

Recruitment Pack



Job Title: Specialist in Microbiology

NHS Job Reference:

CONTENTS

Welcome letter from our Chief Executive	2
Welcome from our Executive Medical Director	3
Background	4
Our Vision, Mission, Values, and Objectives.....	5
Our Objectives.....	6
Education, Training and Research	8
Partnership Working	8
Hampshire and the Isle of Wight Integrated Care System	9
Links to further information	10
Living on the Isle of Wight	11
On-site Accommodation	12
Transport links.....	12
Job Description and Person Specification.....	13
Appointment and Selection Process	27
General Conditions of Appointment	28
Person Specification	30
General compliance.....	32
Appendix 1 - Organisational Chart - Divisional Level.....	34
Appendix 2 - Organisational Chart – Pathology Level	35

The Isle of Wight NHS Trust looks forward to receiving your application soon. If you want to see more follow the link below

https://youtu.be/rvHK_99p7f8

Welcome letter from our Chief Executive



Isle of Wight NHS Trust is full of caring, compassionate, and highly capable people. Our vision is for high quality, compassionate care that makes a positive difference to our Island community – each and every day.

Being part of the NHS on the Isle of Wight is a unique privilege because the people who use our services are often our friends, family, or colleagues.

The Isle of Wight is a fantastic place to live, and you can see from our NHS Staff Survey results that we have made important progress in making the Trust a great place to work too. The Island is also an excellent place to test your skills and to work in new and innovative ways.

Our strategic partnerships, integrated services and commitment to quality improvement mean that you will get many opportunities to develop and to have a positive impact for our staff and our community.

Thank you for thinking about being an important part of #TeamIOWNHS, I hope we get to work together in the future.

Best wishes,

Penny Emerit
Chief Executive
Isle of Wight NHS Trust

Welcome from our Executive Medical Director

The Isle of Wight NHS Trust is the only truly integrated Trust in the country, delivering acute, community, mental health and ambulance services to a population of 140,000 that increases significantly during the summer months. The breadth of its services and the demographics of the population presents its own unique challenges and as well as some great opportunities.

We are on an improvement journey and as part of that, we are developing partnership arrangements with other organisations to ensure the future sustainability of all our services. We are currently rated 'Good' by the Care Quality Commission.

We are seeking engaged and enthusiastic individuals who want to join us on our improvement journey. You will be committed to upholding our Trust values. In return, you will join a friendly multidisciplinary team, delivering compassionate care to our island residents and visitors. We will invest in you as an individual and in your future professional development.

The island is a fantastic place to live. I came here a number of years ago from another Trust and I have never regretted the move.



Steve Parker
Medical Director
Isle of Wight NHS Trust

Background



Established in April 2012, the Trust provides a full range of health services to an isolated offshore population of 140,000. The Isle of Wight NHS Trust is unique in the NHS: we are the only organisation to have integrated community, ambulance, mental health and acute services. Designing a single organisational operational plan therefore presents greater challenges than those seen by traditional NHS providers.

Acute Care Services

Based at the heart of the Island, with 246 beds and handling 22,700 admissions each year, St Mary's Hospital in Newport is our main base for delivering acute services for the Island's population. Services include A&E, the Urgent Care Service (by referral only), Emergency Medicine and Surgery, Elective Surgery, Intensive Care, comprehensive Maternity, SCBU and Paediatric Services with approximately 1000 births per year.

Community Care Services

Delivered in patients' homes, in a range of primary and community settings and from St Mary's Hospital, our Community Care services include community nursing teams, acute, community and children's therapies, rehabilitation services, an Integrated Discharge Team and Community Rapid Response team, Podiatry, Orthotics and Prosthetics, and a 14-bed community unit.

Mental Health Services

Our Mental Health services provide inpatient & community based mental health care. We have 32 beds in Sevenacres, supported by a Home Treatment Team, and also deliver Community Mental Health services aligned to Primary Care Networks, a single point of access and crisis mental health services, a Recovery Service that delivers intensive community rehabilitation and an assertive outreach function, CAMHS, Mental Health Support Teams in schools, Early Intervention in Psychosis, Memory Service and dementia outreach service, both primary and secondary care psychological therapies, and community learning disability services.

Ambulance Service

The Isle of Wight Ambulance Service consists of the operational delivery units for the 999 emergency ambulances, 999 and NHS 111 call centre, Emergency Planning Resilience and Response, Patient Transport Services (PTS), Ambulance Training and Community First Responder Service. Last year the service handled almost 30,000 emergency calls and were offered 104,000 NHS 111 calls. There were 26,400 emergency vehicle dispatches, 10,700 PTS journeys and the service taught over 1000 people in the community lifesaving skills.

Our Vision, Mission, Values, and Objectives

Our vision and mission describe what we want to achieve and why. By sharing this vision, we will all be able to bring about significant change and improve the service that local people rely on.

Our vision is for high quality, compassionate care that makes a positive difference to our Island community.

Our mission is to make sure that our community is at the heart of everything we do. We will work together and with our partners to improve and join up services for its benefit.

Our values guide how we behave and how we want people to experience our Trust – whether they are using our services or working in one of our teams.



Compassion	Accountable	Respect	Everyone counts
Helping others in need	Providing safe care	Building trust	Putting people first
Being caring and supporting	Taking responsibility	Being open & honest	Working together
Showing empathy	Doing the right thing	Recognising achievement	Valuing our differences
Being non-judgemental	Delivering quality improvement	Celebrating success Encouraging others	Promoting inclusion Believing in myself and others

Our Objectives

To deliver our strategy and the improvement in services that we all want to see it is important that we set clear objectives. The 4Ps (Performance, People, Partnerships, Place) describe what our organisation wants to achieve and what success will look like for our community, staff and patients.

Our Strategic Ambitions

Having a strategy is important because it sets out where our organisation is heading, what we want to achieve, why and how we will do it. We will improve the health and wellbeing of people who use our services, our staff and our Island community.

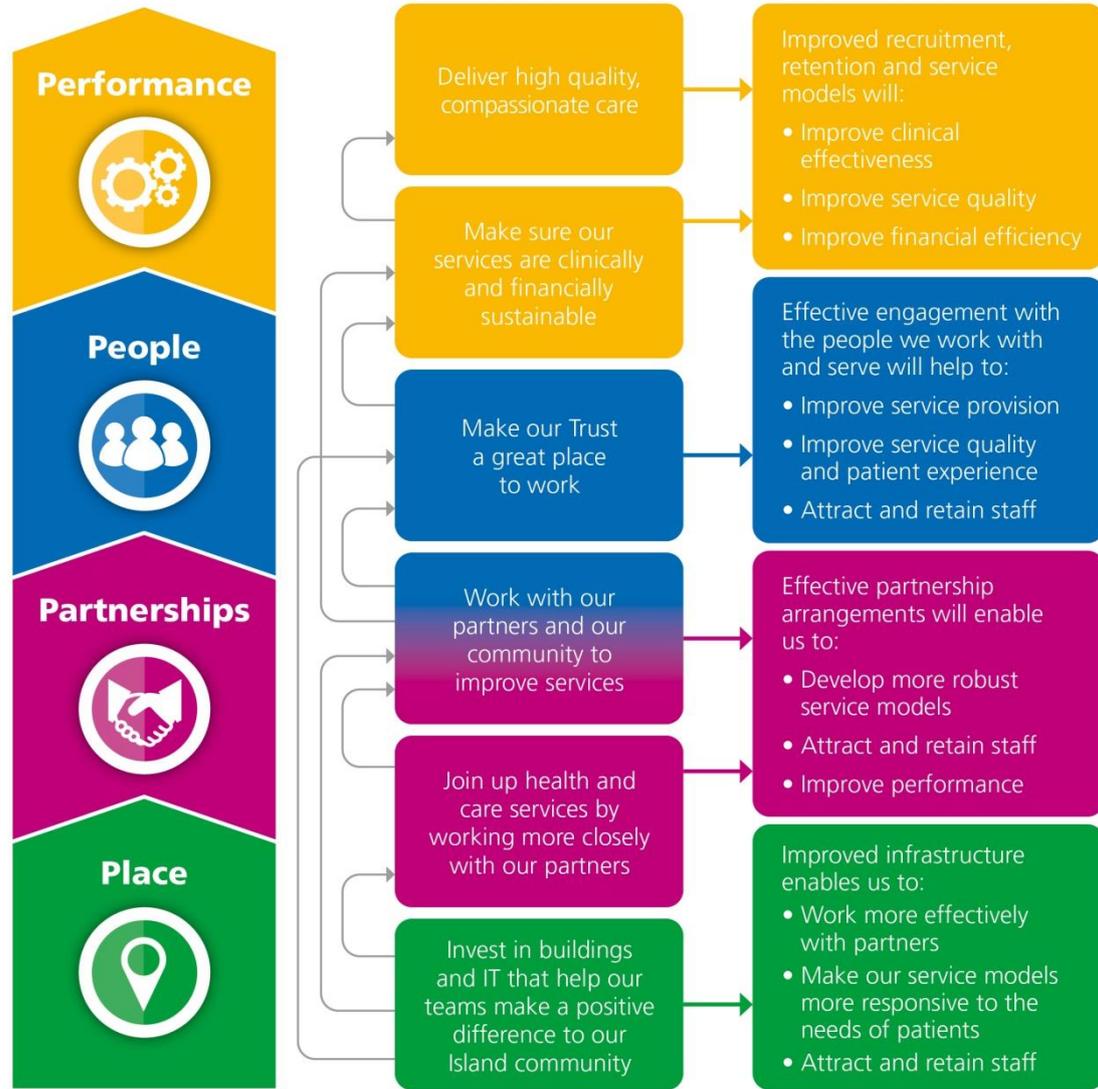
Our strategy sets out how we will work together, with our partners and with our community, to improve and join up health and care services.

Our strategy will guide how we set our priorities each year and it will help our teams to plan and take decisions. It responds to the changing needs of local people and national priorities, including the NHS Long Term Plan. For us to succeed we need to do things differently.

Strategy on a page

How our strategic objectives work together to achieve our strategy.

From strong foundations to better outcomes for our patients



©2018 GEI Inc. Created 07/2020

Education, Training and Research

The Isle of Wight NHS Trust is a research active trust with a small R&D Department who work with NIHR/CRN Wessex in promoting, supporting and undertaking research activity.

The Isle of Wight NHS Trust is committed to the development and training of all employees. Based in the Education Centre; the Learning and Development, Clinical Education, Leadership Development and Library & Knowledge Services teams work together to support staff in their job roles and career progression.

We provide and co-ordinate internal and external training, for clinical and non-clinical staff, facilitate team and personal development and provide 24/7 library access to knowledge resources.

- Apprenticeships – clinical and non-clinical (including Nursing degree/Nursing Associate)
- Access to external courses, workshops and conferences (including Post Qualifying Training and CPD)
- Management and Leadership Development (including Coaching and Bespoke Training as requested by managers e.g. Team Development)
- Clinical Training (including Preceptorship, Care Certificate, and Clinical Band 1-4 CPD course (Continuing Professional Development))
- Information Technology (IT) Training
- Finding the Evidence
- Mandatory Training (including Corporate Induction Programme and Resuscitation training)
- E-Learning Courses

Partnership Working

The Isle of Wight Trust and Solent NHS Trust recognise that organisations are stronger when they work together. Mental Health and Learning Disability services across both organisations have established a strategic partnership underpinned by a Memorandum of Understanding. In the first year, the partnership focussed on development of a clinical strategy for MH&LD services in the IOW, and the focus is now on implementation of that strategy and delivering a comprehensive programme of transformation that touches all aspects of MH&LD services on the IOW.

The Isle of Wight NHS Trust and Portsmouth Hospitals University NHS trust are working to develop and have formed a formal partnership. As part of this development, it is envisaged

that rotational job opportunities will become available in the near future, further enhancing leadership and other areas of career development.

There are close links with both Portsmouth and Southampton Universities and successful applicants are encouraged to involve themselves with all aspects of undergraduate and post-graduate medical training. Honorary Senior Lectureships are available and encouraged.

Hampshire and the Isle of Wight Integrated Care System



On 1 July 2022, Hampshire and Isle of Wight Integrated Care System (ICS) was established to support local place-based plans to achieve transformational changes that local people and clinicians have told us they want. As a result, Multiple stakeholders have come together to do the things that can only be achieved by working at scale and in partnership.

We have learned a great deal from working with and listening to local people over the past few years and this plan is

rooted in these local discussions. Working together also allows us to better share best practice and ensure we are coordinated when we make local changes.

Alongside the ICS, we are currently working with our on-island partners in primary care, the local authority and voluntary sector to develop our place-based Integrated Care Partnership. These plans are underpinned by a Health and Wellbeing strategy for the island.

Priorities

- Delivering a radical upgrade in prevention, early intervention and self-care.
- Accelerating the introduction of new models of care in each community in Hampshire and the Isle of Wight.
- Ensuring a sustainable, high quality and affordable configuration of urgent and emergency services whilst addressing the issues that delay patients being discharged from hospital.
- Ensuring the provision of sustainable acute services across Hampshire and the Isle of Wight.
- Improving the quality, capacity and access to mental health services in Hampshire and the Isle of Wight.
- Improving the prevention and early detection of cancer, providing high quality treatment and supporting people to live with and beyond their cancer diagnosis.
- Ensuring the children and young people of Hampshire and the Isle of Wight have the best start in life, having access to high quality physical and mental health care.

Links to further information

- Trust Board of Directors <http://www.iow.nhs.uk/about-us/our-trust-board/trust-board.htm>
- CQC Inspection Reports <https://www.cqc.org.uk/provider/R1F?referer=widget3>
- Quality Strategy <http://www.iow.nhs.uk/Publications/quality-strategy.htm>
- Trust Strategy can be found here, including HR and OD Strategy <http://www.iow.nhs.uk/about-us/trust-strategies.htm>
- Annual Report and Accounts <http://www.iow.nhs.uk/Publications/annual-report-and-accounts.htm>
- Isle of Wight Health and Care Plan (previously known as My Life a Full Life) <https://iowstartwelllivewellagewell.com/>
- Acute Services Review <http://www.iow.nhs.uk/news/Trust-endorses-recommendations-of-Local-Care-Board-for-hospital-based-services-and-welcomes-decision-of-Isle-of-Wight-CCG.htm>
- Key Worker Accommodation at St Marys: <https://www.sovereignkeyworkers.org.uk/isle-of-wight/>

Living on the Isle of Wight



The Island offers our visitors and residents an amazing coastline with beautiful countryside, year-round sporting events, festivals and award-winning attractions. For those with children, the Island is an ideal place to bring up a family, offering state, private schools and further education.

The Island boasts many picturesque towns and villages within easy commuting distance with house prices remaining significantly cheaper than most regions of the South East of England. The island provides access to an enormous range of outdoor pursuits, ranging from surfing, sailing, fishing and sea swimming, to walking, rambling

and running across the downs and coastal pathways.

They say that ‘good things come in small parcels’, and at just 23 miles across by 13 miles high, you’ll be amazed by how much the Isle of Wight packs in! Over half the island is designated as an Area of Outstanding Natural Beauty, with its rich variety of distinctive landscapes. The island is full of attractions, from adventure parks and botanical gardens to a steam railway and a garlic farm.

It is often argued that the Isle of Wight is the sunniest place in the UK, averaging 37 hours of sunshine per week, in comparison to a national average of 29 hours. Ventnor in particular benefits from a unique microclimate that has been likened to the Mediterranean.

Island Life means there’s always something going on to occupy the mind, body or soul. The headline acts are its world-famous music festival and its annual Cowes Week celebrations.

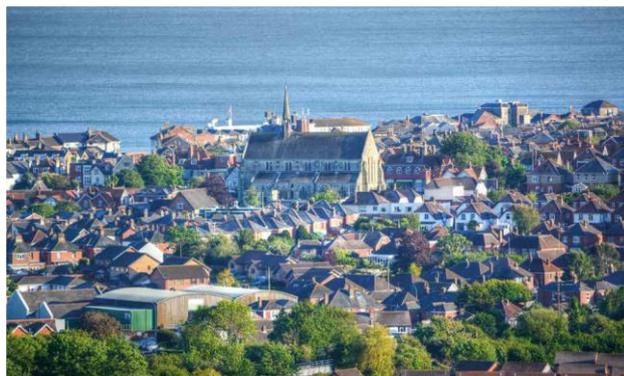
From town life to small villages, low crime levels and easy accessibility, it is a fantastic place for a relaxed pace of family life.

Living on our beautiful island also brings with it the added advantage of lower housing costs over 30% less than the average house bought elsewhere in the South East of England¹.

¹ Source: Rightmove.co.uk (2016 average house price on the Isle of Wight £231,617 in comparison to £339,275 across the South East as a whole.

On-site Accommodation

On-site accommodation is also provided at St Mary's Hospital and is run by Sovereign Housing who are able to offer accommodation to any Trust member of staff from one night to six months and in some cases longer. Click [here](#) for information.



All accommodation is new, refurbished or upgraded and maintained to a high standard. There are 100 units with en-suite facilities and a kitchen/lounge shared among four people. Shared houses, family bungalows and two-bedroom flats are also available.

Transport links

When it comes to visiting family and friends or even if you choose to commute, there are numerous ways of getting to and from the island.

There is a regional airport at Southampton, with flights to many European destinations as well as UK mainland cities

Wightlink operates car ferry services from Portsmouth to Fishbourne and Lymington to Yarmouth with journey times around 40 minutes. There is also a catamaran passenger service from Portsmouth to Ryde with a crossing time of 22 minutes: www.wightlink.co.uk

Red Funnel operates a car ferry service from Southampton to East Cowes taking 60 minutes. The Southampton to West Cowes Red Jet service offers a short journey of 25 minutes for passengers only: www.redfunnel.co.uk

Hovertravel operates a passenger hovercraft service from Southsea to Ryde with a journey duration time of just 10 minutes: www.hovertravel.co.uk

From the ferry ports there is easy connection to all main rail links and roads in the UK. There is a free bus from the Red Jet terminal in Southampton to the central railway station. By train, London is only 96 minutes from Portsmouth and 90 minutes from Southampton.

Job Description and Person Specification

The Post

This full-time post is an exciting opportunity for an ambitious medic to take on a leadership role in a uniquely configured NHS Trust. We are seeking a full time Specialist Medical Microbiologist / Antimicrobial Stewardship Lead to join our established and enthusiastic team in providing a high-quality general microbiology department.

This post is a replacement post joining our current Consultant Microbiologist. This is a full-time position, on a contract of 10 PAs. However, the Trust is happy to consider flexible working in support of work life balance. Extended days, compressed hours and part time working may be considered. If a person is appointed on a part-time or job-share basis the job plan will be modified during discussions with the appointee.

The post holder will participate in shared on call rota for Isle of Wight NHS Trust and Portsmouth University Hospitals Trust. This includes telephone cover and results authorisation (can be performed remotely) at weekends, evenings and bank holidays.

The content of this Job Description represents an outline of the post only and is therefore not a precise indication of duties and responsibilities. The Job Description is therefore intended to be flexible and will be subject to review and amendment in the light of changing circumstances, following consultation with the post holder.

A successful candidate may have, or may wish to, develop special professional interests and this is encouraged provided it complements and enhances the overall work of the department. The post-holder will be encouraged to develop academic and educational links with colleagues in nearby mainland Trusts.

Compliance with the requirements of good clinical governance and any new national arrangements for medical recertification/revalidation will be expected.

The Planned Care Division

The operational and clinical structure of the acute hospital is aligned to the Planned and Unplanned Care Groups.

The Planned Care Group is a diverse collection of services. It encompasses Diagnostic Imaging and Pathology services, Cancer and Outpatients as well as booking services. It also provides acute child and family services including Maternity, SCBU and Children's Ward. The Care

Group includes theatres as well as all the surgical specialties and Anaesthetics. There are four designated acute Planned Care Wards. All the Care Group's services are rated 'Good' by the CQC. Each service within the Care Group is led by a Lead Clinician, along with a senior nurse or AHP and supported by an operational team.

Management of the Care Group is through a Care Group Board, consisting of the Care Group Director, Director of Operations, Deputy Director of Operations and Divisional Director of Nursing and Director of Midwifery for planned care. The Boards are supported by relevant corporate areas of HR, Quality and Finance.

The Microbiology Department

Microbiology (comprising bacteriology, virology and parasitology) is part of the Pathology Department that includes also Blood Sciences and Cellular Pathology. The Pathology Services are all centrally located in an attractive purpose-built laboratory area, recently refurbished, that is within the main hospital complex and adjacent to the clinical areas. It is a small friendly department with close collaborative working relationships and good rapport among staff within the various disciplines in Pathology, all of which are co-located in the same building template. There is a modern purpose-built mortuary adjacent to the laboratory complex.

Within Pathology there is a central reception area within the Blood Sciences Department. The Pathology Department also operates a phlebotomy service for the hospital situated in the Outpatients area. A Pneumatic Tube Transfer System was installed in 2004 and most pathology samples within the hospital are now delivered via this system although histology and cytology specimens are delivered by porters.

The Pathology services are fully computerised, currently using the TelePath system. However, a new joint LIMS has been purchased in conjunction with Southampton, Portsmouth and Hampshire Hospitals, as part of the Pathology Network, is being developed to replace the TelePath system and implement a single instance of Winpath Enterprise across the 7 trusts in the region. There is a trust wide project to replace many of our existing systems with TPP System1, this will include replacement of PAS, EPR and deployment of electronic ordercomms. Currently the trust uses CGI eCarelogic as its EPR system, this is accessible remotely via trust VPN. There is currently a macropathology imaging system in-place, but this is not integrated with the LIMs. Voice recognition is used by multiple clinical staff, currently this looking to be upgraded to the latest version of Dragon.

All specialities within Pathology have recently been assessed by UKAS and the Microbiology Department has full ISO 15189 accreditation. The department is due to have a full visit again

in August 2023. The department participates in both internal and external (UK NEQAS) quality control schemes.

A small library of major textbooks and relevant journals is also kept in the department.

Pathology Services are managed by Heads of Service and a Lead Clinician who work closely with, and report to, the Clinical Director and Head of Operations for the Planned Care Directorate. (The Lead Clinician for Pathology is currently Dr Kulla, Consultant Histopathologist). The Lead Clinician for Pathology role rotates and is fixed term; the post holder will be eligible to take on the Lead Clinician role.

The Medical Team

Consultants

Dr Emily MacNaughton – Consultant Microbiologist, Infection Control Doctor, Head of Service

SAS Doctors

THIS POST

Non-medical Staff

Ms Helen Azzopardi, Head of Microbiology (currently seconded to Pathology Quality Manager) MPhil, CSci, FIBMS, IBMS CEP in Quality, Leadership and Management

Mr Keith Thomas, Interim Head of Microbiology, BSc, MSc, FIBMS

There is a team of three discipline specific Heads of Service, one in each specialty area and is the scientific lead for that area, accountable to the relevant Head of Department and to the Pathology Director. There is a dedicated Quality Manager for Laboratory Medicine and a Pathology Systems Manager who links across the pathology disciplines.

Links to Neighbouring Trusts

Isle of Wight Pathology Services are in a partnership with 7 other Trusts as part of the NHSI requirement to establish pathology networks. Pathology networks are collaborations between multiple NHS provider organisations, and their scale is such that they can be significant operating businesses in their own right. The Southern Counties Pathology Network

consists of Isle of Wight NHS Trust, Southampton University Hospital NHS Foundation Trust, Portsmouth University Hospital NHS Trust, Salisbury NHS Foundation Trust, Hampshire Hospital NHS Foundation Trust, Bournemouth NHS Foundation Trust, Poole NHS Foundation Trust and Dorset County Hospital Foundation Trust.

Portsmouth Hospitals University NHS Trust

The Microbiology senior on-call rota has been combined with Portsmouth since 2018, with clinicians at each site providing remote cover for the other site out of hours, including remote access to laboratory systems.

Acute Partnership

The Acute Partnership, between the Isle of Wight NHS trust and Portsmouth Hospitals University NHS Trust, was launched in February 2020, formalising close working relationships, including in Island Cardiology, Stroke and Urology services, with further integration planned in Community and Mental Health Services. Pathology Deputy and Associate Director of Operations have already been shared posts between the two Trusts for several years.

From June 2023, the two Trusts will share a Chief Executive (Penny Emerit), and a shared executive and clinical leadership team will follow.

Infection Control

The Trust is involved in local infection control groups, both with Hampshire and Isle of Wight, and the wider regional group.

Microbiology Establishment:

Staff Group	Band	WTE
Consultant Medical Microbiologist		0.9
Microbiology Head of Service (Laboratory Manager)	8a	1.0
Biomedical Scientists	7	2.68
	6	4.0
	5	3.0
Trainee Biomedical Scientist	5 (Annex 21)	0.0
Laboratory Support Staff	4	3.0

	3	4.8
	2	2.0
Secretarial and Administration Staff	4	1.0

Medical Microbiology Service

The Department provides a diagnostic Microbiology and Infection Control service to St Mary's Hospital and to all General Practitioners on the Isle of Wight; the service is valued by users and has high performance standards. The Microbiology Department provides a wide range of services expected of a busy District General Hospital.

Management arrangements within Pathology are in accordance with the recommendations of EL(95)99, *Strategic Review of Pathology Services* (paragraphs 4.22 - 4.26) and CPA standard B1. Head of the Department tenure is for 3 years which will be renewable in line with the Isle of Wight NHS Trust policy for appointing the Head of the Department. (Renewable by mutual agreement; Microbiology clinicians are eligible to apply for the Head of the Department vacancy, with selection process by senior Directorate and Executive Team members).

The department does not have a specialist virology service; however, there are arrangements for specialist services (including PCR testing), currently at Brighton Hospital and Micropathology Services. Most virology molecular and serology are referred, excepting respiratory viral screening including SARS-CoV-2, for which on site provision has evolved since the pandemic. Hepatitis B serology [HBsAg, HB core antibody, anti-HBs antibody], hepatitis C Antibody screens, HIV and syphilis screen tests and CSF multiplex PCR are all performed on site.

Budgetary Arrangements

The pathology department has a budget of £12M with the Head of Services for Microbiology devolved a budget of £1.9M.

Facilities

The Microbiology Department is centrally located within the main hospital complex and immediately adjacent to clinical areas. The laboratory was fully refurbished in 2013 with Containment Level 3 facilities. The department has a BioMerieux Bact/Alert 3D blood culture analyser. Automated serology is currently processed on the Beckman AU5812 and DxC700AU and Dxl analysers situated in Blood Sciences. A Biofire Film Array was introduced in 2016 to provide urgent PCR testing on CSF and is also now used for extended respiratory virus PCR.

The Cepheid GeneXpert was introduced in 2019 for respiratory virus testing and Lumira DX both further expanded throughout the pandemic.

A PC with appropriate software, internet and email access, Telepath LIMS, digital dictation and voice recognition are supplied.

Workload

Type	2022/23
Serology	11,737
Non-serology*	131,649
Faeces	6,794
Swabs	20,134
Urines	25,579
Other	78,992
Total tests	143,416

Support and Office Facilities

The appointee will be provided with his/her own office space with a personal PC with e-mail and Internet access will be provided. The present secretarial support (1.0 WTE) will be shared with consultant colleagues.

Key Duties of the Post

The post-holder will be part of a senior medical team with our substantive consultant in Microbiology.

The post holder will, together with consultant colleague, be responsible for the provision of high quality comprehensive, efficient and cost-effective Microbiology and infection control services to the Trust and other users of the service. The appointee will be the designated

Antimicrobial Stewardship lead (whilst the consultant is the designated Infection Control Doctor (ICD), but with potential to rotate these roles).

Clinical

The role includes provision of specialist advice on diagnosis and management of patients with infection or suspected infection:

- Liaison in a timely manner with clinicians, hospital staff, medical microbiologists, general practitioners and Public Health practitioners (as appropriate) concerning the diagnosis and management of patients with infection.
- Availability to deal with clinical queries and provision of specialist input or expertise where required.
- Regular commitments to wards/departments or units for example on ward rounds (including antibiotic ward rounds with antibiotic pharmacist); contribute to multi-disciplinary team (MDT) meetings and other clinical or audit meetings as appropriate.
- Contribute to management of patients receiving OPAT [Outpatient/Home Parenteral Antimicrobial Therapy].
- Perform regular ICU ward round and clinical liaison and appropriate ward rounds.
- Contribute to development and review of antibiotic policies and infection management guidelines.

The appointee will take a share of responsibility for day to day Departmental commitments with their consultant colleague.

Infection Control

As infection prevention and control also forms an integral part of the Medical Microbiologist role, the clinical colleague (where not the designated ICD), will cross cover as necessary, including out of hours, in providing advice on hospital policies for infection control, risk assessment and management of accidental exposures to infection.

Laboratory

Microbiology clinicians will be expected to contribute to:

- Day to day supervision of diagnostic methods and examination of specimens
- Authorisation and interpretation of results
- Pre-analytic advice and input as required
- Involvement in policy and SOP preparation.
- Responsibility for achieving and maintaining full accreditation with UKAS ISO 15189:2012 Accreditation.

- Responsibility for quality assurance performance within the department, including taking part in all relevant National External Quality Assurance (NEQAS) programmes
- Business planning, including the assessment and introduction of new methods, and forward planning for staff and equipment requirements.
- Compliance with health and safety and security requirements and with agreed SOPs and investigational algorithms should be stated.

It is expected that the appointee will take on the responsibility and development of specialty/multidisciplinary team working relevant to his/her interests and service requirements.

Be responsible for the proper functioning of the department in conjunction with consultant colleague.

Participation in regional and national EQA schemes.

To comply with Trust policies and procedures where appropriate.

The post holder may be asked, by mutual agreement, to undertake additional work either within or external to his/her contracted commitment - because of increased workload.

The post holder will be expected to agree internal cover arrangements for absence (e.g., annual/study leave). External locums would cover long-term absences e.g., maternity or sick leave.

Clinical audit and CPD

In line with government requirements of clinical governance, the appointee will be expected to participate in regular clinical audit. Where appropriate this will include specialty, regional and national audit programmes.

The post holder will be expected to undertake the activities necessary to fulfil CME requirements; to assist in the process of annual assessment and review, and to keep a folder documenting CME and personal development activities undertaken, as required by the Royal College of Pathologists.

To maintain professional development and for revalidation purposes post-holder will be expected to register with the RCPATH for the purpose of continuing professional development.

Post graduate medical education and training

The post holder will be expected to play his/her part in the postgraduate activities. This will include participation in training BMS and pathology trainees.

Responsible for carrying out teaching, examination and accreditation duties as required and for contributing to undergraduate, postgraduate, and continuing medical and nursing education, where appropriate.

All educational supervisors of doctors' in training will have allocated up to one hour per week per trainee for supervising these doctors and to carry out the responsibilities of educational supervisors as indicated in the Health Education Wessex Postgraduate Dean's contract with the Trust and according to GMC guidelines.

The Trust has developed a multi-disciplinary Education Centre that has integrated facilities for medical and paramedical professions. This includes a library, facilities for Centre Based Learning, Clinical Simulation Centre and regular clinical meetings and teaching sessions.

Administration

The Head of Department role is filled on a rotational basis, this is mutually agreed among colleagues.

Administrative duties for the proper functioning of the department that include participation in the effective running of the department, striving for an equitable share of workload and facilities, the efficient use of staff and resources and the development of the service in support of changing needs of clinical users; take delegated responsibility for agreed areas of the service and deputise for the Head of Department as necessary; support the procedures, standards and initiatives required for Laboratory Accreditation by UKAS.

The appointee will share the responsibility with the other consultants in contributing to management within the organisation's structure. Act as a custodian of data under the data Protection Act and custodian of stored samples.

The Isle of Wight Pathology Service has a Pathology Board, which meets monthly and is responsible to the Planned Care Division. Other management responsibilities include:

- Contribution to the working of the Pathology Board, other working groups as appropriate, to support the Pathology Service, including acting as chairman where necessary.
- Working with Consultant colleagues in Pathology to develop and implement Pathology Service Strategy. This will include contribution to the Pathology Modernisation Agenda where appropriate and local/regional network development in this context.

- Contribution, as appropriate, to the management of the trust as a whole.

Communication

Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner, focusing on improvement and ways to move forward.

Confidentiality

Information relating to patients, employees and business of the employing body must be treated in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Whistleblowing Policy.

Clinical Governance and Audit

In line with requirements of clinical governance, the appointee will be expected to participate in multidisciplinary clinical audit, including where appropriate, local on-going and new audits, specialty regional and national audit programmes. The appointee will also be expected to provide advice in development of clinical guidelines, investigation protocols and laboratory SOPs. Time and facilities will be made available for clinical audit.

Teaching and Training

The post holder will be expected to play his/her part in postgraduate activities with responsibility for carrying out teaching, examination and accreditation duties as required and contribute to undergraduate, postgraduate, continuing medical and nursing education, where appropriate.

All educational supervisors of doctors' in training will have allocated up to one hour per week per trainee for supervising these doctors and to carry out the responsibilities of educational supervisors as indicated in the Health Education Wessex Postgraduate Dean's contract with the Trust and according to GMC guidelines.

The Trust has close links with the Medical School at Southampton, and Final Year students undertake attachments at St Mary's.

Research and Development

There are opportunities for research relevant to the service to be pursued within the agreed job plan.

Any research should be carried out in an appropriate manner and in accordance with Trust and ethical committee procedures.

The David Hide Asthma & Allergy Research Centre is located in the grounds of the hospital.

The Department does not have any current special research projects however from time to time participates in multi-centre studies e.g. urinary tract infection. Research and development activities, where undertaken, should be relevant to the Microbiology service, Directorate and Trust priorities and in collaboration with clinical colleagues in approved research plans. Research should be carried out in an appropriate manner and in accordance with Trust and ethical committee procedures.

Management

You will be required to co-operate with local clinical and operational managers as well as contributing to the efficient running of services. You will be expected to share with consultant colleagues in the medical contribution to management within your supporting professional activities. Attendance and contribution to departmental and directorate meetings is encouraged.

Annual Leave

Annual leave is agreed in collaboration with the Lead Microbiologist. It is expected that leave is organised to ensure the sustainability of the service and that colleagues will cover each other's absence.

Professional

The Trust supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

To participate in the Trust's appraisal and revalidation process.

In line with GMC Good Medical Practice it is the responsibility of the post holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.

Policies Procedures and Standing Financial Orders

Compliance is expected with agreed policies, procedures, standing orders and financial instructions of the Trust and their Health and Safety policies. As part of this all staff are required to adhere to the Trust's policies and procedures for the Prevention and the Control of Infection. Compliance with standard infection control policies for hand hygiene, use of personal protective equipment and antibiotic prescribing policies is expected of all clinicians, who also have an important role for their juniors. The post holder is required to attend mandatory infection control training provided for them by the Trust.

Job Plan

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

The job plan, for 10 PAs includes 2.0 Supporting Professional Activities [SPA] (including 0.5 SPA for Antimicrobial Stewardship Lead) and 8 PA Direct Clinical Care (including 1.5 PA for out of hours cover). There is the potential for additional PAs to be negotiated if the post holder wishes to undertake additional activities. SPAs to be taken during the normal working week, a flexible arrangement could be agreed during Job Planning with Clinical Director.

The Job Plan will be reviewed at 3 months and annually thereafter by the Clinical Director/Lead Clinician.

Programmed Activities in Job Plan:

Direct Clinical Care includes emergency duties (including emergency work carried out during or arising from on-call); operating sessions including pre-operative and post-operative care, ward rounds, multi-disciplinary meetings (MDT), outpatient activities, clinical diagnostic work, other patient treatment, travel between sites and administration - 8 PAs.

Supporting Professional Activities (continuing professional development CPD, medical education, formal teaching, audit, job planning, appraisal, research, clinical management and local clinical governance meetings) -2 SPAs.

On Call:

On-Call Arrangements

Participate in shared on call rota for Isle of Wight NHS Trust and Portsmouth University Hospitals Trust. The on-call rota is 1:7 and the supplement for this will be **category a, medium frequency (5%)**. This includes telephone cover and results authorisation (can be performed remotely) at weekends, evenings and bank holidays.

Sample Timetable:

	A.M	P.M
Monday	Clinical Microbiology duties; Laboratory related Clinical Microbiology 1.0 PA - DCC	Laboratory based/clinical liaison Critical care (ICU) ward round 1.0 PA - DCC
Tuesday	Antimicrobial Stewardship 0.5 PA - DCC Antimicrobial stewardship lead 0.5 PA – SPA	CPD/Audit activities or teaching / MDT meeting 1.0 PA - SPA
Wednesday	CPD/Audit activities or teaching / MDT meeting 0.5 PA – SPA 0.5 PA in lieu for on-call (DCC)	1.0 PA in lieu for on-call (DCC)
Thursday	Clinical Microbiology duties; Laboratory related Clinical Microbiology 1.0 PA - DCC	Laboratory related /clinical liaison Critical care (ICU) ward round & other 1.0 PA - DCC
Friday	Clinical Microbiology duties; Laboratory related Clinical Microbiology 1.0 PA - DCC	Laboratory related /clinical liaison Critical care (ICU) ward round & other 1.0 PA - DCC

Weekly Programmed Activities in Job Plan:

Direct Clinical Care (DCC)	PAs
DCC Clinical Microbiology Duties	6

Antimicrobial Stewardship Lead	0.5
On-call 1:7	1.5
Total	8

Supporting Professional Activity (SPA)	PAs
Teaching/CPD/Audit/Appraisal/Supervision/Committees/Service Development	1.5
Antimicrobial Stewardship Lead	0.5
Total	2

It is expected that the appointee will take on the responsibility and development of specialty/multidisciplinary team working relevant to his/her interests and service requirements.

Review:

The ongoing number of PAs and personal job plan objectives will be decided in negotiation with the Care Group Director or Lead Clinician and with the Associate Director of Operations at the three-monthly review of the job plan. At this stage any necessary adjustments will be made to reflect the actual hours worked. Job planning will be conducted annually thereafter.

Mentoring:

An individual mentoring programme will be developed to provide ongoing assistance, support and development in the role.

Appraisal

Post holders will take part in Annual Appraisal and performance review against objectives as well as specific requirements laid out above.

Mr Stephen Parker is the Medical Director and Responsible Officer for the Trust for the purpose of Revalidation.

Appointment and Selection Process

This post may be advertised through a range of routes, including external website, BMJ, NHS Jobs, Social Media including LinkedIn. However, all adverts will advise to apply directly through NHS Jobs. Successful applicants will be notified by Medical HR and invited for interview.

Should you have any questions regarding applying online contact the Medical HR Team directly by email: iownt.MedicalHR@nhs.net

For an informal discussion please contact:

Dr Emily Macnaughton, Lead Medical Microbiology Consultant via email emily.macnaughton@nhs.net or 01983 534807

Dr Andres Kulla, Consultant Histopathologist and Laboratory Director for Pathology - via email andres.kulla@nhs.net or 01983 552267

Helen Azzopardi, Pathology Quality Manager (seconded from Head of Microbiology position) – via email helen.azzopardi@nhs.net or 01983 534820

Keith Thomas, Interim Head of Microbiology – via email keith.thomas4@nhs.net or 01983 534820

Steve Wheeler, Deputy Associate Director of Operations - via email steve.wheeler1@nhs.net or 01983 822099 ext 6646

Applicants are strongly advised to visit the island, the Trust, family visits are encouraged. All visitors will be given a warm welcome.

Part Time Appointment

Any clinician who is unable, for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of this job plan will be discussed between the candidate and the Medical Director. Job share applications would also be considered on a similar basis.

Commencement of Duties

The successful candidate will be required to take up the post within 6 months of the interview date unless a special agreement has been made between the appointee and the Trust. If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

General Conditions of Appointment

Terms and Conditions of Service (TCS) are in accordance with the Specialist 2021 contract with local amendments as agreed with the Isle of Wight NHS Trust following negotiations with the Local Negotiating Committee (LNC).

The Trust is committed to ensuring that new appointees will have equitable working conditions to their colleagues.

The appointee will become eligible for additional pay thresholds at intervals set in Schedule 13, of the Terms and Conditions for Specialist (England) 2021 on the anniversary of appointment.

Annual leave is set out in Schedule 15 of the Terms and Conditions of Service. Study leave is 30 days in 3 years. The leave year is 1 April to 31 March. All authorised absence must be taken in accordance with leave protocols.

The post is pensionable within the NHS Pension Scheme (unless the appointee opts out or is ineligible to join).

Removal expenses will be in accordance with the Trust's Assisted Relocation Expenses Policy.

The Isle of Wight requires the successful applicant to have and maintain full registration and a licence to practise with the General Medical Council and be on the Specialist Register.

Because of the nature of the work involved in this appointment, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offender's Act 1974 (exceptions) Order 1975. Applicants are therefore not entitled to withhold information about convictions for 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 dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for post to which the Order applies.

Pre-employment disclosure checks are undertaken on all newly appointed medical and dental staff. The Disclosure Barring Service (DBS) is authorised to disclose in confidence to the Trust details of any criminal record including unspent and spent conditions, cautions, reprimands and final warnings. This DBS check will be made prior to the start of the appointment.

The completion of a health questionnaire is required which may result in a medical examination together with compliance with the Trust's Infection Control and Occupational Health Policies.

Any offer is subject to receipt of references which are considered satisfactory to the Isle of Wight NHS Trust as detailed in the NHS Jobs application form and in accordance with NHS employment advice.

You will only be indemnified for duties undertaken on behalf of the Isle of Wight NHS Trust. You are strongly advised to ensure that you have appropriate Professional Defence cover for duties outside the scope of the Trust and for any private work that you undertake.

You will be required to be resident on the Isle of Wight when on-call. Except in exceptional circumstances, the Trust expects, when on-call, that clinician will be required to be able to return to base (St Mary's Hospital) within 30 minutes of receiving the call to return to base.

This job description may be altered to meet changing needs of the service and will be reviewed in consultation with the post holder.

Person Specification

	Essential	Desirable
Qualifications	<p>MBBS or equivalent</p> <p>Completed twelve years post-graduate medical work, with a minimum six years at SAS or higher grade</p> <p>FRCPath (Medical Microbiology) or evidence of equivalent qualification</p> <p>GMC registration and licence to practice</p>	<p>Other relevant higher qualification. e.g. MD, PhD</p>
Experience and Skills	<p>Must be able to demonstrate a high level of clinical experience and competence in Medical Microbiology</p> <p>Ability to take full and independent responsibility for clinical care of patients</p> <p>Knowledge of current trends in specialty Able to use Laboratory Information Systems for clinical authorisation</p> <p>Knowledge of evidence-based practice</p> <p>Broad range of IT skills</p>	<p>Post-registration clinical experience</p> <p>Evidence of a special interest that complements those of other senior medical colleagues in the department.</p> <p>Up-to-date knowledge of modern diagnostic techniques.</p>
Audit and Research	<p>Evidence of participation in clinical audit relevant to speciality</p> <p>Understanding of clinical governance and the individual responsibilities it implies</p> <p>Participation in CPD and, where relevant evidence of participation</p>	<p>Published audits</p> <p>Publication in reviewed journals</p>
Motivation	<p>Commitment to the development of a high-quality, cost-effective service</p>	
Management	<p>Knowledge and understanding of current NHS issues</p> <p>Ability to develop services</p>	
Personal Skills	<p>Energy and enthusiasm and the ability to work under pressure</p> <p>An enquiring and critical approach to work</p> <p>Caring attitude to patients</p>	

	Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies	
	Commitment to continuing medical education and professional development	

General compliance

1. To comply with all Trust Policies and Procedure, with particular regard to

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equal and Diversity and Dignity at Work
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

2. The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

- Understand duty to adhere to policies and protocols applicable to infection prevention and control.
- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.

3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.

4. Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.

5. Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. ***Our vision, mission, values and behaviours*** have been designed to

ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.

6. Perform any other duties that may be required from time to time.

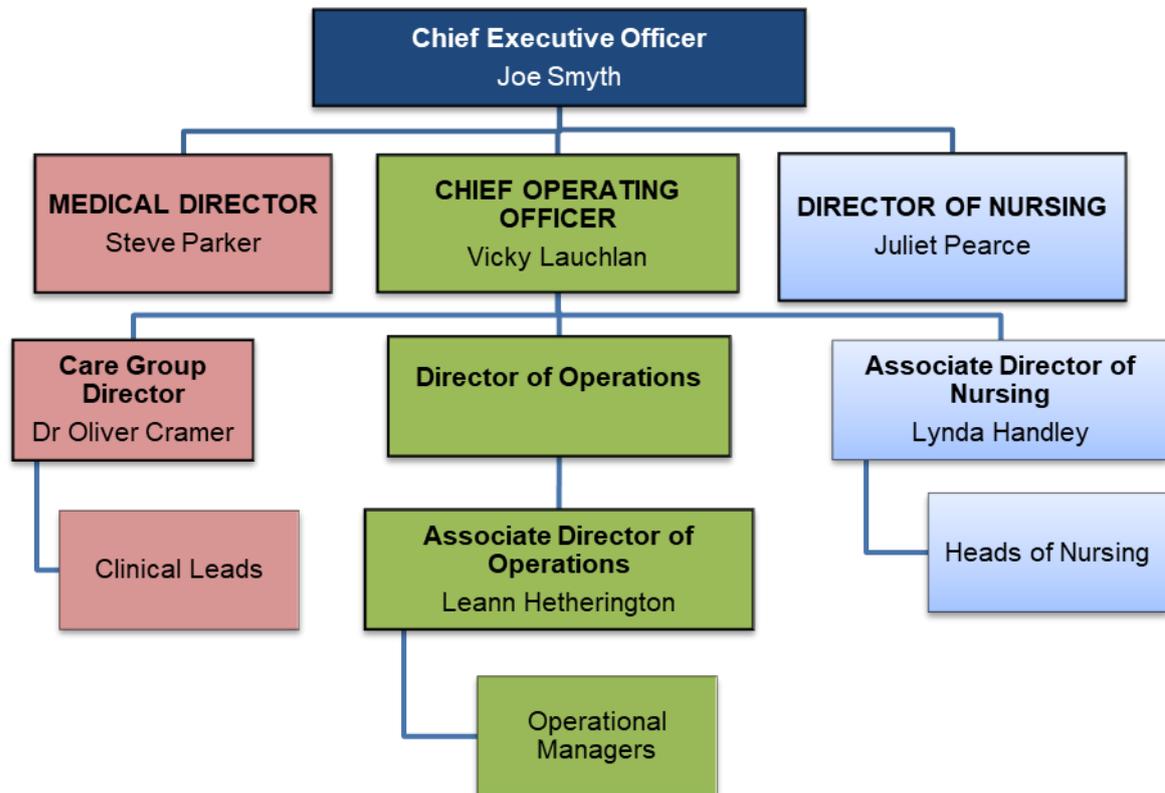
7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.

8. Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004, Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Child Protection policy.

9. Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures.

10. This job description may be altered to meet changing needs of the service and will be reviewed in consultation with the post holder.

Appendix 1 - Organisational Chart - Divisional Level



Appendix 2 - Organisational Chart – Pathology Level

