

**UNIVERSITY HOSPITALS
OF DERBY AND BURTON NHS FOUNDATION TRUST**

**APPOINTMENT
OF
SPECIALIST DOCTOR
IN
ANAESTHESIA
(OBSTETRICS)**

Date: April 2024

CONTENTS

		Page
SECTION 1	Job Description – General Details	3
SECTION 2	Person Specification	4
SECTION 3	Duties & Responsibilities of the Post	6
SECTION 4	The Department of Anaesthetics	10
SECTION 5	Main Conditions of Appointment	14
SECTION 6	General Information about University Hospitals of Derby and Burton NHS Foundation Trust	15
SECTION 7	Application Information	17

SECTION 1: General Details

Title:	Specialist Doctor in Obstetric Anaesthesia
Site:	Royal Derby Hospital & Queen's Hospital Burton Includes a requirement to work across other UHDB sites should the need arise.
Prime responsibility:	Provision of Obstetrics and General Anaesthetic service for Derbyshire / Staffordshire and the surrounding areas. The post holder will be expected to work, without direct supervision at all times.
Accountable to:	Executive Medical Director: Dr Gisela Robinson
Reports to:	Clinical Director: Dr Tim Wood
Terms and Conditions:	Specialist Grade 2021
Tenure:	Substantive post
New or Replacement:	New Post
Contracted Hours:	Whole time appointment with a work commitment of 10 PAs per week, including a 1:8 on-call rota.

SECTION 2: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> ▪ MBBS or equivalent ▪ Full GMC registration with a licence to practice at time of application. • Shall meet the criteria set out in the Specialist Grade Generic Capabilities 	<ul style="list-style-type: none"> ▪ Additional higher medical / scientific degree relevant to the specialty ▪ Membership examination with the relevant UK Royal College ▪ Postgraduate Qualification in anaesthesia or associated discipline.
Clinical experience	<ul style="list-style-type: none"> • Minimum of 12 years medical experience since primary medical qualification ▪ Minimum of 6 years as SAS grade or equivalent in anaesthesia ▪ Minimum 3 years recent experience in Obstetrics anaesthesia ▪ Previous experience working in the NHS. 	
Professional values and behaviours, skills and knowledge	<ul style="list-style-type: none"> ▪ Adheres to professional requirements of annual appraisal, job planning and reviews of performance and progression. ▪ Demonstrates the professional values and behaviors set out in Good Medical Practice Provides safe and effective general and regional anaesthesia, and procedural sedation, independently for all patients. ▪ Demonstrates ability to manage patients with complex needs whilst remaining aware of their own limitations. ▪ Provides safe and effective care for critically ill patients with specialist help and guidance. 	<ul style="list-style-type: none"> ▪ Demonstrated ability to provide safe and effective immediate care for critically ill patients of all ages
Management & Administrative Experience	<ul style="list-style-type: none"> ▪ Ability to lead diverse teams within all areas of the hospital ▪ Understands own leadership style and its impact on others ▪ Demonstrated ability to develop effective relationships across teams, contributing to their successful working ▪ Demonstrates ability to challenge others, escalating concerns when necessary ▪ Critically reflects on decision-making explaining them effectively to others. 	<ul style="list-style-type: none"> ▪ Undertaken training in management and / or teamworking

Teaching Experience	<ul style="list-style-type: none"> Meets the requirements of a Sessional Supervisor, as defined by the RCoA Critically assesses learning requirements for self and others Evaluates, reflects and acts on the effectiveness of education and learning Creates effective learning opportunities for medical and para-medical colleagues. 	<ul style="list-style-type: none"> Plans and provides effective teaching and training activities Meets the requirements of a clinical/ educational supervisor, as defined by the GMC Formal educational qualification Life support instructor.
Research Experience	<ul style="list-style-type: none"> Keeps up to date with current research and best practice Locates and uses clinical guidelines appropriately. Critically appraises and understands the relevance of research evidence in anaesthesia. Supports any research activities being undertaken within the Trust as required. 	<ul style="list-style-type: none"> Undertakes significant involvement in clinical research Presentations at regional and national meetings Publications in peer reviewed journal Undertaken training in research methodology.
Communication	<ul style="list-style-type: none"> Ability to lead resuscitation teams and safely transfer critically ill patients Communicates effectively with patients, relatives and carers, placing them at the centre of the care pathway Capable of working with patients to reduce the risks associated with surgery. Experience of formal presentations Evidence of ability to work as part of a MDT, sharing administration duties. Ability to direct & motivate team members and develop effective relationships across teams Ability to ensure confidentiality and appropriate communications where potentially difficult barriers exist and adjust communications as necessary 	

Patient safety and quality improvement	<ul style="list-style-type: none"> ▪ Takes prompt action to ensure a high standard of safety and quality of patient care ▪ Ability to collaborate with hospital teams to manage risk ▪ Understanding of clinical governance systems ▪ Active and consistent engagement with local quality improvement projects. 	<ul style="list-style-type: none"> ▪ Participates in regional or national quality improvement projects ▪ Implements evidence-based change to improve patient care ▪ Undertaken training in quality improvement methodology.
Safeguarding	<ul style="list-style-type: none"> • Evaluates and instigates initial management of safeguarding concerns. 	
Personal Qualities	<ul style="list-style-type: none"> ▪ Caring attitude to patients & carers. ▪ Personal integrity & reliability. ▪ Enquiring critical approach to work. ▪ Leadership skills: understands a range of leadership principles, approached and techniques so can adapt to improve engagement and outcomes ▪ Willingness to learn new skills ▪ Negotiating & influencing skills. ▪ Willingness to innovate & develop new methods. ▪ Demonstrates a positive attitude ▪ Ability to cope with difficult and demanding situations ▪ Willingness to undertake additional professional responsibilities at local level ▪ Critically evaluates on own competence, understands own limits and seeks help when required ▪ Ability to manage situations that are unfamiliar or complex and seeking to build collaboration with and confidence in others. 	<ul style="list-style-type: none"> ▪ Willingness to undertake additional professional responsibilities at regional or national levels
Other	<ul style="list-style-type: none"> ▪ Eligible to reside & work in the UK ▪ Adheres to professional requirements, participating in appraisal, job planning and reviews of performance 	

SECTION 3: Duties & Responsibilities of the Post

3.1 Duties & Responsibilities of the Post

The Specialist grade will be involved in providing a general clinical service to the Trust:

- i. Provision of a service to Staffordshire, Derbyshire & surrounding areas with responsibility for diagnosis & treatment of patients at the hospitals & clinics at which you have duties.
- ii. Responsible for the continuing care & treatment of patients in your charge & personal performance of clinical duties as agreed in your job plan, allowing for all proper delegation to & training of your staff.
- iii. Provision of an out-of-hours service with colleagues including on-call rota commitments.
- iv. Active participation in undergraduate & post graduate education, including training sessions for Foundation Years, Specialty Registrars and medical students.
- v. Provision of cover for colleagues during reasonable periods of leave including care of patients & supervision of doctors in training.
- vi. Responsible for the professional supervision, training & management of junior medical staff, carrying out teaching, assessment & accreditation duties as required & contributing to postgraduate & CPD activity locally & nationally as appropriate.
- vii. Participate in clinical audit as part of quality improvement activity under local arrangements.
- viii. Commitment to entering patients into MRC trials where appropriate (if the appointee has an interest in research this would be supported by the Trust & the Division).
- ix. Commitment to taking part in annual appraisal process which will be undertaken by a trust approved appraiser
- x. Responsible for compliance with personal continuing professional development requirements with the support of the Trust. It is mandatory for all Specialist grades to keep up to date with evidence based practice.
- xi. Responsible for maintaining awareness of & acting in accordance with professional guidelines such as “Duties of a Doctor”, “Good Medical Practice”, & the “GMC Performance Procedures”.
- xii. Exceptional requirements to undertake additional duties for limited periods within geographical area specified above or undertake duties at other hospitals in the event of a major disaster or incident.
- xiii. Participation in the obstetrics anaesthesia or associated specialty on call rota.

Duties specific to the post:

- i. Contribute to the provision of a high quality, responsive Obstetric Anaesthesia service.
- ii. Delivering senior level care for complicated caesarean sections (emergency and elective).
- iii. High risk obstetrics anaesthesia clinic.
- iv. Oversight and delivery of labour ward activity, reviewing theatre cases, HDU patients, ward rounds and post procedure follow ups.
- v. Participating in MDT activities.

vi. Post holder will be actively involved with quality improvement processes including attendance at meetings where required.

vii. Teaching - training junior anaesthetists, being a role model for good practice, teaching wider members of the MDT formally and informally.

viii. General theatre duties to cover elective and emergency work.

The post holder will join senior level resident on call rota in obstetrics anaesthesia with 1:8 on call frequency. On calls will be predominantly 12.5 hours day time shift and will include weekend work. Flexibility will be required to cover night on calls if and when the need arises.

3.2 Job Plan

We are seeking to appoint 2 Specialist grade anaesthetists who together with 84 existing Consultant Anaesthetists, 36 Specialty Doctors, Associate Specialists and 48 Trainees will provide a comprehensive anaesthetic service for University Hospitals of Derby & Burton and surrounding areas.

There are 2 posts available with on calls based at the Royal Derby Hospital site. All job plans may have some cross site working at Queen's Hospital, Burton.

Main area of work will be Obstetrics anaesthesia with remaining sessions delivered in the form of theatre sessions to fulfill the departmental needs and candidates' specialty interest. The job plan will be agreed between the appointee & the Assistant Clinical Director, on behalf of the Executive Medical Director.

The duties will be subject to review from time to time in light of the changing requirements of the service. If alterations to the duties are required these will be mutually agreed between the appointee & the Assistant Clinical Director with the approval of the Clinical Director.

All job plans are reviewed annually following team & individual job planning meetings. The appointee will be expected to participate in this.

Provisional Job Plans (Representative only):

Week 1		Mon	Tues	Weds	Thurs	Fri	Sat	Sun
		OFF	Labour ward long day	Elective C section	Theatre	Theatre		
AM (PA)			1.25	1.25	1.25	1.25		
		SPA	Labour ward long day	Elective C section	OFF	Theatre		
PM (PA)		1.0	1.25	1.25		1.25		
			Labour ward long day					
Eve (PA)			0.625					
	LD 0800-2030 12.5 hr shift 1:8							

Week 2	Mon	Tues	Weds	Thurs	Fri	Sat	Sun
	OFF	Theatre/Clinic	Theatre	OFF	OFF	Labour ward long day	Labour ward long day
AM (PA)		1.25	1.25			1.33	1.33
	SPA	Theatre/Clinic	Theatre	OFF	OFF	Labour ward long day	Labour ward long day
PM (PA)	1.0	1.25	1.25			2.2	2.2
						Labour ward long day	Labour ward long day
Eve (PA)						0.670	0.670
LD 0800-2030 12.5 hr shift 1:8							

A final Job Plan will be agreed with the Clinical Director & reviewed after 3 months. The number & timing of clinics will vary depending on the special interest of the consultant.

For a full-time contract:

- Direct Clinical Care: **9.0 PA's on average per week**
(Includes clinical activity, clinically related activity, Predictable & unpredictable emergency work)
- Supporting Professional Activities: (includes CPD, Audit, teaching & research) **1.0 PA's on average per week**

All full-time appointments commence with a job plan PA allocation of 1.0 SPAs. It is anticipated the activities carried out during SPA time may change from year to year therefore the PA split will be reviewed annually in the job planning round. Where an increase in SPAs is agreed between the Trust and the appointee, the activity carried out in SPA time and its location will be included in the job plan along with clear objectives. Within the available SPAs, it is recognised that the appointee should devote appropriate time to consolidating their subspecialty interest and developing the service. The needs of the individual will be given due consideration within the job plan to meet these aims.

3.3 On Call Availability

1:8 frequency. 0800-2030 hrs week day and weekend. Resident on call. Flexibility is expected to cover nights if needed.

3.4 Teaching

The appointee will be expected to share with colleagues, responsibilities in teaching and training medical students within the Department. S/he will also undertake teaching & supervision of trainees & other junior staff and participate as a core member in the MDTs

3.5 Study & Training

The appointee is expected to participate in professional continuing medical education; study leave is provided for this purpose, & the appointee will be entitled to apply within the set limits in line with other consultants in the Trust. Study leave allocation is 30 days over a three year period.

3.6 Research

The Trust comprises research-active Teaching Hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation according to their subspecialty interests.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

Appointees who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval and must adhere to the National Framework for Research Governance.

3.7 Clinical Governance

All members of staff have a responsibility to abide by all clinical governance policies, practices and codes provided by the Trust and have an equal responsibility with management for developing and maintaining appropriate systems and practice for maintaining safe working practices. The post holder is expected to demonstrate a firm commitment to the principles of clinical governance, including:

- Co-operating and liaising with clinical governance committees and leads as appropriate and developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service.
- Attending and contributing to the Trust's Clinical Governance Programme, including the Trust's Clinical Incident Reporting systems, Adverse Incident Policy and other umbrella policies.
- Encouraging and promoting an open climate within the Trust to enable training grade staff to participate fully in Trust wide programmes.

Copies of Trust wide clinical governance policies are available on the Trust intranet site. The postholder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management and quality improvement activities as required by the Trust and external accrediting bodies.

SECTION 4 - The Department of Anaesthesia

4.1 Introduction

There are 4 Clinical Divisions within the Trust:

- Surgery
- Medicine
- Women's and Children's
- Cancer, Diagnostics and Clinical Support

4.2 Anaesthesia

The Anaesthetics department is part of the Division of Surgery.

Divisional Director: Mr Andrew Hall
Divisional Medical Director Dr John Williams
Assistant Clinical Director: As indicated

The present RDH based medical staff establishment comprises of 65 consultants and 2 Locum Consultants. There are also 16 Specialty Doctors, 6 Associate Specialists and 3 Specialist Grade Doctors. There are 12 Specialty Registrars, 12 CT1-2 and 11 Foundation Trainees, along with 4 Medical Training Initiative posts and 3 Clinical Fellows.

Consultants	Special interest
Ahmed-Nusrath, A	General
Bates, C	Orthopaedics/Paediatrics/ ACD
Beet, C	Intensive Care/ ACD
Bland, J	Obstetrics, General
Botros, S	General Orthopaedics, Obstetrics
Brealey, S	General
Brewer, A	Obstetrics, General
Burch, J	General/Bariatrics
Chesshire, N	Head & Neck
Coverdale, N	Hands (Chair)
Curtis, R	General
Dawson, M	Orthopaedics/Hands
Davies, Sian	Ortho/Gynae
Dua, R	Spinal/Thoracic
Durojaiye, S	General
Faleiro, R	Gynae/ ACD/ Lead Medical Examiner
Fleet, D	Intensive Care
Fiorini, A	General
Foda, E	Head & Neck
Fletcher, G	Intensive Care (Faculty Tutor)
Giovannelli, M	Intensive Care
Green, A	General
Howard, K	Paeds/ Trauma/ College Tutor
Hudson, James	Orthopaedics
James, K	Obstetrics, General

Kiani, S	Intensive Care
Low, J	Intensive Care
Mackanness, C	Paediatrics
Marval, P	Post Operative Care/ Emergency & Trauma/ ACD
Morris, CT	Intensive Care
Millard, C	General/ Orthopaedic/Regional
Munir, M	General, Chronic Pain
Nandwani, N	Intensive Care
Narula, N	General/Upper Limb & ACD
Paul, S	Obstetrics
Prasad, N	General/ Post-operative Care
Remeta, P	Intensive Care
Reynolds, N	Intensive Care
Rushman, S	Paediatrics
Sadiq, Z	Obstetrics/ Teaching
Sarno, S	Paediatric Anaesthesia, Acute Pain
Shaaban, A	Vascular
Sheikh, Z	Orthopaedics
Shah, T	General/ SDU/ TPD
Sisley, I	Acute Pain, General
Stalker, A	Head & Neck
Sundaram, G	Head and Neck and Paediatrics
Sunny, S	General, College Tutor
Tandon, P	Orthopaedic and Paediatrics
Thirugnanam, Madan	Chronic Pain
Tibble, R	Day case Surgery
Traves, M	Obstetrics
Valdinder, S	General
Walters, M	Obstetric lead, H & N
Williams, J	Chronic Pain & Divisional Medical Director
Whitehead I	General, Trauma
Wood, T	Vascular & Clinical Director

Associate Specialist Doctors

Dr Madhavan, D-ITU
Dr Eltinay, F -ITU

Dr Chughwani, S-Obstetrics and General
 Dr Subbarathnam, V-Obstetrics and General
 Dr Sankhe, G-Obstetrics and General
 Dr Madiriki, S-General

Specialist Grade

Dr Borhazowal R
 Dr Mason L
 Dr Majumdar, R

SAS Doctors

Dr Alsaady L	Dr Chanana R
Dr Aly M	Dr Elkhyat M
Dr Ansari S	Dr Emms C
Dr Armes H	Dr Sharaf K
Dr Arshad F	Dr Namik T
Dr Avinash M	Dr Quraishi
Dr Bashir A	Dr Salik M
Dr Sampath G	
Dr Smiles G	

Queen's Hospital Burton Staffing

There are currently 24 Consultant Anaesthetists based in the Department, 2 Associate Specialists and 11 Specialty Doctors

Consultants	Special Interests
Aggarwal, A	General
Ali, Anser	General, Paediatrics
Baban, M	General
Baxendale, L	Obstetrics
Briggs, E	General
Carrick, L	General, ICU QHB
Das, B	Emergency Anaesthetics
Elriedy, M	General
Halдар, M	General
Haroun, A	Recovery lead
Holbrook, P	Governance Lead
Holgate, P	Airway Lead
Katary, A	ICU
Mehta, M	Orthopaedics/ CT QHB
Miraj, A	ICU
Polisetty, K	Pre-Op

Pinnamaneni, N	General
Poxon, I	General
Ramhewa, T	General/ACD
Sadaverte, N	Vascular, General
Simons, R	Acute Pain
Singh, M	ACD
Smith, P	Lead ICU
Stenhouse, C	General

Associate Specialist Doctors

Dr Lakhotia S
Dr Mandava V

SAS Doctors

Dr Naeem F
Dr Asif-Ali M Dr Pradhan D
Dr Foaud A Dr Qureshi S
Dr Hassan M Dr Raza S
Dr Hayatulla A Dr Safdar G
Dr Kidwai S

There are also 12 West Midlands Deanery Trainees, 1 Foundation Year 1 Doctor
And 1 Medical Training Initiative post

4.3 The Department of Anaesthesia

The post holder will join the existing team of doctors providing anaesthetic and critical care support to a wide range of surgical specialties.

The Anaesthetics Department co-ordinates the provision of a comprehensive anaesthetic and intensive care service to all UHDB Hospitals. The Anaesthetic Department is a part of the Surgical Services Directorate comprising Anaesthesia, Surgery and Trauma & Orthopaedics.

UHDB provide services for Trauma and Orthopaedics, ENT, Maxillofacial Surgery, General surgery, Robotic Surgery, Bariatric Surgery, Obstetrics, Gynaecology, Paediatrics, Orthopaedic and Spinal Surgery, Urological surgery and Ophthalmic surgery. At Royal Derby Hospital there are 35 operating theatres including a busy day case surgery department. There is a 21 bedded level 2/3 Intensive Care unit and a 16 bedded Post- Surgical Step Down Unit

Obstetric Anaesthesia

The Maternity Unit caters for both high- and low-risk cases and a philosophy of midwife-led care coexists with high-risk interventional obstetrics. The delivery rate at Royal Derby Hospital is currently > 6000 per year with C section rate of 40% (20 elective, 20 emergency), epidural rate 15% and induction rate 40%. We are also a regional centre for foetal medicine and for abnormally invasive placentas. There is a 4 bed labour ward Enhanced Care Unit (ECU) which is under combined care of Anaesthetists and Obstetricians. High risk antenatal clinics for obstetric anaesthesia are run twice a week.

UHDB has a strong management structure based on the pillars of Clinical Governance. We have a Multi-Disciplinary Ethos and are pleased to work closely with other hospital consultants and allied health professionals to deliver patient centered care.

We are a part of the Mid-Trent Critical Care Network, which also encompasses Nottinghamshire and Lincolnshire. This is a well-developed managed Network and is recognized as being at the forefront of Critical Care Modernisation.

All members of the department are actively encouraged to take part in Divisional audit/teaching days and other tutorial/seminar groups.

Participation of all staff in monthly audit/teaching days and other tutorial/seminar groups is actively encouraged and supported.

SECTION 5 - Main Conditions of Appointment

The appointee will enjoy terms based on the nationally agreed Terms & Conditions of Service for new SAS contract (England) 2021. All appointments will be subject to:

Occupational Health Clearance:

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

Criminal Records Disclosure and Check:

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales).

It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body. It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check).

Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s).

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential & will be considered in relation to an application for positions to which the Order applies.

GMC Registration and Revalidation:

The Trust requires the appointee to have & maintain full registration with the General Medical Council (GMC), with a license to practice and to fulfil the duties & responsibilities of a doctor as set down by the GMC Good Medical Practice. It is the responsibility of all medical and dental staff to ensure that this registration is maintained.

For substantive appointments, registration on the GMC Specialist Register must also be maintained.

All medical practitioners are required to participate in the Trust Revalidation and Appraisal processes.

Identity and Right to Work:

All employees are required to provide original photographic evidence of identity at appointment and have the necessary documentation to demonstrate they have the right to reside and work in the UK.

SECTION 6: General Information about University Hospitals of Derby and Burton NHS Foundation Trust

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield and Tamworth – to provide the highest quality care to patients across southern Derbyshire and south east Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our VISION is to deliver exceptional care together.



COMPASSION

*We show kindness
We behave with integrity
We are thoughtful*



OPENNESS

*We are inclusive; we respect and value everyone
We collaborate
We actively listen and give and seek feedback*



EXCELLENCE

*We take responsibility
We continuously learn and grow
We push boundaries and challenge ourselves*



Putting patients first



Right first time



Investing our resources wisely



Developing our people



Ensuring value through partnership

Our PRIDE objectives are about putting patients first, making sure we get it right first time, investing our resources wisely, developing our people and ensuring value through partnerships.

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke Free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Trust Policies and Procedures

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

Further Information

To find out more about the Trust, please visit www.uhdb.nhs.uk

To find out more about Derbyshire or Staffordshire please visit www.derby.gov.uk or www.enjoystaffordshire.com

SECTION 7 - Application Information

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues. Applications to be submitted in the form of:

- **A completed Application Form via NHS Jobs/Trac**, giving names of three referees, one of which MUST be from your current or most recent employer.

Closing date for receipt of applications: As per advertisement

Visits

To arrange a visit please contact Dr Tim Wood on 01332 786693.