

**We care**  
**We respect**  
**We listen**



Stockport  
NHS Foundation Trust

A photograph of three NHS staff members walking together, overlaid with a blue tint. They are wearing blue NHS uniforms. The woman on the left is smiling, the woman in the middle is also smiling, and the woman on the right is looking towards the other two.

Stockport NHS Foundation Trust  
**Job description and person  
specification**

**Consultant Microbiologist/  
Consultant Clinical Scientist**

**We care**  
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**Stockport**  
 NHS Foundation Trust

## About Us

Stockport NHS Foundation Trust provides services at Stepping Hill Hospital, and other specialist centres, as well as community health services for Stockport. We are no ordinary trust. We hold a unique position in the region as one of the largest employers. We are an NHS Foundation Trust, as well as serving the local community, as well as serving the wider region and were

## Our Values

**W**

Each other

Our patients and their families

The communities we serve

The environment

We support them and deliver on our promises

**Making a difference every day**

**We care**  
about

Each other

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We support them and deliver on our promises

**We respect**

Each other

Our patients and their families

Our partners

We are kind and helpful, and we expect the same in return

**We listen**  
to

Each other

Our patients and their families

Our partners

We act and learn from what we hear

Manchester, healthcare for from other emergency sector of urology and

to ensure

## Membership

We use our position as an NHS Foundation Trust to strengthen our ties with the local community. We have a large membership and we always encourage people to join our Trust as members. Members are kept informed of what is happening in the Trust and their advice is sought on ways we can improve the effectiveness and responsiveness of our services

<b>Job Title:</b> Consultant Microbiologist/ Consultant Clinical Scientist	<b>AfC Reference No:</b> N/A
<b>Division:</b> <i>Clinical Support Services</i>	<b>Band:</b> <b>Medical Staffing</b>
<b>Hours or Programmed Activities:</b> 10PAs	<b>Base:</b> <b>Microbiology, Pathology Stepping Hill Hospital</b>
<b>Professionally Accountable to:</b> To the Clinical Director for Laboratory Medicine	
<b>Responsible for:</b> Clinical Microbiology	
<b>Proposed Job Plan:</b> Covers all aspects of consultant duties including on-call cover as required	
<b>Job Plan Template:</b> N/A	
<p><b>Organisation of Medical Administration</b></p> <pre> graph TD     A[Associate Medical Director] --- B[Clinical Director]     B --- C[Clinical Lead]     C --- D[Consultant Microbiologist]         </pre>	

## **JOB DESCRIPTION**

### **Main Duties and Responsibilities**

The Trust is seeking to appoint a full time (10PAs) substantive Consultant Microbiologist/ Consultant Clinical Scientist. The post holder will have a commitment to high quality patient care, clinical governance, innovation, delivery of performance targets and excellence in training.

The Microbiology medical workforce provide advice to many disciplines of health care workers regarding the diagnosis and management of infections and infection prevention and control advice. They are responsible for junior medical staff (eg Speciality Trainees, Foundation Year 2 doctors) currently working in the department who may assist in the provision of advice. They provide advice to Stockport NHS Foundation Trust and also to some patients in Pennine Care Trust; Stockport PCT and High Peak PCT.

The post holder will be expected to liaise and develop a close working relationship with clinicians and other staff at the hospital, encourage safe and optimal management of infection, while supporting antimicrobial stewardship practice and infection prevention and control at the different sites. The post holder will also contribute to the activity of the microbiology department in the rest of the Trust and support specialty training. The appointee will participate in both the workday and the out-of-hours clinical microbiology rotas.

Currently, the out-of-hours rota is a one in five nights a week (Monday to Thursday) from 17:00 to 09:00 the following morning and 1:8 weekends (17:00 Friday to 09:00 Monday). The post holder will also assist the other Microbiology Consultants in covering the trainee when they are on-call. The duties include laboratory advice, infection prevention and control advice and general clinical advice to Stockport, Tameside, Mid Cheshire and East Cheshire on a rota basis shared between the Consultant Microbiologists from the component Trusts.

The post holder will have an office at Stepping Hill Hospital and access to secretarial assistance. A personal computer with internet access will be available, as well as remote access from home where there is a broadband connection.

### **Main Clinical Activities**

The appointee will be expected to provide laboratory liaison, expert microbiological and infection control advice and antimicrobial stewardship for patients, including clinical reviews as part of ward rounds.

- Share oversight of the processing of specimens in the HSL laboratory, as well as provide reporting and clinical advice with other Consultant colleagues
- Telephone liaison and ward/department visits to discuss individual clinical cases and infection prevention and control issues within the hospital
- Advice regarding diagnostic tests, antibiotic usage, interpretation of results, general patient management to GPs – usually telephone advice on individual patients.
- Validation of and interpretation of laboratory test results.
- Advise and support the IPCNs in day-to-day activities.
- Attend Microbiology patient discussion meetings
- ICU ward rounds

- Antibiotic stewardship rounds
- Attendance at orthopaedic and diabetic foot MDT meetings
- Attendance if required at Trust SAE and SUI meetings

### **Communications**

- To communicate with other laboratory staff, staff within the trust, patients and other users of the Pathology service.
- To maintain confidentiality.
- Communicate results and technical advice to all users of the Microbiology department when required regarding appropriate tests available
- To notify accidents/incidents involving all grades of staff, patients and visitors to the appropriate authorities in line with Trust policy.
- To attend meetings within the Directorate and the Trust as required.
- Key relationships:
  - Clinical Microbiology consultants
  - Technical Head of Microbiology
  - Biomedical scientists
  - Medical Laboratory Assistants
  - Clerical support staff
  - Infection control lead and the infection prevention and control team
  - Infection prevention team
  - Antibiotic pharmacists
  - Nursing staff and allied health professionals
  - Management team including Head of Pathology Services
  - laboratory lead clinician, clinical director, and medical director
  - Consultant colleagues and the senior management of the Trust

### **Responsibility for Patient Care**

- Demonstrate extensive use of personal judgement, based on experience and knowledge that may directly affect patient management.

### **Planning and organising**

- Plan and prioritise own workload in an allocated section on a daily basis and co-ordinate with others.

### **Responsibilities for Physical and / or Financial Resources**

To work as economically as is practicable at all times

### **Responsibility for Policy and Service Development and Implementation**

- To be aware of, comment on and/or actively participate in changes on policies, procedures or service developments.
- To assist with ensuring compliance with UKAS standards

- Observe the provisions of and adhere to all Trust policies and procedures.

**Responsibilities for Human Resources and Leadership**

- To work with department colleagues in delivering the service

**Responsibilities for Teaching and Training**

- To assist in training and development of junior medical staff

**Responsibilities for data and information resources**

- To record relevant data in line with department policies

**Research, Development and Audit**

N/A

**Physical Skills and Effort**

- Competent keyboard and IT skills.
- VDU work

**Terms and Conditions:**

1. **Salary** **Consultant Microbiologist/ Consultant clinical scientist**
2. **Hours of Work** **10 PAs per week/ 8D (Full-time)**
3. **Tenure** **Stepping Hill Hospital**
4. **Registration** Written evidence of current registration with the General Medical Council.
5. **Health Screening** The post is subject to health screening, as appropriate to the post.

**All Terms and Conditions are in accordance with the Stockport NHS Foundation Trust**

**The Trust is a NO SMOKING Employer** - Smoking will not be permitted on Trust premises and grounds, and there will be no provision made for employees who wish to smoke.

**United Kingdom Data Protection Legislation and Confidentiality**

All members of the staff are bound by the requirements of the United Kingdom Data Protection Legislation and any breaches of this legislation or of the confidential nature of the work of this post could lead to dismissal. The post holder must abide by all relevant Trust and departmental policies including information governance, confidentiality and data protection and, undertake the annual data security awareness mandatory training. The post holder is reminded that any breach of the Trust's information governance and security policies and procedures, including data protection legislation, will result in disciplinary action.

Data Protection Legislation – the post holder is required to process all personal data relating to patients and staff, whether in paper, electronic or other media, in accordance with the Data Protection Act 2018 and the General Data Protection Regulations (GDPR), ensuring the security and confidentiality of data at all times.

The post holder must not for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

**Rehabilitation of Offenders Act 1974**

Because of the nature of the work, this post may be exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Under these circumstances applicants for the post are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act and in the event of employment, any failure to disclose such convictions may result in disciplinary action or dismissal by the Trust.

Any information given will be completely confidential and will be considered only in relation to an application for a position to which the order applies.

## **Disclosure of Criminal Background – Disclosure and Barring Service**

The Disclosure and Barring Service is an executive agency of the Home Office which exercises the powers and fulfils the responsibilities of the Secretary of State under Part V of the Police Act 1997. In order to minimise any possible risk of abuse to children or vulnerable adults or if a post is a position of trust a check will be made with the Disclosure and Barring Service on the possible criminal background of the successful candidate for the post.

There are two levels of Disclosure service checks initially – Standard and Enhanced.

A Standard Disclosure check is primarily for: “Any employment or other work which is concerned with the provision of health services and which is of such a kind as to enable the holder of that employment or the person engaged in that work to have access to persons in receipt of such services in the course of his normal duties’. This check may also be used for occupations that involve positions of trust. The Disclosure and Barring Service are authorised to disclose *in confidence* to Stockport NHS Foundation Trust’s nominated officer details of any criminal record, including cautions, reprimands, final warnings, current and ‘spent’ convictions held on the Police National Computer. It will also contain information held on the Government Department Lists.

An Enhanced Disclosure check will be undertaken for a post, which involves a greater degree of contact with children or vulnerable adults.

Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached. The successful candidate will be asked to complete a Disclosure Application Form for a Disclosure and Barring check to be carried out, although applicants should be aware that a refusal to comply with this procedure may prevent further consideration for the post.

## **Independent Safeguarding Authority**

Please note that for new starters to the Trust, and those moving to new posts within the Trust who will be carrying out Regulated or Controlled activity under the ISA Guidelines there will be a requirement to check their names against the appropriate ISA barred list. This check will be carried out as part of an Enhanced DBS Disclosure.

## **General Duties for all employees**

### **Hand Hygiene**

To assist the Trust in reducing healthcare acquired infections (HCAI's) all staff should be familiar with all the Trust's Infection Prevention policies which are appropriate to their role. You are required to attend mandatory training in Infection Prevention and be compliant with all measures known to be effective in reducing HCAI's"

### **Safeguarding**

All Stockport Foundation Trust employees are required to act in such a way that at all times safeguards and promotes the health and well-being of children, young people and vulnerable adults. Familiarisation with and adherence to the policies and procedures relating to child protection and safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns and they must therefore be aware of child and adult safeguarding procedures and who to contact within the Trust for further help and guidance. It is an essential requirement of all employees as is participation in mandatory safeguarding training in accordance with the employees roles and responsibilities.

### **Prevention**

To actively work with patients/clients/service users to identify appropriate opportunities in Making Every Contact Count for preventative interventions which may reduce the risk of future harm to health and wellbeing and to provide brief advice and refer or signpost to sources of further information and support which may include advice on lifestyle behaviour and social care needs as well as safety and management of long term conditions.

### **Data Protection, Confidentiality and Information Governance**

The post holder must abide by all relevant Trust and departmental policies including information governance, confidentiality and data protection and, undertake the annual data security awareness mandatory training. The post holder is reminded that any breach of the Trust's information governance and security policies and procedures, including data protection legislation, will result in disciplinary action.

Data Protection Legislation – the post holder is required to process all personal data relating to patients and staff, whether in paper, electronic or other media, in accordance with the Data Protection Act 2018 and the General Data Protection Regulations (GDPR), ensuring the security and confidentiality of data at all times.

The post holder must not for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

### **Health & Safety**

Under the Health and Safety at Work Act 1974, the Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. Equally the post holder is required to work within the Trust Health & Safety Policy and fulfil a proactive role towards the management and control of risk. This entails the identification, assessment and the immediate reporting, using the Trust Incident Reporting System, any incident, accident, hazard or near miss involving patients, service users, carers, staff, contractors or members of the public.

The Post holder has a personal responsibility to adhere to a statutory and departmental duty of care for their own personal safety and that of others who may be affected by their acts or omissions at work

### **Harassment & Bullying**

As a member of staff you have a personal responsibility to ensure you do not discriminate, harass or bully or contribute to the discrimination, harassment or bullying of any colleague(s) or visitors or condone discrimination, harassment or bullying by others.

### **Dignity & Respect**

All employees have a duty to promote a harmonious working environment in which all persons are treated with dignity and respect, whilst fulfilling our legal obligations under equality legislation and associated codes of practice.

The Trust takes the right of the patient/service user to be treated with dignity and respect seriously. We will treat every patient/service user and carer as a valued individual, with respect for his/ her dignity and privacy. Our aim is to give each patient/service user the care we would want for our families and ourselves.

### **Quality Improvement**

Our mission is to make a difference every day helping people to live their best lives. We have a trust wide approach to quality improvement and we expect everyone to contribute to improving our services by always learning and continually improving our services. For all staff, it is about learning from what has worked well as well as what has not, being open to change and improvement and working in smarter and more focused ways to improve our services. The Trust encourages and provides opportunities for staff at all levels to engage in the Trust's approach to quality through quality improvement projects, clinical audit, innovation and quality assurance.

### **No Smoking Policy**

The Trust operates a No Smoking Policy which states that smoking is prohibited within all Trust premises and on the site. This includes entrances, exits, cars, lease cars, car parks, pavements and walkways, areas hidden from general view and residences. As an employee of the Trust you are expected to comply with this policy, failure to do so may result in disciplinary action being taken under the Trust's Disciplinary Policy & Procedure.

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To undertake any other duties which is deemed appropriate to the band when requested by Senior Staff.

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the postholder

**Date:**

**Manager's Signature:** \_\_\_\_\_

**Postholder's Signature:** \_\_\_\_\_

## PERSON SPECIFICATION

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

**Post: Consultant Microbiologist/ Consultant Clinical Scientist**

**Band: Medical staffing**

Requirements	Essential (E) / Desirable (D)	Assessment Method – Application Form (AF) / Assessment Centre (AC) / Interview (I) / References (R)
<b><u>Education &amp; Qualifications</u></b>	Full GMC registration (E) GMC licence to practise (E) Medical Degree: MBBS or equivalent (for Medical Colleagues) (E) FRCPATH or show evidence of equivalent (E) CCT or equivalent (for Medical Colleagues) (E) Completed HSST course (E)	AF AF AF AF AF AF
<b><u>Knowledge</u></b>	Must be able to demonstrate knowledge of the professional code of conduct and guidance issued by the GMC and adhere to this (E) Previous appointments that provided professional training in relevant clinical specialties and broad aspects of Microbiology. Evidence of clinical leadership role (E)	AF / I / R AF / R
<b><u>Experience</u></b>	Broad experience of the clinical and laboratory aspects	AF / I / R

	<p>of Microbiology/Virology(E) Experience in Infection Control (E) Ability to participate in general microbiology on call cover rota(E)  Knowledge of clinical governance within the NHS (E)  Reporting and interpreting microbiology results and advising clinicians. (E)  Experience of dealing with outbreaks, developing infection control policies and handling of day-to-day enquiries. (E)</p>	<p><b>AF / I / R</b></p>
<p><b><u>Skills &amp; Abilities</u></b></p> <p><b>Communication</b></p> <p><b>Supervision and Leadership</b></p>	<p>Ability to communicate with clarity and intelligently in written and spoken English; ability to build rapport, listen, persuade/ negotiate. (E)  To communicate and liaise effectively with patients and relatives and with colleagues of all disciplines both verbally and in writing. (E)  Knowledgeable about equality and diversity. (E)  Able to show leadership, make decisive decisions, take responsibility, exert authority Demonstrates integrity. Takes responsibility. Ability to work to deadlines and under pressure. Ability to challenge professional and organizational</p>	

