



BRADFORD TEACHING HOSPITALS NHS FOUNDATION TRUST

1 POST TITLE: LOCUM BREAST HISTOPATHOLOGIST

2 JOB PLAN:

The job plan will be based on the information listed below. The timing of the sessions indicated below may alter. However, the overall composition of the job plan is not expected to change.

All new Consultant job plans include 1.125 SPAs.

The job plan will be a prospective agreement that sets out a Consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a Consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives including details of their link to wider service objectives and details of the support required by the Consultant to fulfil the job plan and the objectives. The provisional job plan is set out below. This will be based on the nationally agreed whole-time contract.

Provisional Assessment of Programmed Activities in Job Plan:

The base contract will be for 10 programmed activities. This will be based on the nationally agreed whole-time contract.

Day	Time (see notes)	Location	Description of Activity	Categorisation DCC, SPA, AR, ED*	PAs
Monday	0830-1000	Home/BRI/ SLH	Breast screening MDT (1 in 3) or General Histopathology**	DCC	2
	1000-1200***	Home/BRI	General Histopathology	DCC	
	1230-1630****	Home/BRI	General Histopathology	DCC	
Tuesday	0900-1200***	Home/BRI	General Histopathology	DCC	2
	1230-1330	Home/BRI	General Histopathology	DCC	
	1330-1700	Home/BRI	General Histopathology	DCC	
Wednesday	0800-1100	Home/BRI/ SLH	Breast symptomatic MDT (1 in 3) or General Histopathology	DCC	1.25
	1100-1200***	Home/BRI	General Histopathology	DCC	
	1230-1300	Home/BRI	General Histopathology	DCC	
	1300-1530****	Home/BRI	Admin, EQA, managerial, dept meetings	SPA	0.5625
	15:30 – 17:00	Home/BRI	General Histopathology	DCC	0.375
Thursday	0800-0900	Home/BRI	General Histopathology	DCC	0.75
	0900-1100	Home/BRI	General Histopathology	DCC	
	1100-1200***	Home/BRI	Admin, EQA, managerial, dept meetings	SPA	0.5625
	1230-1330	Home/BRI	Admin, EQA, managerial, dept meetings	SPA	
	1330-1500****	Home/BRI	General Histopathology	DCC	0.5
Friday	0800-0900	Home/BRI	Skin MDT (1 in 10) or General Histopathology	DCC	2
	0900-1200***	Home/BRI	General Histopathology	DCC	
	1230-1600****	Home/BRI	General Histopathology	DCC	
Agreed scheduled activity to be					

worked flexibly**					
Predictable emergency on-call work	N/A	For example; weekend ward round	N/A		
Unpredictable emergency on-call work	Variable	On-site, at home, on the telephone and travelling to and from site			
			Variable	On-site, at home on the telephone and travelling to and from site	
TOTAL PAs					10

*Direct Clinical Care (DCC), Supporting Professional Activities (SPA), External Duties (ED) or Additional NHS Responsibilities (AR)

**Flexibility is an important part of the professional contract. The default place of work is the Trust.

The base contract will be for 10 programmed activities.

The Foundation Trust is keen to support newly appointed consultants and the appointee is encouraged to have a mentor. A number of senior colleagues are available for this purpose and the clinical lead will facilitate this once the appointee takes up the post.

3 ON CALL INFORMATION:

The post does not include on-call duty.

4 BASE HOSPITAL:

Bradford Royal Infirmary

5 PROFESSIONAL AND MANAGERIAL RESPONSIBILITY/ACCOUNTABILITY:

The post-holder is managerially accountable to the Clinical Service Unit Clinical Director and professionally accountable to the Chief Medical Officer.

6 DEPARTMENT PROFILE:

Medical Staff

Clinicians in Post

Dr. F. Ali - Consultant - Urology, thoracic, skin pathology, and non-cervical cytology (full-time)

Dr F. Bashir - Consultant - Gastrointestinal, skin pathology, and non-cervical cytology (part-time)

Dr. F. Syed - Consultant - Breast, skin pathology, non-cervical cytopathology (full time)

Dr. A. El Mahs – Locum Consultant - Breast, skin pathology, non-cervical cytopathology (full-time)

Dr. M. Joher - Locum Consultant - Gastrointestinal, gynaecological, skin pathology, and non-cervical cytology (full-time)

Dr S. Joshi - Consultant - Urology, thoracic, skin pathology, and non-cervical cytology (full-time)

Dr J. Lesniak-Buzon - Consultant - Urological, head and neck, skin pathology, and non-cervical cytology (full-time)

Dr N. Maleki (Specialty lead) - Consultant - Nephropathology, gastrointestinal, head and neck, skin pathology, and non-cervical cytology (full-time)

Dr A. Manoharan - Consultant - Gastrointestinal, gynaecological, skin pathology, and non-cervical cytology (full-time)

Dr H. Tariq – Locum Consultant – Gastrointestinal, Nephropathology, skin pathology, and non-cervical cytology (full-time)

Junior Medical Staff

Up to 3 specialty registrars are assigned each 6 months through the Yorkshire Pathology Training Run-through programme.

7 DESCRIPTION OF MAIN DUTIES:

The appointee will join the other Consultant Histopathologists in the Department to form a Team which provides diagnostic histopathology, non-cervical cytopathology and autopsy services (if desired). Consultant Histopathologists in the department are sub-specialised but also participate in the reporting of general pooled specimens. Each Consultant Histopathologist is expected to act as a Lead Pathologist for one or two sub-specialised areas. A description of The Lead role is produced by the Royal College of Pathologists.

The appointee will contribute to the subspecialist workload of the Department. This will include a contribution to the breast pathology service. This includes macroscopy, microscopy and cytology, as well as contributing to the two weekly breast MDT sessions on a rotational basis. Consultants within the department, where possible, take a flexible approach to sub-specialisation so that all areas are supported to a degree commensurate with the workload in that speciality. All consultants are expected to contribute, on a rotational basis, to the weekly skin MDT.

Each lead Pathologist is accompanied by up to two Consultant colleagues in reporting each group of sub-specialised specimens. The distribution of reporting and MDT workload varies between sub-specialities. Workload is monitored in order to ensure capacity is matched with demand. Case numbers, block/slide numbers, and cut up time have been used to estimate clinical (DCC) workload and, at present, a time based approach to balancing different subspecialty workload is undertaken. The department encourages the use of a work allocation system based on the new RCPATH scoring system in order to ensure an equitable distribution of work between Consultants

- Non-specialised histological and cytological specimens are reported by all Histopathologists in the department. The approach to balancing workload between consultant colleagues is continually reviewed and alternative systems are likely to be considered in light of the developing Joint Venture and increasingly close working with colleagues at Airedale General Hospital and Harrogate General Hospital

Other duties include:

Providing a rapid, reliable diagnostic histopathology and cytopathology service to the Trust, and working as part of a Team of Consultant Histopathologists.

Liaising with clinical colleagues and technical staff, providing advice, and being available for consultation on the interpretation of diagnostic findings.

To share in the teaching and training of medical and BMS trainees, undergraduate students and trainees in other disciplines

To share in the supervision and development of BMS cut up

To maintain and develop general and relevant subspecialty skills and remain abreast of modern clinical and professional practice

To participate in the CPD scheme of the Royal College of Pathologists.

To participate in relevant multidisciplinary/CPC meetings providing cover when required

To share responsibility for the proper use of funds within the department

To manage personal workload in such a way that capacity is maximized and quality of care is optimized

To act as Speciality Lead of Histopathology if required

To participate in quality management activities including relevant professional EQA schemes, audit, SOP preparation and all aspects of clinical governance.

To attend departmental business, operational and clinical governance meetings and to providing clinical and professional input and advice to the laboratory service

To support the on-going development of the laboratory services of the Bradford-Airedale-Harrogate Joint Venture, working closely with consultant colleagues at Airedale General Hospital and Harrogate General Hospital

To comply with departmental arrangements and SOPS for handover and cover during periods of leave.

To assist and contribute to the management of the NHS and the achievements of its targets and plans

If desired take part in the autopsy service which includes both hospital and coronial autopsies.

8 BACKGROUND:

Bradford District and Craven Health and Care Partnership:

At Bradford Teaching Hospitals, we are proud to be part of the Bradford District and Craven Health and Care Partnership (BDCHCP)¹. In our local HCP we have a joint vision to ***act as one to keep people Happy, Healthy at Home.***

We try to ***meet people where they are and work with them to access the tools and opportunities they need to enable them to live longer in good health.*** Everyone in this partnership has a role to play in delivering this vision.

As a provider of hospital care and a large research and teaching organisation, we have a complementary vision at the Trust ***to be an outstanding provider of healthcare, research and education and a great place to work.***

Through the delivery of this vision and by working with our local HCP partners to nurture our workforce and manage our finances and resources wisely, we can provide new and innovative services to address inequalities.

¹ Bradford District and Craven Health and Care Partnership (HCP) is our local integrated care system, it is a partnership of local health and care organisations working together and acting as one to develop and deliver health and care services in a coordinated and coherent way. It is made up of Airedale NHS Foundation Trust, Bradford Care Alliance, Bradford Care Association, Bradford District Care Foundation NHS Trust, Bradford Teaching Hospitals NHS Trust, Bradford District Voluntary and Community Sector Assembly, City of Bradford Metropolitan District Council and Primary Care Providers.

Bradford District and Craven in numbers²

Population	Deprivation	Lifestyle Choices	Health Inequalities
Bradford District has a population of 648,030 – the 5 th largest metropolitan district in the country	Bradford ranks as the 21 st out of 317 most deprived local authority in England	Data shows that 63.7% of adults in the district are obese and that 20% of all adults are smokers	There are, on average, 4,400 deaths per year in Bradford District and Craven
Our population is growing quickly. We think that the over 65 population will drive this growth – increasing by 40,000 people by 2041.	A third of Bradford District and Cravens LSOAs ³ fall within the 10% most deprived areas in England	In 2016-17, 22.5% of 4-5 year olds in Bradford and 37.9% of 10-11 year olds were overweight or obese.	Circulatory disease is the main cause of death although the proportion of deaths due to this is falling (to 27.8% in 2017) partly due to fewer deaths from stroke.
Our population is young – we have the 4 th highest proportion of residents under 16 in the country and 12.7% of our population is under 10 years old	Bradford is the 5 th most income deprived and 6 th most employment deprived local authority in England	We estimate that 92,000 people in the district drink alcohol to dangerous levels and 18% of these people are drinking at levels harmful to their health	Life expectancy for a Bradford man 77.8 years (the England average is 79.6 years). A Bradford woman can expect to live for 81.6 years (England average of 83.2 years).
Infant mortality rates in Bradford District and Craven are higher (at 5.9 deaths per 1,000 live births) than the England average (3.9)	13% of working age people have no qualifications and 11% of the working age population claim an out of work benefit	Bradford has the fourth highest concentration of fast food outlets in the Yorkshire and Humber region with 142 outlets per 100,000 of the population.	However the number of years a man can expect to live in good health in Bradford is 60.1 years (England average of 63.3 years), for a woman it is 60.0 years (England average 63.9 years).
Bradford is ethnically diverse - 32.6% of our population describe themselves as being of BAME origin.	15% of the district's households are in fuel poverty		

Bradford is the fifth largest metropolitan district in England. Social deprivation, ethnicity, lifestyle and a large proportion of the population at each end of the age spectrum combine to give Bradford a set of circumstances that create health inequalities. In Bradford these inequalities often result in the earlier development of multiple illnesses which ultimately lead to decreased life (and healthy life) expectancy.

Our main focus will be to act as one with our partners in our Bradford District and Craven place based partnership. However, we recognise that we are part of a wider partnership across West Yorkshire and that actions to develop services locally will always be taken within a framework that aims to improve health and care provision and reduce health inequalities across the whole of West Yorkshire.

² All data taken from the City of Bradford MDC Public Health Joint Strategic Needs Assessment; <https://jsna.bradford.gov.uk/>

³ LSOA – Lower layer Super Output Area, a geographic area designed to improve the reporting of small area statistics in England and Wales, they typically have a population of 1,500 people or 650 households

The West Yorkshire Health and Care Partnership (WYHCP) is built from the bottom up using plans developed in the 5 local “Places” that make up the region.

Bradford Teaching Hospitals NHS Foundation Trust is also part of the West Yorkshire Association of Acute Trusts (WYAAT).

WYAAT is the acute sector arm of the WYHCP and is a collaborative of the NHS hospital trusts from across West Yorkshire and Harrogate working together to provide the best possible care for our patients.

By bringing together the wide range of skills and expertise across West Yorkshire and Harrogate we are working differently, innovating and driving forward change to deliver the highest quality care. By working for Bradford Teaching Hospitals NHS Foundation Trust this is your opportunity to be a part of that change.

Bradford Teaching Hospitals NHS Foundation Trust:

Bradford Teaching Hospitals NHS Foundation Trust is one of only two teaching hospital trusts in West Yorkshire and has a turnover in excess of £400m per annum and employs over 6,400 staff. The Foundation Trust provides a comprehensive range of acute services, supported by an extensive community service offer, offering a range of care provision to almost all patients

We have two main hospital sites: Bradford Royal Infirmary and St Luke's Hospital. Maternity Services are centralised at the maternity unit on the Bradford Royal Infirmary site which includes our neonatal unit. The main theatres and emergency admissions are located at Bradford Royal Infirmary while St Luke's Hospital provides a large outpatient facility and wards for therapy and rehabilitation. In 2021/22 our Trust services delivered 5,525 babies, performed 13,102 operations in theatre and handled 423,154 outpatient appointments. We had 108,503 attendances at our Emergency Department.

We also have four community hospitals; Westwood Park, Westbourne Green, Shipley Hospital and Eccleshill Community Hospital. Our community services include Dietetics, Therapy Services, Child Development and Clinical Psychology. These services, and some of our acute services, are provided in the community, with a range of outreach services being available including renal and cardiology.

All main specialties are represented in Bradford and the Foundation Trust is a specialist centre for a number of specialties; including upper gastrointestinal cancer, urology and head & neck cancer, with a tertiary service for hand trauma. We also host the Yorkshire Cochlear Implant Centre and provide services to neighbouring Trusts in many areas including ophthalmology, ear nose & throat (ENT), plastics, renal medicine and medical oncology. The Trust is also the west of West Yorkshire specialist hub for Vascular Services.

The Foundation Trust recognises that it must continue to invest in and redevelop its facilities. In recent years we have undertaken much work to improve and future-proof the built environment. A substantial part of this programme is the new hospital wing at BRI, which has been operational since spring 2017. This wing contains state of the art facilities for Critical Care, Elderly Medicine and Paediatrics as well as a brand new retail complex for patients, staff and visitors. The Foundation Trust has further invested in its infrastructure and launched the new electronic Patient Record (a joint project with Calderdale and Huddersfield NHS Foundation Trust) in September 2017.

You can find out more information about the Trust and read our Corporate Strategy; Our Patients, Our People, Our Place and Our Partners at <https://www.bradfordhospitals.nhs.uk/our-trust/strategy/>

Bradford Institute for Health Research (BIHR)

The Foundation Trust is rightly proud of its reputation with regard to research. We have invested heavily in the capital development of the Bradford Institute of Health Research (BIHR). The BIHR is a unique partnership of primary and secondary care and universities, established to promote the faster translation of health research to patient benefit.

In November 2020, the BIHR was recognised by the National Institute for Health Research as one of its five new National Patient Recruitment Centres (NPRCs). We now wish to take our ambitions further so that we Act as One with research functions across our local HCP to truly turn Bradford into a “City of Research”.

Over 50,000 Bradford citizens are involved in our research programmes which include the internationally acclaimed Born in Bradford and Better Start Bradford studies.

The Born in Bradford research study is one of the largest research studies in the World, tracking the lives of over 30,000 Bradford people to find out what influences the health and wellbeing of families. Born in Bradford is beginning a new and exciting research project called “Age of Wonder” following the lives of 13,500 children within the study that were born between 2007 and 2011 to explore why some families stay healthy and others remain or become ill.

No other city in the country can boast the same number of research participants as Bradford. We are a leading city in the UK with regard to the depth and scope of research involvement. It is this superb and unparalleled infrastructure that we intend to use as a platform to continue to promote our concept of the “City of Research”.

Over 30,000 Bradford people are currently involved in our research programmes that include the internationally acclaimed Born in Bradford and Better Start Bradford studies. All 88 General Practices are involved in our Connected Bradford programme that harnesses data linkage to redesign care pathways. Over 100 primary schools are involved in our Starting Schools programme.

No other city in the UK has such deep and wide research involvement. Our City of Research programme will build on this city wide partnership to embed research and innovation into everything that we do to underpin our work to reduce health inequalities and improve the health of the people. The City of Research programme will support evaluation of new interventions, quality and safety improvement initiatives as well as wider social and public health initiatives.

We further extended our state of the art facilities, through joint work with the Universities of Leeds and Bradford, to create a new Wolfson Centre for Applied Health Research on the BRI site. This centre provides a creative space to co-locate innovators and practitioners from different institutions and disciplines.

Clinical Entrepreneur Programme

In 2022, Trust was chosen to be one of only 10 national test and evaluation sites for the NHS Clinical Entrepreneur Programme (NHS CEP).

First launched in 2016, the purpose of the Clinical Entrepreneur Programme is to understand how the NHS can better adopt and spread entrepreneur-led health and care innovations across NHS providers. It aims to remove barriers and accelerate the introduction of new ground-breaking treatments and diagnostics which have the potential to transform care.

As a test and evaluation site we can review a range of innovations, choosing to be involved with those clinical entrepreneurs and innovations that we think will most benefit our patients and the Trust. We will work with them to refine and develop their innovation, improving patient care.

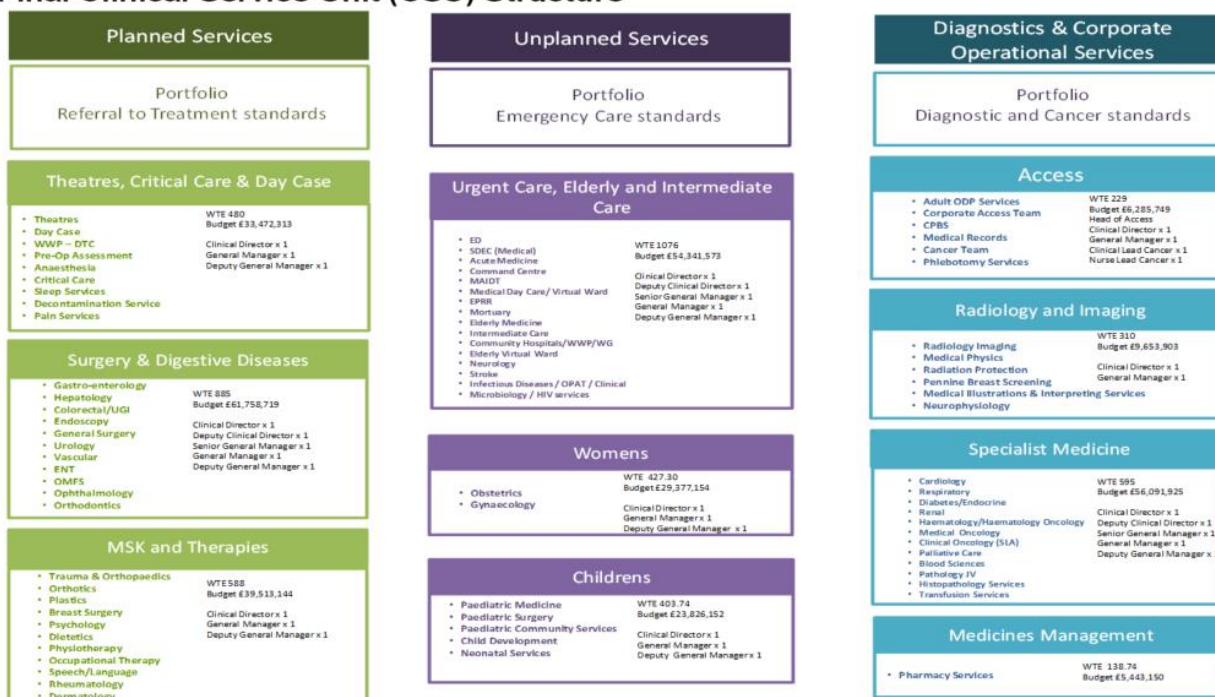
As part of our work with NHS CEP we are also looking to develop processes to encourage and support our own clinicians develop their own innovations designed to improve the care of our patients.

9 OPERATIONAL MANAGEMENT:

New operational management structures have been introduced at Bradford Teaching Hospitals from 5th September 2022. The new arrangements have enabled the consolidation of patient services with clinical, diagnostic and clinical support services into 3 Service Areas – Planned Services, Unplanned Services and Diagnostics & Corporate Operational Services. Each service area is made up of Clinical Service Units bringing together related clinical specialties.

The structure is summarised below

Final Clinical Service Unit (CSU) Structure



10 Management Arrangements:

The Board of Directors formally delegates planning and operations within the organisation to the Chief Executive. The Chief Executive is supported by the Executive Team.

Board of Directors	<ul style="list-style-type: none">• Overall responsibility for strategy, safety, quality and performance• Academies and sub-committees; Finance and Performance, People, Quality and Patient Safety, Audit, Charitables and Remuneration
Executive Team	<ul style="list-style-type: none">• To ensure that all aspects of the Trust are managed effectively with responsibilities including:<ul style="list-style-type: none">- The approval of strategies- Ratifying policy- The approval of business cases- Agreeing plans and corrective actions to ensure the delivery of services within the Trust's performance framework- Agreeing opportunities for innovation and investment including ratifying the Trust's capital programme

11 CONSULTANTS RELATIONSHIP WITH THE TRUST:

There is a collective responsibility falling on all Consultants to consult with colleagues and, hence, to co-ordinate their individual activities in order to ensure that the particular clinical service with which they are involved operates effectively. Consultants are professionally accountable to the Chief Medical Officer.

In line with recommendations from the Department of Health, the Bradford Teaching Hospitals NHS Foundation Trust pursues an active line in the field of Clinical Audit, Clinical Governance and Clinical Effectiveness. The appointee must be prepared to become actively involved with this.

12 INFECTION PREVENTION AND CONTROL:

All employees have a personal responsibility to comply with Foundation Trust and service Infection Prevention and Control policies to protect their own health, the health of patients, visitors and other employees and to prevent Healthcare associated infections. This includes a requirement to maintain a safe, clean and tidy work environment and to complete mandatory Infection Prevention and Control training as provided by the Foundation Trust. All clinical staff must ensure rigorous and consistent compliance with standard infection control precautions including hand hygiene, dress code and use of personal protective equipment and other clinical care policies and protocols applicable to infection prevention and control. Employees are required to challenge poor performance or poor practice in relation to infection prevention and report any breaches using relevant Trust procedures such as the Incident Reporting System.

13 SAFEGUARDING CHILDREN AND ADULTS

All employees have a responsibility to safeguard and promote the welfare of children and adults. The post-holder will be responsible for ensuring they undertake the appropriate level of training in accordance with the safeguarding policy training strategy and that they are aware of and work within the safeguarding policies of the Trust.

14 EDUCATION:

The Trust supports the requirements for continuing medical education as laid down by the Royal Colleges and is committed to providing time and financial support for these activities.

The Bradford Teaching Hospitals NHS Foundation Trust has Teaching Hospital Status, and education and training is now regarded as a core activity alongside service provision. Bradford has a very strong reputation for high quality teaching. The Trust's key education objectives, as outlined in our Education Plan, are:

- To develop a competent, capable, caring and sustainable workforce
- To provide high quality multi-professional training
- To develop excellence in delivery of patient safety training
- To provide high quality learning environments with a culture for lifelong learning
- To support and empower educators, trainers, mentors, supervisors
- To ensure effective governance for all education and maximise the use of resources and funding to support delivery of the plan.

A unified Department of Medical Education, based in the Field House Education Centre, supports both Undergraduate and Postgraduate activities. The Director of Education is Dr David Robinson (David.Robinson@bthft.nhs.uk), supported by 2 deputies – Deputy Director of Education (Postgraduate) Dr Shafi Khan and Deputy Director of Education (Undergraduate) Dr Amy Illsley. The Education Manager is Ms Faye Alexander (faye.alexander@bthft.nhs.uk or 01274 383699). We are proud to host high fidelity simulation and technical skills training facilities within Field House.

It is envisaged that Consultants will play a full part in the Trust's education and training activities at both undergraduate and postgraduate levels. They will supervise junior staff and take an active role in their own professional development.

15 QUALIFICATIONS/EXPERIENCE:

FRCPATH qualification is essential. Successful applicants should be either on the specialist register or within 6 months of qualifying for it.

16 CONDITIONS OF SERVICE:

Grade: Locum Consultant

Salary: Payable monthly by Bank Credit Transfer

Hours of work: Full Time

Pension Scheme: New starters to the Foundation Trust will be auto-enrolled into the NHS Pension Scheme subject to qualifying criteria at the appropriate contribution rate. Contribution rates can be found at www.nhsbsa.nhs.uk/member-hub/cost-being-scheme

The employer contribution rate is 20.68%.

Employees who are not eligible to join the NHS Pension Scheme will be auto-enrolled into an alternative scheme subject to qualifying criteria.

Annual Leave: The entitlement is 32 days pro rata per leave year, increasing to 34 days after 7 years of consultant service.

Health Screening: The post-holder will be required to undergo health screening and updating of vaccinations.

Special Conditions: The appointment is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales).

The offer of the post is subject to compliance with DH guidance on serious communicable diseases.

The main DH guidance documents that relate to serious communicable diseases are:

1. Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with bloodborne viruses (hepatitis B, hepatitis C and HIV): UKAP, updated November 2021
2. NICE guideline NG33. Tuberculosis.

Private Practice

Any private practice you may undertake whether limited or not by the Terms and Conditions of Service must not diminish the level of service that may be expected from you by the Trust in carrying out the duties specified in the attached job description.

Consultants are expected to abide by the Trust's Conflict of Interest Policy.

17 REHABILITATION OF OFFENDERS ACT 1974:

Because of the nature of the work, this post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants for posts are not entitled to withhold information about convictions which for other purposes are “spent” under the provisions of the Act and in the event of employment, any failure to disclose such convictions could result in disciplinary action or dismissal by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for a position to which the order applies.

18 DATA PROTECTION ACT 2018 AND CONFIDENTIALITY:

All members of the staff are bound by the requirements of the UK Data Protection legislation and any breaches of the legislation regarding confidential nature of the work of this post could lead to disciplinary action that could result in dismissal.

19 DISCLOSURE AND BARRING SERVICE

Please note that this post will be subject to a criminal records check from the Disclosure and Barring Service.

For certain roles the check will also include information held on the DBS’s children and adults barred list, together with any information held locally by police forces that is reasonably considered to be relevant to the applied for post.

20 ENVIRONMENT AND SUSTAINABILITY

All employees have a responsibility to promote sustainability and carbon reduction within the Foundation Trust adhering to our Sustainable Development Strategy and therefore ensuring that all our business is conducted in a sustainable manner.

21 HEALTH AND SAFETY/RISK MANAGEMENT

The jobholder must comply at all times with Bradford Teaching Hospitals NHS Foundation Trust Health and Safety policies, in particular by following agreed safe working procedures and reporting incidents using the Trust’s Risk Incident Reporting System.

22 EQUALITY AND DIVERSITY

The jobholder is required to abide by the Foundation Trust's policies and procedures and to actively support the Foundation Trust's commitment to equality and diversity in both employment and the delivery of services.

23 CONTINUOUS TRAINING AND PERSONAL DEVELOPMENT

The jobholder must take responsibility, in agreement with the Clinical Director, for his/her own personal development by ensuring that Continuous Professional Development remains a priority. The jobholder will undertake all mandatory training required for the role.

24 PATIENT AND PUBLIC INVOLVEMENT

All staff will be expected to comply with the requirements of the NHS Constitution. The aim of the Constitution is to safeguard the enduring principles and values of the NHS. The Constitution also

sets out clear expectations about the behaviours of both staff and patients, which includes the right for patients to be involved in planning and making decisions about their health and care.

25 RESPECT FOR PATIENT CONFIDENTIALITY

The jobholder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

26 CONTACTS FOR INFORMATION:

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