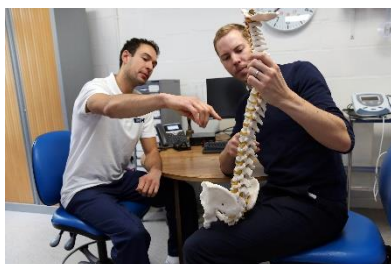


Job Description & Person Specification



Job title: Consultant Clinical Scientist (Biochemist)
Band 8C

Job Description

1. General Information

Job title: Consultant Clinical Scientist (Biochemist)

Band: 8C

Department: Chemical Pathology

Division: Clinical Support Services

Reports to: HOD Chemical Pathology

Accountable to: The Trust Board through the HOD and Clinical Director for Pathology

DBS Clearance required (please delete as appropriate): Yes (Standard)

If you have answered yes, then you need to decide if a Standard or Enhanced check is required:

Standard: post holders who have access to patients in the normal course of their daily duties.

Enhanced: posts providing hands on care to patients.

2. Key relationships

Consultant Biochemist (HOD), Clinical Director (Pathology), Blood Science Manager, Operations Manager for Chemical Pathology, Pathology Services Manager, Reception Manager, other pathology disciplines, other departments, medical and nursing staff, GPs, patients and accrediting authorities.

3. Job Summary

The post holder will be responsible for providing a comprehensive Chemical Pathology service. He/she will be required to deliver a broad range of complex, specialised and non-routine scientific work. Skilled performance, with a high level of individual responsibility applied to a variety of situations, is required with or without scientific and/or technical support.

The post holder will be responsible for providing clinical advice to Trust Doctors and to GPs as required on matters concerned with patient management.

The post holder will assist in the delivery of the Quality Management System (QMS) for Chemical Pathology and ensure high quality service delivery.

The post holder will:

The post holder will have responsibility for providing a comprehensive scientific and clinical consultative service for the Department of Chemical Pathology.

The post holder will have responsibility for the quality to nationally accepted standards (ISO 15189 or equivalent) of the service provided within the Chemical Pathology Department, including participation in appropriate internal, Regional, National and International quality assessment schemes.

The post holder will act as consultant advisor for quality working closely with the Quality Lead of the department. The post holder will ensure the quality management system (QMS) is implemented and maintained. Review reports for the Pathology/Chemical Pathology Quality Forum on the functioning and effectiveness of the QMS. Act as Chair for the Chemical Pathology Quality Assurance group meeting and lead the departments Quality Forum.

The post holder will offer clinical guidance and scientific advice and assistance to hospital clinicians and General Practitioners on the selection, performance and interpretation of clinically relevant tests, in order to facilitate the diagnosis, treatment, monitoring and understanding of disease and may be involved in relevant ward rounds.

The post holder will have responsibility for the selection of equipment and analytical methods used under the control of the Department of Chemical Pathology.

The post holder will initiate and direct research and development on relevant scientific and clinical problems.

The post holder will provide relevant teaching and training to post-graduate standards.

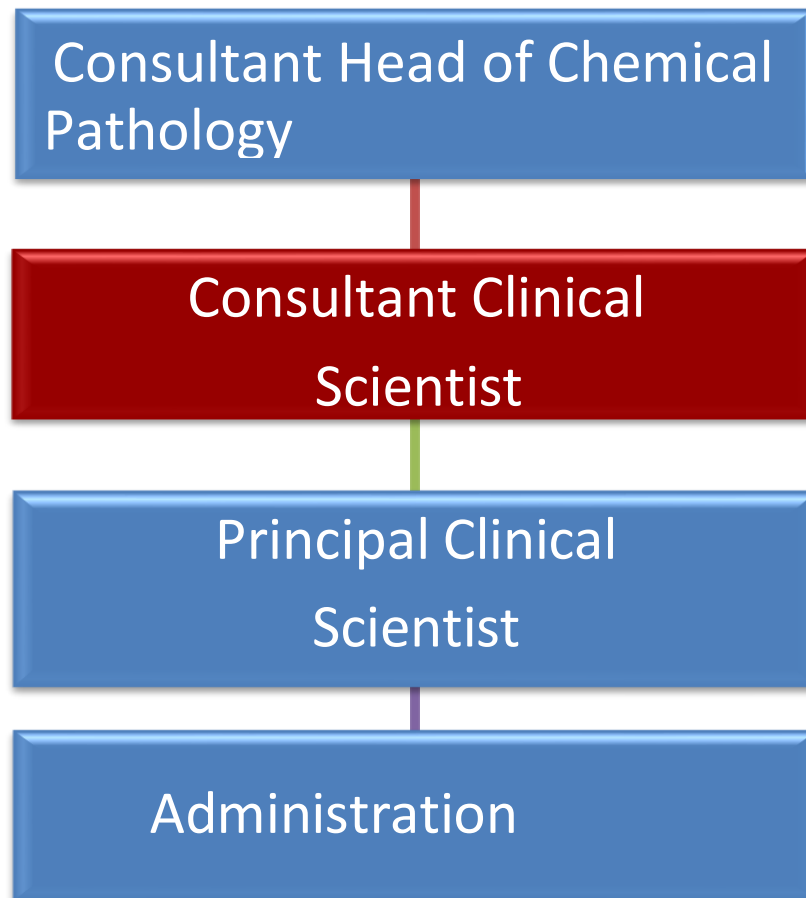
The post holder will initiate and participate in clinical audit pertinent to Chemical Pathology.

The post holder will be responsible with other members of the team, in the provision of 24 hours of clinical advisory cover.

The post holder will liaise with staff from other departments concerning the provision of a comprehensive service, including arrangements for near-patient testing.

The post holder will contribute to the quality assurance of the routine and specialist test in the department including external assessment and internal monitoring and taking corrective action where need is identified.

4. Primary duties and areas of responsibility



1. VALUES

The post holder will uphold and display Trust values of Commitment, Care & Quality

Strategic

The post holder will act as deputy Head of the Department.

The post holder will assist and advise in the appointment and selection of junior staff.

The post holder will regularly attend and participate in Departmental Management Meetings, Pathology Board Meetings, Quality Forum Meetings, Quality assurance meetings and Pathology Clinical Governance Meetings and will represent the Department at Regional Meetings.

The post holder will collaborate with the Head of Department in budget planning and financial management.

The postholder will collaborate with the Head of Department in addressing complaints from users and suggestions from staff.

The post holder will collaborate with the Head of Department in long term planning of service requirements, demands and developments.

The post holder will lead in the selection and monitoring of referral laboratories.

The post holder will have full consultant status and may have membership of the Pathology Management Board (including eligibility for the post of Director).

Should the Department acquire any Grade A or B Trainee Clinical Scientists, the post holder will be responsible for their training and professional development.

The post holder will be responsible for development appraisal and performance reviews for staff.

Operational

Clinical/ Professional Responsibilities

The post holder will show evidence of participating in continuing education (e.g. FRCPATH, CME or equivalent) as appropriate, self-development and appraisal and in addition, will participate in the departmental arrangements for training/education of laboratory based staff.

The post holder will deliver training and continuing education of medical, nursing and other staff in the hospital and community. He/she may be expected to deliver lectures /case presentations to other biochemists at Clinical Biochemistry Meetings.

Special Responsibilities

The post holder will be responsible in the absence of the Consultant HOD for maintaining effective networks with professional, clinical and managerial colleagues within and beyond the Trust.

The post holder may be required to provide professional advice to the Health Authority or other bodies.

Responsibilities for Analysis and Judgement

- To act with significant discretion to interpret and be guided by national and local policies and guidelines with the remit to implement them in the best interests of WHHT stakeholders.
- The post holder will assist and advise in the appointment and selection of Senior Technical and Clinical staff.
- To work independently without direct supervision and be accountable for own professional actions.
- To demonstrate ability to weigh complex clinical situation with regard to Chemical Pathology, consider options and provide expert interpretation and

opinion

- To maintain an up to date in-depth knowledge of both routine and developmental work within Chemical Pathology and maintain competency levels through reassessment at appropriate intervals.
- To ensure that work is carried out efficiently/accurately in accordance with Departmental Standard Operating Procedures.
- To ensure that review of Internal Quality Control Protocols are appropriate, fit for purpose, and to facilitate and advise on appropriate corrective action is taken where and whenever necessary.
- The post holder will show evidence of participating in continuing education (e.g. RCPATH, CME or equivalent) as appropriate, self-development and appraisal).
- To participate in evidence based training and maintain a level of knowledge to fulfil this role through Continual Professional Development [CPD] for retention of HCPC Registered Clinical Scientist status.
- To conduct audits to ensure policies and procedures are being followed and produce audit reports outlining non-conformances
- To assist and lead in investigating non-compliance, CAPA, DATIX and adverse clinical incidents.
- To assist and if appropriate deal with product alerts and recalls.
- To assist in risk assessments, report incidents, accidents and adverse events at patient or organizational level.
- To oversee and review performance of POCT equipment using Internal Quality Control (IQC), trending of IQC and identification of IQC failures and reasons for poor performance along with technical leads.

Responsibilities for Planning & Organisation

- Plan and organise a number of complex activities or programmes, which require the formulation, and adjustment of plans.
- To construct and revise own job plan and assist in defining for junior staff.
- To advise the strategic lead on the activities, tests and structure of the Chemical Pathology department.
- To assist and advise the HOD in the strategic direction of the department considering all aspects involved in that plan, including staffing establishment, training needs, stakeholder needs, value for money, added value and best practice.
- The post holder will ensure the successful provision of dynamic testing, in conjunction with the departments of Endocrinology and Paediatrics.
- To assist in the planning and ensure the successful compliance of the planning cycle for UKAS, including the assessment visits and those of other assessment bodies such as CQC.
- To resolve conflicting organisational, service and scientific priorities as required.

- To manage and prioritise tasks within timescales.
- To delegate responsibilities and allocate tasks to staff in order to meet quality standards.
- To deliver specialist in-house training in quality management and systems to staff in Chemical Pathology disciplines.
- To be involved in recruitment of staff at senior levels in Chemical Pathology disciplines.
- To plan, coordinate and organise overall workload to ensure completion of work.
- To plan with the Operations Manager and Clinical Scientist team daily activities with respect to quality within the Chemical Pathology Department, dependent on needs of the clinical users.

Responsibilities for Patient / client care

- The post-holder is required to work at other Trust Sites.
- To report highly complex pathologies with respect to Chemical Pathology results.
- To provide current and relevant clinical advice to medical colleagues within the Trust, HVCCG and other external bodies as appropriate with relation to diagnostic reports issued by the Chemical pathology department.
- To ensure best and current practice according to appropriate RCpath and NICE guidelines are followed.
- To ensure current testing strategies are appropriate for clinical needs.
- To participate in close working arrangements with other Pathology disciplines as appropriate.
- To liaise with Consultant Medical staff, clinical and nursing staff and other Service Users in order to provide a safe and effective service.
- To act as a lead for the quality systems in Chemical Pathology and provide highly specialist advice to all grades of pathology staff and to pathology service users.
- To ensure that all tests performed in Chemical Pathology disciplines are performed in accordance of established laboratory Standard Operating Procedures and to the required UKAS standards.
- To ensure that all internal and external quality assessment material is analysed and reported. Monitor and disseminate results and when required implement corrective action if loss of performance is indicated.

Responsibilities for Leading, Managing and Training

- To provide clear, strong and visible professional leadership on the co-ordination, implementation and delivery of the WHHT Pathology Chemical pathology Service, ensuring that all staff are allowed to actively engage in

implementing the Trust's vision and strategy.

- The post holder will work with key internal/external stakeholders to formulate and implement the operational aspects of the Trust's strategic development in relation to the provision of Chemical pathology services.
- The post holder will Chair the Chemical Pathology Management meeting in the absence of the HOD
- The post-holder will act as the chair for the POCT committee.
- The post holder will regularly attend and participate in, Pathology Board Meetings, Quality Control Meetings and Pathology Clinical Governance Meetings and will represent the Department at Regional Meetings as required.
- To make judgements and take responsibility for the prioritisation of activities ensuring continuous and adequate service provision.
- To act as a role model by demonstrating leadership and expertise, maintaining credibility within the organisation, the wider health community and external bodies, ensuring a positive image of WHHT Pathology is maintained
- To ensure communication channels are appropriately used to facilitate the flow of information to and from other team members both within and external to the department
- To liaise with Trust Governance and Health & Safety departments as required
- To lead on project work associated with service improvement as described within the job role.
- To assist in the organisation of and participation in the departmental arrangements for training/education of laboratory based staff, nursing and medical staff.
- The post holder will deliver training and continuing education of medical, nursing and other staff in the hospital and community. He/she may be expected to deliver lectures /case presentations to other biochemists at Clinical Biochemistry meetings.
- The post holder will be responsible for addressing complaints from users and suggestions from staff
- To be responsible for own appraisal and sickness absence management for the Clinical Scientist team.
- To participate in recruitment and selection processes, involving the selection, short-listing and interviewing of staff for Chemical Pathology posts (clinical and technical).
- To plan and ensure the successful compliance of the planning cycle for UKAS, including the assessment visits and those of other assessment bodies such as CQC.
- Any other duties that may be required in order to facilitate the smooth running of the department.

Responsibilities for Information resources

- To ensure that all laboratory documentation, particularly relating to policies, Standard Operating Procedures and records of work are complete and up to date.
- To review and ensure the repertoire of tests performed by the Chemical

Pathology Department are clinically appropriate for the patient population served.

- Plan and organise a number of complex activities or programmes, which require the formulation, and adjustment of plans. E.g. organise quality management reviews, conducting audits and checks on the department's quality systems, document control etc. that would require the management of those departments to adjust plans to ensure compliance.
- To resolve conflicting organisational, service and scientific priorities as required.
- To manage and prioritise tasks within timescales.
- To delegate responsibilities and allocate tasks to staff in order to meet clinical and technical requirements.
- To participate in the development of laboratory documentation and the implementation of policies and Standard Operating Procedures relative to the area.
- To co-ordinate local user satisfaction surveys and to formulate action plans from feedback received.
- To ensure compliance with local and national policies for the safe, secure and confidential processing and storage of patient and other laboratory information
- To ensure that all records are maintained in compliance with national standards and requirements.
- Ensure compliance with Data Protection Act, Caldicott Principles and Trust governance procedures.

Responsibilities for Communication

- The post-holder is accountable to the Clinical Director for Pathology.
- In conjunction with the Clinical Director and other heads of service, maintain an open, proactive collaborative culture with effective two-way communications and processes that promote innovation and clinical excellence.
- Provide and receive specialist information which is often complex, may also be sensitive or contentious and which will require persuasion, negotiating or reassurance skills on a regular basis, for example when dealing with implementation of ISO standards, identifying and challenging non- conformance and compliance with regulation.
- Provide the focus within Chemical Pathology for effective communication, investigation and management in relation to quality management, to raise standards and to promote the concepts of continuous improvement and customer satisfaction, which requires motivation and negotiation skills.
- The post holder will be required to give specialist advice and support for POCT within the Trust and community through the POCT committee
- Within the laboratory to communicate with managers, scientists, support staff,

medical staff, clerical staff and others to discuss quality and governance issues.

- Development of quality management and improvement strategy
- To approve Quality Assurance reports and action plans related to audit, quality control and incident review.
- Service redesign and improvement
- Accreditation related issues e.g. ISO standards [UKAS], MHRA, etc.
- To liaise with staff from accreditation and regulatory bodies: UKAS, MHRA, HSE to discuss accreditation standards, status and national regulation.
- To actively participate in departmental quality meetings as appropriate.
- Liaise with other Trust Departments, multidisciplinary teams and Pathology disciplines.
- Required to convey reports/presentations to other groups (e.g. Pathology Specialty Boards etc.), Clinical Audit, etc.

Responsibilities for Policy and Service Development

- To be the Clinical Lead and head of department for Chemical Pathology.
- To act as the Chemical Pathology Department technical expert for the evaluation of new techniques and processes
- To contribute to the production, review, update and authorization of SOPs
- Propose and implement changes to laboratory policies and procedure in response to new developments and national guidelines, some of which may impact outside Pathology.
- To be responsible for the development, implementation and maintenance of the Quality Management system within Chemical Pathology.
- Responsible for developing and implementing policies for Chemical Pathology in relation to quality, governance and standards, including SOPs, which are, shared across the various Pathology disciplines.
- To review the Pathology Quality Manual and it's supporting documentation for Chemical Pathology.
- Participate as necessary in the various Pathology Specialty Boards to develop and work towards continuous quality improvement.
- To assist the Operations Managers in the procurement and implementation (including Change control processes, validation and training) of new equipment within their respective areas. To advise on DQ, IQ,PQ, OQ.
- To assist in ensuring the department is compliant with the requirements of UKAS and any other relevant standards as appropriate
- Where requested to, ensure guidelines issued by such as MHRA, NICE, ISO, are complied with. To assess the logistical implications of new standards and guidance and work with Technical staff in order to provide the required level of service.

- To contribute to policy making and promote and support policy decisions internally and externally to the department
- Support strategic business planning processes within Chemical Pathology.
- To act in accordance with all Departmental and Trust Policies and Procedures
- To participate in an Annual Joint Review (Appraisal) with appropriate line manager(s)

Responsibility for Financial & Physical Resources

- The post holder will along with the HOD and budget holder be responsible for budget planning and financial management for Clinical scientist posts.
- To ensure that the most appropriate and best value analytical processes are utilised in Chemical Pathology.
- To with the management team maximise savings opportunities and look to improve financial performance, including income generation and business growth across all aspects of service delivery.
- To ensure that where possible demand management is utilised effectively and safely for the benefit of the Trust and patient care.
- To ascertain the most appropriate cost effective referral laboratories are utilised and to where practicable look to repatriate tests that can be performed economically within WHHT.
- To ensure fees and subscriptions are requisitioned for regulatory bodies and EQA providers across Chemical Pathology disciplines.
- Responsible for the safe use of laboratory equipment by themselves and others including audit of use, dealing with incidents arising from incorrect use and ensuring training and competency of staff in the use of equipment.
- To ensure that the Trust's financial instructions are understood and applied.
- Where appropriate work with management team in the identification of cost improvement schemes and provide advice re: quality impact assessments.

The above is not an exhaustive list of duties. This is an outline of the post holders duties and responsibilities.

Person specification

Job Title: Consultant Clinical Scientist (Biochemist)

Band: 8c

	Essential Requirements	Desirable Requirements
Education and Qualification	<p>First Degree or assessed equivalent of knowledge and expertise.</p> <p>Masters Degree or assessed equivalent level of knowledge and expertise in speciality of Clinical Biochemistry.</p> <p>Fellowship of Royal College of Pathologists as required for Medical Consultant. OR relevant PhD.</p> <p>Demonstration of Continuing Professional Development at agreed level of participation.</p> <p>Registration as a clinical scientist with Health Professions Council.</p>	<p>PhD</p>
Knowledge	<p>To have a thorough knowledge of human biochemistry and chemistry including metabolic processes, physiology, pharmacology and drug interference.</p> <p>To have a sound basic knowledge in other areas of Pathology.</p> <p>To have an extensive knowledge of routine and specialised analytical methods, quality assurance and problem solving.</p> <p>Able to perform risk assessments on a variety of laboratory situations. Fully conversant with COSHH regulations and their application to laboratories.</p> <p>To have a thorough knowledge of metabolic medicine in adults, children and neonates including inherited disorders, endocrinology disease and toxicology.</p>	<p>To have expert knowledge in a highly specialised area,</p> <p>Knowledge by experience of national committees of profession of NHS or international groups.</p>

	<p>Able to perform clinical risk assessments and resolve problems or investigate complaints relating to the service as part of Clinical Governance.</p> <p>To have a good knowledge of managerial processes within the Trust and NHS.</p> <p>Experience of membership of committees at directorate level or above.</p> <p>Good awareness of Trust Policies and procedures and how they relate to the staff and service of the department.</p> <p>Extensive knowledge of national professional and NHS guidelines relating to service provision and quality.</p> <p>Good knowledge of financial management, resource allocations and procurement.</p> <p>Involvement in service planning and development.</p>	
Experience	<p>To have completed a minimum of 5 years in post as a Registered Clinical Scientist of which 2 years should have been at advanced practitioner level (min. one year at 8B level)</p> <p>To have developed an expertise in one or more specialised analytical or clinical areas to a point of acting at an expert level within the Trust.</p> <p>To have attained a good record of achievement in research, development and audit activities, through presentations at national or international conferences and publication in peer reviewed journals.</p>	<p>To have attained status as a national or international expert or adviser</p>
Skills	<p>Well-developed analytical (technical skills).</p> <p>Proven research and development.</p> <p>Well-developed deductive and intuitive abilities.</p> <p>Able to lead on service development and</p>	<p>Able to lead on service development beyond the department.</p> <p>Able to provide national guidelines and policies</p> <p>Able to develop national</p>

	<p>delivery at a departmental level on general service or more specific aspects. Able to initiate, direct and co-ordinate R&D activities.</p> <p>Able to lead and co-ordinate Audit activities and authorise corrective action</p> <p>Well-developed clinical awareness within and beyond the context of own speciality.</p> <p>Able to advise senior medical staff, nursing staff and other health professionals on investigation and interpretation of biochemical and metabolic processes in complex situations also utilising data from other specialities.</p> <p>Able to recognise patterns of abnormality and relate them to clinical situations and provide appropriate clinical advice.</p> <p>Able to analyse highly complex information from outside as well as within the service and use to evaluate differential diagnoses.</p> <p>Able to take personal responsibility for own decisions and advice for those of more junior staff.</p> <p>Able to conduct clinical audit and present reports.</p> <p>Able to advice and lead on broad service development and strategic planning.</p> <p>Able to use laboratory computer systems and standard software packages.</p> <p>Able to provide leadership within the Department, across the Trust and beyond within the context of service planning and development of quality.</p> <p>Able to provide professional direction.</p> <p>Able to organise and manage complex activities.</p> <p>Detailed awareness of current and developing NHS and healthcare issues and guidelines.</p>	
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	<p>Able to develop and take responsibility for professional guidelines and policies impacting across the Trust and Health Community.</p> <p>Good oral and written communication skills.</p> <p>Able to teach students, laboratory staff, nursing and medical staff.</p> <p>Able to prepare and present complex scientific and clinical information at local, national or international conferences.</p> <p>Able to challenge with confidence established scientific and clinical views using reasoned argument, personal knowledge and research findings.</p> <p>Able to maintain intense concentration despite frequent interruptions.</p> <p>Able to establish and maintain effective networks with professional, clinical and managerial colleagues within and beyond the Trust.</p> <p>Good coaching and mentoring skills.</p> <p>Able to supervise and lead the activities of staff of all grades and backgrounds</p> <p>Able to maintain self-control in difficult and challenging situations and to take control of situations when more junior staff are in difficulty.</p> <p>Self-confidence.</p> <p>Able to provide effective backing to junior colleagues and provide counselling for performance or attitude problems.</p>	
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Additional information

- The duties and responsibilities outlined in the job description although comprehensive are not definitive and you may be required to perform other duties at the request of your manager.
- This job description is designed to reflect duties currently incorporated in this post. These may change in the light of changes in the service provided by the Trust. Any such changes will be fully discussed with the post holder.
- It is the responsibility of all staff to be aware of the risks in their working environment and to ensure that all working practices are undertaken in such a way that risks are minimized. All staff must report risks in line with Trust policy and take the necessary action to ensure that colleagues, patients, and visitors are not exposed to unnecessary or avoidable risk.

Dignity & Respect	The Trust requires that you treat others with dignity and respect and that you do not harass or otherwise discriminate against any other member of staff, patient or visitor to the Trust or employees of any associated employers or contractors of the Trust on the grounds of sex, age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, religion or belief and sexual orientation.
Values Based Appraisals	All staff employed within the Trust will be expected to participate in the annual values based appraisal process for themselves and any staff accountable to them.
Rehabilitation Of Offenders Act	Under this Act, offences which are 'spent' need not be revealed to a potential employer. However, there are some occupations which are exempt from the Act. Under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, all employees of the Trust are not protected by the Act and therefore employees and applicants do not have a right not to reveal 'spent' convictions if asked. Further information can be found via: https://www.gov.uk/government/organisations/disclosure-and-barring-service
Health Clearance	All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.
Professional Registration	Staff undertaking work which requires professional registration are responsible for ensuring that they are registered with the appropriate professional body and that they comply with any Codes of Conduct applicable to that profession. Proof of registration must be produced on appointment and at any time on request.
Work Visa / Permits / Leave To Remain	If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.
Confidentiality / Data Protection / Freedom of Information	Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information. Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

Our commitment to you

West Hertfordshire Teaching Hospitals NHS Trust is committed to recruiting the best person for the job, based solely on their ability and individual merit as measured against the criteria for the role; through a process that is fair, open, consistent, and free from bias and discrimination.

We are committed to being a diverse and inclusive employer and foster a culture where all employees are valued, respected and acknowledged. All applicants will be considered for employment without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We particularly welcome applications from Black, Asian and Minority Ethnic communities, people with disabilities and/or long-term health conditions and LGBT+ community members. We have policies and procedures in place to ensure that all applicants and employees are treated fairly and consistently. We are proud to be accredited as a Disability Confident Employer, with a number of active staff networks. Staff network members create a positive and inclusive work environment at West Hertfordshire Teaching Hospitals NHS Trust by actively contributing to the Trust's mission, values and efforts specific to inclusion.

We ask all applicants to tell us about their personal information to help us monitor our processes and ensure that we treat everyone fairly.



Staff benefits and rewards

Supporting you

- Our Employee Assistance Programme (EAP) is a free service for staff provided by Vita Health. It's here to help you manage all of life's events 24/7 365 days a year.
- We have a spiritual care team offering support to people of all faiths.
- The Trust offers health and wellbeing days which includes free massage and relaxation treatments, in addition to fitness classes.

Flexible Working

- At West Herts we recognise the importance of a good work life balance and the ability to work flexibly. We are delighted to offer a variety of flexible working options for all staff. Please check out our web page for more information.
- <https://www.westhertshospitals.nhs.uk/flexibleworking/>

Annual leave

- You get 27 days on starting, 29 days after 5 years and 33 days after 10 years' service (excludes bank holidays).
- If you already have NHS service, then we will honour this in terms of your annual leave entitlement.
- We have a range of flexible working options across the Trust including part-time hours and home working.

Discounts

- You can order bikes and safety accessories with our Cycle to work scheme staff benefit.
- Discounted childcare at our onsite Busy Bees nurseries.
- Free eye tests.
- Free quarterly health checks, massages, and fitness classes.
- Discounted gym memberships including Anytime Fitness and Nuffield Health.

NHS Pension

- One of the UK's best pension schemes, the NHS pension offers an excellent package of benefits. Visit: www.nhsbsa.nhs.uk/pensions.aspx for more information on NHS Pensions.

Maternity/Paternity Pay & Shared Parental Leave

- Female staff with at least one years' service can benefit from up to a year's leave, 8 weeks of which are full pay, then 18 weeks at half pay plus Statutory Maternity Pay.
- The Trust also provides two weeks paternity leave for partners at full pay, for those with at least one years' service. Further information outlined in the policy.

Development Opportunities

- The Trust offers over 300 online courses that staff can undertake either at home or in the workplace.
- Staff may be eligible for funding to undertake an apprenticeship or a foundation degree, or undertake courses provided by the University of Hertfordshire or an alternative course provider.
- The Trust has a Coaching Network and trained coaches within the Trust are matched with staff of all disciplines to provide a powerful development opportunity.

Staff Recognition

- The Trust recognises its staff through Long Service Awards, Stars of Herts Awards and through an Annual Stars of Herts event.

Library

- The library staff are committed to providing an efficient service, offering the latest and most appropriate collections, along with a study environment supported by advice and guidance on finding information.
- Staff can ask the library to search for information, evidence and publications.

Staff Networks

- The Trust has an equality and diversity staff network providing support for staff. This includes Disability, Carers, BAME and LGBT+ networks.
- The Trust recognises several trade unions and works in partnership with Unison, Unite, BMA and RCN to name a few.
- The Trust has a range of peer support networks which include Wellbeing Champions and Mental Health First Aiders.

Temporary Staffing via Bank

- A fantastic opportunity to gain additional experience and keep your skills up to date
- Flexible shift patterns
- Competitive weekly pay and access to 'NHSP Stakeholder pension' for eligible members

Schwartz Centre Rounds

- A forum where all staff (clinical and non-clinical) can come together regularly to discuss the emotional and social aspects of working in healthcare.
- Helps staff to feel more supported in their jobs and allows them the time and space to reflect

Engagement Events

- Annual engagement events at West Hertfordshire Teaching Hospital include, Well Fest All Stars Awards Night, Afternoon Tea's and much more.