

Recruitment information pack



PUSH THE BOUNDARIES

ENJOY FLEXIBLE WORKING

EXPERIENCE THE LONDON LIFESTYLE



IMPACT ON PATIENT OUTCOMES

DIFFERENT ENVIRONMENTS

FLEXIBLE WORKING

WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

OUR HOSPITALS

Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

Charing Cross Hospital, Hammersmith.

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for

Reach your potential in hospitals that make history

Charing Cross | Hammersmith | St Mary's |
Queen Charlotte's & Chelsea | Western Eye

neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

Hammersmith Hospital, Acton

Hammersmith Hospital is a specialist hospital renowned for its strong research connections, and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

Queen Charlotte's & Chelsea Hospital, Acton

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

St Mary's Hospital, Paddington

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

Western Eye, Marylebone

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

WHY JOIN US?

Reach your potential through outstanding learning and development opportunities

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

Experience the rich heritage of hospitals that have made history

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

Draw on huge expertise as part of a strong international community

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious

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diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our [Make a Difference](#) recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

Conduct research here

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

Access brilliant benefits and enjoy a new social life

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

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JOB DESCRIPTION

Job Title	Clinical Lead Physiotherapist: Children's Services
Band	8a
Directorate/ Department	Therapies
Division	Medicine and Integrated Care
Location of work	Trustwide, including community locations
Hours	37.5 (full time) 12 month fixed term contract (ending 31/8/25)
Reports to	Clinical Service Lead: Children's Therapies
Accountable to	Head of Therapies

1. Job purpose

This job description is for clinical lead therapists who lead uni or integrated therapy teams on one or more hospital sites and community for Medicine, Surgery & Cancer, Neurosciences, Outpatients, Nutrition & Dietetics, Speech & Language therapy and Children's therapies.

The Clinical Lead will provide clinical and managerial leadership which inspires motivates and empowers Therapists in the delivery of excellent patient experience.

- They will be responsible for the day to day operational service planning and delivery of therapy services. They will be clinically accountable for delivery of the clinical service within area of responsibility and for the operational planning of a safe, effective service.
- They will support the clinical service lead with the development and delivery of innovative service improvement projects focussed on improving quality of care and patient outcomes. They will support the clinical service lead in the strategic development of the service
- They will support staff development from a clinical and non- clinical perspective acting as a good role model. In partnership with their clinical service leads, finance and human resources colleagues, they will deliver department plans which drive efficiency and

quality initiatives across the Division. They will support the delivery of the Department's business plan.

- They will provide the clinical service lead with assurance of proactive management of clinical and cost improvement plans, ensuring appropriate actions are taken to mitigate or respond to identified risks.
- The post holder will be an advanced specialist in their field fulfilling a specialist clinical role within their area of expertise. This role will focus on innovative clinical leadership and delivering a high quality, robust and responsive service. The post holder will provide aspirational clinical support to other therapists within the team and will ensure delivery of a service that is informed by best evidence and expert knowledge.
- The post holder will lead on both discipline specific, inter-professional and cross boundary service development projects that are of a standard that can be presented at peer reviewed conferences. The post holder will encourage involvement in shaping research ideas and involvement in therapy research projects relevant to their area of expertise. Education and training will be a key deliverable with the expectation that this is provided both locally and at a regional level.

2. Key stakeholders

- Patients and families/carers
- Nursing, Medical and MDT colleagues
- Clinical service leads
- Clinical lead and academic staff
- Therapy colleagues
- Administration teams
- Higher Education Institutes
- Primary care colleagues and services
- Commissioners
- Professional body

3. Key areas of responsibility

1. Leadership and Management

- 1.1 Inspire and motivate others to deliver best practice and to continually improve standards in line with the evidence base and national guidelines.
- 1.2 Provide clinical leadership and influence for planning and service delivery within clinical area of expertise.
- 1.3 To be responsible for the day to day operational management of the therapy service in the speciality area, ensuring effective and efficient management within available resources and achieving Therapy objectives
- 1.4 To provide leadership, direction, innovation and support and to ensure the continuing development of the therapy service and staff in designated area in collaboration with the Clinical service leads, clinical academics and other clinical leads.

- 1.5 To demonstrate advanced skills in dealing with complex issues including excellent prioritisation, communication and time management skills to meet the unpredictable and conflicting needs of the service and respond appropriately to both planned and unplanned occurrences.
- 1.6 Take responsibility for human resource issues including appraisal, managerial and clinical supervision, sickness absence, disciplinary and grievance, recruitment and selection and personal career development delegating as appropriate
- 1.7 To manage, monitor and report on the clinical activity of the teams through available systems, reporting on trends and gaps, capacity and demand and developing redesign solutions to support clinical activity of the team
- 1.8 To identify and utilise appropriate outcome and service impact measures, which accurately evaluate patient response and service development needs
- 1.9 To support the Clinical service lead with the collation and development of therapy service information including data on all key performance indicators, workforce planning and management for the specialist area of responsibility.
- 1.10 To support the CSL on the implementation of national guidance on best practice, National Service Frameworks, NICE guidance and other NHS/DOH directives.
- 1.11 Ensure agreed systems and processes are being observed to consistently provide safe, effective high quality patient care and embed a culture of improvement.
- 1.12 To support ,and lead where appropriate, on the development of clinical guidelines, standard operating procedures and policies in designated area
- 1.13 Ensure appropriate skill mix and effective use of all resources relating to the clinical service delivery of designated area
- 1.14 Ensure staff are inducted, achieve local competencies and undertake core skills training
- 1.15 To ensure that risks are managed effectively and clinical audit and service evaluation is conducted according to trust policy
- 1.16 Support the Clinical service lead with new practice and service redesign in response to feedback, evaluation and service need, working across boundaries and broadening sphere of influence to achieve effective outcomes.
- 1.17 To implement and understand the Trust complaints procedure and to deescalate and manage initial complaints from families, carers and other professionals.
- 1.18 To act as a role model and promote the role of therapy within area of practice across the Trust, local and regional networks
- 1.19 To demonstrate the ability to review and reflect on own practice and performance through effective use of professional supervision in line with trust and departmental guidelines

2. Clinical Practice

- 2.1 To demonstrate professional skills, standards and experience consistent with a specialist in the field and to ensure/oversee that services provided comply with professional and departmental standards of practice in collaboration with the Clinical service leads /clinical academics and clinical leads

- 2.2 To maintain and develop a breadth of knowledge of highly specialist assessment and intervention skills, including knowledge of appropriate specialist aids and equipment relevant to area of practice and to manage a clinical caseload as compatible with management responsibilities.
- 2.3 To hold a clinical caseload in a specific area and ensure all care is patient centred
- 2.4 To ensure own clinical practice and that of others is evidence based and clinically effective, in keeping with national guidelines e.g. NICE
- 2.5 To lead new practice and service redesign solutions, working across boundaries and using sphere of influence to achieve effective outcomes.
- 2.6 To demonstrate a high level of professional skills, clinical and service standards and experience
- 2.7 To act as a source of expertise for the wider MDT and provide a highly specialist second opinion internal to the trust
- 2.8 To be responsible for maintaining and improving the clinical quality and patient safety agenda in designated area
- 2.9 To promote the delivery of kind, compassionate and respectful care, developing relationships with our patients that involve better listening and decision making; 'no decision about me without me'
- 2.10 Support the delivery of care through visible clinical leadership, working in partnership with patients families and MDT colleagues
- 2.11 Take a lead role in ward rounds, MDT meetings, family meetings and case conferences as appropriate
- 2.12 Actively engage in peer review to inform own and other's practice, formulating and implementing strategies to act on learning and make improvements.
- 2.13 To use specialist knowledge and experience to constructively challenge others escalating concerns that affect individuals', families', carers', communities' and colleagues' safety and well-being when necessary
- 2.14 Engage with, appraise and respond to individuals' motivation, stage of development and capacity, working collaboratively to support health literacy and empower individuals to participate in decisions about their care and to maximise their health and well-being
- 2.15 To promote and create a climate of clinical enquiry through practice

3. Education

- 3.1 Promote and develop a learning environment within area of practice using a collaborative approach
- 3.2 To support the development and implementation of a training strategy for area of responsibility in collaboration with team leads/clinical academics, and clinical specialists
- 3.3 Provide training and education in own specialist area of practice to meet the needs of the organisation and profession and that supports the application of learning to practice
- 3.4 Advocate for and contribute to a culture of organisational learning to inspire future and existing staff

- 3.5 Recognise when skill sharing would benefit the patients and service and implement changes collaboratively
- 3.6 Act as a role model, educator, supervisor, coach and mentor, seeking to instil the development of staff confidence and competence
- 3.7 To support staff in the monitoring and development of undergraduate student education and placements cross site in the speciality area and support staff to ensure that students are supervised and assessed according to the requirement of their practice placement.
- 3.8 Share and disseminate knowledge internally and externally
- 3.9 Support undergraduate training in other professions, e.g. medical and nursing and actively engage in other teaching opportunities across the Trust e.g. preceptorship and induction
- 3.10 Facilitate staff to develop their educational skills and to benefit from higher education initiatives within the context of appraisal

4. Research

- 4.1 Support research awareness and activity within the team, in collaboration with the clinical academics and clinical leads in therapies
- 4.2 To promote evidence based practice.
- 4.3 To identify, participate in and support research, service improvement, service evaluation and audit as appropriate to context and management responsibilities
- 4.4 To support the implementation of the therapy services research strategy
- 4.5 To network with clinical leads within own profession to exchange and enhance expert knowledge
- 4.6 To facilitate staff to develop their research skills/become research active and to benefit from higher education initiatives within the context of appraisal
- 4.7 To share and disseminate research knowledge
- 4.8 To lead on and contribute to working groups which formulate and implement clinical, protocols, pathways and guidelines within the therapy service , Trust and external agencies. This will include reviewing National Service Frameworks and Guidelines and ensuring that Trust and therapy protocols and pathways comply with National Guidelines.

5. Professional development

- 5.1 To maintain and enhance skills and knowledge in order to maintain professional competence and fitness to practise
- 5.2 To demonstrate on-going personal development through participation in internal and external development opportunities and recording and reflecting on learning outcomes including maintenance of continuous professional development portfolios
- 5.3 To keep up to date on developments in speciality area; professional body developments and changes in NHS strategy that have an impact on service delivery and act as a representative for the profession at a local and national level in order to identify and influence rehabilitation practice
- 5.4 To provide adherence to professional, Health & care professions council Trust and departmental standards and guidelines across all service members

- 5.5 To adhere to the Health & care Professions Council Code of Ethics and Professional Conduct and facilitate and oversee compliance of Therapies staff with local and national standards.
- 5.6 Engage in self-directed learning, critically reflecting to maximise clinical skills and knowledge

6. Other duties

- 6.1 In agreement with line/service manager, may include providing cover for colleagues, as appropriate, assisting in ad hoc project work, and undertaking any other duties requested, as appropriate to the banding and setting.
- 6.2 The job holder may be required to work out of hours including on call, unsocial hours and contractual overtime (specific rota details are held locally within departments).

4. General Responsibilities

This might include, for example, responsibility towards NHS policy development, team leadership, research support or leadership, project management.

5. Scope and Purpose of Job Description

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast moving organisation and therefore changes in employees' duties may be necessary from time to time. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/discussion with the postholder.

PERSON SPECIFICATION

Directorate/ Department	Job Title	Band
Therapies	Clinical Lead Physiotherapist: Children's Services 12 month fixed term contract (ending 31/8/25)	8a

Criteria Relevant to the Role	Essential	Desirable
Education/ Qualifications	<ul style="list-style-type: none"> Diploma/ Degree in Physiotherapy Health & Care Professions Council registration. Evidence of experience /post graduate training and education to Masters level or equivalent and CPD relevant to speciality area. Evidence of structured training on appraisal and supervisory skills Evidence of continuous and current professional and academic development relevant to clinical field Leadership/ Management training Evidence of post graduate training in basic research skills e.g. literature reviews, critical appraisal. 	<ul style="list-style-type: none"> Masters or PhD degree in relevant subject Membership of relevant professional groups/ relevant Specialist interest group
Experience	<ul style="list-style-type: none"> Extensive experience post qualification with evidenced experience at a senior level within relevant speciality 	<ul style="list-style-type: none"> Experience at band 8a level Clinical leadership of other disciplines

	<ul style="list-style-type: none"> • Experience of supervising qualified therapy staff and students • Experience of managing staff on performance and other workforce policies • Experience of incident investigation and implementation of change of practice as a result • Significant success in multidisciplinary/multi agency working. • Evaluation of clinical practice including participation in research/audit/service evaluation and quality improvement projects. • Demonstrate evidence of learning from experience and having undertaken formal and informal CPD, both general and specific to clinical field/ speciality • Experience of leading an effective team • Experience of using clinical governance framework to monitor and improve quality of patient care. • Experience of supporting a culture of research awareness. 	
Skills/Knowledge/Abilities	<ul style="list-style-type: none"> • Expert clinical reasoning skills in the appropriate application of a range of techniques and approaches to the management of the relevant clinical area. • Specialist knowledge and application of best evidence based practice in relevant speciality area and application of therapy assessments and intervention 	<ul style="list-style-type: none"> • Advanced computer skills. • Evidence of presentation at national level • Poster or presentation published or presented at a peer review setting.

	<ul style="list-style-type: none"> • Ability to articulate vision of the therapy service in the clinical area. • Ability to remain updated with professional practice and research and integrate this into daily patient management. • Ability to communicate effectively and flexibly, and to adapt communication style to the needs of patients and staff. • To lead, inspire motivate and empower teams using effective clinical leadership qualities in an integrated service • Ability to mentor, coach and support patients, staff and colleagues. • Ability to establish and maintain good working relationships. • Proven negotiation and conflict resolution skills • Skills in presentation and training in both formal and informal environments • Ability to command the confidence of the multidisciplinary team members • Ability to organise, prioritise, delegate and work to deadline effectively • Ability to cope with working in a potentially stressful environment and with patients or carers who may be displaying aggressive and or challenging behaviour • Ability to prepare service level reports e.g. demand/activity • Proven excellence in developing/and providing education and teaching to other professionals and students. 	
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	<ul style="list-style-type: none"> • Advanced supervision skills • Competent computer skills • Highly developed planning, problem solving and decision making skills in demanding situations • Change management skills • Ability to use audit, quality standard setting and risk management processes for clinical effectiveness • Advanced knowledge of clinical quality and patient safety issues and policy • Ability to select and analyse activity and outcome data accurately and objectively to support service development • Ability to carry out physical effort during the working day and carry out concurrent activities requiring skill and dexterity. • Ability to deliver on service improvement projects to completion • Effective resolution of professional ethical issues • Understanding emerging role of therapies in evolving health environment • Advanced written and oral communication skills • Ability to reflect on and critically appraise own performance • Knowledge of the influence of psychosocial and cultural factors on health/illness behaviours • Good communication skills with patients, carers and colleagues. 	
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	<ul style="list-style-type: none"> • Demonstrating ability to be empathetic and handle difficult or emotional situations. • Able to work flexibly based on the needs of the service. • Fluent in English verbal and written • Resilience and ability to cope with working in a demanding environment. • Strategies for dealing with stressful interpersonal situations. • Abilities to make sound judgments and reliable decisions in a variety of demanding situations. • Desire to constantly improve own performance • Self motivated and good team player. • Professional attitude and appearance. 	
Values and Behaviours	<ul style="list-style-type: none"> • Demonstrable ability to meet Trust values and a positive attitude towards change. 	
Other Requirements	<ul style="list-style-type: none"> • Physical qualities such as to meet the requirements of the role with any reasonable adjustments or adaptations 	

Job reference: CLSR/GG/MIC/TR/AHP/0817-05

Additional information

1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law whilst following recognised codes of practice and Trust policies on health and safety.

2. Medical Examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

3. Equal Opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

4. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

5. Disclosure & Barring Service/Safeguarding Children & Vulnerable Adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. Further information can be found via: <https://www.gov.uk/government/organisations/disclosure-and-barring-service>. Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

6. Professional Registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any Codes of Conduct applicable to that profession. Proof of registration must be produced on appointment and at any time subsequently on request.

7. Work Visa/ Permits/Leave to Remain

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

8. Conflict of Interests

You may not without the consent of the Trust engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust whilst you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

9. Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with and adhere to current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staffs are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Flu vaccination – the Trust's expectation is that all patient-facing staff have an annual flu vaccination, provided free of charge by the Trust. Staffs have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents library section on the intranet.

10. No Smoking

The Trust operates a smoke free policy.

11. Professional Association/Trade Union Membership

The Trust is committed to working in partnership with Trades Unions and actively encourages staff to join any Trade Union of their choice, subject to any rules for membership that the Trade Union may apply.