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Bwrdd Iechyd Prifysgol  
Aneurin Bevan  
University Health Board

## Job Description and Information Pack

February 2024

DIVISION OF CLINICAL SUPPORT SERVICES

**Appointment of Full Time (10 Sessions)**

### **CONSULTANT MEDICAL MICROBIOLOGIST**

Based At Royal Gwent Hospital, Newport, South East Wales  
<http://www.wales.nhs.uk/sitesplus/866/page/40418>

**Job Reference: 040-CON560**

Anticipated Start Date: asap

**DIVISIONAL CONTACT FOR ENQUIRIES ABOUT THIS POST**  
Dr Ian Thompson, Clinical Director for Pathology, Tel ☎ 01633-234781

#### Links to Additional Information

[Aneurin Bevan Homepage](#)  
[Aneurin Bevan Values and Behaviours Framework](#)  
[Aneurin Bevan Demography Profile](#)  
[Medical Training/Careers in Wales](#)  
[Visit Wales](#)  
[Train Work Live](#)



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## Introduction

This consultant post is to be based at the Microbiology laboratory, Royal Gwent Hospital, Newport (RGH), with duties covering both primary care and secondary care in all Health Board hospital sites and GP services in the county of Gwent and a small adjacent area of Powys.

This is an exciting opportunity to join an established team of 6.8 wte Consultant Clinical Microbiologists and 1.1 wte Specialty Doctor. A Specialty Registrar trainee based in Cardiff is periodically attached to the department. The team has a high clinical profile within the Health Board.

The Executive Board have approved investment into the service which will see the size of the Consultant team increase to 8.9 WTE over the next year, supported by a Community Antimicrobial Pharmacist and administrative support.

The successful candidate will be based at the Royal Gwent Hospital for the regular duties of the Microbiology and Infection Control service (which will be shared and rotated between the 7 Medical Microbiologists on a rostered basis).

The post consists of 10 sessions. The number of supporting professional activities (SPAs) may vary with the agreement of the post holder and the Health Board in advance, or after commencement, and an increase in SPAs would accompany an agreement to take on additional duties such as educational supervision of a junior doctor. Although 2 SPAs are indicated within the job plan, the final job plan would be subject to mutual agreement.

Aneurin Bevan University Health Board (ABUHB) is administratively divided into ten Divisions — Unscheduled Care, Scheduled Care, Clinical Support Services, Facilities, Mental Health & Learning Disabilities, Family & Therapies, Locality Community Care, Continuing Health & Funded Care, Primary Care & Networks and Corporate; each served by a General Manager and a Divisional Director. Pathology falls under the newly established Clinical Support Services Division, together with Radiology.

The Pathology Directorate contains the specialities of Cellular Pathology, Laboratory Haematology (Clinical Haematology has moved to Cancer Services), Chemical Pathology and Microbiology. The Director for Pathology is appointed by and directly accountable to the Divisional Director.

### Facilities:

Office accommodation, secretarial support and full IT facilities will be provided.

The laboratory has introduced TrakCare Lab as part of a National (Wales) Pathology Laboratory Information Management System implementation.

### Details for Visiting

Those wishing to discuss the post informally in the first instance, or visit the department are encouraged to contact:

#### Divisional Director

Dr Chris Chick  
Royal Gwent Hospital  
Newport  
NP20 2UB

Tel: 01633 656049

E-mail: [christopher.chick@wales.nhs.uk](mailto:christopher.chick@wales.nhs.uk)

#### Clinical Lead, Department of Clinical Microbiology and Infection Control

Dr Nidhika Berry  
Royal Gwent Hospital  
Newport  
NP20 2UB

Tel: 01633 234074 / 234463

E-mail: [nidhika.berry@wales.nhs.uk](mailto:nidhika.berry@wales.nhs.uk)

Directorate Manager, Pathology

Simon Hoad  
Royal Gwent Hospital  
Newport  
NP20 2UB  
[Simon.hoad@wales.nhs.uk](mailto:Simon.hoad@wales.nhs.uk)

Shortlisted candidates are encouraged to visit and contact:

Dr James Calvert  
Medical Director  
Aneurin Bevan University Health Board

Tel: 01633 435971

Nicola Prygodzicz  
Chief Executive  
Aneurin Bevan University Health Board

Tel: 01633 435958

**Please note that pre-interview visits to other AAC panel members are neither required nor expected.**

**Notes**

A candidate for a consultant appointment shall not be reimbursed for more than three attendances. Where an authority invites such a candidate to attend prior to shortlisting, it may reimburse the candidate's expenses if they are subsequently shortlisted, but not otherwise. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry into the United Kingdom.

Applications are welcome from candidates wishing to work part time. If such a person is appointed, modification of the job content will be discussed on a personal basis.

# Job Description

## The Job Itself

|   |  |
|---|--|
| <u>Title:</u>   | Consultant Medical Microbiologist (replacement post)   |
| <u>Professionally responsible to:</u>                 | The Medical Director   |
| <u>Managerially accountable to:</u>                   | The Divisional Director, with ultimate accountability to the Chief Executive   |
| <u>Responsibility for Staff as Part of this Post:</u> | Professional supervision and management of junior medical staff; liaison with and professional supervision of Biomedical Science and MLA staff in Microbiology |
| <u>Base:</u>  | The Royal Gwent Hospital, Newport  |

Other hospitals at which duties are performed: The Health Board's acute hospital is the Grange University Hospital, Cwmbran. Local General Hospitals are Royal Gwent Hospital in Newport, Nevill Hall Hospital in Abergavenny, Ystrad Mynach near Caerphilly (Ysbyty Ystrad Fawr), Ysbyty Aneurin Bevan in Ebbw Vale, County Hospital in Pontypool, and other community hospitals. Ward visits for patient review or Infection Control purposes are required, although Microbiology laboratory services are currently located at the Royal Gwent Hospital. The new Grange University Hospital is a new Specialist Critical Care Centre, with a centralised Intensive Care department and Paediatrics, and the post holder will be expected to provide medical microbiology/ infection control cover in rotation, along with colleagues in the department.

Applicants will be expected to be Fellows of the Royal College of Pathologists and/or members of the Royal College of Physicians or show evidence of an equivalent qualification.

Additionally, UK trained applicants will be a holder of Certificate of Completion of Training (CCT) or be within six months of award of CCT by date of interview. This CCT should *ideally* be in Medical Microbiology and/or Infectious Diseases. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

The Clinical Strategy of the Health Board is under constant development and the job holder may be required to undertake different duties agreed at the time of appointment.

## Purpose of the Post and General Responsibilities

In collaboration with other Medical Microbiologist colleagues, to provide a comprehensive, consultant-led clinical microbiology, virology, and infection control service to Aneurin Bevan University Health Board and to other users of the Microbiology service.

Specific responsibilities of the post are listed in the next section.

As a senior employee of the Health Board the post holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Health Board's patients.

Integral to the responsibilities of the post are the following requirements: -

- To ensure the provision of a first-class clinical service
- To provide effective leadership to all staff engaged in the specialty
- To sustain and develop teaching and research wherever appropriate
- To undertake all work in accordance with the Health Board's procedures and operating policies
- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Division's and Health Board's service plans

- To maintain the confidentiality of business plans and development strategies formulated for the specialty, the Medical Division, or the Health Board

Specialist virology support is provided by the Consultant Virologists at the Wales Specialist Virology Centre, based at the Public Health Wales laboratory, University Hospital of Wales, Cardiff.

## Specific Responsibilities of the Post

Together with medical microbiologist colleagues, the successful candidate will provide a comprehensive, efficient, and cost-effective clinical microbiology, virology and infection control service to the Health Board and other users of the service. They will lead in specified aspects of the microbiology and infection control service as discussed at periodic service reviews and job planning sessions.

### Clinical

- Utilise a range of strategies to support effective communication within the organisation and across the wider health and social care economy
- Liaise with colleagues within Public Health Wales and other agencies as necessary, and ensure compliance with national requirements for reporting of infections
- Liaise in a timely manner with clinicians, hospital staff, medical microbiologist colleagues, general practitioners and Public Health/Health Protection Team concerning the diagnosis and management of patients, control and prevention of infections, including by the provision of telephone advice. Clinical cover across all sites serviced by the Health Board's laboratories will be required, as well as advice to all clinical staff employed by the Health Board
- Take part in the proactive clinical Microbiology activities, including regular Critical Care rounds, ward visits and involvement in the management of individual patients throughout the Health Board
- Assist clinicians in the investigation, diagnosis, and clinical and infection control management of patients with suspected infections.
- Work with colleagues to raise the profile, presence, and involvement of the infection management team throughout the Health Board
- Contribute to the work and proceedings of various local, regional, and national committees, including those for Antimicrobial Stewardship, Infection Prevention & Control and Health Protection
- Participate in the Consultant weekend and evening rotas and offer specialist clinical advice as appropriate and required to clinical staff managing patients in the hospital environment, and in General Practice as needed
- Maintain continuity of care for patients in your 'case load' in liaison with consultant colleagues.
- All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with the requirements of their professional organisations regarding supervision

### Laboratory

- Contribute to the day-to-day supervision of diagnostic methods and examination of specimens, authorisation, and interpretation of results
- Be involved in policy and SOP preparation
- Share responsibility for quality assurance performance within the department, including taking part in all relevant national external quality assurance (NEQAS) programmes, and contributing to Quality review meeting as required
- Assist in the requirements for maintaining full accreditation with UKAS. The Microbiology Laboratory is accredited to ISO15189
- Contribute to business planning, including the assessment and introduction of new methods, and forward planning for staff and equipment requirements
- The work of the Microbiology laboratory is underpinned by nationally agreed SOPs, algorithms to direct investigational procedures and authorisation protocols and the appointee will be expected to contribute to the further development of these, as requested by the Clinical Lead/Head of Department.

### Infection Prevention & Control

- Provide day-to day advice on acute infection prevention & control matters and outbreak management.
- Contribute to infection prevention and control and provide advice to the Health Board through various infection control related committees:
  - Infection Prevention & Control Committee/ Reducing Nosocomial Transmission Group
  - Quality and Patient Safety Committee

### Antimicrobial stewardship

- To contribute to the antimicrobial stewardship agenda within a team
- Attend Antimicrobial Working Group and Antimicrobial guideline group meetings
- Liaise with antimicrobial pharmacists in the health board and provide advice to the above groups

### Teaching/Training (as agreed with Clinical Director)

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To participate in the undergraduate teaching programme
- To assist and participate with the development of postgraduate training for F1s, F2s, SpRs, STs and other staff as appropriate
- Where agreed, to act as Educational Supervisor to junior and middle grade medical staff

#### Audit (as agreed with Clinical Director)

- To promote evidence-based clinical practice
- To undertake regular audit

#### Quality and Standards

- To be familiar with and actively promote adherence to the regulatory framework including NICE and National Service Framework Guidance and to actively promote professional standards "The Duties of a Doctor"
- To undertake all work in accordance with the Health Board's procedures and operating policies

#### Learning Organisation

- To be involved in and actively manage complaints and any medico legal claims in their area of practice, management of serious incidents and responsibility for sharing any organisational learning from these

#### Patient Experience

- To monitor and respond to measures of patient experience

#### Patient Safety

- To work actively to reduce unintended harm to patients
- To contribute actively to the content areas of the 1000 Lives Plus Campaign and any other subsequent patient safety campaign
- To adhere to the Health Board's Clinical Incident Policy

#### Personal Development

- To participate in an annual Job Planning Review process
- To participate in the Health Board's Annual Appraisal process
- As agreed through job planning and annual appraisal, to attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements, and the needs of the Department and Health Board. Arrangements for attendance at major conferences are to be made on a rotational basis as agreed with medical microbiologist colleagues and the Clinical Lead
- The Health Board will provide support for CPD in accordance with the Royal College guidelines

#### Management (as agreed with Clinical Director)

- To provide medical information for the development of systems appropriate for Health Board needs
- To participate in departmental consultant and senior staff meetings
- To attend other departmental, Divisional and Health Board meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Health Board procedures and operating policies
- To work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder

The post holder has a general duty of care for their own health, safety, and wellbeing and that of work colleagues, visitors, and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post holder is expected to:

- Observe the rules, policies, procedures, and standards of Aneurin Bevan University Health Board together with all relevant statutory and professional obligations
- Observe and maintain strict confidentiality of personal information relating to patients and staff
- Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues

## **Location**

The principal place of work for this post is currently Royal Gwent Hospital, Newport. The post holder will generally be expected to undertake their programmed activities at the principal place of work or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. A planned and cost-effective approach is expected and is included in the direct clinical care (DCC) sessional allocation. The post holder may be required to work at any site within the Health Board, including new sites.

## Review

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

## Provisional Job Plan

(As required under paragraph 30a of the Terms and Conditions of Service)

This is for example only.

| Day                                       | Time             | Location   | Work   | Category | No. of Sessions |
|---|------------------|------------|--|----------|-----------------|
| Monday                                    | AM               | RGH        | *Clinical Diagnostic and Patient Management Work | DCC      | 1.00            |
|   | PM               | RGH        | *Clinical Diagnostic and Patient Management Work | DCC      | 1.00            |
| Tuesday                                   | AM               | RGH        | SPA  | SPA      | 1.00            |
|   | PM               | RGH        | *Clinical Diagnostic and Patient Management Work | DCC      | 1.00            |
| Wednesday                                 | AM               | RGH        | *Clinical Diagnostic and Patient Management Work | DCC      | 1.00            |
|   | PM               | RGH        | SPA  | SPA      | 1.00            |
| Thursday                                  | AM               | RGH        | *Clinical Diagnostic and Patient Management Work | DCC      | 1.00            |
|   | PM               | RGH        | Uncontracted time.                               | -        | -               |
| Friday                                    | AM               | RGH        | *Clinical Diagnostic and Patient Management Work | DCC      | 1.00            |
|   | PM               | RGH        | *Clinical Diagnostic and Patient Management Work | DCC      | 1.00            |
| Additional activity to be worked flexibly |                  | RGH / Home | Weekend Attendance/On-call                       | DCC      | 1.00            |
| Predictable weekend work                  | Weekend Rota 1:7 | RGH        | Weekday on-call                                  |          |                 |
| <b>Total Sessions</b>                     |                  |            |  |          | <b>10.00</b>    |

| Programmed Activity                                    | Sessions     |
|--|--------------|
| Direct Clinical Care (including unpredictable on-call) | 8            |
| Supporting Professional Activities                     | 2            |
| Other NHS Responsibilities                             |              |
| External Duties  |              |
| <b>Total Sessions</b>                                  | <b>10.00</b> |

| On-Call Availability Supplement |        |
|---------------------------------|--------|
| Agreed on-call rota             | 1:7    |
| Agreed Intensity Supplement     | Band 2 |

\* Comprises of laboratory supervision, result validation/authorisation, plus clinical telephone advice and infection control directly related to specific specimens, ward visits.

In line with the terms and conditions, the final job plan is subject to the agreement of the Health Board through the Clinical Director and the appointee.

It is acknowledged that the majority of Consultant Microbiologists do not undertake clinical activities which fit the definition of a fixed commitment as given in WHC (90)42, and that the greater part of their service commitment is to undertake departmental duties, and to work flexibly with consultant or other senior Microbiology staff for the provision of the Microbiology and Infection Control Service across the Health Board.

# Person Specification

## CONSULTANT MEDICAL MICROBIOLOGIST - 040-CON560

| Requirements               | Essential   | Desirable  | Measurable by          |
|----------------------------|---|--|------------------------|
| <b>Qualifications</b>      | <ul style="list-style-type: none"> <li>- Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC) or be eligible for registration within six months of interview.</li> <li>- 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.</li> <li>- Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT               <ul style="list-style-type: none"> <li>- CCT in Medical Microbiology and/ or Infectious diseases</li> <li>- FRCPath or equivalent</li> <li>- Evidence of continuing medical education / continuing professional development</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>- Relevant Higher Degree e.g., MD; PhD; MSc</li> <li>- A record of peer-reviewed publications</li> <li>- Valid Certified Basic Life Support Skills (or equivalent international qualification)</li> <li>- Diploma in Hospital Infection Control (DipHIC) or equivalent</li> <li>- MRCP or equivalent</li> </ul>   | Application            |
| <b>Clinical Experience</b> | <ul style="list-style-type: none"> <li>- Broad based experience in Microbiology/ Infection</li> <li>- Knowledge of UK hospital systems</li> <li>- Participation in CPD</li> <li>- Able to apply knowledge</li> <li>- Safe and effective written and verbal communication skills</li> <li>- Meet the requirement of the GMC's "Good Medical Practice"</li> <li>- Proven experience and ability in all areas of clinical microbiology</li> <li>- Evidence of specific and recognised experience or training in infection control</li> <li>- Evidence of specific and recognised experience or training in virology/serology</li> </ul>  | <ul style="list-style-type: none"> <li>- Experience of NHS</li> <li>- Wider experience, research, and training in any relevant subspecialty</li> <li>- Evidence of above average performance</li> <li>- Current experience of practical application of infection control to the hospital setting</li> <li>- Experience as an Infection Control Doctor</li> <li>- Management qualifications or experience</li> <li>- Proven record of service development</li> <li>- Laboratory based research</li> </ul> | Application/ Interview |
| <b>Clinical Governance</b> | <ul style="list-style-type: none"> <li>- Evidence of participation in clinical audit and understanding role of audit in improving medical practice</li> <li>- Comprehension of core philosophy and building blocks of Clinical Governance</li> </ul>  | <ul style="list-style-type: none"> <li>- Knowledge of risk management</li> </ul>   | Application/ Interview |
| <b>Research</b>            | <ul style="list-style-type: none"> <li>- Experience and knowledge of critical appraisal of evidence</li> </ul>  | <ul style="list-style-type: none"> <li>- Evidence of initiating, progressing, and concluding research projects with publication</li> <li>- Research degree</li> </ul>  | Application/ Interview |
| <b>Teaching</b>            | <ul style="list-style-type: none"> <li>- Evidence of organising programmes and teaching medical students and junior doctors</li> <li>- Willingness to teach medical undergraduates and postgraduates</li> </ul>   | <ul style="list-style-type: none"> <li>- Organisation of further teaching programmes in medical education</li> <li>- "Training the Trainers" experience</li> </ul>   | Application/ Interview |
| <b>Management</b>          | <ul style="list-style-type: none"> <li>- Knowledge of the management and structure of the NHS</li> </ul>  | <ul style="list-style-type: none"> <li>- Evidence of management training</li> </ul>  | Application/ Interview |
| <b>Personal Qualities</b>  | <ul style="list-style-type: none"> <li>- Ability to cope with stressful situations and undertake responsibility</li> <li>- Excellent interpersonal skills and team-working skills</li> <li>- Ability to work as part of a multidisciplinary and multi-agency team</li> <li>- Ability to work flexibly in response to the changing needs of the service</li> </ul>   | <ul style="list-style-type: none"> <li>- Evidence of leadership attributes</li> <li>- Motivational skills</li> </ul>   | Interview              |
| <b>Other Requirements</b>  | <ul style="list-style-type: none"> <li>- Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues</li> <li>- Satisfactory pre-employment checks compliant with National Standards</li> <li>- Ability to fulfil all duties of post, including on-call commitments and travel to meet requirements of the post</li> </ul>   | <ul style="list-style-type: none"> <li>- Ability to speak Welsh or willingness to learn</li> </ul>   | Application/ Interview |

## The Specialty

The Directorate of Pathology currently has the following medical establishment:

### Consultants based at the Royal Gwent Hospital:

|                          |   |
|--------------------------|---|
| Dr Nidhika Berry         | Consultant Microbiologist (Clinical Lead, Microbiology)   |
| Dr Olubukola Esho        | Consultant Microbiologist (Infection Control Lead Doctor) |
| Vacant post              | Consultant Microbiologist                                 |
| Dr Elizabeth Kubiak      | Consultant Microbiologist                                 |
| Dr Plamen Padeshki       | Consultant Microbiologist                                 |
| Dr Rhys Davies           | Consultant Microbiologist                                 |
| Dr Emmanuel Shobowale    | Specialty Doctor, Microbiology                            |
| Dr Shalika Palangasinghe | Locum Consultant Microbiologist                           |
| Dr Jaswinder Gill        | Locum Consultant Microbiologist                           |

*Plus, Specialty Registrar in Microbiology on rotational training scheme from University Hospital of Wales, Cardiff*

|                       |   |
|-----------------------|---|
| Dr James Harrison     | Consultant Cellular Pathologist (Clinical Lead, Cellular Pathology) |
| Dr Ian Thompson       | Consultant Cellular Pathologist (Clinical Director, Pathology)      |
| Dr Nicholas Dallimore | Consultant Cellular Pathologist                                     |
| Dr Laszlo Intzedy     | Consultant Cellular Pathologist                                     |
| Dr Meenakshi Batra    | Consultant Cellular Pathologist                                     |
| Dr Varsha Shah        | Consultant Cellular Pathologist                                     |
| Dr Kristina Robinson  | Consultant Cellular Pathologist                                     |
| Dr Sian Morgan        | Consultant Cellular Pathologist                                     |
| Dr Majid Rashid       | Consultant Cellular Pathologist                                     |
| Dr Anne Marie Toms    | Consultant Cellular Pathologist (currently in acting-up role)       |

|                    |                                 |
|--------------------|---------------------------------|
| Dr Nadia El-Farhan | Consultant Chemical Pathologist |
|--------------------|---------------------------------|

### Consultant based at Nevill Hall Hospital:

|                  |                                 |
|------------------|---------------------------------|
| Dr Geraint Evans | Consultant Cellular Pathologist |
|------------------|---------------------------------|

### Medical Lead for the Division

|                |  |
|----------------|--|
| Dr Chris Chick | Divisional Director, Division of Clinical Support Services |
|----------------|--|

### Non-Medical Management

|                  |  |
|------------------|--|
| Arvind Kumar     | General Manager, Division of Clinical Support Services |
| Simon Hoad       | Pathology Directorate Manager                          |
| Julian Bendle    | Lead BMS, Microbiology, RGH                            |
| Kat Brown        | Pathology Informatics Manager                          |
| Sarah Young      | Pathology Directorate Governance Manager               |
| Julia Hemming    | Lead BMS, Cellular Pathology, RGH                      |
| Thomas Chinnick  | Lead BMS Blood Science Biochemistry, GUH/RGH/NHH       |
| Stacey Wetherell | Lead BMS Blood Science Haematology GUH/RGH/NHH         |

The Microbiology Department provides a routine diagnostic service for its users. This includes both a primary and secondary care diagnostic service.

The Pathology Directorate is principally situated in its own block of the Royal Gwent Hospital, with management and some consultant offices in a second block on the same site. There are blood science laboratories at the Grange University Hospital, Cwmbran, Royal Gwent Hospital Newport and at Nevill Hall Hospital, Abergavenny, however all Microbiology is currently sited at the Royal Gwent Hospital (Newport), with additional laboratory space at the newly built Grange University Hospital in Cwmbran. The Pathology Directorate has its own Seminar room within the Pathology management block, which has computer linked projection equipment and teleconferencing facilities.

In line with the new Clinical Futures Strategy, the Microbiology Department at ABuHB is currently looking at the potential of a new build laboratory based at the new Grange University Hospital site. There is currently a hot lab at the Grange site with a containment level 3 facility and a molecular diagnostics suite.

The Clinical Microbiology Department is well-equipped with modern instrumentation including BacT-alert blood culture systems at GUH and RGH sites, MALDI-ToF bacterial identification systems and as well as SeroSep EntericBio, GenXpert, Cobas 6800, Seegene Starlet platform, ePlex and Biofire molecular analysers. There is a purpose-built Containment Level 3 facility with two Class I cabinets, and a laminar flow cabinet for processing Bone Bank specimens. Adjacent to the Microbiology Department are the wash-up and sterilisation areas and, in an adjoining extension to the building, the

Pathology stores. The Consultants' offices are also based in the Pathology extension and have been recently refurbished. The Pathology block also houses Clinical Biochemistry, Haematology and Cellular Pathology. The four specialities share a common reception area and reporting facilities, though most reports now go out electronically.

The Department utilises the Intersystems Trakcare Laboratory computer system, which has been developed as a unified system incorporating all Pathology disciplines across all sites in Wales, but procurement of a new LIMS is under way. The Health Board also has an organisation-wide web browser where access to authorized reports is available from any networked computer, as well as access to the All-Wales Welsh Clinical Portal. This service is also utilized by all local General Practitioners.

The department provides a quality service to both primary and secondary care which includes general bacteriology, virology, mycology, and parasitology investigations. Specialist investigations for virology and mycobacteriology are commissioned from Public Health Wales. PHW also contracts with the Health Board with Reference Laboratory services for antimicrobial susceptibility testing, anaerobic bacteriology (confirmation of identification plus susceptibility testing), and toxoplasma and cryptosporidium parasitology. Other reference laboratory facilities in England are also used.

The Microbiology Department is a friendly and efficient department with qualified and motivated staff at all levels. The department is compliant with health and safety and security requirements.

The management arrangements are consistent with WHC (IS)27.

The Clinical Director for Pathology is Dr Ian Thompson (retiring soon). The Directorate Manager is Mr Simon Hoad. The Clinical lead for Microbiology responsibility is shared between the Consultant Microbiologists by mutual agreement on a rotational basis. The current Clinical Lead/ Head for Microbiology is Dr Nidhika Berry. The Clinical Lead/Head of Department is professionally and managerially responsible for the management of the Microbiology Department. Day- to-day managerial responsibility is delegated on an operational basis to the Department's Lead BMS. The Microbiology Manager and Lead BMS is Mr Julian Bendle.

The Clinical Lead/Head of Department and the Laboratory Manager are members of the Pathology Management Team which meets quarterly to co-ordinate management across the whole of the Laboratory. The department's budget holder is the Lead Biomedical Scientist/Microbiology Manager, Mr Julian Bendle. The allocated non-medical budget to the department is currently £2.7m.

The Health Board has a clinical governance programme supported by specialist staff. Involvement in clinical audit is essential in Microbiology and clinicians are generally expected to use agreed clinical/ National guidelines.

The Department takes part in various UK NEQAS, Labquality and QCMD schemes and is fully UKAS ISO15189 accredited.

#### Workload and Laboratory Services Provided

The laboratory processes approximately 500,000 annual requests of which approximately half are from primary care. Routine culture and sensitivity accounts for most of the work. An average of 18,000 blood cultures, 950 CSF, 46,000 faeces, 4600 mycology, 3200 genital, 13,000 sputum, 116,000 urine, 5700 sterile site and 200,000 MRSA specimens are processed annually. In addition, 4000 specimens for TB investigation are sent to the Public Health Wales laboratory in Cardiff. A range of antibiotic assays and serological investigations are performed in-house, predominantly using the Siemens instrumentation of the biochemistry department. This includes serology for Hepatitis, HIV, Rubella, Syphilis, VZV and faeces samples for Helicobacter pylori. Molecular testing for sexually transmitted diseases, enteric pathogens, MRSA, and respiratory viruses including SARS CoV-2 is performed in-house.

#### Biomedical Scientific and Support Staff (subject to change), including the current additional Covid posts

|   |                       |
|---|-----------------------|
| Microbiology Service Manager 8b               | Mr Julian Bendle      |
| Deputy Microbiology Service Manager - Band 8a | Mrs Charlotte Barrett |
| Senior BMS - Band 7                           | 9.63 WTE              |
| BMS - Band 6                                  | 25.71 WTE             |
| BMS & Trainees - Band 5                       | 12.8WTE               |
| Band 4 AP                                     | 16.74 WTE             |
| Healthcare Support – Bands 2 & 3              | 25.79 WTE             |

#### Secretarial /Clerical Staff (subject to change)

|  |         |
|--|---------|
| Departmental Secretary (Phillipa Toft) | 0.8 WTE |
| Departmental Admin (Mary Jeremy)       | 1 WTE   |
| Departmental Admin (to be appointed)   | 1 WTE   |

### Clinical Tutors

Dr Elizabeth Kubiak - Clinical Supervisor of the attached Registrars on rotation

### Quality Assurance

The Department participates in all appropriate External Quality Assurance schemes, including:

|                      |                |
|----------------------|----------------|
| General Microbiology | Viral serology |
| Parasitology         | Hepatitis      |

|                   |                |
|-------------------|----------------|
| Mycology          | HIV            |
| Antibiotic assays | AFB microscopy |

Antimicrobial Susceptibility

Molecular testing for Respiratory viruses including Coronavirus SARS CoV 2, bacterial, viral and parasitic gastroenteritis panel, *Clostridium difficile*, STIs, including *Chlamydia trachomatis*, *N. gonorrhoeae* and *M. genitalium*, MRSA.

### Infection Prevention and Control

The Lead IPT Doctor, currently Dr Esho, advises on all strategic infection control and prevention issues, together with the Executive lead for Infection Control. The post of Lead Infection Control Doctor has previously been rotated between the Consultant Microbiologists by mutual agreement, and it is likely that this model will continue in the future. The Health Board's Medical Microbiologists advise on day-to-day infection control matters as required and participate in teaching, supervision, and ward rounds.

The nursing team is based over multiple hospital sites and is managed by the Interim Head of Infection Prevention & Control, Ms Moira Bevan. The Infection Prevention and Control Team also includes

|                         |  |
|-------------------------|--|
| Senior PC nurse Band 8a | 2 WTE, one of whom covers decontamination, |
| IPC Nurse band 7        | 4 WTE                                      |
| IPC nurse Band 6        | 4 WTE, which includes 1 secondment post    |
| Epidemiologist          | 0.50 WTE                                   |

|                             |         |
|-----------------------------|---------|
| Administrative staff Band 5 | 1 WTE   |
| Administrative staff Band 3 | 0.6 WTE |

Additional project manager resource and administrative resource has been seconded to cope with the current pandemic. The team of Infection Control Nurses are accountable professionally to the Executive Director of Nursing, Ms Rhiannon Jones through the lead ICN (to be replaced due to pending retirement).

The team members are very enthusiastic and undertake a variety of infection prevention and control activities including teaching and training, surveillance, clinical liaison, support, and advice. The Welsh Government specifies required reduction in *Staphylococcus aureus* bacteraemia, *Clostridioides difficile* rates, and gramnegative bacteraemia (*Escherichia coli*, *Klebsiella spp.* and *Pseudomonas aeruginosa*) rates, against which the team set their activity plans. Feedback of outbreaks and feedback of routine surgical wound site infection surveillance to the Healthcare Associated Infection and Antimicrobial Resistance and Prescribing programme (HARP) is also a mandatory requirement.

### Antimicrobial stewardship

Close partnership and advice to a team of antimicrobial pharmacists, managed by Ms Ceri Phillips, who is the Consultant antimicrobial pharmacist (AMP). The team meets regularly to enable development of local antimicrobial guidelines and audit the use of antimicrobials, as well as feedback to directorates, taking forward the agenda set out nationally. The microbiology team is involved in AMS ward rounds, multidisciplinary meetings including neonatal rounds, ICU rounds, teaching, and supervision, and feedback sessions to general practice as and when required.

The team participate in the Welsh antimicrobial stewardship forum and in the development of Welsh national antimicrobial guidance via the All-Wales Antimicrobial Advisory Group. The AMR delivery board also meets on a regular basis, with the team feeding into national priorities to support the UK AMR 5-year plan 2019-2024.

An additional business case for an 8a AMP has been signed off and will help the development of outpatient antimicrobial treatments and follow up, along with the Community resource team.

An electronic prescribing system is in development and will enable further stewardship activities.

### Personal Facilities

The successful candidate will be provided with their own office within the Pathology department. The office facilities will include an up-to-date computer and printer with e-mail facilities, intranet, and internet access. Library facilities with librarian support are available on the Royal Gwent site. Shared secretarial support is available.

### Out of Hours

The post holder will share the on-call clinical microbiology and infection control service with the existing medical staff. This will be on 1:6 basis with cross-cover, for all sites of the Health Board, including primary care. Routine outpatient and inpatient laboratory work up until 2pm is expected to be medically authorised on Saturdays in addition to responding to clinical calls. Urgent results are dealt with out of hours as per laboratory standard operating procedures. Recognition of this work will be included in the job plan.

### Clinical Governance & Audit

The appointee will be expected to participate in multidisciplinary clinical audit, and in the implementation of an on-going clinical audit programme within the Pathology department.

The appointee will also be expected to provide advice in development of clinical guidelines, investigation protocols, and laboratory SOPs, and guidance on the appropriate use of antimicrobials to the clinical units supported.

The Quality & Patient Safety operational group meets monthly, into which many groups, including Infection Control Committee, feed information.

The Health Board maintains a high profile in developing quality services and is committed to the principles of clinical governance. As part of that strategy, it has established a Clinical Standards & Policy Group to ensure the implementation of high-quality healthcare outcomes.

The appointee will be expected to contribute to these groups as required.

### Teaching & Research

The successful candidate will play an active part within the teaching and educational activities of the Department. A Microbiology Specialty Registrar from the Public Health Wales training scheme is normally present in the department on rotation from the Cardiff Laboratory (University Hospital of Wales). The successful candidates will assist the current Consultant Microbiologists in providing guidance and tuition for Specialty Registrars during their attachment to the Royal Gwent laboratory.

The Consultant Microbiologists contribute to the junior doctors' Foundation and Specialty Registrar core curriculum teaching, and various educational meetings within individual departments both within Pathology and throughout the Health Board.

A wide range of facilities is available from the Royal Gwent-based Postgraduate Department, and a programme of departmental meetings, symposia and evening lectures takes place during the academic year. The library stocks a selection of medical journals and textbooks. Electronic access via Athens on Consultants' PCs is available to a range of references. Other papers and articles can be efficiently sourced from elsewhere via the library, if required.

The Health Board has an active Research and Development department close to the Royal Gwent Hospital, whose function is to facilitate research efforts based within the Health Board, and multi-centre research projects in which Health Board staff are collaborating. The successful candidate will work with consultant colleagues to support such initiatives and may act as mentor/supervisor, if requested, and with the agreement of the Clinical Director.

### Administration

The appointee will contribute to management within the Health Board, via the Directorate structure. They will have shared responsibility with other consultant colleagues for administrative duties associated with patient care and the administration of the department. Together with consultant colleagues they will act as custodian of data under the Data Protection Act, and custodian of stored samples. Service and administrative duties will be required on various committees as outlined above. All Consultants are members of the Hospital Medical Staff Committee.

### Professional

The appointee will be expected to participate in clinical audit and to be registered for continuing professional development (CPD) with The Royal College of Pathologists and to fulfil requirements for annual appraisal and for appropriate GMC revalidation. Study leave entitlement is an average of 10 days per year and the Health Board is committed to providing reasonable financial support for CPD-approved activities and any training requirements identified through the consultant appraisal process.

Appraisal is undertaken annually with one of the Health Board's trained medical appraisers and a personal development plan is agreed.

Annual and study leave to be arranged to be mutually convenient in allowing cross-cover between the consultants for on-call duties, and weekday departmental, clinical and infection control duties.

### Job Plan

Team Job Plan review is undertaken within Microbiology and involves the Discipline Clinical Lead, Clinical Director and Pathology Directorate Manager. Job planning is carried out under Health Board protocols and standard procedures in accordance with the Welsh Consultants Contract.

The job plan will be in line with the Welsh Consultant contract and will consist of 10 sessions equating to a 37.5hr week. Due to current departmental work pressures, the appointee will be asked to work to an 8:2, DCC:SPA contract initially, which will be discussed at job planning, depending on the needs of the department and the work required/allocated. The job plan however is open to negotiation with consultant colleagues and Directorate management to provide the service within the 10-session restriction as well as provide the successful candidate with the most job satisfaction.