prohibits anyone from occupying that part of the island. Its capital, Plymouth, which housed a newly refurbished state of the art hospital yet to be fully occupied, was also destroyed. Hospital services were relocated to a former school in St. John's in the north of the island. Overtime, the school has been refurbished to provide the relevant secondary care services.

The delivery of health and social care on Montserrat is the responsibility of the Government and is administered under the Ministry of Health and Social Services (MOHSS). A total of seven resident medical practitioners are responsible for providing services at the health facilities. These include the Chief Medical Officer, the Surgeon Specialist, an Anesthesiologist and four medical practitioners. Additionally, the public health system is strengthened by the visits of an ophthalmologist, a psychiatrist, a paediatrician, cardiologists, urologists and an orthopaedic surgeon from other countries. There are also 50 nursing positions supporting the physicians in care delivery for the residents on island.

The mission of the MoHSS is to promote health and wellbeing, by empowering individuals and communities and assuring access to quality preventative, curative and rehabilitative health and social care services in partnership with other stakeholders.

The Ministry has five programmatic areas:



Paediatric Services

The Ministry of Health and Social Services is currently in a process of reform and is expanding its Primary and Secondary Health Care services and is actively seeking to facilitate this venture through securing the services of a Paediatrician.

Provision of current services

Paediatric services are rendered through a mixture of medical officers and twice monthly visits from a Paediatrician from a neighbouring island. Previously, when there was a fulltime Paediatrician, there were weekly outpatient clinics, daily ward rounds, annual morbidity/mortality presentations and other programmes pertaining to paediatric care.

Need for Paediatric Services

The Government of Montserrat has several programmes that cater to the paediatric population for example, the child welfare clinics and the annual school health assessment. These clinics are nurse-led, however, the input of a paediatrician is always necessary to support the quality of care that is provided through these programmes. There is support for these programmes from medical officers but the specialist input is absolutely necessary. The paediatrician is also necessary to support the Obstetric services especially when c-sections are being performed and for neonates who are unwell. Montserrat would have also benefitted from regional and international paediatric services, for example, the World Paediatric project which is better facilitated through the services of a Paediatrician.

The Government of Montserrat is endeavouring to improve access to healthcare for its residents and securing the services of a fulltime paediatrician is one step towards that goal.

Purpose of Assignment

The key objective of the role is to support the Ministry's efforts at delivering high quality and effective client-centered services which will complement existing medical programs and enable people to live meaningful and satisfying lives. This will be done by providing paediatric services to the population of Montserrat.

Scope of Work

Clinical Services

- Collaborate with the entire health care team to ensure the delivery of quality care for patients requiring Paediatric services
- Supervise inpatient care regarding evaluation and diagnosis, treatment plan and discharge planning.
- Interview and examination of new outpatients and inpatient consultations with development of a plan for diagnosis and management which will require:
 - Daily verbal communication with patients during examinations, and when providing medical advice at Casualty or on the ward.
 - Daily verbal communication with the hospital staff, providing professional support and guidance.
 - Written and verbal communication with the Chief Medical Officer, sharing and requesting medical information, face to face when conducting clinical audits, workshops, training sessions, meetings, etc.
 - Verbal communication with other medical professionals to discuss best practices, information sharing at meetings and on the hospital compound.
 - Written and verbal communication with the members of the Royal Montserrat Police Service providing reports on patients brought to the Casualty Department.
 - Written and verbal communication with members of the legal fraternity providing reports re their clients (as instructed by the Chief Medical Officer).
 - Oral and written communication with relatives of patients providing advice and information pertinent to the care of family members.
 - Written and verbal communication with medical professionals regionally and internationally re transfer of patients to and from Montserrat, seeking information on the management and transfer of clients.
 - Maintain adequate documentation of case management and patient contact and care
- Monitor patients' conditions and progress and re-evaluate treatment as necessary
- Visit the homes of patients in accordance with clinical guidelines and local protocols
- Use innovative means to diagnose conditions which may present in clients.

- Collaborate with the relevant persons to arrange the management and transfer of patients overseas for treatment as required. This includes working with regional and international bodies that assist with paediatric care (e.g. UNICEF, World Paediatric project, etc.)
- Conduct weekly outpatient clinics as per the instructions of the Chief Medical Officer.
- Work alongside the primary healthcare team in facilitating the annual school health assessment and produce a report annually outlining the findings, analysis and recommendations for improvement.
- Work with the healthcare team in reviewing, updating and developing protocols pertaining to paediatric care.
- Daily in-patient ward rounds as required.
- Determine inpatient care regarding evaluation, diagnosis, treatment plan and discharge planning as required.
- Determine which patients (in consultation with the necessary specialist and the Chief Medical Officer) need to be referred off island.
- Participate in the On-call roster/Casualty roster as instructed by the Chief Medical Officer.

Training and Education

- Works with the Nursing Tutor and Chief Medical Officer to develop and deliver training programs in accordance with the needs of the country.

Administrative Tasks

- Submit monthly or quarterly reports to the Chief Medical Officer as required
- Undertakes the preparation of an end of contract report submitted with recommendations and agreed action plan prior to departure.
- Collaborate in the development of disease prevention and health promotion initiatives
- Developing protocols and procedures for the appropriate delivery of Paediatric services.
- Assists the Chief Medical Officer to conduct clinical audits, every six (6) months or as required

QUALIFICATIONS, SKILLS AND EXPERIENCE

Education

- Medical degree (MBBS or MD Degree) or its equivalent from a recognized University that meets the requirement for registration to practice as a medical doctor in Montserrat
- A Medical degree in Paediatric Medicine
- Current Certification in Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS) and Paediatric Life Support (PALS) is a requirement for this post

Experience

- Proven working experience with at least five (5) years as a Paediatrician

Knowledge

- Knowledge of and ability to provide medical care according to best practice and established protocols that are evidence-based.
- Must keep abreast of current developments in the medical field

Accreditation

Officer must be a current member of a recognized professional accreditation or licensing body and membership should be maintained for the duration of the period of engagement.

Skills

- Excellent technical, analytical, presentation, verbal and written communication and interpersonal skills
- Excellent time management and organizational skills
- Computer literacy
- Teaching and training others
- Must be friendly and professional and enjoy working with people
- Must be comfortable in a wide variety of Environments and be able to relate to people at various social and intellectual levels.
- Self-motivated and be able to motivate others.
- Teambuilding and motivational skills.

- Strong leadership qualities

Abilities:

Should have the ability to

- Use initiative and work independently.
- Manage various initiatives while meeting deadlines.
- Exercise good judgment, integrity and discretion when handling confidential information.
- Negotiate and communicate effectively.
- Prepare written documents to support proposals.
- Review existing protocols and revise accordingly.

Remuneration

- Remuneration will be commensurate with qualifications and experience of the successful applicant.

Duration

- The terms of engagement will be for a contractual period of two (2) years

Reporting and Management Arrangements

- The Officer will report directly to the Chief Medical Officer but ultimate accountability will be to the Permanent Secretary Ministry of Health and Social Services.
- The Officer will work as part of a multi-disciplinary team for joint treatment planning and evaluation of clients.
- The Officer will produce written monthly and quarterly reports in accordance with the outputs and agreed objectives