

**Appointment of**  
**CONSULTANT**  
**In**  
**HAEMATOLOGY**

**Post Reference: 421-MS-0548K-C**



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**SECTION 1****Job Description – General Details**

<b>Title:</b>	<b>Consultant</b>
<b>Location:</b>	Based at Harrogate & District NHS Foundation Trust, Harrogate
<b>New or Replacement Post:</b>	New
<b>Accountable to:</b>	Medical Director , Clinical Director and the Operational Director of Long-term and Unscheduled Care
<b>Reports to:</b>	Clinical Director and Operational Director for Long-term and Unscheduled Care
<b>Works with:</b>	Consultants in Haematology and Haematology  Specialist Nursing Teams  Other members of the multi-disciplinary team  Other consultant colleagues  Senior management of the hospital
<b>Key tasks:</b>	<ul style="list-style-type: none"><li>• Maintenance of the highest clinical standards in the management of patients.</li><li>• To share with colleagues responsibility for the day-to-day management of the Haematology department</li><li>• Teaching and training of junior staff and medical students.</li><li>• To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.</li><li>• To have responsibility for ensuring active participation in continuing professional development (CPD).</li></ul>

**Consultant in Haematology**

This is a consultant position to deliver 10 Programmed Activities (PA's), plus 1 PA On Call within the Haematology service at Harrogate and District NHS Foundation Trust. Part time or job share candidates will be considered.

The Haematology Service sits within the Cancer Services Group, within the Long Term and Unscheduled Care (LTUC) directorate of the Trust. The Haematology Service is predominantly outpatient-based within our purpose built treatment unit in the Sir Robert Ogden Macmillan Centre (SROMC), with systemic therapy delivered here. Inpatients are on Oakdale Ward. The haematology service also provides specialist in-reach for inpatients under medical and/or surgical specialties, as required and the on call consultant is expected to deliver a daily

ward round. The service maintains close ties with the oncology team who also provide outpatient services at SROMC and at Leeds Teaching Hospitals, all clinical oncology and tertiary treatments are delivered at the Cancer Centre in Leeds.

The existing haematology team comprises of 4 Consultants supported by an ANP in haematology and a team of Clinical Nurse Specialists. The specialist nursing team work alongside the consultant team in their out-patient clinics and provide independent follow up out-patient clinics. A dedicated pharmacy team is also available.

The appointed candidate will join the existing haematology team to provide a comprehensive clinical service delivering approximately 800 new and around 6,000 follow-up patient appointments in 23/24. This will include working in the outpatient setting, providing support to the day unit delivering Systemic Anti-Cancer Therapy (SACT) and providing Clinical Haematology input to the Haematology MDT. In addition they will contribute to the development of junior team members, including junior doctors, non-medical prescribers and advanced nurse practitioners.

SECTION 2      Person Specification		
REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	Registered with the GMC and Licensed to practice  FRCPath in Haematology or equivalent  Full and specialist registration (and a licence to practise) with the GMC (or eligible for registration within 6 months of interview)  Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.  Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT	Higher degree MD/PhD

<b>Experience</b>	<p>Prior experience of working as a registrar/consultant in a haematology service</p> <p>Evidence of initiating, progressing and completing audit</p> <p>Evidence of an ability to develop effective working relationships, on an individual and multi-disciplinary basis with all levels of staff</p> <p>Values partnership with other agencies</p> <p>Evidence of teaching and training of post/undergraduate clinical staff</p>	<p>Experience of leading change and/or service development</p> <p>Experience of research in haematology</p> <p>Publications in peer-reviewed journals</p> <p>Experience of setting up clinical trials</p>
<b>Skills &amp; Attributes</b>	<p>Understands the importance of effective team working with all levels of staff, take time to listen, understand and involve people; receptive to appropriate change</p> <p>Excellent interpersonal skills – ability to communicate effectively (written and verbal) with patients, colleagues, relatives and staff; communicate openly and honestly and explain things clearly</p> <p>Understands information systems and technology</p> <p>Flexible and adaptable to competing demands with the ability to work effectively under pressure and cope with setbacks</p> <p>A commitment to continuous improvement, with a positive attitude, seeks out learning, and continually develops skills and the service</p> <p>Enthusiasm to take a lead role in clinical development</p> <p>Empathy and sensitivity: ability to listen, understand and involve people; see people as individuals</p>	<p>Demonstrates learning in Improvement science and methodology, ability and drive to use information and experience to improve the service</p> <p>Effective leadership; ability to take responsibility and demonstrate leadership when appropriate</p>

## **SECTION 3:                    Duties of the Post**

### **3.1        Duties & responsibilities of the Post**

- a) provision with Consultant colleagues of a service to Harrogate and District NHS Foundation Trust, with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department;
- b) to work with Consultant colleagues to ensure appropriate cover arrangements are in place for annual leave, planned or unplanned urgent cover;
- c) any responsibility which relates to a special interest;
- d) professional supervision and management of junior medical staff including the observance of local employment and human resource policies and procedures;
- e) responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity.
- f) participating in medical audit, the Trust's Clinical Governance processes and in CPD – CPD time is provided in job plans and attendance at audit and other governance meetings is mandatory;
- g) where it is agreed between the parties in job planning and in line with the 2003 contract, work on behalf of Harrogate and District NHS Foundation Trust such as domiciliary consultations, or services provided by the Trust for other agencies, e.g. the prison service. *(This excludes work done under direct arrangements between an individual Consultant and a third party, e.g. Category 2;)*
- h) the post holder must at all times carry out his/her duties with due regard to the Trust's Equal Opportunities Policy;
- i) it is the responsibility of all employees to comply with Trust Health and Safety policies and maintain a safe and healthy environment for patients, visitors and staff.
- j) all employees have an individual responsibility to have a knowledge of and employ the basic principles of infection control practice and to ensure adherence to the requirements in the Infection Control Manual.
- k) in line with GMC Good Medical Practice it is the responsibility of the postholder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work

- l) the post holder is expected to respond in a timely fashion to legitimate requests from Trust officers – this might include investigations of incidents or complaints
- m) all staff who have access to or transfer data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies.
- n) the postholder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
- o) the postholder is expected to comply with Trust policies and procedures;
- p) staff are required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy.
- q) any other duties which may be required from time to time.
- r) the post holder is required to comply with the annual appraisal process maintain their specialist registration with the GMC and comply with the standards expected by their Royal College (or equivalent) so that they are professionally 'in good standing'

## 3.2 Proposed Job Plan

### 3.2 Timetable

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. There is some degree of flexibility with the timings of certain aspects of the job plan, and we encourage candidates to discuss this with the department prior to application. A final job plan will be discussed and agreed with the Clinical Director prior to appointment.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Haematology OP Clinic (1PA)	Clinic Admin (0.5PA)  Haematology MDT (0.25PA)  Admin (0.25PA)	Clinic Admin and Bone Marrows (1PA)	Haematology OP Clinic (1PA)	Ward Round 1 in 4 / Admin 3 in 4 (0.25 PA)  Team meetings (0.75PA)

PM	Clinic Prep and Admin (1 PA)	Haematology OP Clinic (1PA)	On Call Ward Round and Advice & Guidance (1 PA)  Evening on call (1 PA)	Core SPA (1 PA)	Clinic Prep and Admin (0.5 PA)  Core SPA (0.5PA)
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### 3.3 Outpatient Clinics

The post-holder will be expected to deliver three PA's per week of outpatient clinic activity, across 42 weeks of the year. This is anticipated to deliver approximately 210 new patient appointments and 840 follow-up appointments per annum. All clinic templates will be agreed as part of the job and annual planning process.

### 3.4 On Call Availability

The post holder will be expected to be on-call routinely on Wednesday and to take part in a 1 in 4 on call rota for weekend cover. The rota is produced following team discussion of annual leave, study leave requirements etc, for 4 to 6 months at a time. Bank holidays are shared equitably. For weekdays on call, there is prospective cover with a designated consultant, and similarly the post-holder will provide prospective cover for a designated colleague.

### 3.5 Teaching and Training

The appointee is expected to participate in teaching and training of junior staff, medical students and other clinical staff groups. The appointee will also have general supervision responsibilities for junior medical staff within the specialty and will be encouraged to become a clinical and/or educational supervisor.

### 3.6 Study and Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity. The Trust supports the appointee's maintenance of General Medical Council (GMC) registration and revalidation as per the GMC's Good Medical Practice. The Trust has a Study and Professional Leave Policy for Career Grades Doctors and Consultants which will explain allowances and exceptions.

### 3.7 Mentoring

The appointee will have access to the Trust's mentoring scheme.

### 3.8 Research and Innovation

The Research Department is made up of administrators, research governance managers, research nurses and clinical trials assistants and is led by a research matron /manager - Michelle Platton.

There are 34 (23.09 WTE) staff in total in the Research Department at HDFT. This includes 3(2.4 WTE) research nurses: Nicky Thomas, Lindsay Caygill, Annie Williamson and clinical trials assistant who form the dedicated Haematology and Oncology Research Team.



The team work closely with the clinical teams across all specialities to raise awareness of research opportunities that are open to patients. If patients choose to take part, the team provide support on a day to day basis, during treatment and also in long term follow up. Between 1<sup>st</sup> January 2022 and 31<sup>st</sup> December 2022, the team recruited 131 patients onto clinical trials, and had a further 282 patients on active follow up. In addition to this the team have close working ties with Leeds Teaching Hospitals, and routinely support patients in accessing Clinical Trials at Leeds Teaching Hospitals and other local organisations

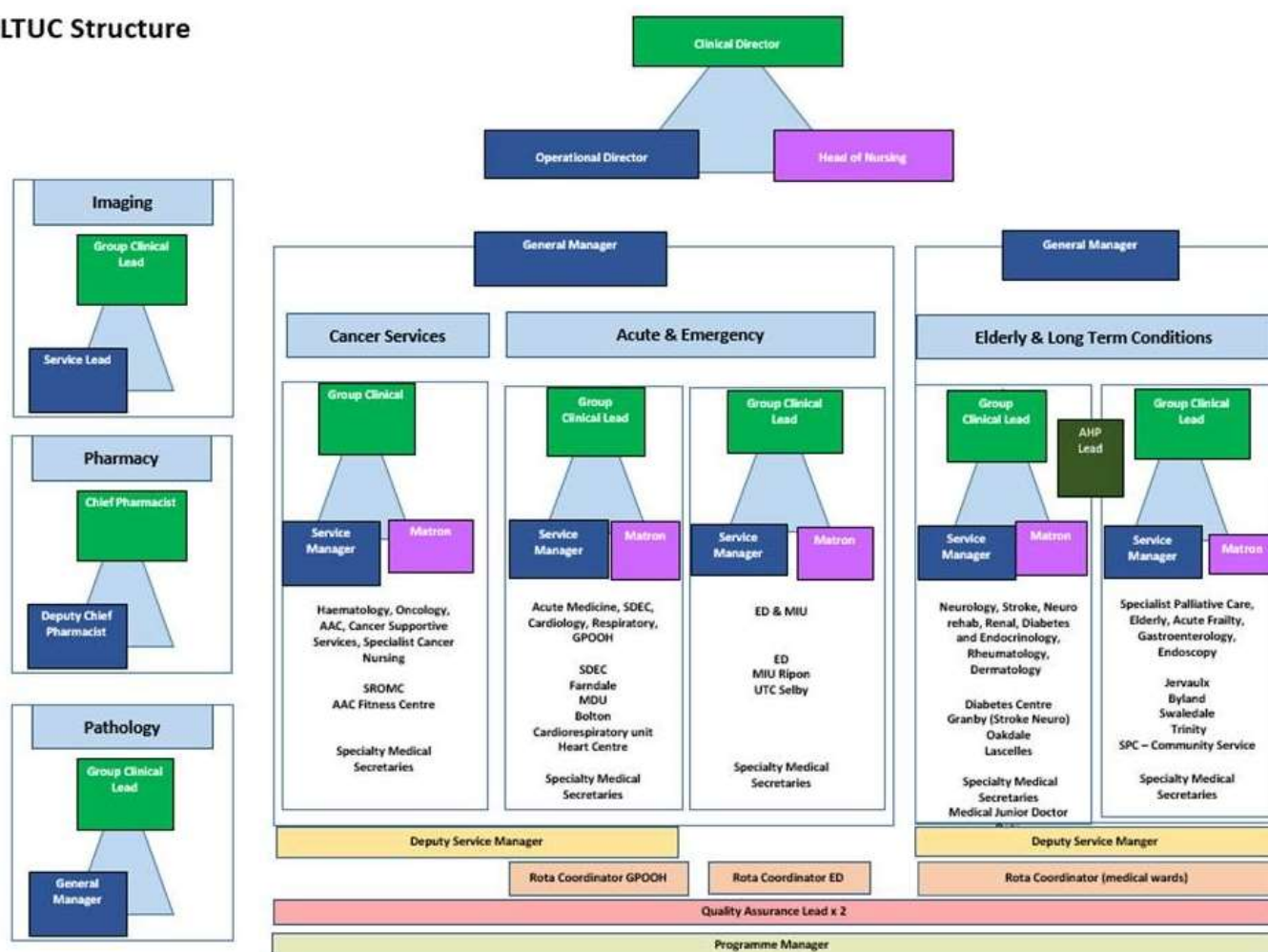
## SECTION 4: The Department of Haematology

### 4.1 Introduction

#### 4.1 The Long Term and Unscheduled Care Directorate

The Haematology Department sits within the Cancer Portfolio within the Trust's Long-term and Unscheduled Care Directorate. The diagram below depicts the organisational structure of the Directorate:

#### LTUC Structure



## 4.2 The Haematology Department

The Haematology Department is a busy and thriving department consisting of:

Consultant Haematologists (3.45 WTE):

Dr Marketa Wilson	<b>Clinical Lead</b> Research Lead Myeloid Lead Audit Lead Lymphoma Lead
Dr Claire Hall	Laboratory Haematology Lead MDT Lead Clinician
Dr Tharani Balasubramaniam	Chemo Lead Transfusion Committee Chair Myeloma Lead
Dr Emma Harris	Trust VTE Lead Anticoagulation Clinic Clinical Lead Haemoglobinopathy Lead Obstetric Haematology Lead

Haematology Advanced Nurse Practitioner (1WTE):

Lucy Ward	Advanced Nurse Practitioner
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Haematology Specialist Nurses (4.15 WTE):

Dara Gibbons	Specialist Nursing Team Leader
Mandy Harland	Specialist Nurse
Lesley Wright	Specialist Nurse Interest in Haemochromatosis and Iron Deficiency

Jess Stow	Specialist Nurse
Vacant	Specialist Nurse

Two FY2 grade junior doctors and one GP Trainee are shared with Oncology. They support an Acute Oncology service providing a management pathway for patients with acute complications of cancer or cancer therapy. It ensures that all patients presenting with these conditions receive prompt attention and appropriate treatment 24 hours a day, 7 days per week, maximising safety for patients undergoing chemotherapy and preventing morbidity and mortality from treatment toxicity. When not rota-ed to SROMC, FY2/GP trainee are ward-based on Oakdale ward. They also take part in the Tier 2 medical on call rota.

The chemotherapy service is supported by Oncology-Haematology pharmacists and electronic chemotherapy prescribing using ChemoCare is well established.

The Multi-Disciplinary Team meetings occur weekly and there are video-conferencing facilities.

The Haematology Department shares accommodation, secretarial and a bookings team with the Oncology department.

#### **4.3 Sir Robert Ogden Macmillan Centre**

Sir Robert Ogden Macmillan Centre (SROMC) opened in March 2014 and houses the Haematology and Oncology service. The centre has a modern, purpose built outpatient clinic area and a recently expanded SACT day unit, integrated with the Cancer Information and Support Service. Haematology and Oncology secretaries are based on the first floor.

There is a dedicated Matron who is responsible for the overall services provided within SROMC and therefore provides line management for the Unit Manager and all Cancer / Haematology Clinical Nurse Specialists.

SROMC is managed by a Senior Sister (1 WTE) supported by a Lead Chemotherapy Sister (1.0 WTE) and 4 Junior Sisters, including a Practice Educator (2.76 WTE) with a complement of 17 chemotherapy-trained nurses (12.82 WTE). There are also 5 Care Support Workers (B3, 3.05 WTE), 8 Care Support Workers (B2, 4.37 WTE), 1 treatment scheduler (1 WTE) and 1 ward clerk (1 WTE). The Yorkshire Cancer Network Chemotherapy competency framework is utilised for both initial and annual refresher training.

#### **4.5 Chemocare**

Harrogate uses the ChemoCare prescribing system. This system enables chemotherapy to be planned, confirmed and authorised either on or off site. It enables all staff to see the regimen scheduled for an individual patient, the parameters in which that regimen can be delivered (blood results etc.) and any notes pertinent to the treatment of the patient.

ChemoCare uses electronic signatures to enable all work to be paperless until the generation of a prescription in the aseptic unit. All regimens entered are those used by the Yorkshire and Humber Strategic Clinical Network Group and are on the approved regimen list or have been authorised through the Cancer Drugs Fund.

#### 4.6 Oncology

The Oncology Department also sits within the Cancer Clinical Care Group of the Long Term and Unscheduled Care Directorate and the two department works closely from the same base within the Sir Robert Ogden Macmillan Centre (SROMC). The department currently has 1.1WTE Harrogate based oncologists and 8 visiting Oncology Consultants from Leeds Teaching Hospitals. The Oncology Consultants provide Acute Oncology cover at Harrogate on-site 9am-5pm Monday to Friday and off-site outside of those hours:

Dr Jay Naik	Breast Lung Acute Oncology	Harrogate-based
Dr Rob Turner	Urology Cancer of Unknown Primary Acute Oncology Clinical Lead	Visiting from LTHT Tuesdays and Thursdays
Dr Kevin Franks	Lung	Visiting from LTHT Thursdays
Dr Tanzeel Janjua	Lung Acute Oncology	Visiting from LTHT Thursdays
Dr Fiona Collinson	Colorectal	Visiting from LTHT Tuesdays
Prof Tim Perren	Breast	Harrogate-based
Dr Emma Thomas	Breast	Visiting / remote clinics from LTHT
Prof Matt Seymour	Colorectal	Colorectal Cover
Dr Dan Swinson	Colorectal	Colorectal cover

#### 4.8 Medical Day Unit

The Medical Day Unit treats patients with non-malignant haematological conditions. The MDU is shared with other medical specialties. Haematological treatments delivered include blood transfusion, intravenous immunoglobulin, rituximab, intravenous iron and venesections for haemochromatosis and polycythaemia.

#### 4.9 Accommodation

Shared accommodation and shared secretarial support will be available within the Specialty Department. A PC will be available.

## SECTION 5: About HDFT

**Harrogate and District NHS Foundation Trust** (HDFT) was founded under the Health and Social Care (Community Health and Standards) Act 2003 and authorised as an NHS Foundation Trust from 1 January 2005.

HDFT is the principal provider of hospital services to the population of Harrogate and the surrounding district, and also provides services to North and West Leeds. In total this covers a catchment population for the acute hospital of approximately 316,000 people. In addition, the Trust provides some community services across North Yorkshire (with a population of 621,000 people) and provides Children's and Young People's Public Health Services between birth and 19 (or in some cases 25) years of age in North Yorkshire, County Durham, Darlington, Middlesbrough, Stockton-On-Tees, Sunderland, Gateshead, Northumberland and Wakefield. The Trust's Children's Public Health Services look after almost 600,000 children across these localities.

### Our Acute Services

Harrogate District Hospital has:

- an Emergency Department
- extensive outpatient facilities
- an Intensive Therapy Unit and a High Dependency Unit
- a Coronary Care Unit
- five main theatres and a Day Surgery Unit with three further theatres
- The Hospital provides emergency, urgent, outpatients, day case and inpatient services across a comprehensive range medical and surgical specialties
- The Sir Robert Ogden Macmillan Centre (SROMC) provides assessment, diagnosis and treatment for patients with cancer
- Dedicated purpose-built facilities are also provided on site for Cardiology, Endoscopy, Pathology, Pharmacy, Imaging and Therapy Services, as well as a Child Development Centre, Stroke Ward and Women's Unit
- The Trust provides Maternity Services with an Antenatal Unit, Central Delivery Suite, Special Care Baby Unit (SCBU) and Post Natal ward, together with an Early Pregnancy Assessment Unit



Ripon Community Hospital has:

- an inpatient rehabilitation ward
- minor injuries unit
- diagnostics and offers a range of outpatient services to Ripon and the surrounding area
- It also provides a base for the integrated health and social care Community Care Team and community midwifery services in the Leon Smallwood unit



HDFT also acts as the first contact for access to more specialist services through alliance-based working with neighbouring hospitals. These extended services are provided by visiting consultants, or alternatively by the patient travelling to hospitals in York or Leeds.

The range of hospital services that are provided in partnership with York and Scarborough Teaching Hospital NHS Foundation Trust (YSTHFT) include Breast and Cervical Screening, Dermatology, Ear Nose and Throat (ENT), Neurophysiology, Non-Surgical Oncology, Ophthalmology, Oral and Maxillofacial Surgery, Orthodontics, Renal Medicine, Rheumatology, Urology, and Vascular. An outpatient renal dialysis unit is provided at a facility on the Harrogate District Hospital site, managed by YSTHFT.

In addition, HDFT has a number of established clinical links with the Leeds Teaching Hospitals NHS Trust (LTHT). These include care for Coronary Heart Disease, Plastic Surgery, Specialist Paediatrics, visiting consultants providing additional support to HDFT's own Neurology service and access to specialist Cancer Services. Links have also been strengthened with commissioners in Leeds, providing further services in Orthopaedics and General Surgery and an outpatient clinic for ENT services at Chapeltown Health Centre.

Additional outpatient outreach clinics are held at:

- Wetherby Primary Care Centre and Yeadon Health Centre for the specialties of Dermatology, Gastroenterology, General Surgery, Gynaecology, Maternity, Neurology, Paediatrics, Respiratory, Rheumatology, Urology, and Vascular clinics.
- Alwoodley Medical Centre which includes clinics for the specialties of Endocrinology, Audiology, ENT, General Surgery, Gynaecology, Orthopaedics, Rheumatology and Urology.
- There is also a dedicated Radiology service providing plain film x-ray and ultrasound services to support the clinics listed above, as well as providing GP Direct Access for the surrounding practices.

Patient choice is an important part of the NHS Constitution and patients from surrounding areas frequently choose HDFT for their care. HDFT will continue working in partnership with the local Integrated Care Systems (ICSs) to expand secondary care services and meet this demand.

## Our Community Services

HDFT also provides a range of community services in Harrogate and the local area as well as across North Yorkshire. Our dedicated and experienced staff, who are based in the communities they serve, offer expertise across a variety of disciplines and work closely with primary care, acute hospitals, social care, mental health and voluntary sector providers.

Services include:

- Community Podiatry Services
- District and Community Nursing
- Community Therapy Services
- GP Out of Hours Services
- Infection Prevention and Control/Tuberculosis Liaison Services
- Minor Injury Units
- Older People and Vulnerable Adults Services
- Safeguarding Children Services
- Community Dental Services
- Specialist Community Services

## Our Children's and Young People's Services

HDFT is the largest provider of Children's and Young People's Public Health Services (also known as 0-19 or 0-25 services) in England. We support almost 600,000 children and their families in County Durham, Sunderland, Darlington, Middleborough, Stockton, Gateshead, Northumberland, North Yorkshire and Wakefield. These are universal services which are delivered by multi-disciplinary teams led by Specialist Children's Public Health Nurses, both as Health Visitors (for children up to 5 years old) and School Nurses (for children from 5 years old).

The needs and voices of children, young people and families are at the core of the service which is designed to identify and address their needs at the earliest opportunity, as well as to recognise and build on the strengths that are within individuals. This enables them to be part of the solution to overcome challenges and identify and develop resources within communities so that children, young people and families have access to support when and where they need it.

We work closely with other trusts, local authorities and other organisations to be a strong partner. We are part of the local governance and system working for children's services and we tailor our services to the strengths and challenges of the local population. Many of these services are now delivered through partnership agreements with local authorities and this is a strategy we are keen to replicate in other areas because it enables long term investment and development of the services.

## Our Subsidiary Company



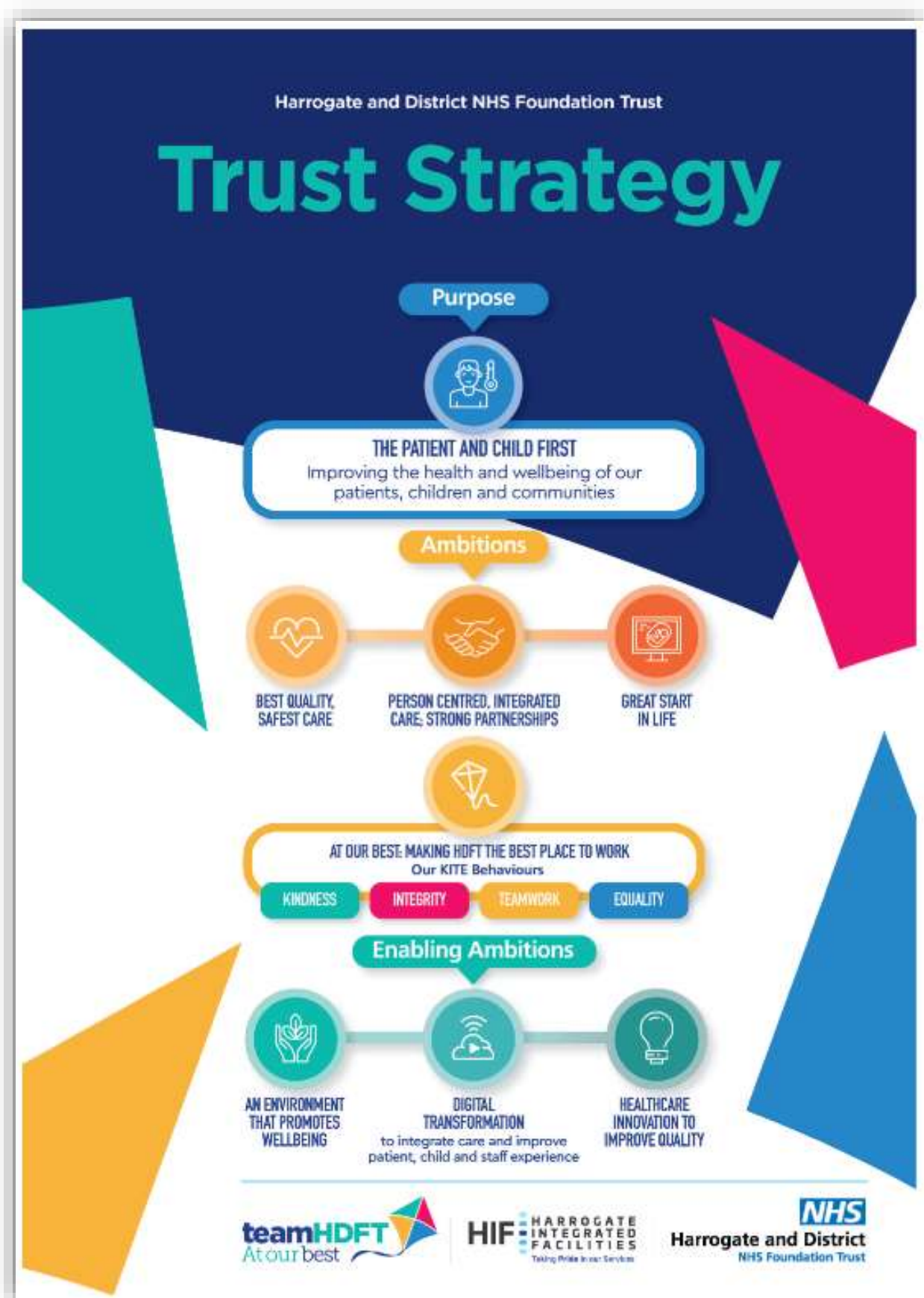
In 2018, HDFT established a wholly owned subsidiary company, Harrogate Healthcare Facilities Management Ltd to provide it with estates and facilities services. The company currently trades as Harrogate Integrated Facilities (HIF) and, while the vast majority of its activity directly supports the Trust to deliver its services, the company has begun to offer services to external organisations such as the Duchy Hospital and a number of dental surgeries.



## HDFT in numbers

<b>3</b> INTEGRATED CARE SYSTEMS	OVER <b>5,000</b> COLLEAGUES	<b>21,000</b> VIRTUAL OUTPATIENT ATTENDANCES
<b>118,000</b> HOME VISITS	HOSPITAL CATCHMENT AREA <b>c316,000</b>	<b>£350M</b> TURNOVER
LOOKING AFTER OVER <b>600,000</b> CHILDREN	COMMUNITY SERVICES POPULATION <b>c621,000</b>	LARGEST <b>EMPLOYER</b> IN HARROGATE AND DISTRICT
<b>55,000</b> EMERGENCY DEPARTMENT ATTENDANCES		OVER <b>2,000</b> CANCER TREATMENTS





The aim of our Strategy is to establish shared understanding and clarity for our workforce, Board of Directors and partners about the Trust's purpose, ambitions and priorities. It provides a framework to align our endeavours and mobilise our resources and workforce. Our Strategy is for everyone in the Trust, in every role and every function. It drives our activities as a Trust, as Directorates, Services and individually.



We exist to serve two groups:

- the patients who we care for in our hospitals and community services in Harrogate and District, including wider North Yorkshire
- the children and young people who we support through our Children's and Young People's Public Health Services across large parts of the North East and Yorkshire

Our Strategy makes it clear that our patients and children always come first.

Our purpose is to improve the health and wellbeing of our patients, children and communities. As well as caring for patients when they are unwell, we can also help improve people's health and contribute to the wellbeing of our communities through our services and how we use our resources.



Our Strategy guides our decision-making about today's priorities, ensuring they support our purpose and long-term ambitions. Annually, we set clear, specific priorities and objectives for each ambition and goal, and track their delivery through the Board Assurance Framework and our governance and management processes.

Our strategic objectives for 2022-23 were:

### Best Quality, Safest Care

- Improve theatres' safety
- Reduce pressure ulcers and falls
- Implementing the learning from clinical investigations
- Reduce medication errors
- Improve patient communications

### Person Centred, Integrated Care; Strong Partnerships

- Increase elective capacity through theatre productivity and outpatient transformation to ensure no patients wait over two years for treatment
- Initiate projects to build additional theatre capacity at Wharfedale and Harrogate Hospitals
- Reduce waiting times in the Emergency Department by improving the environment and implementing an Urgent Treatment Centre model
- Improve patient flow through the hospital, including out of hospital services to support discharge

### Great Start in Life

- Develop a Children's Public Health Services Strategy and operating model
- Re-start implementation of Hopes for Healthcare, our principles for supporting children and young people in our services
- Deliver the actions from the Ockenden Report into our own Maternity Services

### At Our Best: making HDFT the best place to work

- Look after our people
- Embed a culture of belonging
- Embrace new ways of working
- Growing for the future

These objectives were supported by our enabling ambitions:

- **An environment that promotes wellbeing:** Deliver the 2022-23 estates programme including: Emergency Department reconfiguration; multiple wellbeing projects; the SALIX carbon reduction programme
- **Digital transformation to integrate care and improve experience:** Start the process to replace our Electronic Patient Record; Deliver the 2022-23 digital programme including: Luna - Referral To Treatment (RTT) tracking, eRostering, Datix Cloud, Maternity Electronic Patient Record, Somerset (Cancer Tracking), Yorkshire & Humber Care Record
- **Healthcare innovation to improve quality:** Establish a Harrogate Innovation Hub; Deliver our National Institute for Health and Care Research (NIHR) Portfolio research activity; Start to develop research into Children's Public Health Services

## Our Values

Our values are a key component of what makes HDFT the organisation it is today. Our values are:

## KINDNESS

We show **compassion**,  
and are **understanding**  
and **appreciative** of  
other people

## INTEGRITY

We display personal and  
professional **integrity**,  
are **honest** and bring a  
**positive** attitude

KINDNESS

INTEGRITY

TEAMWORK

EQUALITY

## TEAMWORK

We are **helpful** to each  
other, **listen** intently and  
**communicate** clearly

We Value

## EQUALITY

We show **respect**,  
we are **inclusive** and  
we act **fairly**



## The Locality

Harrogate is surrounded by the beautiful countryside of the Yorkshire Dales but the cities of Leeds and York are also conveniently close by. Knaresborough and Ripon are the market towns which surround Harrogate. Originally, a spa town in the Victorian era, Harrogate is now famous for its shops and many festivals. It has also developed a new role as a national and international conference centre, but retains much of its older charm.

## Leisure/Recreation

There are excellent facilities in the area for most sports and outdoor activities. Harrogate also has its own Turkish Baths and Health Spa, and for the enthusiastic spectator, Harrogate Rugby Union Football Club and Harrogate Town Football Club are located near to the hospital site.

Harrogate boasts excellent shopping facilities including department stores, boutiques and high street favourites.

The town is also a gold medal winner of Europe in Bloom and offers recreational facilities including parks, gardens and nature trails.

## Housing/Education

There is a very good choice of housing in a variety of town and country settings. The range of state and public schools is wide, including a number of special schools, and standards are high. There are also universities in Leeds and York.

## Transport

Harrogate is equidistant from London and Edinburgh and there are frequent connections by intercity rail links in addition to good motorway access. The Leeds/Bradford Airport for national and international connections is easily accessible.

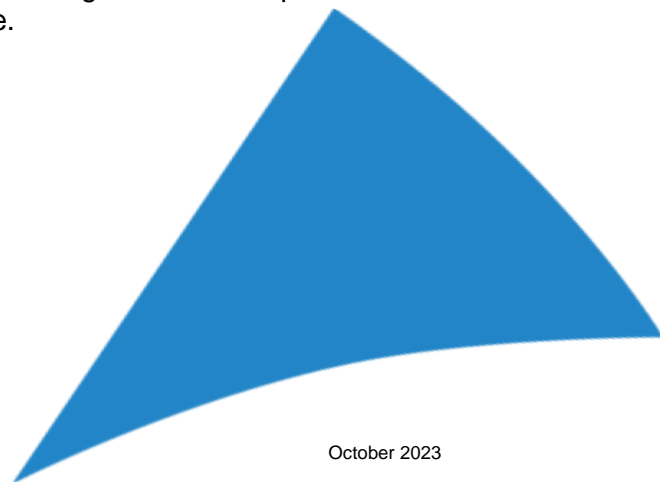
## SECTION 6 General Conditions of Appointment

### 6.1 General Conditions of Appointment

**The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.**

- i. The successful candidate will be required to live within 15 miles of their base hospital, or 30 minutes travelling time when on call.
- ii. The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Service Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery. This includes all forms of leave.

- iii. The Trust requires the successful candidate to have and maintain full registration with the General Medical and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.
- iv. All appointments are subject to satisfactory Occupational Health Clearance being obtained.
- v. The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.
- vi. This post falls within the scope of the The Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) (England and Wales) Order 2007 and Section 115 of the Police Act 1997. In accordance with these pieces of legislation the Trust is obliged to check the background of all candidates appointed to medical posts with the Criminal Records Bureau. Accordingly you will be expected to undertake a 'disclosure' check.
- vii. Study leave is granted in accordance with the Medical and Dental terms and conditions of service, currently equivalent to 10 days per year (or 30 days over 3 years). Preference will be given to courses which are organised locally within the region.
- viii. In accordance with the Trust's Removal Expenses policy in appropriate cases assistance may be given in respect of removal costs
- ix. All medical staff employed at the Trust should ensure they are familiar with, and apply, the agreed procedure for reporting concerns, quickly and confidentially, relating to the conduct, performance or health of medical colleagues.
- x. HDFT takes its responsibility to safeguard and protect the welfare of both adults and children very seriously. During the annual appraisal process appraisers will use the appropriate documents to work with post holders to identify the relevant competencies necessary for this role and ensure the post holder is competent to undertake any appropriate duties or requirements to safeguard adults and children.  
For child safeguarding issues the relevant documents are the HDFT Child Protection Training Strategy and the Intercollegiate Document "Safeguarding Children: the Roles and Competencies of Health Professionals." For adult safeguarding issues the relevant documents are the HDFT Safeguarding Adults policy, particularly the Training Needs Analysis.  
Safeguarding also means ensuring that fundamental aspects of care, such as appropriate nutrition, preventing falls and minimising the risk of pressure ulcer formation, is provided for each patient in our care.



## SECTION 7

## Application Information

### Applications to be submitted in the form of:

- **NHS Jobs Application form** on-line at:- <http://www.jobs.nhs.uk>

When providing details of your referees, please ensure that you observe the following:

- If you are currently a Doctor in Training we require one reference from the Training Programme Director of your rotation, and two references from Consultants you are currently working for or have recently worked for.
- If you are currently a Specialty Doctor, Specialist or Consultant, we require one reference from your Medical Director and two references from Consultants you are currently working with or have recently worked with

**Closing date** for receipt of applications: 7<sup>th</sup> March 2024

Interview date: TBC

**Please note:** Expenses of short-listed candidates will be reimbursed at rates equivalent to those listed in the Terms and Conditions of Service for Hospital Medical and Dental Staff.

### Interview Process

Further details of the interview process will be provided upon being shortlisted

### Further information about the Trust

Information about Harrogate & District NHS Foundation Trust can be found on our website at [Harrogate and District NHS Foundation Trust \(hdft.nhs.uk\)](http://hdft.nhs.uk)