

APPLICATION PACK FOR LOCUM CONSULTANT POSTS AT THE UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST



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SECTION 1: ABOUT UHL NHS TRUST

We are one of the largest and busiest acute teaching Trusts in England with a team of approximately 15,000 dedicated employees.

Our patients are the most important thing to us and we are constantly striving to improve the care they receive, through looking at the ways we work, ensuring our staff are highly trained and encouraging research which allows us to offer our patients the latest technologies, techniques and medicines.

We serve the one million residents of Leicester, Leicestershire and Rutland – and increasingly specialist services over a much wider area.

Spread over the General, Glenfield and Royal Infirmary hospitals, we work closely with partners at the University of Leicester and De Montfort University, providing world-class teaching to nurture and develop the next generation of doctors, nurses and other healthcare professionals, many of whom go on to spend their working lives with us.

Wherever employees work at whatever level, they are valued and contribute to the Trust's purpose of delivering 'caring at its best'.

Our Trust Values are:

1. We **treat** people how we would like to be treated
2. We **do** what we say we are going to do
3. We **focus** on what matters most
4. We are **one team** and we are best when we work together
5. We are **passionate** and **creative** in our work

At UHL NHS Trust we:

- Have a mentorship scheme for all new Consultant staff, this is designed to help and assist new appointees to settle into working at UHL as easily as possible. It is designed to assist individuals in a personal way to familiarise them with the Trust and how things work in practice.
- Fully involve our staff in both local and Trust-wide decision making.
- Support our employees' health and wellbeing.
- Truly embrace diversity, individuality, new ideas and staff innovations.
- Offer learning and development opportunities and career paths for real job satisfaction and personal progress.
- Offer a number of staff benefits that can save staff money.

SECTION 2: LEICESTER, LEICESTERSHIRE AND RUTLAND, A GREAT PLACE TO LIVE AND WORK

Leicester, Leicestershire and Rutland are vibrant, diverse and welcoming places to live, from the modern, bustling city to 'picture postcard' villages.

Leicester is home to over 100 shops including a flagship John Lewis and big name designers. St Martin's Square and a number of arcades house a range of independent and regional retailers and the famous city centre covered market is the largest in Europe. The Golden Mile on Belgrave Road has the largest concentration of Indian jewellery shops outside India.

The city offers an amazing chance to join many different cultural celebrations, including the UK's largest celebration of Diwali and biggest Caribbean Carnival.

You can take your taste buds on a gastronomic journey around Leicester, Leicestershire and Rutland with award-winning chefs, city restaurants, rural country pubs, contemporary gastro pubs and country tea rooms. The nightlife and entertainment scene also includes:

- A fantastic range of clubs, pubs and bars
- The O2 Academy and De Montfort Hall bringing in international acts
- More intimate venues such as The Musician, Firebug, The Donkey and Y Theatre.
- The second biggest annual comedy festival in the UK
- The Curve theatre and Phoenix independent cinema.

Leicester also has a great sporting reputation, with the following:

- Leicester City Football Club
- Leicester Tigers Rugby Club
- Leicestershire County Cricket Club
- Leicester Riders Basketball Team
- Horse racing at Leicester Racecourse

The county is crisscrossed by footpaths, cycle trails and canals. Outdoor attractions include the National and Charnwood Forests, Bradgate Park, Beacon Hill and Swithland Wood, a number of stately homes and Rutland Water.

The strong transport infrastructure also means that you are never far from other destinations in the UK or even abroad.

Find out more at Visit Leicester and Discover Rutland (links below):
<http://www.jobsatleicestershospitals.nhs.uk/welcome-to-leicester/>

<https://www.visitleicester.info/>
<https://www.discover-rutland.co.uk/>

SECTION 4: DEPARTMENT OF ANAESTHESIA

The Clinical Management Group of Intensive Care, Theatres, Anaesthesia, Pain and Sleep (ITAPS)

The CMG is led by the Clinical Director, Dr Chris Allsager and Head of Operations Linda Fletcher. It has Departments of Anaesthesia at each of the three sites in the UHL Trust: Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital.

Leicester Royal Infirmary. The Department of Anaesthesia at the Leicester Royal Infirmary provides support to the Obstetrics services and the following surgical specialities: General Surgery, Upper and Lower GI, Trauma, Paediatric, ENT, Maxillo-Facial, Plastics, Ophthalmic surgery and gynaecology in addition to services to Community Hospitals. The site hosts a 21 bed intensive care unit and provides anaesthetic support to a busy emergency department.

Leicester General Hospital. The Department of Anaesthesia at the Leicester General Hospital provides support to the Obstetrics services, Gynaecological surgery, Peri operative Care (4-5 bedded HDU) services and the following surgical specialties, General and colorectal Surgery, Orthopaedics, Urology, Day case, Robotic surgeries as well as Pain management and Sleep services.

Glenfield Hospital. The Department of Anaesthesia at the Glenfield Hospital provides support to Breast surgery, vascular, hepatobiliary, cardio-thoracics and a 25 bed intensive care unit. It also provides anaesthetic support to cardiac and interventional radiology.

The department runs both Anaesthetic Review Clinics and a nationally-accredited Cardio-Pulmonary Testing Service and is actively supporting the development of the UHL Pre-operative Assessment Service. The department of anaesthesia is working towards ACSA accreditation, and the ITAPS CMG has a Consultant Anaesthetist dedicated to leading on this.

The Anaesthetic group is currently made up of 68 consultants at the Leicester Royal Infirmary, 31 at the Leicester General Hospital and 43 at Glenfield Hospital who provide anaesthetic cover to specialist lists, pre-operative assessment and acute pain. All the consultants within the group have a flexible component to their job plans to facilitate this.

Within the department there is office space, managerial and secretarial support and a number of Seminar rooms. Anaesthetists have a strong input into undergraduate and postgraduate training.

KEY WORKING RELATIONSHIPS

Dr P Boddy– **Deputy Clinical Director, Workforce Lead**
 Dr G Williams – Deputy Clinical Director, ICM
 Dr R Porter – Deputy Clinical Director, Quality and Safety
 Dr N Flint – Head of Service LRI
 Dr J Greiff – Head of Service LGH
 Dr R Annamaneni – Head of Service GH

CONSULTANT MEDICAL STAFF, LRI

General

Dr F Ahmed
 Dr M Ahson
 Dr P B Ali
 Dr BT Ayorinde
 Dr M Chauhan
 Dr A Cole
 Dr C Collins
 Dr R Eastley
 Dr A Fell
 Dr R Mandalia
 Dr O McMahon

Dr A Maheswaran
 Dr D Morfey
 Dr F Olejnik
 Dr A Packham
 Dr A Patil
 Dr C Pradhan
 Dr P Ray
 Dr A Salem (Locum)
 Dr K Srinivas, Trauma Lead
 Dr N Ware, Vascular lead
 Dr M Wood

Obstetric Anaesthesia

Dr S Anderson
 Dr T M Bourne, Associate Medical Director
 Dr A Elbeleehy
 Dr C Elton, Clinical Lead
 Dr S Francis
 Dr K Kondov, Clinical Lead
 Dr R Kunte
 Dr R Leighton, HOS of Anaesthesia
 Dr A Ling
 Dr A Morris
 Dr P Ramasamy
 Dr P Sharpe
 Dr R Vedantham
 Dr F Webster

Paediatric Anaesthesia

Dr E Helm, Lead Clinician
 Dr P Angadi
 Dr B Cagney, College Tutor
 Dr E Dekker
 Dr D Marriott
 Dr K Peiris
 Dr P Slater
 Dr P Sodhi
 Dr B Stahl
 Dr W Russell

Intensive Care

Dr C Bouch
Dr J Briggs
Dr N Flint
Dr C Hebbes

EMCHC

Dr S Paddalwar
Dr J Suma, Lead Clinician
Dr P Salvi

Consultant Medical Staff: LGH

General and Orthopaedic Anaesthesia

Dr K Bharathi
Dr A Hall
Dr S Kallam
Dr H Lodhi
Dr A Mistry
Dr D O'Neil
Dr R Powell
Dr L Rad
Dr S Sanghavi
Dr N Sultan
Dr T Trotter

Sleep Medicine

Dr S Basar:
Dr P Graf-Baker: Lead Clinician
Dr A Hall

Dr A Keeshan
Dr M Little
Dr I McLaren
Dr J Parker
Dr S Pochiraju (Locum)
Dr S Scott
Dr M Smith
Dr Z Whitman
Dr M Woods

Associate Specialist

Dr M Yoganathan
Dr A Panchan
Dr N Javaraiah
Dr P Muthuswamy

Obstetric Anaesthesia

Dr S Sebastian - Deputy Head of Service,
Dr H Brookes
Dr P Gauthama
Dr E Hart: College Tutor and Obstetric
Anaesthesia
Dr N Hickman: Training Programme
Director, EMSA
Dr A Jacob
Dr R Jayaraj
Dr A Joseph
Dr A Kelkar
Dr G Knight
Dr R Pandey

Pain Services

Dr M Kodivalasa: Lead Clinician
Dr B Raithatha
Dr K Shoukrey
Dr Y Tang
Dr J Tring
Dr T Vasu

DEPARTMENTAL RESEARCH

Research in the ITAPS Clinical Management Group encompasses several areas, including clinical and laboratory based projects, and led by the CMG research Lead, Dr Hakeem Yusuff. There are close links with researchers in the University of Leicester via Professor D Lambert and Professor J Thompson, Honorary Professor (Department of Cardiovascular Sciences). Other members of the research group are three Honorary Lecturers (StR), four research nurses, and a number of NHS consultants. NHS Specialist Registrars may be seconded to undertake research for a period of six months during their training.

Both clinical and laboratory-based research is performed. Areas of current clinical research include: the treatment of acute pain after surgery or injury and chronic pain of malignant or non-malignant origin; coagulation management and drug pharmacokinetics in patients receiving Extra-corporeal membrane oxygenation (ECMO), right ventricular failure/ injury in Adult Respiratory Distress Syndrome (ARDS) and assessment of non-invasive monitoring modalities in acute illness and critical care. The group is also very active in recruiting to clinical multicentre trials in Critical and Emergency Care, Perioperative Medicine, and Pain Management, under the auspices of the Clinical Research Networks.

Translational and laboratory research is co-ordinated by Professor David Lambert and Professor Jonathan Thompson, whose current research focuses on investigating the cellular action of novel mediators involved in sepsis and cardiovascular disease, analgesic and anaesthetic agents, particularly receptor function, signal transduction and neurotransmitter release.

Our laboratories have expertise in a variety of analytical techniques including quantitative PCR, and active collaborations within the University of Leicester, nationally and internationally. Research has impacted upon local and national practice in several areas. The group pioneered the use of patient-controlled analgesia for postoperative pain relief and was involved intimately in the production of a national report which was instrumental in the introduction of acute pain teams in the UK.

It is expected that the successful applicant would be actively involved in the on-going research activities in the Department, under the guidance of the CMG research Lead. This may include the supervision of research nurses, Specialty Trainees and Medical Students as appropriate. Individual research interests consistent with the on-going research priorities of the group will be encouraged, as will research presentations, publications and grant applications.

SECTION 5: JOB DESCRIPTION






UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

ITAPS CLINICAL MANAGEMENT GROUP

<u>Job Title:</u>	Locum Consultant in Anaesthesia (10 PAs)
<u>Location:</u>	Leicester Royal Infirmary Hospital & Leicester General Hospital within the University Hospitals of Leicester NHS Trust
<u>Managerially Accountable to:</u>	CMG Clinical Director, Head of Service
<u>Professionally Accountable to:</u>	Medical Director

ABOUT UHL, OUR VALUES AND BEHAVIOURS

Every day at University Hospitals of Leicester we save lives, improve lives and usher in new life. Our Trust Values determine our behaviour and our culture. We are a passionate and creative team and at our best when we work together. Our Values are:

1. We treat people how we would like to be treated	
2. We do what we say we are going to do	
3. We focus on what matters most	
4. We are one team and we are best when we work together	
5. We are passionate and creative in our work	

As one of the very largest NHS Trusts in the country, our contribution to our communities goes way beyond direct health; we are the largest employer in our region, we educate and train the staff of the future, we push research boundaries and with our £1bn turnover we are an economic engine for the wider East Midlands and beyond.

This is particularly exciting time for Leicester's Hospitals. We have been given £450m by the Government to provide a host of new facilities and reconfigure services between our three main sites. Flagship projects include a new Children's Hospital, a new Maternity Hospital, a new Treatment Centre and two new Intensive Care Units. Equally importantly, we are going

“paperless”, with a £12m investment in our NerveCentre computer system to help our team deliver world class care.

We want to continue to improve everything that we do, so that we can achieve our Vision: Caring at its best for every patient, every time. Our Quality Strategy, **“Becoming the Best”**, describes how we are doing that in a determined, targeted and systematic way, with our staff the champions of change and our patients not just beneficiaries but partners.

“Becoming the Best” is based on best practice from “outstanding” organisations within the NHS and abroad. It has six key elements:

- We **understand** what is happening in our services, so that we know what needs to be improved
- We have clear **priorities and plans** for improvement, so that we are clear about what we are trying to do
- We are developing our **culture and leadership**, so that everyone is empowered and encouraged to make improvements
- We have adopted a single approach to improvement (our quality improvement **methodology**), and are giving people at all levels the **skills** to use it
- We always involve our **patients** when we are making improvements that impact on them and their care
- We are integrating this work with the wider **health and social care system**, of which we are a part.

These elements are shown in the diagram below (the blue cog), together with the specific priorities that we are working on at the moment (the pink and green cogs).



JOB SUMMARY

This is a locum Consultant in Anaesthesia post based within the Clinical Management Group of Intensive care, Theatres, Anaesthesia, Pain Management and Sleep (ITAPS). The post is for a period of 12 months, starting as soon as practically possible. In recent years many locum consultants have been successful in securing a substantive post in UHL.

BASE

Your normal place of work will be as discussed at interview depending on relevant skills and experiences and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. Flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital).

KEY TASKS

- To provide Consultant Anaesthetic cover for anaesthesia, elective and emergency surgery at UHL including preoperative assessment and postoperative care.
- To participate in an Anaesthetic On-Call Rota and/or weekend emergency or trauma cover.
- To support the provision of consultant delivered perioperative care.
- Deliver a high quality anaesthetic service, supporting the department with a positive attitude towards flexible working.
- Supervise and train junior anaesthetists.
- Work with the acute pain team to provide safe and effective postoperative analgesia to patients.
- Take part in pre assessment and high risk clinics.
- Teaching Post-graduate and under-graduate, research and administration.
- Work with the Clinical Governance team to enhance patient safety.
- To work flexibly to help cover the workload of the CMG.

DUTIES AND RESPONSIBILITIES OF THE POST

The overriding purpose is to support the provision of highest quality patient care through personal actions and continuous improvement.

- Responsibility for the provision of a safe and efficient anaesthetic service elective and emergency care at UHL including preoperative assessment and postoperative care.
- To participate in the Consultant Anaesthetist non-resident on-call rota and weekend resident rota.
- To support the Consultant-delivered Perioperative Medicine Service
- To work flexibly to support the workload and cover for colleagues' annual leave and other authorised absences.
- To participate in service development and business planning in collaboration with the other Consultants in the department, the CMG and local GPs and commissioners within the local CCGs.
- Professional supervision and management of junior medical staff including the observance of local employment and human resource policies and procedures

- Responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally.
- The post-holder is expected to participate in teaching and training of junior staff and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty. If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.
- Participating in medical audit, the Trust's Clinical Governance processes and in CPD – CPD is provided in job plans and attendance at audit and other governance meetings is mandatory.
- In line with GMC Good Medical Practice it is the responsibility of the post-holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose.
- The post-holder will be expected to undertake the Trust Corporate and Directorate specific Induction and competency Programmes appropriate to role.
- The post-holder will be required to maintain their continuing professional development (CPD) to be able to successfully revalidate. As per the Trust requirement the successful candidate will be required to have annual appraisal and attend / keep fully up to date with statutory and mandatory training as stipulated.

WORK PROGRAMME

Outline Job Plan - Example only (DCC Direct Clinical Care, SPA Supporting Professional Activity)

Theatre Lists – including day-time cover and on-call, prospective cover and clinical administration (DCC)	7.5 PAS = 6 Flexible sessions
Out of hours work	1.0
Supporting Professional Activity (SPA) Audit, Teaching, Clinical supervision, Trust Induction, Mandatory Training, Administration	1.5
TOTAL PROGRAMMED ACTIVITIES	10

8.5 PA's are allocated to direct clinical care. 1.5 PA's are allocated as a minimum to all consultants for SPA in order to support the requirements of revalidation, which include activities such as participating in audit, CPD and mandatory training and to support clinical supervision of undergraduates and postgraduate speciality trainees. Additional SPA could be offered for delivery of roles and activities that benefit the department.

Further information can be found at www.modern.nhs.uk/consultant

ANY OTHER DUTIES

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

Education: Teaching and Training

All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role as a Consultant in UHL.

Consultants will normally have undergraduate medical students placed with them during clinical duties and are expected to teach alongside clinical service work. Similarly, Consultants will normally be involved in clinical supervision of postgraduate trainees working within UHL.

Medical students based at the University of Leicester follow a standard 5 year programme. The teaching of undergraduate students in UHL reflects the Divisional structure of the Trust. Undergraduate medical students are taught by UHL throughout the medical course from years 1 to 5. Both ward and outpatient based clinical teaching, as well as tutorial and lecture style teaching is undertaken.

Some Consultants will choose to take on additional undergraduate and/or postgraduate education and training responsibilities. This activity will be specific, identifiable, evidenced, recognised and appraised. Such additional teaching and training activity will be recognised within their SPA allowance.

Those undertaking specifically agreed additional undergraduate teaching duties recognised as part of the SPA allowance (up to 0.5SPA) within their job plan may be recognised as Clinical Teachers <http://www2.le.ac.uk/colleges/medbiopsych/people/documents/clinical-teachers-guidance>; <https://www2.le.ac.uk/departments/msce/clinical-teaching/clinical-teaching> . This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

Principal Elements:

- To support and oversee the placement of students in the department and act as a clinical teacher
- To facilitate delivery of undergraduate teaching as directed by the departmental undergraduate education lead

Enhanced undergraduate duties will include acting as examiners in medical school assessments, providing occasional seminar and small group teaching, lecturing & other Phase 1 teaching within the medical curricula, in addition to individual supervision of clinical students attached to them.

Those who have an additional significant responsibility as a block or clinical education lead within their DCC time are also considered for the award of the title of honorary senior lecturer.

Enhanced postgraduate duties will include acting as an Educational supervisor for Foundation or Specialty trainee, UHL Divisional Education governance lead, Contributing to recognised postgraduate-teaching courses in UHL, e.g. Specialty Training programmes or involvement in recruitment of trainees, e.g. interviews for Specialty training, recruitment to Foundation programmes

SECTION 5A: JOB DESCRIPTION (GENERAL POLICIES, PROCEDURES AND PRACTICES)

GENERAL POLICIES, PROCEDURES AND PRACTICES

The post holder will be expected to comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

HEALTH AND SAFETY

All employees are subject to the requirements of the Health & Safety at Work Act and prevailing Acts since. It is the post-holders responsibility to ensure they are familiar with all UHL Health and Safety related policies that apply to their workplace or work –practice. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.

DATA PROTECTION / CONFIDENTIALITY

In accordance with the Employer's privacy notice for employees, the Employer will hold computer records and personnel files relating to you which contain personal data. The Employer will comply with its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. The data the Employer holds may include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks). The Employer requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping of employee records. The privacy notice sets out the Employer's legal basis for processing your personal data. Your rights of access to this data are prescribed by law.

You will familiarise yourself with the Employer's data protection policy which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

EQUAL OPPORTUNITIES POLICY

All employees must comply with the Trust's Equal Opportunities Policy and in line with the Equality Act 2010, must not discriminate on grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation or sex. Other grounds on which they should not treat others unfavourably include trade union membership (or non-membership) or political affiliation, or any other grounds which cannot be shown to be justifiable.

INFECTION CONTROL (REGISTERED HEALTHCARE PROFESSIONALS)

All healthcare professionals on a professional register are personally accountable for their standards of practice which must include compliance with the Trust's infection prevention and control policies and guidelines. In addition all registered practitioners are expected to challenge non-compliance when observed to protect patients and promote patient safety. Local clinical leaders have a responsibility to maintain an organisational culture of vigilance through their role in supervising other staff.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report and act on concerns that they may have.

ELECTRONIC ROSTERING

Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all UHL staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy, pertaining to their role.

SECTION 6: PERSON SPECIFICATION

Appointment of: Consultant in Obstetric Anaesthesia, ITAPS CMG

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
Commitment to Trust Values & Behaviours		
	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours 	
Qualifications / Training		
	<ul style="list-style-type: none"> MB;BS or Equivalent Full GMC Registration Fully Accredited for Higher Specialist Training or will be eligible for inclusion on the Specialist Register within 6 months of the interview date. FRCA or Equivalent 	<ul style="list-style-type: none"> Membership of relevant Specialist Societies or Associations. Higher degree e.g. MSc, MD or equivalent.
Experience / Clinical Skills		
	<ul style="list-style-type: none"> Fully trained in Anaesthesia. Excellent clinical skills and experience requisite to meeting all aspects of the Job Plan. Ability to apply sound clinical judgment to problems. Demonstrates clear, logical thinking / analytical approach. 	<ul style="list-style-type: none"> Evidence of clinical or research commitment and a relevant specialty interest
Management		
	<ul style="list-style-type: none"> Ability to work effectively as part of a multidisciplinary team and supervise juniors. Experience of leading teams and awareness of leadership styles. Ability to effectively organise, prioritise and manage clinical workload. Understanding of wider health agenda and modern NHS. Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills). Knowledge and understanding of clinical governance issues. 	<ul style="list-style-type: none"> Evidence of management and administration experience. Management training on an accredited course. Awareness of Service Development issues.

Communication Skills		
	<ul style="list-style-type: none"> • Demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues. • To be empathic and sensitive; capacity to take others perspectives and treat others with understanding. 	<ul style="list-style-type: none"> • Highly developed emotional intelligence • High standard of presentation both written and verbal • Demonstrable track record of successful change management • Proven ability to maintain focus in a demanding environment
Motivation		
	<ul style="list-style-type: none"> • Personal integrity and reliability. • Ability to motivate and develop both medical Staff and non-medical staff. 	<ul style="list-style-type: none"> • Commitment to further develop the post and the service provided.
Audit/ Quality Improvement		
	<ul style="list-style-type: none"> • Effective participation in and a commitment to clinical audit. • Participation in a quality improvement programme • Experience of quality improvement work and audit 	<ul style="list-style-type: none"> • Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence • Completion of formal courses in Audit and quality improvement. • Published Audit including quality improvement.
Research		
	<ul style="list-style-type: none"> • Understanding and interest in research. • Ability to appraise research critically • Ability to supervise juniors undertaking research projects. • Evidence of recent research and development activity 	<ul style="list-style-type: none"> • Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty.
Teaching		
	<ul style="list-style-type: none"> • Experience of and a commitment to training/ teaching undergraduate and postgraduates. • Appraisal and assessment skills. • Ability to asses clinical competencies • Enthusiastic and ability to inspire and lead others. 	<ul style="list-style-type: none"> • Willingness to develop new approaches to teaching. • Post Graduate qualification in teaching and training.
Equality & Diversity		
	<ul style="list-style-type: none"> • Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs. 	

SECTION 7:

PRE-EMPLOYMENT / ON-GOING EMPLOYMENT CHECKS

PROFESSIONAL REGISTRATION

All persons appointed to the post are required to hold registration with their appropriate professional Regulatory Body and to comply with their professional code of conduct. Evidence of on-going registration will be required.

HEALTH CLEARANCE FOR HEALTHCARE WORKERS ('OCCUPATIONAL HEALTH CHECKS')

- 1) It is recommended that all *new healthcare workers* have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV [1]. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.
These *standard health clearance* checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.
- 2) For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:
 - HIV
 - Hepatitis B
 - Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

**Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

All tests will be arranged in confidence through the Occupational Health department. All costs for testing will be borne by the employing organisation.

[1] Health clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcare workers. DoH 2007.

DISCLOSURE AND BARRING SERVICE CLEARANCE

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.

Statement On The Recruitment Of Ex-Offenders

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask

applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about “unspent” convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to withdrawal conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at:
<https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

SECTION 8: CONDITIONS OF SERVICE

CONDITIONS OF SERVICE

The appointment will be made on Trust terms and conditions which presently reflect the terms and conditions of service for Consultants (England) 2003, as amended from time to time.

Relocation

Where applicable, removal expenses will be paid to the successful candidate in accordance with the Trust policy. It is advised that you seek advice before making any commitments.

Salary

The starting salary of the appointment (exclusive of any distinction and meritorious service award payable to you) will be the appropriate threshold on the Consultant pay scale (MC72) ranging from £79,860 - £107,668 (or the appropriate transition scale threshold on MC51).

Notice Period

The employment is subject to three month's notice on either side, subject to the provisions of schedule 19 of the Terms and Conditions of Service for Consultants (England) 2003.

Annual Leave

The post-holder will be entitled to 32 days annual leave per year. After 7 years' service 2 additional days are awarded.

The Trust would normally require 6 weeks' notice for leave booked.

Study Leave

A maximum of 30 days study leave with pay and expenses can be taken over a three year period, or ten days each year.

Residence

The successful candidate will be required to maintain his/her private residence in contact with the public telephone service and to reside 10 miles by road from base hospital unless specific approval for greater distance is given by the Trust.

Medical Excellence

The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues. All medical staff, practising in the Trust, should ensure that they are familiar with the procedure.

SECTION 9: RECRUITMENT SERVICES CONTACT INFORMATION

RECRUITMENT SERVICES TELEPHONE (CONSULTANT RECRUITMENT):

0116 258 6399

RECRUITMENT SERVICES E-MAIL (CONSULTANT RECRUITMENT):

uhlconsultantrecruitment@uhl-tr.nhs.uk

RECRUITMENT SERVICES ADDRESS:

University Hospitals of Leicester NHS Trust
Paget House
2 West Street
Leicester
LE1 6XP

WEB ADDRESSES:

You can also visit the UHL Website via the following web links:

<http://www.leicestershospitals.nhs.uk/aboutus/our-hospitals/>

<http://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>