

North East London NHS Foundation Trust

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People first

JOB DESCRIPTION & PERSON SPECIFICATION

COMMUNITY PAEDIATRICS SPECIALTY DOCTOR

Prioritising
quality

10 Programmed
Activities (PAs)

Progressive,
innovative, and
continually
improving

Axe Street
Barking

Professional
and honest

New post

Promoting
what is possible
- independence,
opportunity,
and choice

04.04.2024 – 03.04.2025

Best care by the best people

Messages from our senior leaders:

Chief Executive Officer



Paul Calaminus

Thank you for showing an interest in working at NELFT. I am very proud to be the Chief Executive, working with so many amazing colleagues across the organisation. We provide mental health and community services to over 4.9 million people across northeast London, Essex, and Kent. Our aim is to deliver the best care by the best people. We are focused on working collaboratively to enable our colleagues to improve outcomes for our local communities through innovation and integration. We have invested £2.4 million pounds in clinical leadership, to ensure the clinical voice is heard. Our strong track record of operational and financial management allows us to this, investing in the development of our workforce as well as our services, particularly in the digital space.

At NELFT we strive towards a culture that is both just and compassionate for those we care for and for our colleagues. We firmly believe that respecting and valuing diversity, and engaging our workforce and our patients, improves patient experience and outcomes.

We aim to care for our colleagues as much as we do our patients and the health and wellbeing support, we have in place is testament to this. Our staff survey demonstrates that these are not just words but are a widely shared set of beliefs.

As a mental health and community trust we believe very strongly in partnership working. We have a well-established track record of collaboration with neighbouring healthcare organisations and local authorities that has enabled us to develop improved pathways of care and better outcomes for patients.

I hope that as you read this job description and the supporting information that you will consider a career with NELFT. It will be one that I have every confidence will be rewarding and fulfilling and will make a huge difference to the quality of life for those that we serve. I do hope I get the privilege of working alongside you in the future. Regards, Paul.

Chief Medical Officer / Responsible Officer



Dr Caroline Allum

Caroline.Allum@nelft.nhs.uk

I would like to thank you for your interest in NELFT and wish you every success in your application.

We have a strong Medical Leadership team and believe the Clinical voice is key in driving best care in NELFT.

We are an innovative organisation and are actively engaging in exciting projects across the region, Integrated Care Systems, and within our organisation to make services better for our residents and patients. We hope you will play a key part in continuing our journey.

I look forward to meeting you. Regards, Caroline.

Best care by the best people

Medical Director



Dr Vincent Perry
Vincent.Perry@nelft.nhs.uk

Thank you for taking an interest and hopefully applying for a medical role in NELFT.

I have worked in NELFT for the past 20 years and cannot see myself working for another Trust. NELFT have provided me with several opportunities throughout the years to grow and develop, which will be the same for you.

We have a robust medical appraisal system, which is recognised as one of the best across London. We have a formidable medical educational department, research department, and Quality Improvement teams.

NELFT is entering a new phase in its service delivery, with several transformation project taking place. We have strong Medical Leadership in NELFT, and we are keen for the clinical voice and the patient voice to guide our service delivery decisions and developments. We also remain mindful of best practice.

I hope you will seriously consider becoming a key player in our journey to an Excellent CQC rating. I wish you all the best with your application and interview preparation and look forward to working closely with you. Regards, Vincent.

Acting Associate Medical Director – Barking & Dagenham



Dr Manjari Tanwar
Manjari.Tanwar@nelft.nhs.uk

Thank you for considering applying to the advertised medical role in Barking & Dagenham, NELFT.

Barking & Dagenham BCYP (Babies, Children and Young Person) team is an exciting, innovative integrated team with universal services (health visiting & school Nursing), therapies, Nursing, Child & Adolescent Mental health services (CAMHS) and Community Paediatrics; all based under one roof. We are a passionate, enthusiastic, and dedicated team with our sole aim to improve health outcomes for children and young people in East London. Barking & Dagenham directorate is proud of its clinical Leadership, promoting a culture of continually improving and delivering high standard of care to the population we serve.

This is an exciting time for the directorate with a greater emphasis on levelling up the health inequalities in east London, therefore giving us a platform to remodel and shape the services for the future.

We are looking for enthusiastic doctors who are passionate and innovative in their thinking. We hope you will consider this post to join our progressive team. Regards, Manjari.

CONTENTS

		Page
1. Role	.1 Job Title	1
	.2 Main responsibilities	2
	.3 Provisional Job Plan	4
	.4 Office, Admin, and IT Facilities	4
	.5 Other Aspects of the post	5
2. Person Specification	• Demonstration of Trust Values, Qualifications, Clinical Experience and Training, Specific Clinical Skills,	9
	• Knowledge and Skills, Management, Organisation and Planning, Teaching, Academic Skills, Communication, Personal Skill,	10
	• Other	11
3. Directorate	.1 Barking & Dagenham Directorate	11
	.2 Composition	12
	.3 Leadership	13
	.4 Barking & Dagenham Specialist Children Service	14
4. NELFT	.1 NELFT Profile	17
	.2 Management & Medical Management structure	20
	.3 Trust values	22
	.4 Just and Compassionate Culture	23
5. Additional Information	• Staff Health and Wellbeing,	23
	• Health & Safety, Infection Control, Risk Management, Safeguarding children & vulnerable adults, Standards of Business Conduct & Conflict of Interest, Sustainability, Smoking Policy,	24
	• Codes of Conduct, Data Protection, Information Security & Confidentiality, Equality & Diversity,	25
	• Key Performance Indicators, Review of this Job Description, Other Duties, Amendments, Contact details	26

1.1 Job Title:

Community Paediatric Specialty Doctor

This post is for a Community Paediatric Specialty Doctor position, in the Barking and Dagenham Specialist Children Service, based at the Child and Family Health Centre, 79 Axe Street, Barking, IG11 7L.

Rationale for post:

This is a newly created post, following investment by the place based ICB to support the increase demand on Community Paediatric services. A lot of transformation has taken place already and continues to take place in Barking and Dagenham community babies, children, and young people services. This post is currently vacant, and we wish to recruit substantively to this post as soon as possible.

This is a new post and is full-time, substantive - 10 Programmed Activities (PAs) post with 8 Direct Clinical Contact activities (DCC) and 2 Supporting Professional Activities (SPAs).

On-call responsibilities:

There is no on call requirement at night, although the post holder will participate in a daytime on-call rota 9am - 5pm to deliver child protection medical examinations.

The successful candidate will work as part of a fully integrated multidisciplinary specialist team providing care to children and young people with health needs, across Barking and Dagenham. The successful applicant will also become part of a large (30+ community paediatricians), dynamic, community paediatric team, across the whole of North East London Foundation Trust.

The successful candidate will provide medical support to the team, and direct input on clinical cases, and work closely with the Consultant Paediatricians, Specialist Grade Doctor, other Specialty Doctor, and Trainee Doctors in the Team. The Specialty Doctor will be expected to work directly with babies, children, and young people (and their families), and liaise as appropriate with other multidisciplinary team members and external health providers, and acute hospitals.

There will also be the opportunity for the post holder to further develop links already established with the local acute trusts, in order to continually improve our services. There are close links with the acute paediatric department at Kind George Hospital (Ilford) and Queens Hospital (Romford) alongside Tertiary colleagues at the Royal London and Great Ormond Street Hospital.

Accountability:

The postholder will be professionally and clinically accountable to the Associate Medical Director (Dr Manjari Tanwar), and operationally accountable to both the Associate Medical Director, the Integrated Care Director (Ms Melody Williams), and the Assistant Director for Children services (Mr Mohammed Mohit).

The post holder will be a suitably qualified and hold GMC registration as a clinician responsible for patients allocated to them and will assess, manage, plan, and deliver care.

The post holder will be supported within the team based on their experience and participate in regular team peer supervision groups as well as 1:1 supervision.

The post holder will support their peers and team leader and be an effective team member whilst working on their own initiative. They will have a commitment to collaborative working and actively supporting and liaising with other health and social care professionals and agencies. There are currently two trainee doctors allocated to the Team, who needs regular supervision (divided according to consultants in the team).

1.2 Main responsibilities:

1. To be responsible for organising and prioritising own workload in the day-to-day allocation of work.
2. To have organisational knowledge relating to Trust protocols and procedures and adhere to them.
3. To be responsible for providing accurate records of information required by the Trust for audit purposes.
4. To contribute to effective risk management at team level by accident/incident reporting, assessing, and controlling risk and ensuring residual risks are added to the Trust's risk register.
5. The post holder will contribute to statutory work in assessing children in care for Initial Health Assessments, EHC plans and child protection medicals. They will also support management of complex Paediatric Neurodevelopment within the service. (including motor disorder, Down's syndrome, dyspraxia, chromosomal and genetic conditions, and other syndromes).

Clinical Skills:

1. To act as an autonomous, registered practitioner who is legally and professionally accountable for own unsupervised actions guided by the professional code of conduct and Trust guidelines and protocols.
2. The post holder will have full registration with a licence to practice with the General Medical Council (GMC).
3. Further professional knowledge will have been gained through accredited courses, workshops, study, and in-house training programmes.
4. To be responsible, and accountable, for service delivery to clients/patients.
5. To be able to assess and develop care plans to meet the complex needs of patients with a variety of conditions. This includes chronic, acute, and palliative care within own competencies, recognising own limitations and seeking advice when necessary. This will include continuously evaluating and acting on outcomes.
6. To be able to initiate referrals to other health professional specialist services and agencies.
7. To provide patients and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence, and quality of life.
8. To ensure practice is supported by research, evidence-based practice, literature, and peer review.

Training & Supervision:

1. To ensure own continued professional development and support a culture of lifelong learning in self and others.
2. To undertake, and assist, in the planning of own mandatory training and workshops.

3. To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.
4. To support new staff and their integration within the team.
5. To support training as part of the role including changes to professional development and implementation of new policies and guidelines.

Education:

1. To contribute to in-service training for trainees, and other members of the multidisciplinary team.
2. To contribute to the teaching of Medical Students and Trainee Doctors.

Administration:

1. To follow good medical practice standards in documenting all assessments of patients and to share necessary information with other health professionals.
2. To provide reports on time.
3. To ensure that all letters and summaries are checked and sent promptly to referring GPs, other colleagues, and agencies.
4. The post holder will ensure that accurate and up to date records are kept of all clinical activity.
5. The post holder will be expected to have good IT skills and to use the Trust's electronic case record system.

Management:

1. Support all areas of clinical governance within the multidisciplinary team. The components of clinical governance include Education and Training, Clinical Audit, Clinical effectiveness, Research and Development, Openness and Risk Management.

Leadership:

1. To actively promote professional integrated health working, internally and externally.
2. To support a positive and supportive team culture
3. As appropriate to take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols, and guidelines.
4. To participate in the audit process, linking in with the clinical governance agenda.
5. Support the Consultant/AMD in strategic service development and business planning.
6. Lead compassionately on the evolution of services.
7. Engage patients and staff in the development of services.

Communication:

1. To have a wide range of knowledge in approaches to communicating and managing patient care.
2. To be able to effectively communicate with colleagues, peers, senior managers, and clinical leads within the Trust.
3. To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.
4. Participate in the review and development of clinical policies and identifies improvements to service provision.

1.3 Provisional Job Plan:

Specimen Timetable:

	AM	Type of Activity	PM	Type of Activity
Monday	LAC Clinic	DCC	CPD / Peer Supervision / Safeguarding Supervision	SPA
Tuesday	Neuro-disability Outpatient Clinic,	DCC	Clinical Administration and liaison	DCC
Wednesday	Special School Clinic (Alternate week)	DCC	Clinical Administration and liaison	DCC
Thursday	LAC Clinic	DCC	Clinical Administration and liaison Team meeting (monthly)	DCC
Friday	Quality Improvement	SPA	Child Protection rota	DCC

The job plan will include neurodevelopmental clinics, Looked After Children clinics and Child protection examinations in CDT with Review clinics based in special schools. There is flexibility based on the post holder's skills and interests. Successful candidates will be supported to develop special interests and lead roles as appropriate to their experience.

The final Job Plan (within the terms of the New Specialty Doctor contract will be agreed with the Associate Medical Director (AMD) and in consultation with the Integrated Care Director after a period of induction after commencing the post. The post holder should recognise that the job will evolve as teams develop, and the post holder should be willing to adapt to change when this becomes necessary. The typical split in DCC to SPA for this post is 8 to 2.

The postholder will at a minimum, have annual Job Planning with the Lead Paediatrician. Timely job plan review will take place with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g., unexpected request to cover a unit/ward/service in addition to current workload). The postholder's Personal Development Plan (PDP) from their last annual appraisal will form part of this process. The Trust's requirements will also form part of the job planning process.

1.4 Office, Admin, and IT Facilities:

The postholder will have access to a laptop and desk space in a shared office, at the Child and Family Health centre, 79 Axe Street, Barking, IG11 7L.

NELFT is promoting agile working for its workforce, and therefore the post holder will also have access to a laptop giving access to the RiO Electronic patient Record & the Trust's information systems and a smartphone.

The post holder will receive the necessary admin support from the dedicated medical administrators (0.5wte).

During induction the post holder will be given all the necessary training to use our software systems. The post holder will have full support from our well-established Healthcare Informatics department, which is available 24/7 to deal and support any IT queries. The post holder will also have internet access to e-mails, Trust policies and other information.

1.5 Other Aspects of the post:

Appraisal and Revalidation:

The post holder will be required to engage in the annual appraisal process in line with Trust policy and GMC guidelines. The Revalidation and Appraisal Lead will allocate an appraiser to the post holder. NELFT will be the post holder's Designated Body for the purposes of Revalidation.

Necessary Registrations:

The post holder must be registered with the GMC and have a licence to practice. It is mandatory that the post holder is up to date with child protection training. It is the post holder's duty to ensure that their training and registration remains up to date.

CPD:

NELFT appreciates the importance of; and supports all our Specialty Doctors to undertake regular Continuous Professional Development and make sufficient provision for this within their job plans. There is strong support from the trust for CPD and offers several CPD accredited training opportunities.

The post holder will be expected to develop and maintain a programme of personal continuing professional development, and to enrol for CPD with the respective Royal College and annually submit documents to support their CPD activities. The post holder must maintain good standing with the Royal College of Paediatrics for CPD.

The post holder will typically have 2 PAs per week for Supporting Professional Activities (SPAs). Professional/study leave of up to 10 days per year (or 30 days over 3 years) will be made available for this purpose in accordance with the Terms and Conditions of Service. The post holder will also have access to a study allowance of £1000 per year (or £3000 over 3 years). Professional/study leave may include conferences, courses, shadowing, delivering, or receiving teaching/training, paper writing, fieldwork, and examining and private study leave.

As part of CPD the post holder will be encouraged to attend the weekly local Academic Teaching Programme. The post holder will be expected to become part of a Peer Reference / Support Group with a group of peers drawn from within NELFT, in order to discuss and review complex / challenging clinical cases, and to provide support in achieving their Personal Development Plan.

Research and development (R&D):

Research is not mandatory in this role but would be encouraged if the postholder has a specific interest in research.

The R&D Department is responsible for a sizeable portfolio of mental health and community health studies. The Department of Health has consistently rated NELFT research as strong with major research grants and high-quality peer reviewed publications. NELFT has a growing number of NIHR portfolio research studies. The R&D Strategy approved by the Trust Board focuses on attracting and retaining high quality staff, increasing the business base, developing, and informing the service model, enhancing the academic culture, boosting grant funding, supporting research, and developing partnerships and reputation.

NELFT encourages high quality research by providing access to high quality academic supervision, training, and statistics and methodology assistance. In addition, there are workshops, open days, and funding to support higher degree courses with a major research component. The R&D Department also manages research governance procedures to ensure good practice in research. There are regular updates through a newsletter, email, and the R&D website. Researchers are welcome to approach R&D for advice and support. The postholder will be encouraged to pursue research, with the possibility of linking this to the programme of such activity conducted within the Trust Research and Development Department headed by Dr Russell Razzaque or with other academic centres.

Library Services:

The Library (based at CEME, Rainham) provides library and knowledge services to NELFT staff, and staff of other subscribing organisations. NELFT staff based in Essex can also access a full library service from Basildon healthcare library.

The Library supports the provision of high quality, innovative, health and social care services in the local health economy by enabling access to the best available evidence and empowering health and social care staff to develop their evidence-based practice skills. The library also offers computer access, colour laser printer, photocopier and scanner, quiet study space, and support with literature searching and current awareness. A professionally qualified librarian and an experienced library assistant staff the library and are always happy to help.

The Library stocks around 2,500 print books and takes 40 print journals. Many resources are available electronically. Library staff will provide information and assistance by phone or email wherever possible. The library has access to the print collections of all other NHS London Libraries and over 100 other psychiatric libraries through reciprocal lending and document supply schemes.

Medical Education Department:

Dr Peter Carter who is the Director of Medical Education (DME) leads the Medical Education Department. Dr Luca Polledri is the postgraduate tutor for higher and foundation trainees; Dr Gemma Hopkins is the postgraduate tutor for Core and GP Trainees. Dr Bini Thomas is the Simulation Training Lead. Dr Montserrat Fuste is tutor for SASG doctors. Our Less than Full Time champion is Dr Amber Selwood. There is a Supported Return to Training Champion (SuppoRTT) is Dr Sonali Gupta. Dr Kala Shanmugananda is the paediatric Medical Educational lead for NELFT, and Dr Naila Nazi is the local paediatric Educational Lead.

The NELFT medical education department delivers undergraduate and postgraduate (core and higher) education and training. Our dedicated medical education team provides

professional support to our trainees and members of staff. Due to our geographical context, our medical education department has key relationships with two health education bodies, Health Education North Central and East London (HENCEL) and Health Education East of England (HE EOE), which liaise with us to provide high quality education and training to doctors in the trust. We also work with University College London Partners (UCLP).

We attract doctors of the highest calibre to enjoy excellent training in a friendly, nurturing environment. They range from FY trainees to higher specialist trainees mainly in psychiatry but also in Paediatrics, Geriatrics and Audio-vestibular medicine.

NELFT medical education department has a very active simulation training programme not only benefiting NELFT staff but also open to staff from neighbouring acute trusts and psychiatry trainees from the 5 mental health trusts in the region. The department runs a separate monthly CPD afternoon for Consultants and SASG doctors. The department is supported by 2 medical fellows, one nurse fellow in education and 3 postgraduate tutors. Specialty Doctors have plenty of opportunities to contribute and develop their educational interests.

Undergraduate and postgraduate teaching commitments are acknowledged and timetabled within the formal job planning process.

Several of our Specialty Doctors have embarked on a well support CESR programme, which will be available to all new Specialty Doctors. Our Medical Education Department is also keen to support Specialty Doctors in preparation for MRCP and CASC examinations.

We have been successful in several bids for funding to improve our medical education facilities. We run a Leadership Course, which is approved by the Institute of Learning Management for senior trainees and have received funding to run a management course for junior trainees. In the past we have run Leadership Programmes for staff grade doctors as well.

Core Paediatric Trainees from London and Eastern Deanery do community Paediatric placements, with joint training programmes with BHRUT, Basildon and Whipps Cross Hospital. Quality Improvement projects are strongly supported by the trust and Paediatricians are strongly encouraged to engage in QI projects. Research projects include MICE (Mental Health in Childhood Epilepsy) jointly with ICH / GOSH.

There is locality based and trust wide internal community Paediatric Training. Internal training offer is developing all the time and includes Level 4 safeguarding training for Paediatricians and ADOS training. Paediatricians engage with clinical networks including North London neuro-disability and NETPEN (epilepsy) and neurology networks.

Audit/Quality improvement (QI):

The post holder will be expected to participate and complete audit/quality improvement projects.

Clinical audit at NELFT is a clinician led quality improvement activity where medical staff have the opportunity to show leadership, make decisions, organise, and motivate other team members for the benefit of service users.

Clinical audit is a vital area of activity for both trainees and more senior staff and will be a key area under revalidation, as you will be required to provide:

- Evidence of participation in clinical audit
- Evidence that you have reflected on the results of clinical audit
- Evidence that you have acted on the results of clinical audit. This includes action planning which is also a key requirement at NELFT.

Audits are focussed on specific Trust priority areas for clinical audit determined by consultation with clinical and operational management. Support for medical staff undertaking clinical audit is offered at a number of levels including (where applicable) from: the educational supervisor, clinical supervisor, local directorate clinical audit leads, Trust clinical audit Lead, audit facilitator and stakeholders relevant to the clinical audit. The Post holder will be expected to participate fully in clinical audit activities and to encourage audit amongst other team members to facilitate best practice.

Dr Stephen O'Connor is the AMD for Quality Improvement.
Our Director of Quality Improvement is Mirek Skrypak.
Halima Begum is the Trust's clinical lead for Audit.

Mentoring:

The post holder will have the option to access mentoring from an experienced and trained mentor within the Trust and will have access to mentoring as well as monthly supervision sessions from the Consultant Paediatrician and be part of a peer support/supervision group.

Leave:

Annual leave is pro-rata. Specialty Doctor annual leave entitlement exclusive of public holidays and extra statutory days, is in accordance with the T&Cs 2021 - Schedule 15, as shown below.

1. Doctors upon first appointment to the speciality doctor grade and who are not included in point 2 below, shall be entitled to annual leave at the rate of five weeks (25 days) and two days a year.
2. Doctors who have completed a minimum of two years' service in the specialty doctor grade and/or in equivalent grades or who had an entitlement to six weeks' annual leave a year or more in their immediately previous appointments shall be entitled to annual leave at the rate of six weeks (30 days) and two days a year.
3. Doctors who have completed a minimum of seven years' service in the specialty doctor grade and/or in equivalent grades shall receive an additional day of annual leave and shall be entitled to annual leave at the rate of six weeks (30 days), and three days a year.

Study Leave entitlement is 30 days to be taken over a 3-year period. Leave should be applied for in line with the Trust's Annual Leave Policy and Procedure for medical staffing.

Cross-cover:

It is expected that the Specialty Doctors and the Specialist Grade Doctors in the team provide cross-cover for each other. The post holder needs to pre-arrange cross-cover to cover his/her clinical duties when on leave, and in urgent situations if necessary.

Arrangements should be stated in the leave application. If cross cover is practically not possible, then bank/locum cover needs to be requested via the AMD.

External Duties:

The Trust supports Specialty Doctors to take up and carry out external duties i.e., Royal College roles, HEE roles, within the context of job planning.

The post holder is required to:

- Work in accordance with Trust policies and guidelines always,
- Always adhere to the Trust Information Security Policy, in particular ensuring that there are no breaches of confidentiality because of your actions,
- Carry out other duties commensurate with the grade as directed.

2. Person Specification:

	Essential	Desirable	Assessment
Demonstration of Trust Values:	• Putting people first		Interview
	• Prioritising quality		Interview
	• Being progressive, innovative, and continually improve		Interview
	• Being professional and honest		Interview
	• Promoting what is possible, independence, opportunity, and choice		Interview
Qualifications:	• Registration with the GMC with a licence to practice.	• Higher degree e.g. DCH, DCCH MSc, or MRCP	Application Form & Interview
Clinical Experience and Training:	<ul style="list-style-type: none"> • At least 4 years post graduate training including community paediatrics (or demonstrate equivalent experience and competences). • Knowledge and training in Child safeguarding • Valid Level 3 Safeguarding Training. 	<ul style="list-style-type: none"> • Specialist experience / training in particular area of CCH practice. • Training in objective developmental assessment e.g. Griffith Developmental Scales. • Training in Autism assessment e.g. DISCO or ADI/ADOS. 	Application Form & Interview
Specific Clinical Skills:	<ul style="list-style-type: none"> • Experience of neurodevelopmental Paediatrics. • Experience of examination of children where there are concerns of emotional, physical abuse, and neglect. • Approved training in Child Protection / Safeguarding at Level 		Application Form & Interview

	<ul style="list-style-type: none"> 2/3 of the Intercollegiate guidelines. Level 2/3 competencies in the Intercollegiate guidelines Knowledge, skills, and competences for Looked After Children. Working in a multi-disciplinary team. Working with families living with significant levels of deprivation and understanding of working in a multicultural community. 		
Knowledge and Skills:	<ul style="list-style-type: none"> Willing to work unsupervised and make decisions. Good communication skills, including communicating bad news. Demonstrated ability to manage time effectively. Meets the requirements of the GMC's 'Good Medical Practice'. 		Application Form & Interview
Management:	<ul style="list-style-type: none"> Understanding of, clinical governance, and quality improvement. 	<ul style="list-style-type: none"> Evidence of motivational skills. 	Application Form & Interview
Organisation and Planning:	<ul style="list-style-type: none"> Ability to effectively manage time and plan work independently. 	<ul style="list-style-type: none"> Interested in involvement in service development. 	Application Form & Interview
Teaching:	<ul style="list-style-type: none"> Shows commitment to own professional development and contributing to department teaching and training of students and junior doctors. 	<ul style="list-style-type: none"> Experience in training and development of junior doctors and other professional groups. 	Application Form & Interview
Academic skills:	<ul style="list-style-type: none"> Experience in audit. 		Application Form & Interview
Communication:	<ul style="list-style-type: none"> Excellent communication (verbal and written). Ability to communicate effectively with CYP, their relatives, colleagues, managers, other agencies, and staff at all levels. 		Application Form & Interview
Personal skills:	<ul style="list-style-type: none"> Enthusiasm Probity 		Application Form &

	<ul style="list-style-type: none"> • Industriousness • Flexibility • Ability to cope under pressure • Caring attitude to BCYP, carers, and colleagues 		Interview
Other:	<ul style="list-style-type: none"> • Basic awareness of IT and IT skills 	<ul style="list-style-type: none"> • Valid driving licence 	Application Form & Interview

3.1 Barking and Dagenham Directorate:



The Barking and Dagenham Directorate forms one of the 7 Operational Directorates in NELFT. The other Operational Directorates include Acute and Rehabilitation Directorate (ARD); Essex; Havering; Kent; Redbridge; and Waltham Forest.

Our Barking and Dagenham Directorate covers many services, which are listed under the directorate composition below (3.2).

The London Borough of Barking and Dagenham is a London borough in East London. It lies around 9 miles (14.4 km) east of Central London. It is an Outer London borough and the southern part of the borough is within the London Riverside section of the Thames Gateway; an area designated as a national priority for urban regeneration. At the 2011 census it had a population of 187,000, the majority of which lived within the Becontree estate. The borough's three main towns are Barking, Chadwell Heath and Dagenham. The

Local Authority is the Barking and Dagenham London Borough Council. There are a total of 52 listed buildings located within the borough's boundaries.

The borough has extremely good transport links to central London and eastwards to Essex and Kent. In terms of public transport, the borough is served by a good local bus network as well as National Rail/C2C (Barking), the District Line (Barking, Upney, Becontree, Dagenham Heathway, Dagenham East), the London Overground (Barking & Barking Riverside) and the new Elizabeth Line (Chadwell Heath). In terms of roads the A12 and A13 major arterial roads run through the borough (Barking Community Hospital is just off the A13 close to the junction with the A406 North Circular Road) and both the Blackwall Tunnel and Dartford Crossings are not far away, granting access to South London & Kent. The Silvertown Tunnel, due to open in 2025 between Newham and the Greenwich Peninsula, will enhance these links further.

From the 2021 census, Barking and Dagenham now has a population of 218 900 – this represents an increase in the population of 17.7% since the 2011 census. This is the 3rd biggest increase in population out of 331 districts across England and Wales and Barking and Dagenham is the 18th most densely populated of those 331 districts. Barking and Dagenham had the highest percentage of its population in the 0 - 4 age range in the country according to the 2021 census. There has been a decrease of 1.7% in people aged 65 years and over, an increase of 20.8% in people aged 15 to 64 years, and an increase of 17.3% in children aged under 15 years.

In the Annual Population Survey conducted by the Official for National Statistics (ONS) Barking and Dagenham was rated as London's happiest borough between April 2021 and March 2022, with a score of 7.77 out of ten. When quizzed on why the borough was the capital's happiest, both of its MPs hailed its sense of community, which particularly came to the fore during the Covid Pandemic.

Barking and Dagenham services have a culture of continual learning and development. Several service development and Quality Improvement initiatives are being progressed.

The directorate has made substantial progress in transforming and expanding our CAMHS services.

The Barking and Dagenham Directorate works in close collaboration with the 7 Primary Care Networks; the North East London Integrated Care System with place-based partnership, BHRUT, Barts Health along with integrated working with local authority colleagues in social care and education.

The borough has extremely good public transport links to central London.

3.2 Composition:

The Barking and Dagenham Directorate overall hosts 5 main areas of services delivery:

1. Community CAMHS services,
2. Community Paediatric services,
3. Community Learning Disability services
4. Community Adult Mental Health services
5. Community Older Adult Mental Health / Memory services

Best care by the best people

The 4 London Community Directorates (Havering, Barking & Dagenham, Redbridge, and Waltham Forest) all have the following services:

- Community CAMHS services
- Community Paediatric services
- Community Adult Mental Health Wellness Teams (Primary Care networks)
- Community Older Adult Mental Health Wellness Teams (Primary Care networks)
- Early Intervention in Psychosis teams (for younger patients with first episode psychosis)

This post is located within the Barking and Dagenham CAMHS Community Service, which is described in more detail under 3.4.

NELFT also provides a psychiatric liaison service to Queens Hospital A&E (Romford), King George Hospital A&E (Ilford) and Whipps Cross Hospital A&E (Leytonstone).

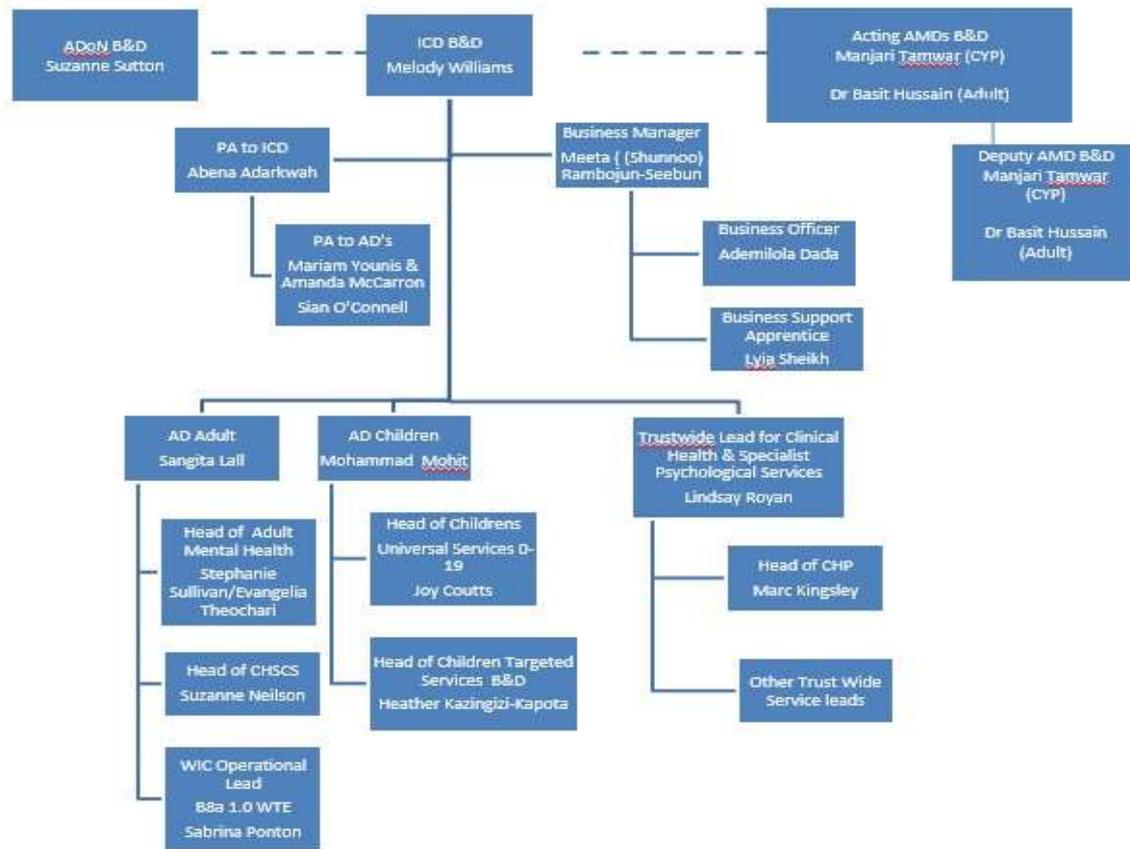
NELFT also has a Trust-wide Eating Disorder service, a Perinatal service, as well as a Personality Disorder service (IMPART).

Each locality team ensures that the service is tailored to meet local need, links to local systems, resources, and services. The locality teams provide easy access, high quality, comprehensive, outcome focussed and evidence-based interventions following an integrated care pathway approach across health, social care, education, voluntary and the community sectors. The locality teams also advise and support services to maximise capacity to build resilience and provide early intervention.

The size of each CYPMHS/YPWS locality team is based on several factors, including the index of multiple deprivation and access score, predicted and historic referral numbers, geography, children and young people's population and current demographic data. Each locality team in CYPMHS/YPWS delivers across multiple clinical care pathways combining both brief and longer-term interventions. All staff have full mobile working access to ensure they can deliver interventions from a range of venues as clinically appropriate (e.g., GP practices, children's centres, schools, homes and importantly inpatient units such as Brookside where needed).

3.3 Leadership:

Each Operational Directorate is lead by an Integrated Care Director (ICD), Associate Medical Director (AMD), and a Director of Nursing (DoN). We have also appointed Deputy Associate Medical Directorates within some directorates to strengthen Medical Leadership, and provide support to the AMD.



3.4 Barking & Dagenham Specialist Children Service:

The community Specialist Children's Services provide a multi-disciplinary service to disabled children, vulnerable children, and children with complex health needs, their parents, and carers. Specialist Community Health Services for children including Community Paediatricians, specialist nursing, therapy teams, audiology universal services and CAMHS are centralised at Axe Street Health Centre. The service has a single point of referral and a weekly multiagency meeting for discussion and information sharing for complex cases. This MDT has representation from Educational Psychology, Early Years Education (Portage), and social care in addition to health colleagues including Paediatrics, CAMHS, Nursing, clinical pharmacist and therapies. In addition, we have partnered with the University of Cambridge to further develop our CYP ASD offer across the BHR (Barking, Havering & Redbridge) and to make NELFT a centre of excellence for research and innovation in the field of ASD in London and nationally.

Neuro-disability Clinical Pathways:

The integrated neuro-disability service is delivered from the Child Development Centre at Axe Street. All community paediatricians and the CDT nursing team contribute to this service. The service has been creative and innovative in developing new roles, including a Senior Clinical Pharmacist, and an ADHD nurse, to support these pathways. The service has input from a wide range of professionals from health, education, social services, and the voluntary sector. Community Paediatricians participate in multidisciplinary and uni-disciplinary assessment clinics.

The following clinical pathways are delivered:

- New patient/Child Development Clinics
- Neuro/Motor Disorder clinics
- Syndrome clinics including Trisomy 21, Dyspraxia
- ADHD Clinics
- Joint Paediatric & CAMHS clinics
- ASD Diagnostic and post Diagnostic clinics - The BHR CYP (Children and Young People 0-18 years) Autism Spectrum service run by NELFT operates across three localities (Barking and Dagenham; Havering; Redbridge). Service transformation is planned to deliver an integrated, multi-disciplinary team through a dedicated hub and spoke model supporting young people and their families where there is a suspected diagnosis of autism spectrum disorder, to ensure that diagnostic, pre, and post diagnostic support is provided.

A role in neuro-disability has flexibility depending on experience of the post holder including the following options.

- Working with the MDT in child development centre providing assessment and follow up for children with neurodevelopmental disorders, physical disability, ASD, ADHD and syndrome Clinic.
- Providing leadership for a clinical pathway within Neuro-disability service depending on postholders interest e.g. Motor disorder
- Special School clinics.

Safeguarding:

Children in Care – The Medical and nursing teams provide an integrated service for children looked after and work closely with local CAMHS professional with responsibility for LAC. Paediatric roles include Named Dr for LAC and Medical Advisors to the Adoption and Fostering Panel. There are close working relationships and joint fora with the Local Authority and ICB leads for safeguarding. Several Paediatricians provide initial health assessment clinics.

Child Protection – Child Protection clinical service is supported by local Designated and Named Paediatricians for safeguarding. There is a weekday rota (9.00am - 5.00pm) for Child Protection assessment and examination, which is shared by all Community Paediatricians. On-call trainees, junior doctors, and Specialty Doctors will be supported and supervised by an on-call Consultant Paediatrician, who will also review the child protection report. No out-of-hours on-call commitments.

There are regular safeguarding and LAC peer review meetings, where child protection and LAC cases are discussed. There is an internal MDT Safeguarding Training programme, as well as a level 4 safeguarding training for Paediatricians intermittently.

There is an established North East London Sunrise Child Sexual Abuse hub for the investigation and management of historical sexual abuse in children based at the Royal London Hospital. This service provides examination and therapeutic input for children and young people aged 0 - 18 years, from 09:00 – 17:00, Monday to Friday. Emotional wellbeing support is provided by Barnardo's TIGER practitioners. CSA medicals are offered by a specialist health team at the Royal London Hospital, at Whitechapel.

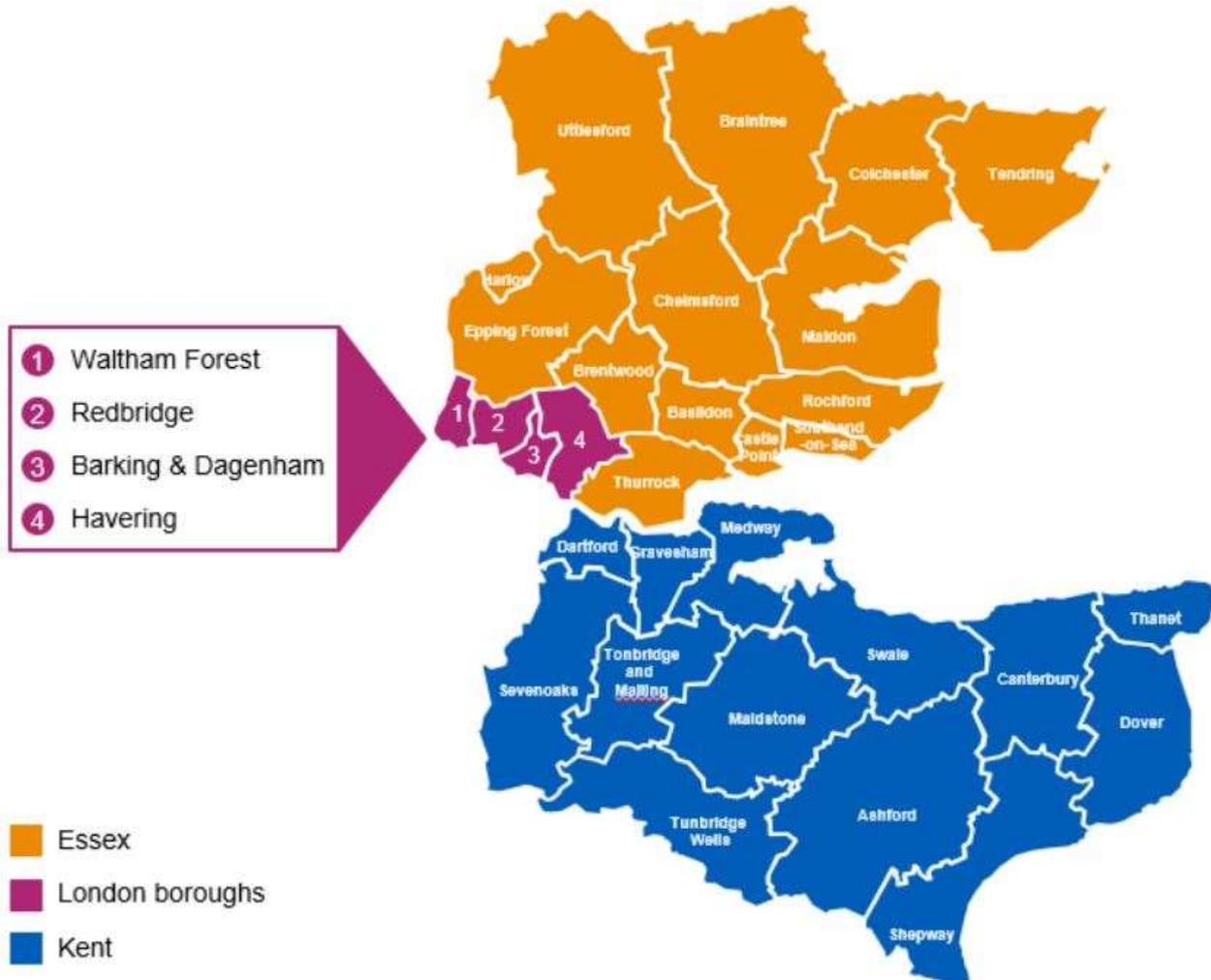
Child and Adolescent Mental Health:

CAMHS service is co-located at Axe Street. The Community Paediatric and CAMHS Teamwork in an integrated physical and mental health model for children and Young People. Barking & Dagenham CAMHS Team is going through a programme of transformation, involving substantial expansion and development to improve the capacity, responsiveness, and quality of the service. This programme is fully supported by the NEL ICB and place-based partnership at Barking & Dagenham. This includes additional medical psychiatrist capacity to support more integrated and joint working for an integrated physical and mental health model.

Team Medical composition:

Name	WTE	Role
Consultants		
Dr Manjari Tanwar	0.9	Acting AMD, Consultant Community Paediatrician Lead for epilepsy with special interest in Neurodevelopmental Paediatrics
Dr Rex Obeng	1	Special Interest in Neuro-disability & special schools
Dr Hla Thu	1	Consultant Community Paediatrician, Named Doctor for Safeguarding, Lead for ADHD
Dr Naila Nazi	1.1	Consultant Community Paediatrician, Lead for Syndrome clinics
Out to recruitment	1	Consultant Community Paediatrician
Specialist Grade Doctors		
Dr Joy Tan	1.1	Specialist Grade doctor, Lead for Special Schools
Specialty Doctor		
Dr Samina Farhan	1	Specialty Doctor
This post	1	Specialty Doctor
Trainees		
Core Trainees	2	6 monthly rotations

4.1 **NELFT Profile:**



NELFT provides award winning community and mental healthcare for over 4.9 million people across 2,914 square miles of parts of Kent, Essex and North East London.

We work to ensure our patients, their friends and family, feel confident that their health needs are well met. With an excellent reputation for research and development, and quality improvement, our skilled health professionals are at the cutting edge of evidence-based innovation, opening up the possibilities for better ways of working and delivery of care. Our journey includes significant engagement with our people who use services, and we are an early adopter of the Patient and Carer Race Equality Framework.

We employ over 6,500 staff and operate with an annual budget of more than £490 million in order to deliver the *best care by the best people* across the communities we serve. We as an organization take pride in our achievements in the Workforce Related Equality Standard (WRES) and have an active Ethnic Minority Network (EMN) for our staff. We also have several other networks, all of which make a vital contribution to our vibrant and inclusive organisation.

We are in the top 10 most improved Trusts in the NHS National Staff Survey, with all ten elements measured in the top quartile of results (2020), and we are in the top four organisations in London for the 2021 NHS National Staff Survey.

Since the introduction of a Freedom to Speak Up Guardians in 2016, nationally the FTSU Index has improved and risen from 75.5% in 2015 to 79.2% in 2020. This news story is even better for NELFT as our 2020 index score is 81.6% which is above region and sector.

Our staff are incredibly important to us, and we have focused on ensuring that our staff are well supported. We have developed numerous initiatives across the Trust supporting staff wellbeing (e.g., self-care, work-life balance, stress management, coaching/mentoring) and individuals are encouraged to complete a Personal Wellbeing Plan. Individuals have access to a wide range of benefits which include flexible working, flexible retirement, cycle scheme, gym discounts and other benefits. Teams can access reflective and wellbeing support sessions where they need.

Research and Development is strong at NELFT, and we are the top recruiter to NIHR trials for a MH Trust in the North London Region with over 44 portfolio studies and 14 non-portfolio studies running at the Trust. We are in receipt of circa £2,363,915 in 20/21, over 50% of this income is from research grants that NELFT are leading and sponsoring.

Our Quality Improvement team have trained more than 325 facilitators and 30 mentors in Institute of Healthcare Improvement (IHI) methodology, and we are using QI as the way to drive better services for patients and staff across the organisation. Our commitment to Quality is strong and our journey of improvement ongoing.

We know that Clinical Leadership is key in delivering safe and effective services and the Trust has invested in clinical leadership across all clinical specialities, with £2.4 million earmarked over a three-year period. We have already recruited to many different Clinical Leadership posts to ensure all our services are clinically led and operationally enabled.

We have embarked on a journey to implement a compassionate and collaborative culture across the organisation to ensure staff are supported and patients receive the best possible care.

We have numerous accreditations across our services and are currently rolling out the AIMS program across our adult acute inpatient units, which is an exciting and patient focussed program. Our CAMHS unit in our London service is already part of the Quality Network for Inpatient CAMHS. KMAH is currently in the process of obtaining QNIC accreditation.

NELFT provides Children's Community Health Services in Kent, Essex (Basildon, Brentwood and Thurrock), and North East London (Waltham Forest, Redbridge, Havering and Barking & Dagenham). These services are integrated and multidisciplinary and include targeted and universal services. Targeted services include CAMHS services and the Specialist Community Children's Services (SCS). The targeted services have a single point of access in each borough and treatment pathways that follow from there. MDT referral meetings are established in most localities for discussion regarding complex cases. There are 2 main strands from the single point of access; a CAMHS/Emotional Wellbeing pathway and a Specialist Community Health Services Pathway. Some Care Pathways overlap both CAMHS and SCS e.g., ASD/ADHD and LAC. Joint Paediatric –

CAMHS clinics are established in some boroughs. Universal services also have a single point of access and include Health Visiting and School Nursing services. The Children and Young people’s Clinical Integrated Group facilitates integrated and standardised pathways for children’s physical and mental health and quality improvement within children’s services throughout the Trust.

In recognition of our commitment to delivering outstanding children’s services to our population, we are excited that we are partnering with QMUL to recruit a Professor for CAMHS and a Professor for Paediatrics and are partnered with UCL for recent appointment of Associate Professor of Community Paediatrics in Waltham Forest.

Our mental health services include:

- Specialist inpatient and community-based treatment and care for people experiencing acute mental illness,
- Help for children and young people with emotional, behavioural, or mental health difficulties,
- Care for people with dementia,
- Specialist community eating disorder teams,
- Specialist community perinatal teams,
- Specialist community personality disorder teams,
- Support for people with problems associated with drug and alcohol misuse.

Our community services are provided in clinics, hospitals and in people’s own homes, and include:

- Care and support for people living with long term conditions such as diabetes,
- Speech and language therapy,
- Specialist community paediatric, therapy, and nursing services.

Many services that in other areas may be provided in hospital, such as blood testing, footcare and children’s audiology.

We actively sought to develop our stakeholder partnerships locally and are fully engaged in the development of Primary Care Networks, Sustainable Transformation Projects, and Integrated Care Systems. This is led locally by the Integrated Care Directorate leadership teams to ensure that the needs of our local populations are met. Partnership work with our governors, people using our services and our staff is also critical in maintaining momentum and energy for the changes that the future of public services will demand.

Benchmarking of our services and their performance has proved that we are often leading the field. Our focus on high quality and value for money means we are able to play a key role in supporting the local health economy to provide integrated healthcare services for local people.

Area demographics:

Area	Total Population	CYP	Adult	Older Adult
Barking & Dagenham	214,107	58,551	135,749	19,807
Essex	1,800,000	359,000	1,100,000	367,000
Havering	260,651	53,208	160,925	46,518

Kent	1,900,000	367,000	1,100,000	364,000
Redbridge	305,658	76,447	189,938	39,273
Waltham Forest	277,000	66,750	180,250	29,980

For more information on local demographics please utilise the following links:

[Population and demographic data | LBBDD](#)

[Essex population stats in maps and graphs. \(plumplot.co.uk\)](#)

<http://www.haveringdata.net>

[Kent population stats in maps and graphs. \(plumplot.co.uk\)](#)

[Redbridge \(Borough, Greater London, United Kingdom\) - Population Statistics, Charts,](#)

[Map and Location \(citypopulation.de\)](#)

[Statistics about the borough | Waltham Forest Council](#)

4.2 Trust Management & Medical Management structure:

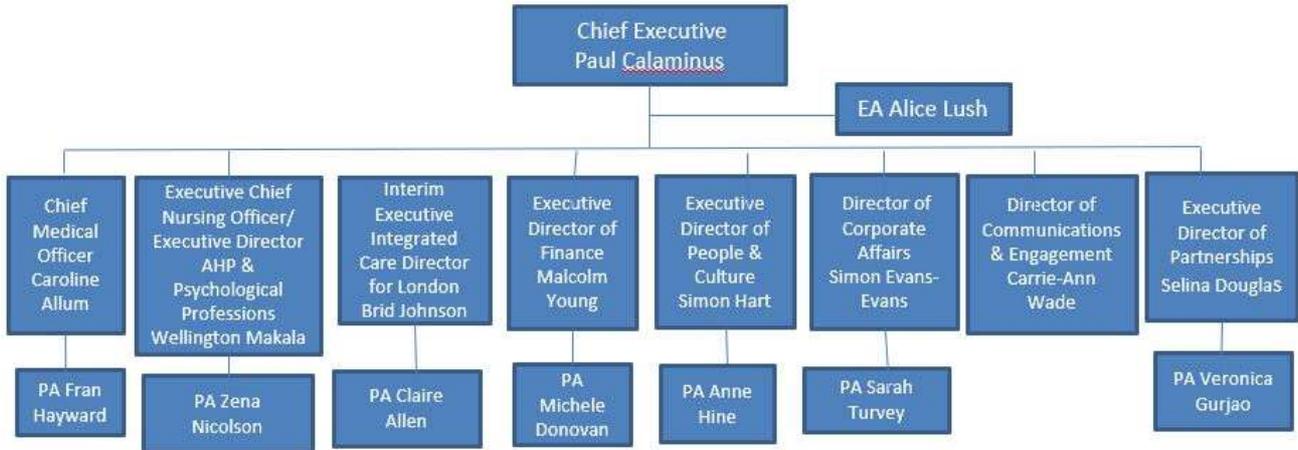
The Trust Board is made up of executive and non-executive directors. They work together to set the strategic direction and priorities for our organisation. They are held to account by our Council of Governors.

The executive directors are also part of our wider Executive Management Team, which is responsible for the day-to-day running of the Trust. Other members of our Executive Management Team attend board meetings.

Our Trust Board:



Executive Management Team:



Chief Executive (Accountable Officer)	Leads the organisation and Executive Management Team Responsible for IT and Performance
Executive Medical Director	Clinical and medical leader working with workforce to improve quality and effectiveness of clinical services
Chief Nurse & Executive Director AHP & Psychological Professions	Lead for Nursing, Allied Health Professionals, Psychological Therapies, Quality, Risk, Patient Safety and responsible director for operational services in Essex and Kent
Director of Operations	Responsible for clinical operations
Executive Director of Finance	Responsible director for finance, business development and transformation
Executive Director of People & Culture	Responsible for workforce resourcing, leadership and organisational development
Executive Director of Partnerships	
Director of Corporate Affairs (Trust Secretary/ Legal Guardian)	Responsible for corporate governance, health and safety, freedom to speak up, charity and Chief Executive office
Director of Communications & Engagement	Responsible for internal and external communication and engagement

Medical Management Structure:

Our Chief Medical Officer is Dr Caroline Allum, who also acts as the Responsible Officer. Our Medical Director is Dr Vincent Perry, who also acts as Deputy Responsible Officer and Appraisal Lead. We have operational Associate Medical Directors who lead in one of the 7 directorates, and we have strategic Associate Medical Directors who lead across the organisation to implement standardised best practice. We have also appointed to Deputy AMD posts in the Directorates, as part of the Clinical Leadership investment.

Our 7 operational directorates include:

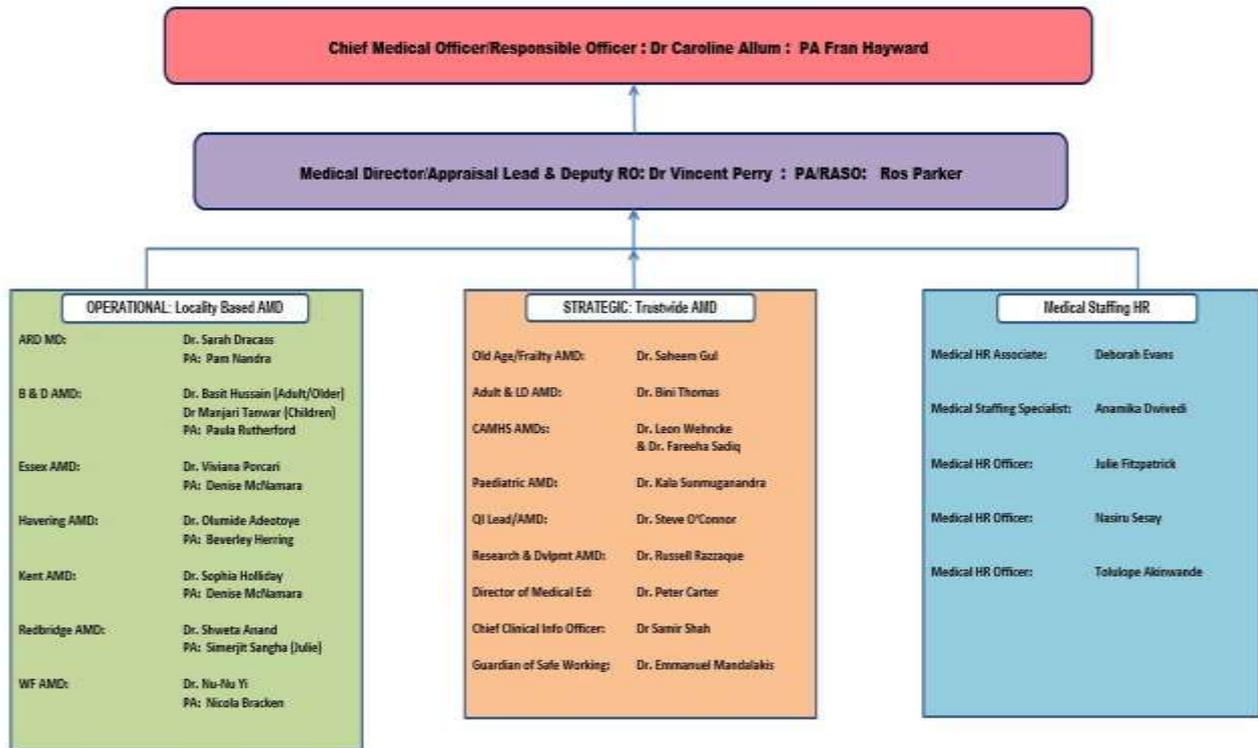
- Acute and Rehabilitation Directorate (ARD);
- Barking and Dagenham;
- Essex;
- Havering;
- Kent;
- Redbridge; and
- Waltham Forrest.

Our 3 strategic “Clinical Integrated Groups” include:

- Children and Young People;

Best care by the best people

- Adult Mental Health and Intellectual Disability; and
- Older People and Frailty.



4.3 Trust values:

NELFT's Trust values are:



Expectation from the post holder:

The post holder will be expected to support their team, department, and organisation to achieve the Trust's values in their day-to-day work.

4.4 Just and Compassionate Culture:

At NELFT we commit to a Just and Compassionate Culture for our colleagues and our patients. We will support and promote a culture based on fairness, respect, honesty, and trust, ensuring that we have consistent leadership behaviours and styles across the trust. Our vision is to create an engaging place to work and an organisational environment in which you feel valued, supported and where everyone has the opportunity to learn and improve when things don't go to plan.

A Just and Compassionate Culture is a diverse one where you bring your authentic self to work without fear and where all colleagues feel understood and supported by others. Our professional relationships are built on a foundation of mutual respect, trust, and honesty. We are committed to welcoming and making everyone feel valued here at NELFT.

5. Additional Information

Staff Health and Wellbeing:

Managing health and wellbeing is the responsibility of both the employer and the employee. The trust strives to ensure that staff are provided with an environment and opportunities that encourage and enable them to lead healthy lives and make choices that support their wellbeing. We will ensure the following is in place to support all staff:

- Local occupational health service for pre-employment and in-employment support is available. Our Occupational Health provider is OHWorks Ltd. Referral will be by their line manager with their consent, as self-referral is not currently available. The team is based in Canterbury, and most assessments are undertaken remotely.
- There is also access to an Employee Assistance Programme (EAP), which offers employees confidential, independent, unbiased information and guidance on a range of emotional, health and social issues. A range of other support services are available to provide emotional wellbeing support of a short- or long-term nature.
- Access to the WellNEL direct support service for North East London, providing emotional health and wellbeing support.
- Local organisational support for staff following serious incidents is available and teams can access reflective and wellbeing support sessions.
- A wide range of local initiatives/resources are provided to promote workforce wellbeing for example: self-care, work-life balance, stress management, coaching/mentoring, and individuals are encouraged to complete a Personal Wellbeing Plan.
- NELFT has also rolled out regular Schwartz rounds, which has proven popular under staff, and is a good food for thought and personal wellbeing.
- Individuals will have access to a wide range of benefits, which include flexible working, flexible retirement, cycle scheme, gym discounts and other benefits.

All staff will be provided with information on how to access these support resources during induction, and regular updates are also communicated in our Weekly Update Newsletter.

Health & Safety:

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) and subsequently published regulations to ensure that the Trust's Health and Safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control:

Each staff member has a duty to take personal responsibility for the prevention and control of infection, in accordance with Trust Infection Prevention and Control Policies, which reflect the statutory requirements of the Health Act 2006 – Code of Practice for the Prevention and Control of Healthcare Associated Infection. They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs.

Risk Management:

You will be responsible for adopting the Risk Management Culture and ensuring that you identify and assess all risks to your systems, processes and environment and report such risks for inclusion within the Trust Risk Register. You will also attend mandatory and statutory training, report all incidents/accidents including near misses and report unsafe occurrences as laid down within the Trust Incidents.

Safeguarding children and vulnerable adults:

NELFT is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults, and families in their care. Staff are required to comply with Trust policies on Safeguarding.

Standards of Business Conduct & Conflict of Interest:

The NHS Code of Conduct and Standards of Business conduct for NHS Staff require all employees to declare all situations where you or a close relative or associate has a controlling interest in a business [such as a private company, public organisation or other NHS or voluntary organisation] or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. All such interests must be declared in the Trust's register of interests either on appointment or when such interests are gained.

As an employee you are required to make yourself aware of and adhere to the Trust's governance policies, such as Standing Orders and Standing Financial Instructions.

Sustainability:

All staff has a responsibility for delivering high quality healthcare in a low carbon environment, where energy is used wisely and not wasted. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling where possible, switching off lights, computers, monitors, and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy:

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within the Trust buildings and vehicles.

Codes of Conduct:

NELFT requires the highest standards of personal and professional conduct from all its employees. All employees must comply with the Code of Professional Conduct appropriate to their professional governing body.

As an NHS employee, you are required to observe the following principles:

- Make the care and safety of patients your first concern and act to protect them from risk;
- Respect the public, patients, relatives, carers, NHS staff and partners in other agencies;
- Be honest and act with integrity;
- Accept responsibility for your own work and the proper performance of the people you manage;
- Show your commitment to working as a team member of working with all your colleagues in the NHS and the wider community;
- Take responsibility for your own and continuous learning and development.

Data Protection:

Personal data is protected under the Data Protection Act (1999) and the post holder will ensure that it is securely held and that the requirements of the Act are followed. It is the responsibility of all staff whose jobs requires them to record information in Trust Computer systems (e. g RIO, SystemOne and ESR) to ensure that the data entered into these systems is of high data quality and that information is recorded correctly and in a timely manner. Failure to adhere to this requirement could be considered a disciplinary matter.

Information Security and Confidentiality:

All employees are required to observe the strictest confidence regarding any patient/ client information that they may have access to, or accidentally gain knowledge of, in the course of their duties.

All employees are required to observe the strictest confidence regarding any information relating to the work of the Trust and its employees.

You are required not to disclose any confidential information either during or after your employment with the Trust, other than in accordance with the relevant professional codes.

All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines [Caldicott] and the Data Protection Act 1998 unless explicit written consent has been given by the person identified, or where information sharing protocols exist.

Failure to comply with these regulations whilst in the employment of the Trust could result in action being taken under the Trust Disciplinary Policy and Procedure.

Equality and Diversity:

NELFT is committed to the implementation of the Equality and Diversity at Workplace policy which ensures equal opportunities for all. NELFT is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality, and diversity, and encourages individuals to develop and maximise their potential. The Trust will ensure that it provides equal and fairness for all,

and not to discriminate on the grounds of gender, marital status, race/ethnicity, disability, sexual orientation, religion, transgender or gender reassignment status, age, marriage, or civil partnership/same sex marriage, and because of you being pregnant or being on maternity/paternity leave. All staff are required to observe this policy in their behaviour to employees and patients/service users.

Key Performance Indicators (KPI):

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description:

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties:

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Amendments:

This is a description of the post as it is at present constituted. In consultation with the post holder, periodic reviews will be carried out to ensure that the job description relates to the job being performed and to incorporate any changes being proposed. It is hoped that agreement can be reached to any reasonable changes. If this is not possible your line manager reserves the right to make changes to the job description in consultation with you.

Who to contact for informal inquiries:

**Interim Associate Medical Director:
Dr Manjari Tanwar**

Manjari.Tanwar@nelft.nhs.uk

Medical Director: Dr Vincent Perry

Vincent.Perry@nelft.nhs.uk

Chief Medical Officer: Dr Caroline Allum

Caroline.Allum@nelft.nhs.uk

Medical Staffing:

medicalstaffinghr@nelft.nhs.uk