



**University
Hospitals Sussex**
NHS Foundation Trust

Job Description and Person Specification

Job Description

| | |
|---------------------------------|--|
| Job Title | Consultant Rheumatologist |
| Department | Rheumatology |
| Division | Surgical Division |
| Location / Hospital Site | Worthing Hospital and must be prepared to travel to all sites within the Trust |
| Payscale | £93,666 - £126,281 per annum |
| Basic Hours | 10 PAs (Part time work is welcomed) |
| Responsible to | Clinical Director, MSK Directorate |
| Accountable to | The Chief of Service for Surgical Division or The Medical Director |

Role Summary

We are seeking to appoint a full-time substantive Consultant Rheumatologist. The appointee will work with Consultant colleagues to provide a comprehensive service for residents across West Sussex. The Rheumatology department is part of the MSK Directorate including Trauma and Orthopaedics and Pain Management. The post will be based predominantly at Worthing Hospital. However there will be some sessions at other Trust locations. This post is available on a full time 10 programmed activities (PAs) basis. However, applicants looking for part time work are also welcomed.

The post offers an excellent opportunity for you to develop as a Consultant and also contribute to service development.

Departmental Facilities and Workload

In-patient's facilities are at St Richard's and Worthing under Shared Care with GIM physicians. Outpatient clinics for this post will be undertaken at Worthing, Southlands and or St Richards (Chichester) Hospitals. There is use of the Medical Day Case Unit (MDCU) in Worthing for infusional therapies.

The appointee will be for the Rheumatology Services for the population served by the Trust. The majority of the work takes place in the outpatient departments of Worthing, Southlands and St Richards Hospitals. In-patients are treated on the medical wards at Worthing or St Richards Hospitals. Clinical Assistants help in outpatient clinics at both Worthing and Southlands Hospitals.

Across the Trust, 5,800 new patients and 17,700 follow-up patients were seen in Rheumatology out-patients over a 12-month period, including activity by the Nursing Team at Bognor seeing patients for monitoring of second-line therapies.

At Worthing & Southlands Hospitals, 500 patients are established on biological therapies, and infusional therapies are given on MDCU at Worthing (initial biologics, IV

cyclophosphamide and IV bisphosphonates) and in the Bognor Rheumatology Unit (stable biologics and IV Iloprost). There are ca. 250 patients on subcutaneous (SC) methotrexate at Worthing & Southlands. Approximately 900 day cases were undertaken in a 12 month period including Iloprost, zoledronate and cyclophosphamide infusions, caudal epidurals and SC denosumab. In Chichester, 350 patients have biologics, ca. 200 are on SC methotrexate.

There are regular meetings between the Consultants and staff across the territory and regular collaboration with colleagues in primary and secondary care to develop an integrated musculoskeletal service for the locality.

Development of a special interest to complement activities already being undertaken in the department would be encouraged. One of the consultants has particular interests in connective tissue disease and crystal arthritis. Applicants with an interest in paediatric rheumatology would be particularly welcome.

Staffing of the Department

Management

| Name | Job Title |
|----------------|-------------------------------------|
| Colin Spring | Chief of Service |
| Nicky Sullivan | Divisional Director of Operations |
| Kim Cheetham | Divisional Director of Nursing |
| Madhu Rao | Clinical Director MSK Directorate |
| Bob Dennes | General Manager MSK Directorate |
| Yvonne Thorp | Head of Nursing MSK Directorate |
| Zanna Bish | Operational Manager MSK Directorate |
| Jacelyn Redido | Matron for MSK Directorate |

Medical Staff – Worthing and Southlands

| Name | Job Title |
|---------------------|-----------------------------------|
| Dr Alastair Hepburn | Consultant Rheumatologist -1 WTE |
| Dr Joseph Villiers | Consultant Rheumatologist – 1 WTE |
| Dr Gail Darlington | Consultant Rheumatologist (P/T) |
| Dr Christine Pilley | Clinical Assistant (P/T) |

Medical Staff - Chichester

| Name | Job Title |
|------------------|-----------------------------------|
| Dr Sanjeev Menon | Consultant Rheumatologist |
| Dr Claudia Gut | Consultant Rheumatologist – 1 WTE |

Nursing Staff

| Name | Job Title |
|------------------|--|
| Jen Fitzgerald | Clinical Nurse Specialist – Rheumatology |
| Olga Nyamayaro | Clinical Nurse Specialist – Rheumatology |
| Siobhan Aguilera | Clinical Nurse Specialist – Rheumatology |
| Shelley Hobart | Clinical Nurse Specialist - Osteoporosis |

Deanery Registrars in place – 1x SRH and 1x WG/SL

The specialist care of patients with acute and chronic rheumatic disease in the Worthing area is shared equally between the three consultants. They liaise closely on all clinical and managerial issues in our department, which functions independently within the Division of Surgery. We operate a consultant-led service and to this end the consultants see all new patients at their first appointment in clinic. We are supported in most clinics by a clinical assistant, ST4 and/or clinical nurse specialist (CNS), who usually only see follow-up patients. The CNSs also operate a telephone helpline service for patients with inflammatory rheumatic disease who are taking DMARDs and biologics.

Paramedical support is obtained from the Departments of Occupational Therapy and Physiotherapy. There are dedicated rheumatology therapists within these. The OT department provides an excellent Hand Therapy service. Podiatry services are also provided locally by a community health provider whilst surgical appliances (orthotics) are onsite at Southlands.

The nurse-led osteoporosis service assesses approximately 1000 per year. The service includes bone densitometry (DEXA scans undertaken by a community provider in Brighton and in Goring-by-Sea), risk factor assessment, counselling and lifestyle advice to patient plus treatment administration (Teriparatide, Denosumab and IV bisphosphonate) in associated with Bognor War Memorial Hospital and MDCU at Worthing.

Spinal Triage service runs in parallel to the main Rheumatology service. This is led by a consultant physiotherapist, working with several extended-scope physiotherapists (ESPs), under the supervision of the consultant rheumatologists. Both Rheumatology and Spinal Triage liaise closely with the Chronic Pain Service (led by a consultant anaesthetist with an interest in chronic pain management).

The majority of work is outpatient based, but the post-holder will be required to see inpatient referrals and liaise with general medical teams. If rheumatology patients require admission to hospital, they will be admitted via the general medical team on-call. Ongoing care is shared with the subsequent ward-based general medical team. The general medical wards are broadly speciality-based. The inpatient referral workload is not insignificant.

The existing Consultant Rheumatologists currently undertake several combined clinics with orthopaedics, dermatology, paediatrics and ophthalmology. There is scope for developing these further, depending on the applicant's interests and service requirements. We have specialist clinics for ankylosing spondylitis/axial spondyloarthritis and hand/wrist led ESPs, who all have injection skills. These clinics run alongside consultant's lists to allow close clinical supervision and discussion. Each consultant undertakes two Early Arthritis Clinics per month for the initial assessment and further management of patients with early inflammatory arthritis. These clinics are supported by the senior CNS, a non-medical prescriber.

Main Duties and Responsibilities

The clinical duties of the post include the following:

- Outpatient clinics: assessment of all new patients at their first appointment; review of follow-up patients; discussion and review of follow-up patients seen by clinical assistants and clinical nurse specialists (CNS); joint injections and other procedures.

- Ward referrals and other DCC duties: specialist review of inpatients referred by other medical teams with rheumatic complaints; weekly combined radiology MDT.
- Administrative duties directly related to this: out-patient clinic letter dictation and signing; blood and imaging report signing; result letter dictation; GP referral letter grading; prescription of biologic drugs, parenteral osteoporosis and DMARD medication; medical report writing.
- Telephone and email advice: giving advice on the management of rheumatic diseases to GPs (via the Consultant Connect service), allied health professionals, other specialists.
- Clinical audit: writing local audit proposals and reports; collecting clinical audit data; presenting results; participation in regional and national clinical audits (data collection).
- Clinical and educational supervision of CNSs and clinical assistants
- Involvement with the Trust Governance programme. There will be a commitment to supporting the education of medical students from Brighton (BSMS) and King's (GKT) in their placements, and the potential to develop managerial and research interests. There are strong links to the KSS Deanery and Brighton & Sussex Medical School.

Rheumatology On-Call Commitment: None

The post holder accepts that they will also perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate consultant, in consultation, where practicable, with their colleagues, both senior and junior. While it has been agreed between the professions that they will perform such duties, the Secretary of State stresses that additional commitments arising under this sub-section are exceptions and you should not be required to undertake work of this kind for prolonged periods or on a regular basis.

Learning and Development

- Attend mandatory training updates as required.
- Undertake training as necessary in line with the development of the post and as agreed with the line manager as part of the personal development process.
- Achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- Identify own learning needs and jointly plan training requirements with your line manager
- Participate in the Trust's appraisal process to discuss how your role will help deliver the best possible care to our patients and help to deliver any changes in service.

Provisional Timetable

In a 10 PA job plan 1 SPA - CPD will be provided (for less than full time this may be pro rata to minimum 0.5 SPA-CPD). SPA - CPD (168 hours per year) includes job planning, appraisal, mandatory training, consultant meetings, clinical governance such as NICE guideline reviews, national audits, GIRFT and patient safety such as incident investigation, coroner participation, learning from deaths, ward teaching and supporting management roles.

Any additional non-clinical (SPA) is at the discretion of the Clinical Director and part of team job planning. This must be defined with agreed outputs. Examples: education -SPA (for HEE and non-HEE doctors); leadership roles (at all levels); research; service development.

This job plan maybe worked flexibly over a seven day working week. It is anticipated that patient related administration would be performed within the confines of the DCC PAs.

The following draft timetable is intended to show the Trust's expectation of the post and the facilities to be provided. Detailed adjustments may be required in consultation with the appointee, clinical colleagues and executive colleagues (3 months). In particular, a change may be appropriate after consultation to allow the development of a special interest held by the successful candidate.

The following draft timetable is intended to show the Trust's expectation of the post and the facilities to be provided. Detailed adjustments may be required in consultation with the appointee, clinical colleagues and executive colleagues. In particular, a change may be appropriate after consultation to allow the development of a special interest held by the successful candidate. The trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Summary of Commitments – Example Job Plan

| Day | | Type of Work Location (Ward / Site) |
|-----------|----|--|
| Monday | am | OPD Clinic |
| | pm | MDT/Admin/Ward Reviews |
| Tuesday | am | Admin Session |
| | pm | SPA Session |
| Wednesday | am | OPD Clinic |
| | pm | Admin/Ward Reviews |
| Thursday | am | OPD Clinic |
| | pm | OPD Clinic |
| Friday | am | OPD Clinic |
| | pm | Admin/Ward Reviews/SPA |

Visiting Arrangements

Applicants are invited to visit the hospital or to phone for informal discussion by arrangement with:

Mr Madhu Rao, Clinical Director, MSK Directorate – madhu.rao@nhs.net

Alastair Hepburn, Consultant Rheumatologist – alastair.hepburn@nhs.net

Wellbeing

The successful candidate will be well supported within the clinical team and by the management of the service including regular team meetings and one to one support where required.

The department will offer one-to-one mentoring, if desired, and this can also be obtained via the British Society for Rheumatology's mentoring scheme. The Trust has a wide range of initiatives and services for the promotion of wellbeing, both in terms of physical and mental health. These include physiotherapy, counselling, meditation and hypnotherapy.

Professional support for both physical and mental health will be available through the Trust's occupational health provider. Further support is also available via professional organisations such as the British Medical Association.

Person Specification

| Requirements | Level required | How assessed | Level required | How assessed |
|---------------------------------------|---|------------------------------------|---|--------------------|
| | Essential | | Desirable | |
| Experience/Qualifications | <ul style="list-style-type: none"> Basic medical degree Postgraduate qualification or appropriate specialist qualification Full GMC Registration with a licence to practice CCT in Rheumatology or equivalent (equivalence must be confirmed by GMC by date of AAC) Entry onto the GMC Specialist Register or eligibility for entry within 6 months of the date of the AAC | AF AF AF AF AF | <ul style="list-style-type: none"> Higher Degree | AF AF |
| Clinical Skills and Experience | <ul style="list-style-type: none"> Understanding of clinical risk management An ability to communicate well with patients and staff | AF/I AF/I I I | <ul style="list-style-type: none"> Interest in Paediatric Rheumatology | AF/I AF/I |
| Knowledge | <ul style="list-style-type: none"> Appropriate level of clinical knowledge / up to date Knowledge and use of evidence based practice | I I | <ul style="list-style-type: none"> IT skills Breadth of experience in and outside speciality | I AF/I |
| Organisation and Planning | <ul style="list-style-type: none"> Able to organise oneself and prioritise clinical need Experience and ability to work in multi-professional teams Understanding of: NHS / Clinical governance / Resource constraints | I AF/I AF/I | <ul style="list-style-type: none"> Evidence of managerial skills: Achievements / Course attended | AF |
| Teaching Skills | <ul style="list-style-type: none"> Evidence of an interest and commitment to teaching | AF/I | <ul style="list-style-type: none"> Recognised teaching qualification | AF |
| Academic and Research | <ul style="list-style-type: none"> Understanding of the principles of research Evidence of participation in audit | I AF/I | <ul style="list-style-type: none"> Research experience Publications Prizes and honours | AF AF AF |
| Career Progression | <ul style="list-style-type: none"> Appropriate progression of career to date | AF/I | | |
| Personal Attributes | <ul style="list-style-type: none"> Evidence of:- Good communication skills both oral and written Decisiveness/accountability Excellent and effective interpersonal skills Non-judgemental approach to patients | AF/I I I I | | |

| | | | | |
|------------------------------|--|--|--|--|
| | <ul style="list-style-type: none"> • Flexibility • Resilience • Thoroughness • Initiative/drive/enthusiasm • Probity • Leadership skills • Evidence of logical thinking/ problem solving/ decision-making | | | |
| Behaviours and Values | <ul style="list-style-type: none"> • Demonstrates behaviours and attitudes that support the Trust's mission and value | | | |
| Presentation Skills | <ul style="list-style-type: none"> • Effective, confident presentation ability | | | |
| Additionally | <ul style="list-style-type: none"> • Good references from relevant sources | | | |

Application form (AF)
 Selection interview (I)
 Assessment (A)

Main Conditions of Service

The post is covered by the National Terms and Conditions for Consultants (England) 2003 with the exception of those variances that are outlined in your contract.

The basic salary will be based on the Terms and Conditions for Consultants (England) 2003 and will increase in accordance with the provisions of Schedule 15.

It should be noted that the Secretary of State is not prepared to hear Paragraph 190 appeals against unfair termination of employment in respect of any new medical or dental appointments in Trusts, and this rule applies to these posts.

The appointees will be required to reside not more than ten road miles or 30 minutes travelling time from the base hospital unless specific approval is given to a greater distance.

Removal and associated expenses are not reimbursed to the post holder.

The appointment will be subject to passing a medical examination satisfactorily prior to commencing duties.

University Hospitals Sussex NHS Foundation Trust operates a No Smoking Policy, to which all staff must adhere.

In the event of a major incident or civil unrest all University Hospitals Sussex NHS Foundation Trust employees will be expected to report for duty on notification. All Trust employees are also expected to play an active part in training for and in preparation of a major incident or civil unrest.

It is mandatory to attend hospital induction programmes and sessions specific to each clinical area at the start of the post.

The post holder should ensure confidentiality at all times. Employees of the Trust must not without prior permission disclose any information regarding patients or staff obtained during the course of employment, except to authorised bodies or individuals acting in an official capacity. Failure to adhere to this instruction will be regarded as serious misconduct and may lead to disciplinary action. The General Data Protection Regulation (GDPR) may render an individual liable for prosecution in the event of unauthorised disclosure of information.

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standards. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family and friends. Staff members are not allowed to further their private interests in the course of their NHS duties.

The appointee is expected to compile an annual portfolio with evidence of continuing professional development in accordance with the Trust's appraisal process. The appointee will be expected to participate in annual appraisal by the designated consultant and to produce a personal development plan that is aligned to priorities within their clinical service which will be shared with the Medical Director and Chief Executive.

At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this they should immediately discuss this with their Manager / Supervisor / Consultant. The post holder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

The Trust is responsible for ensuring that everyone involved in the delivery of NHS care has the required level of English language competence to enable them to effectively carry out their role, deliver safe care and enhance patient experience. Effective communication is a two way process which develops and cements relationships, keeps people informed and reduces the likelihood of errors and mistakes.

The Trust expects you to be able to develop and maintain communication with people on complex matters, issues and ideas and/or in complex situations, this is in accordance with Level 4 of the Knowledge & Skills Framework and in compliance with Article 53 of the European Directive 2005/36/EC.

Conditions of Appointment

The post will be offered subject to the following:

- Satisfactory references (3 years) of which one must be from the most recent employer
- One satisfactory reference from most recent Designated Body
- Current GMC/GDC registration with licence to practice
- On the Specialist Register (or within six months at time of interview)
- Evidence of the right to take up paid employment in the UK
- Occupational Health clearance, including medical examination if required
- Enhanced Disclosure and Barring Service clearance
- The Trust expects all Medical and Dental staff to work within the guidelines of the GMC 'Guide to Good Medical Practice' which can be viewed on the GMC website

Recognition, Training and Medical Education

All posts will be subject to stringent recording of educational content, clinical activity and experience. The maintenance of good logbooks and learning portfolios is a requirement of each post. Study leave will be provided in accordance with current guidelines.

PGME hold a wide variety of courses, tutorials and seminars with local and visiting speakers which are organised by the specialty departments for clinical staff of all disciplines.

The successful applicant will be expected to take an active role in both postgraduate and undergraduate teaching, and in the training of clinical staff as appropriate.

The successful candidate will be encouraged to utilise the full quota of study leave to pursue their Continued Medical Education.

The department and unit are involved in a number of audits, and the post holder is encouraged to either participate in these audits or start new ones.

Mentoring

The Trust has a mentoring scheme for consultants, involving a consultant external to the department mentoring the new post holder in a pastoral sense.

Fixed Term Consultant Appointments

The NHS Appointment of Consultant Regulations 1996 (Statutory Instrument no 1996/701) sets out the rules for appointing consultant doctors. They do not apply to locum consultants appointed for an initial period of less than six months, or where the appointment is extended

for a further six months. Once a single appointment extends to more than 12 months the procedures set out in the Regulations apply and a doctor can only be employed as a locum consultant if they are entered on the specialist register with the GMC.

Our Trust

We provide care for 1.8 million patients, covering a geographical area of approximately 3,800km². This includes all of Sussex for trauma; Brighton and Hove, Mid and East Sussex for cancer and neurosurgery; and district general acute services for Brighton and Hove, West and Mid Sussex, extending into East Sussex.

We operate across five main hospital sites:

- Princess Royal Hospital in Haywards Heath
- Royal Sussex County Hospital in Brighton
- St Richard's Hospital in Chichester
- Southlands Hospital in Shoreham-by-Sea
- Worthing Hospital in the centre of Worthing

NB: The Brighton campus includes the Royal Alexandra Children's Hospital and the Sussex Eye Hospital.

In addition to our five hospital sites, we provide services from other locations including:

- Bexhill Haemodialysis Satellite Unit
- Bognor War Memorial Hospital
- Brighton General Hospital
- Crawley Hospital
- Hove Polyclinic
- Lewes Victoria Hospital
- Newhaven Ward
- The Park Centre for Breast Care
- Worthing Dialysis Satellite Unit
- Various Health Centres, GP surgeries and Sexual Health Clinics

Our four acute hospital sites in Brighton, Chichester, Haywards Heath and Worthing offer many of the same services for their local populations including acute medicine, general surgery, 24 hour A&E, maternity services, intensive care and orthopaedics. Paediatric and neonatal care is provided at Brighton, Chichester and Worthing.

The specialised and tertiary services provided at the Royal Sussex County Hospital in Brighton include neurosciences, arterial vascular surgery, neonatal, paediatrics, cardiac, cancer, renal, infectious diseases and HIV medicine. It is also the major trauma centre for Sussex and the South East.

In Chichester, we operate a purpose-built NHS Treatment Centre on site which offers safe, fast, pre-booked day and short stay surgery and diagnostic procedures.

In Worthing, our Breast Care Centre is equipped with the latest digital diagnostic equipment, which enables the provision of a much-improved breast screening and symptomatic service to women in a warm and welcoming, purpose-built environment.

Southlands Hospital specialises in day-case procedures, ophthalmology care and outpatient appointments and services provided from Brighton General Hospital include dermatology, physiotherapy and outpatient appointments.

Mission and values

The mission of University Hospitals Sussex – what we are striving to achieve – is to provide:

“excellent care every time”

All our efforts to do this put the interests of our patients first and foremost, and are underpinned by our values:

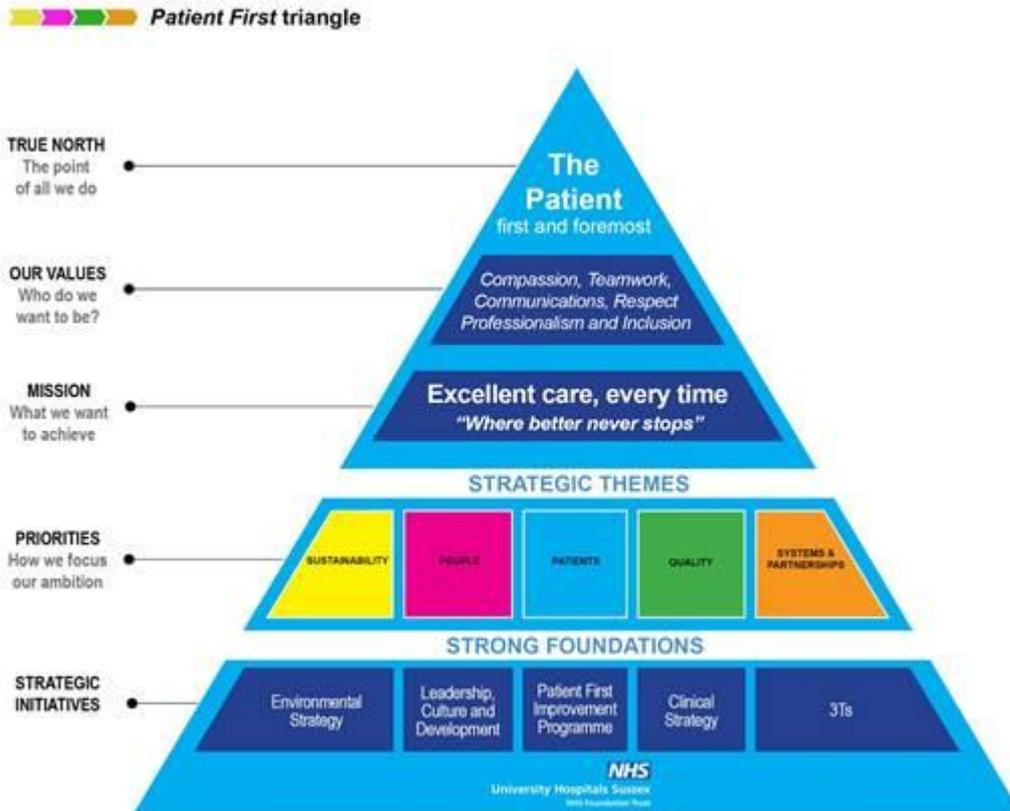
- Compassion
- Communication
- Teamwork
- Respect
- Professionalism
- Inclusion

These values were selected by our staff, patients and public when we were talking about the merger and the sort of organisation we want University Hospitals Sussex to be.

Our mission and values are extremely important to us and we expect everyone who works at University Hospitals Sussex in any capacity to share and uphold them.

Patient First

- Patient First is our Trust-wide approach to improving the quality of care for patients and to build and embed a culture where staff can be confident that their views matter and will be heard.
- The aim is to empower all staff to lead change, raise issues, concerns, identify and implement areas for improvement within the workplace and find solutions collectively as part of a team.
- Staff will be equipped with skills to identify improvement opportunities and supported to see those through
- It encourages all staff to be innovative and drive forward quality improvement and positive changes in their areas.
- The philosophy behind this is centred on:
 - Standardisation, system redesign and the improvement of patient pathways to eliminate error and waste and improve quality
 - The patient being at the heart of every element of change
 - Embedding cultural change across the organisation, where everyone is passionate about delivering exceptional quality every time and “where better never stops”.
 - Continuous improvement of our services through small steps of change
 - Constantly testing the patient pathway to see how we can develop
 - Encouraging frontline staff to lead the redesign processes
 - Equal voices for all
 - Engagement of staff is a big factor in job performance.
 - Good engagement leads to improved quality, mortality and safety measures



Equality, Diversity and Inclusion

The Trust is committed to supporting Inclusion as can be seen by our Patient First Triangle with a clear value being Inclusion. We all have a responsibility to treat our colleagues, patients and service users with respect and dignity irrespective of; age, race, disability, gender reassignment/identity, marriage and civil partnership status, pregnancy and maternity status, religion or belief, sex and sexual orientation.

We are a Disability Confident Employer (Level 2) and part of the Stonewall Workplace Equality Champions programme.

All staff have a duty to report any behaviours which contravene this to their managers.

Brighton and Sussex Medical School

The School is an equal partnership between the Universities of Sussex and Brighton together with NHS organisations throughout the South East Region. The arrangements for the School's governance reflect this approach and students are awarded joint degrees of both Universities.

The school is fully committed to the principles of Tomorrow's Doctors; we endorse the value of medical education in a multi-professional context, and promote the highest possible standards in our teaching, clinical practice, and research (both fundamental and applied).

BSMS admit approximately 135 students annually to their BM BS degree course. BSMS has proved exceptionally popular and in recent admissions rounds have continued to achieve one of the highest application rates of any UK medical school. Students spend their first two years primarily on the universities' campuses at Falmer; thereafter the focus shifts to the associated

teaching hospitals and community settings in Brighton and the surrounding area. We have purpose-built teaching facilities in all areas.

The curriculum emphasises early clinical involvement, a broad range of experience and a firm foundation in basic science. A wide range of teaching and learning approaches are employed tailored to the particular circumstances; we are not committed to a single method of delivery. Feedback from the National Student Survey has demonstrated an exceptionally high level of student satisfaction, with BSMS being consistently among the top 10 performing medical schools in the country with scores of over 90%.

The research undertaken at BSMS aims to make a genuine contribution to the evidence and science underpinning clinical practice, and to benefit people and patients in their health and wellbeing. We expect our key domains of research strength to be recognised on the international stage and these are represented by the new departments of Global Health and Infection (including HIV and sexual health) and of Neuroscience (including mental health and neurology). We have made significant investments in research infrastructure, including a world-class Clinical Imaging Sciences Centre (CISC) housing a 3T and 1.5T MRI and a PET-CT scanner and a Clinical Investigation & Research Unit (CIRU) dedicated to patient-orientated research and early clinical trials.

Research and Teaching

Sussex is a progressive university delivering innovative thought and action, with a worldwide reputation for excellence in research and discovery. Its distinctive approach leads to the development of high quality new research which crosses traditional boundaries, benefits and enriches society, and influences policy at international, regional and national levels. Sussex research has a positive impact on people's lives. In the Times Higher Education World University Rankings 2016 Sussex was ranked 23rd in the UK and 140th in the world for research influence.

The results of the government-commissioned [Research Excellence Framework](#) (REF) in 2014 show that over 75% of research activity at Sussex is categorised as 'world leading' (4*, 28%) or 'internationally excellent' (3*, 48%) in terms of originality, significance and rigour, whilst 98% of research activity at Sussex is categorised as either 'world-leading', 'internationally excellent' or 'internationally recognised'.

The University of Brighton has a long and distinguished history of applied research. This serves to sustain and nourish its mission to help form professional and vocational careers. Ultimately, the university aims to transform the lives and experiences of people and their environments with research that matters. In the REF2014, 92% of its research was judged to be world-leading or internationally excellent in terms of the impact it makes, putting it in the top 25% for the sector.

BSMS made a major contribution to its host universities' submissions in the most recent Research Excellence Framework (REF2014). The majority of BSMS staff who were submitted contributed to Psychology, Psychiatry and Neuroscience, and Biological Sciences at the University of Sussex, both ranked 10th, or the joint submission with the University of Brighton (Allied Health Professionals, Dentistry, Nursing and Pharmacy – ranked 27th). A smaller number of academics were submitted with Sociology and English at Sussex.

Risk Management/Health and Safety

The jobholder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the Trust. All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice.

Infection Control

Infection prevention and control is an essential aspect of patient care. All post holders have a personal obligation to act to reduce Healthcare Associated Infections (HCAIs). They must attend mandatory training in infection prevention and control and be compliant with all measures required by the Trust to reduce HCAIs. Post holders must be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, The Dress Code and Personal Protective Equipment Policy. Post holders who have clinical responsibilities must incorporate into their clinical activities up-to-date evidence that supports safe infection control practices and procedures, for example the use of aseptic techniques and the safe disposal of sharps.

Safeguarding Children and Vulnerable Adults

As an NHS employee you have a statutory duty to safeguard and promote the welfare of adults at risk of harm or abuse under Section 42 – 48 of The Care Act 2014 In addition “all doctors will, whatever their role, take appropriate action to raise and act on concerns about patient care, dignity and safety” (Raising and Acting on Concerns About Patient Safety 2012 GMC)

All staff and volunteers working within UHS are required to undertake the appropriate level of statutory safeguarding adults training:

- Level 1: All Non-clinical staff (3 yearly update)
- Level 2: All clinical staff working with adults (3 yearly update)
- Level 3: All clinical staff working with adults who are in a permanent senior post e.g. Consultants (3yearly update)

The specific level of safeguarding training is addressed in the Safeguarding Adults: Intercollegiate Document 2016

As a NHS employee you have a statutory duty and responsibility to safeguard and promote the welfare of children under section 11 of the Children Act 2004. In addition “All doctors, including doctors who treat adult patients, must consider the needs of children and young people, promote their well-being and good health and where possible, prevent abuse and neglect.” (Protecting Children and Young People: the responsibilities of all doctors, GMC 2012)

The total UHS workforce requires some level of statutory safeguarding children training.

- Level 1 (All non clinical staff) requires 3 yearly update
- Level 2 (All clinical staff who see adults) requires 3 yearly update
- Level 3 (All clinical staff who see children) requires annual update

The specific level of safeguarding training is addressed in the intercollegiate document 2015 & the UHS safeguarding training strategy.

Confidentiality

As an employee of this Trust you may gain privileged knowledge of a highly confidential nature relating to private affairs, diagnosis and treatment of patients, information affecting members of the public, personal matters concerning staff, commercial confidences of third parties, and details of items under consideration by this Trust. Such information should not be divulged or passed to any unauthorised person or persons, and the requirements of the Trust's Code of Conduct for Employees in Respect of Confidentiality, a copy of which is available from your Head of Department, must be adhered to with particular regard to the responsibilities of individuals and the Trust under appropriate legislation, notably the Data Protection Act.

Failure to comply with this requirement may constitute gross misconduct under the Trust's Disciplinary Policy which may lead to summary dismissal.

Flexibility Statement

This job description is not inflexible but is an outline and account of the role and responsibilities. Other duties may be required to be performed from time to time in line with the jobholder's grade, experience and job role. The job description and person specification may be reviewed on an ongoing basis and at the time of the employee's appraisal, in accordance with the changing needs of the department and the organisation. Any significant changes that are proposed will be discussed fully and agreed with the post holder in advance.

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