

Consultant Job Description and Additional Department Information

Grade: Consultant in Infection (Microbiology and Virology)

Department: Clinical Microbiology

Reports to: Clinical Lead for Microbiology

Job Summary:

This is a full time post consisting of 10 Programmed Activities (PAs) per week for a Consultant in Infection (Microbiology and Virology) based at Queen Alexandra hospital, Portsmouth. This includes 7 PAs direct clinical care (DCC), 2 PAs for supporting professional activities (SPA) and 1PA per week for out-of-hours work shared equally between the consultant medical microbiologists of Portsmouth Hospitals University NHS Trust and the Isle of Wight NHS Trust.

Key Responsibilities:

Consultant clinical duties

Direct clinical care (DCC) will consist of providing an advisory infection service covering bacteriology, mycology and virology to the Trust and our community partners during weekday working hours of 09:00-17:00 for a total of 28 hours per week (7PAs per week), including one week day as duty consultant in the laboratory and leading antimicrobial stewardship ward rounds and clinical consults across the Trust.

The out-of-hours work covering clinical queries and urgent infection advice for both Portsmouth Hospitals University NHS Trust and Isle of Wight NHS Trust will be shared equally among the consultant medical microbiologists. Remote access for both Trusts will be provided to facilitate out-of-hours work.

The post-holder will be expected to participate in teaching of laboratory staff, junior doctors, and other healthcare staff including pharmacists, to undertake professional development, participate in clinical audit, and comply with essential skills training and to undertake annual appraisal for revalidation purposes.

Applicants must be registered Medical Practitioners (with a licence to practise) and on the Specialist Register of the GMC or be eligible to be on the Specialist Register within 6 months of the date of the Advisory Appointments Committee (AAC) as it is a legal requirement for all doctors to be on the GMC Specialist Register before they can take up a consultant appointment. It is expected that they will have obtained fellowship of the Royal College of Pathologists or have equivalent experience and training.

The consultant will be managerially accountable to the Chief Executive and Medical Director of Portsmouth Hospitals University Trust through the Clinical Lead, Clinical Director of Pathology, and Care Group Director. All consultants within the Microbiology Department are members of the Microbiology Management Team.

The Department of Clinical Microbiology at Portsmouth Hospital University NHS Trust (PHU)

The laboratory currently offers a wide range of bacteriological, virological, mycological, and parasitological investigations performing over 700,000 tests per year, of which acute hospital diagnostic work accounts for about 70% with work for General Practitioners about 20% and work for Solent Sexual Health and neighbouring Trusts the remaining 10%. The laboratory has a dedicated molecular suite and two Category 3 laboratories. The department

participates in all relevant external quality assessment schemes, has active internal quality assurance and audit programmes and has recently regained full UKAS accreditation.

Clinical Microbiology and Virology Workforce

Dr. Helen Chesterfield, Consultant Microbiologist (0.8 WTE), specialist interest in orthopaedic infections and community infection prevention and control

Dr. Andrew Flatt, Consultant Microbiologist (1.0 WTE), specialist interest in haematology, paediatrics, neonatology, and gastroenterology specifically supporting the national faecal transplant service for treatment of patients with relapsing C difficile infection

Dr. Ruan Simpson, Consultant Microbiologist (1.0 WTE), specialist interest in surgical patients and virology and working one day a week as deputy clinical lead for the Southern Counties pathology network

Dr. Layth Alsaffar, Consultant Microbiologist (0.3 WTE), working one week a month supporting antimicrobial stewardship and infection prevention

Dr. Harjeet Virk, Consultant in Microbiology and Infectious Diseases (1.0 WTE), specialist interest in respiratory and imported infection

Kelly Bicknell, Clinical Scientist in virology on HSST programme due to complete 2025

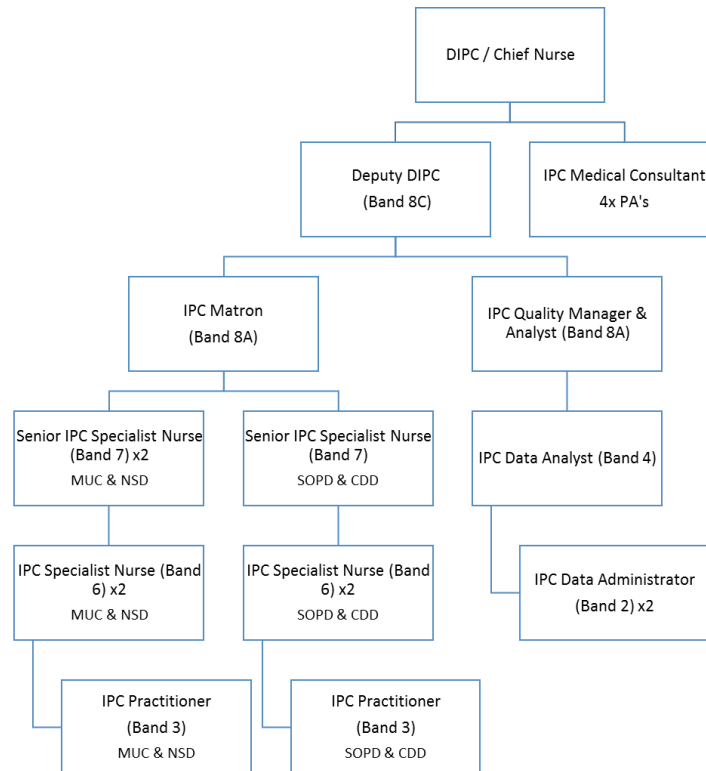
Microbiology SpR x1 on Wessex deanery Infection training rotation, Trust registrar x1 and FY2 doctor x1

Scientific workforce

The laboratory is funded for 57 WTE staff including 1 x band 8b (laboratory manager), 2 x band 8a (operational manager and clinical scientist), 9.1 x band 7 (senior BMS), 13.6 x band 6, 5 x band 5, 7 x band 4, 4 x band 3 and 9.5 x band 2

Infection prevention and control team (IPCT)

The IPCT reports to the Director of Infection Prevention and Control (DIPC), chief nurse via the deputy DIPC, senior nurse for surgery. The current vacant post includes 1 PA of IPC duties however this can be reviewed on mutual agreement with the consultant microbiology team



Postgraduate Facilities and Education

There is an active postgraduate centre with an attached library, facilities for centre based learning and regular clinical meetings and teaching sessions. The successful candidate will be expected to play their part in the postgraduate activities, teaching and clinical audit.

Additionally, as of Autumn 2024, the Trust shall be partnering with King's College (Medical School) London to found a new medical school site. This shall bring new opportunities for ward and lecture-based teaching.

The Trust is committed to continuing professional development (CPD) with funding allocated to each doctor on an annual basis. This post allocates 2.0 SPA per week to continuing professional development, audit, teaching and governance duties.

Appraisal/Job Planning

The Responsible Officer of the Trust oversees appraisal and revalidation. Job planning is undertaken as a department under the Care Group Leadership team with sign off by the Care Group Director on an annual basis.

Office Accommodation and Secretarial Support

The post holder will be provided with office space and will share secretarial support with consultant colleagues. The post-holder will have their own desk-top computer connected to the laboratory network, giving access to the laboratory computer system (currently iSoft Apex), the hospital patient administration system, Trust standard software packages, Trust intranet, email and Internet. The laboratory uses SGSS for reporting certain specified infections to the local Health Protection team and UKHSA.

Main Conditions of Service

The Terms and Conditions of the Consultant Contract (England) 2003 will apply to this post.

In particular, candidates should note the following:-

1. The post is remunerable on the appropriate consultant salary scale plus seniority, merit awards, discretionary points and/or clinical excellence awards depending on previous consultant level experience.
2. The Trust normally expects the successful candidate to live within 10 miles (or 30 minutes by road) of Queen Alexandra Hospital. Candidates are reminded that it is their professional responsibility to ensure appropriate availability for clinical duties. In the event of failure to reach an agreement the matter should be referred to the Medical Director for a decision. The post-holder must be able to travel to meet the requirements of the post and their private residence must be maintained in contact with the public telephone service.
3. The successful applicant will be required to have a Disclosure and Barring check before taking up their appointment.

A consultant is accountable to the Trust for the provision of services as required. The contractual arrangement with the Portsmouth Hospitals University NHS Trust is exercised through the Medical Director, who provides support and advice to the Consultant Medical Staff in both professional and contractual matters. All doctors in the Trust are ultimately professionally accountable to the Medical Director.

It is expected that consultants normally will cover each other's absences for annual and study leave, and that the appointee will normally comply with the Trust and department's policies on the number of consultants who may be on leave from a clinical service at any one time, so that the delivery of service to patients may be maintained.

The Trust expects all Medical and Dental staff to work within the guidelines of the GMC 'Guide to Good Medical Practice' which can be viewed on the GMC website www.gmc-uk.org.

Where the post holder manages employees of the Trust, they will be expected to follow the local and national employment and personnel policies and procedures.

Study leave

30 days within a three-year period, subject to national and local policies will be allowed.

Status of Post

This is a full-time post although candidates wishing to work less than full time may still apply.

Residence

Residence within either 10 miles or 30 minutes by road from Queen Alexandra Hospital is usually required unless alternative arrangements agreed with the Trust management. The post holder's private residence must be maintained in contact with the public telephone service.

Safe-Guarding

The post holder will be expected to act in such a way that at all times the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition to all staff are expected to complete essential/mandatory training in this area.

Infection Prevention and Control

You are required to adhere to Trust Infection Control Policies at all times and to challenge poor practice that could lead to the transmission of infection. Any non-compliance with Infection Control policies may be subject to disciplinary action.

Rehabilitation of Offenders

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act, 1974 (exceptions) order 1975. Applicants are therefore not entitled to withhold information about convictions. This could result in dismissal or disciplinary action from the Trust.

Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied.

Health and Safety

The Trust has a Health and Safety Policy and all staff are required to be familiar with, and comply with, the policy to ensure a safe working environment.

Clinical Governance

All consultants are required to participate actively in clinical audit and consultant appraisal. The Clinical Lead will usually conduct an initial appraisal, and time is allocated by the Trust for preparation and the appraisal meeting within the job plan. The post-holder will also be expected to take an active part in the evidence-based practice and

risk management programmes. He/she will also participate in the Trust-wide continuous quality improvement programme, involving patients and users of the service as appropriate.

Risk Assessment

All managers have a responsibility to assess risks and implement the necessary actions to minimise these within their sphere of responsibility. They must enable staff to attend statutory and essential training. All staff have a personal responsibility to be familiar with the Risk Management Strategy, follow policies and procedures and take all actions necessary to reduce risk. Staff must ensure that they attend appropriate statutory and essential training.

Continuing Professional Development

The post-holder is required to participate in a programme of Continuing Professional Development in line with the guidelines of the Royal College of Pathologists / Physicians.

Data Protection Act 1998

It is a requirement of the post holder to maintain the confidentiality of information about patients, staff and other health service business, in accordance with the Code of Confidentiality of Personal Health Data, the Korner Report on confidentiality and the Data Protection Act 1998.

General Medical Council Registration

The post holder shall be a medical practitioner, properly registered with the General Medical Council. It is the post holder's responsibility to ensure they are registered for the duration of the appointment.

Medical Indemnity

The post holder will be indemnified by the Trust for all NHS work undertaken as part of the post holder's Contract of Employment in accordance with HC (89)34. The post holder is encouraged to take out adequate defence cover as appropriate to cover them for any work which does not fall within the scope of the indemnity scheme (as per their Contract of Employment).

Complaints

In the event of any investigation into any complaint, the post holder should fully co-operate with the Trust and the legal advisors (including, but not limited by allegation of negligence or misconduct) and should agree to provide a full written statement concerning the incident/complaints within a reasonable time.

Principles of conduct in the NHS

Appointees are expected to adhere to the Standard of Business Conduct as laid down in HSG(93)5.

It is the responsibility of Trust staff to ensure that they are not placed in a position which risks, or appears to risk, conflict between their private interests and their NHS duties. Staff are expected to ensure that the interest of patients remains paramount at all times and to be impartial and honest in the conduct of their official business and in the use of public funds entrusted to them to the best advantage of the service, always ensuring value for money. It is also the responsibility of staff to ensure that they do not abuse their official position for personal gain or to benefit their family or friends. The Trust standing orders require any post-holder to declare any interest, direct or indirect, with contracts involving the Trust. Post holders are respectfully requested not to further their private

interests in the course of NHS duties. Please note that it is the post holder's duty to consult a senior colleague should they encounter any difficulties during the course of their duties.

Accommodation

The post of Consultant is designated as non-resident. If the post-holder chooses to live in temporary hospital accommodation, it is Trust policy that all charges relating to the accommodation will be deducted from salary. The post may qualify for removal expenses which should be discussed with the Employee Resourcing Manager after interview. Short-term accommodation may be available if necessary.

Superannuation

The post is subject to the provision of the NHS Superannuation Scheme which is contributory. Membership of the scheme is automatic unless the post holder opts out at any time in favour of provision under a Personal Pension Plan. After opting out of the Scheme, the post holder will assume full responsibility for pension provision and compliance with the Social Security Act 1986.

References

The appointment is subject to receipt of satisfactory references. These are requested from the applicant's nominees and also from recent educational supervisors and Chief Executives/Medical Directors as appropriate.

Appointment

The appointee will be required to take up the post no later than three months from the date of the offer of an appointment, unless a special agreement has been made between the appointee and Portsmouth Hospitals University NHS Trust.

If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

Equal Opportunities

Portsmouth Hospitals University NHS Trust is committed to becoming an equal opportunity employer. The aim of our policy is to positively promote equality of opportunity and in particular to ensure that no job applicant or employee receives less favourable treatment on the grounds of ethnicity, disability, culture, nationality, religion, sexual orientation, gender, age or marital status.

Information for Candidates

Candidates are asked to note that the canvassing of any member of the Advisory Appointments Committee, or the Portsmouth Hospitals NHS Trust Board, will disqualify the candidate (see Statutory Instrument 1996 No 701 Paragraph 9[2]). This should not deter candidates from approaching any person for further information about the post.

Candidates wishing to visit the hospital may do so and should make their own arrangements directly with the microbiology department on 02392 286000 ext 1718. The Trust will reimburse expenses for one pre-interview visit for short listed candidates.

Please note that due to the high volume of recruitment and our desire to treat all applicants fairly it is not possible to meet with the Chief Executive, Penny Emeritt, prior to the Appointments Advisory Committee. However,

arrangements to meet with Dr John Knighton, Medical Director, or with Dr Mark Roland, deputy Medical Director, can be made by contacting Emily Wainwright on 023 9228 6959. Both Dr Knighton and Penny Emeritt are extremely committed and supportive of this appointment and to appointing the right candidate and, as part of the induction programme the successful applicant will have an opportunity to meet with them.

Person Specification

Qualifications

Essential

- Full and specialist registration in microbiology or microbiology and infectious diseases (and a license to practice) with the General Medical Council (GMC) (or eligible for registration within six months of interview)

Clinical Experience

Essential

- Applicants that are UK trained, must also be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.
- Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.
- Fellowship of the Royal College Pathologists or evidence of equivalent qualification
- Membership of the Royal College of Physicians or evidence of equivalent qualification

Desirable

- Virology experience
- Infection Control experience
- Experience in the rationalisation and control of antimicrobial prescribing

Clinical Skills

Essential

- Understanding of clinical risk management
- Ability to foster and promote the delivery of the clinical diagnostic services of the laboratory.
- Enthusiasm for ward-based clinical liaison

Desirable

- Demonstration of evidence-based medicine

Knowledge

Essential

- Reasonable computer literacy to include word processing and basic spreadsheets
- Able to demonstrate appropriate level of clinical knowledge

Desirable

- Breadth of experience in and outside of speciality

Interests

Essential

- Active interest in research and developments in medical microbiology and respiratory infection, nosocomial infection and rational use of antimicrobials

Desirable

- Other outside interests

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature:

