

**Substantive Consultant in Medical Microbiology or Medical  
Microbiology & Infectious Diseases or Consultant Clinical Scientist in  
Medical Microbiology (Agenda for Change Band 8d)  
2 posts**

<b>TITLE:</b>	<b>Consultant in Medical Microbiology</b>
<b>LOCATION:</b>	<b>West Suffolk Hospital, Bury St. Edmunds, Suffolk</b>
<b>NEW/REPLACEMENT</b>	<b>Replacement</b>
<b>GRADE:</b>	<b>Medical Consultant / Band 8d Clinical Scientist</b>
<b>PROFESSIONALLY ACCOUNTABLE TO:</b>	<b>Executive Medical Director – Dr Paul Molyneux</b>
<b>RESPONSIBLE TO:</b>	<b>Clinical Director – Dr Daniel Gavin</b>
<b>RESPONSIBLE OFFICER:</b>	<b>Executive Medical Director – Dr Paul Molyneux</b>

Thank you for considering a role at the [West Suffolk NHS Foundation Trust](https://www.west-suffolk-nhs.uk/)

**First for our patients, staff and the future**

Our **patients** are at the centre of everything we do. The quality of care that we provide is our driving force. We strive to deliver the best patient outcomes and experience in the most appropriate setting available. We are committed to joining up services locally, collaborating with our partners and supporting our staff to make continuous improvements – no matter how big or small – that challenge us all to raise our standards.



We believe our **staff** must take good care of each other, so together we can take good care of our patients. We aim to build a fair, open and learning culture that is inclusive and supports all staff to develop their careers. We want to be recognised as a great place to work.

Advancing our digital and technological capabilities to better support the health and wellbeing of our communities is vital. We want to be at the forefront of these changes and have an opportunity to progress this through the planning of a new healthcare facility. Together with patients, public and staff, we will shape health and care services that are fit for current and **future** needs, helping people to stay well and get well.

## Our values

We believe that how we do things is just as important as what we do.

Our Trust values of fairness, inclusivity, respect, safety and teamwork (FIRST) are the guiding principles and behaviours expected of our staff and which run through our organisation.

We use them to improve the services we provide to our community and the way that we work as a team and with our partners. As a member of our team, you will need to live these values, placing them at the heart of everything you do.



[You can find out more about our vision and values by reading our five-year strategy \*\*First for patients, staff and the future\*\* here.](#)

## Job Summary

- Maintenance of the highest standards in the delivery and management of comprehensive and efficient clinical microbiology and infection prevention services for the Trust, community and other users of the service. Commitment to quality, service development and improvement.
- To fulfil one of the lead roles or contribute to the lead roles within the department as described below, on rotation.
- To participate actively in both departmental and Trust matters concerning Quality, Clinical Governance, Audit and UKAS accreditation.
- To undertake continuing professional development (CPD) in accordance with the requirements of the Royal College of Pathologists.
- Teaching and training of Biomedical Scientists and trainees, medical students, medical staff, nurses and other staff as appropriate.
- Participate in annual appraisal, job planning and revalidation in line with GMC requirements.

## Job Plan

A formal job plan will be agreed between the appointee, the Clinical Lead and their Clinical Director (CD) and their Associate Director of Operations (ADO), on behalf of the Executive Medical Director, three months after commencement. This will be signed by the Clinical Lead, Clinical Director and the Associate Director of Operations and will be effective either from the commencement date of the appointment or at an alternative agreed date.

The job plan for the first three months will be based on the provisional timetable shown below.

For a full-time Consultant a standard week would consist of 8.5 sessions of Direct Clinical Care (DCC) and 1.5 sessions of Supporting Professional Activities (SPA) plus on-call duties. This DCC/SPA split has been agreed by the West Suffolk NHS Foundation Trust Local Negotiating Committee (LNC). This post also has an additional 1 PA paid for on-call duties; this is reviewed during the annual job planning process.

The Trust pays additional PAs for those consultants performing agreed, specified additional roles.

The following will be incorporated within the job plan:

- Clinical duty sessions (to include attendance at ward rounds and MDTs). These are rostered in advance, in proportion to the contractual PAs of each consultant.
- On-call weeknight and weekend working ~1:5-1:6 with prospective cover (category A 5% plus an additional 1 PA as detailed above).
- One of the lead roles/contribution to the lead roles
- SPAs for supporting professional activities including CPD

Consultant Microbiologist timetabling is not predictable as it is for other specialties and the pattern of working varies from week to week depending on the clinical duty sessions and other commitments. The following timetable is therefore a notional average for a full-time consultant; it is not expected that the days/hours will be allocated as listed.

	Monday	Tuesday	Wednesday	Thursday	Friday
<b>AM</b> 9am – 1pm	DCC	DCC	Designated Lead Role	SPA	DCC
<b>PM</b> 1pm – 5pm	DCC	Designated Lead Role	DCC	SPA 2 hrs	DCC
				Designated Lead Role 2 hrs	

The job plan will be reviewed annually with the Clinical Lead and the Clinical Director of Support Services and ADO and will be linked to Appraisal.

## Duties of the Post

### Main duties & responsibilities of the post

West Suffolk NHS Foundation Trust seeks to appoint a full-time (10 programmed activities plus 1PA for on call) Consultant in Medical Microbiology or Medical Microbiology & Infectious Diseases or full-time Consultant Clinical Scientist in Medical Microbiology (AfC Band 8d). Any applicant 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 the job content will be discussed on a personal basis with the employing body in consultation with consultant colleagues.

The successful candidate will join 5 Consultant Medical Microbiologists and share the responsibility for the day-to-day provision of a comprehensive consultation and advisory clinical microbiology service to:

- West Suffolk NHS Foundation Trust (WSFT)
- GPs in the Bury St Edmunds area
- Such other purchasers of microbiological services as may contract with the Trust including the local private hospital: St Edmunds Hospital, run by the Circle Health Group

This will include infection prevention and control advice for WSFT as required and when the designated Infection Prevention Doctor is absent.

All consultants will be expected to contribute fully to the various activities of the department including, but not limited to:

- Day-to-day supervision of diagnostic methods and examination of specimens
- Interpretation & authorisation of results
- Ward rounds and MDTs. The Consultant Microbiologists undertake a daily Critical Care ward round, a weekly C. difficile ward round and are members of the orthopaedic MDT which meets monthly. There is a weekly Infection MDT meeting for all the clinical microbiologists and antimicrobial/OPAT pharmacists in addition to daily handovers
- Supporting and supervising the microbiology registrar(s)
- Working with colleagues in the Trust to maintain and develop a quality laboratory and clinical microbiology service for all users, including contributing to the departmental activities necessary for UKAS accreditation.
- To assist with teaching, training and leadership development of all grades of staff in the Laboratory and the Trust including training to be a Clinical Supervisor/Educational Supervisor as required.
- On-call frequency is anticipated to be approximately 1:5-1:6 weekdays and weekends (with prospective cover). On-call usually involves telephone cover only, including at weekends. The Microbiology Specialty Registrar(s) also participate(s) in the on-call rota with a consultant as second on.

The post-holder will be provided with a Trust laptop to enable remote access into the hospital and pathology computer systems.

Out-of-hours infection prevention advice is provided by the on-call Consultant Microbiologist.

The on-call availability supplement is Category A (5% for a 1:5-1:6 frequency) and an additional 1 PA is paid (for medical colleagues, and the equivalent for consultant clinical scientists) in respect of the unpredictable out of hours commitment; this is reviewed during the annual job planning process.

- Provision of prospective cover for annual and study leave. Leave is arranged by mutual agreement with consultant colleagues, six weeks' notice of leave usually being required.
- To fulfil one of the lead roles within the department on a rotational basis with consultant colleagues (by mutual agreement): Clinical Lead/Laboratory Director for Microbiology, Trust Infection Prevention Doctor, Antimicrobial Stewardship Lead and Outpatient Parenteral Antimicrobial Therapy (OPAT) Lead.

**Clinical Lead/Laboratory Director responsibilities include:**

- To provide clinical leadership that champions clinical excellence, patient-centred care and a culture of the maintenance and continuous improvement of quality.
- Taking responsibility for the representation of clinical matters within microbiology and providing professional advice to management.
- Close liaison with the Microbiology Laboratory Manager regarding laboratory service provision and development.
- Attendance at relevant Trust and laboratory meetings.
- Participation in the development of effective clinical governance and ensuring that processes are in place which address quality assurance and accreditation, development of services, clinical risk, incidents, patient and user experience and complaints.
- Providing a clinical microbiology report for the biannual Pathology Management Reviews.

**Infection Prevention Doctor Responsibilities include:**

- Promoting an organisational culture of Infection Prevention and Control (IP&C).
- Advising on and supporting all aspects of infection prevention for the Trust.
- Providing advice and support to the Director of Infection Prevention & Control (DIPC) and Infection Prevention Team.
- Developing and reviewing Trust IP&C policies and advising on their implementation.
- Involvement in setting quality standards in relation to hospital infections and related audits.
- Dealing effectively with IP&C issues, including outbreaks, in conjunction with the IP team and Trust staff.
- Attendance at relevant Trust meetings.
- Producing regular reports for the Trust Clinical Safety and Effectiveness Committee, including the DIPC's Annual Report.

**Antimicrobial Stewardship Lead responsibilities include:**

- Chairing the Antimicrobial Management Group and leading on antibiotic stewardship issues within the Trust, supported by the Antimicrobial Pharmacist and Antibiotic Audit Nurse.
- Membership of the Trust's Drugs & Therapeutics Committee.
- The review and development of antimicrobial guidelines.
- Antimicrobial ward rounds with the Antimicrobial Pharmacist.

**Outpatient Parenteral Antimicrobial Therapy (OPAT) Lead responsibilities include:**

- Microbiology Lead for the Outpatient Parenteral Antibiotic Therapy (OPAT) team which includes a team of specialist OPAT nurses and a consultant physician.
- Providing clinical advice and support for the team including reviewing the referrals.
- Attendance at the weekly MDT discussions about patients who are receiving OPAT and antibiotics via the Virtual Ward pathway.
- Active involvement in developing the service.

For successful candidates with dual accreditation in Microbiology & Infectious Diseases there may be potential to further expand Infectious Diseases activities.

In addition, the appointee will be a member of the Pathology Board which meets on alternate months and the West Suffolk Hospital Medical Staff Committee which meets monthly.

The Trust delivers services to patients seven days a week and aims to provide equality of treatment and outcome regardless of the day of the week. To meet these aims and changing service requirements, the Trust may need you either to work temporarily outside of your core hours or to permanently change your core working days and hours. The Trust will give you reasonable notice, where possible, of temporary changes to your days or hours of work and will consult with you and/or your staff representatives about substantial permanent changes, but ultimately, these are changes which may be required of you.

## **THE PATHOLOGY DEPARTMENT AT WEST SUFFOLK NHS FOUNDATION TRUST (WSFT)**

### **Introduction**

The Department of Pathology at West Suffolk NHS Foundation Trust forms part of the Clinical Support Services & Women's and Children's Division (CSS and W&C). Clinical Support Services also includes Radiology, Endoscopy, Pharmacy, Psychology, Outpatients, Health Records, Clinical Coding and Medical Photography. It is one of four Clinical Divisions within WSFT alongside the Medical Division, Surgical & Anaesthetic Division and Community and Integrated Services Division. Each Division has a Clinical Director, Associate Director of Operations (ADO) and Head of Nursing (and Midwifery in the case of CSS and W&C).

### **Key staff:**

Clinical Director for Clinical Support Services:	Dr Daniel Gavin, Consultant Gastroenterologist
Associate Director of Operations (ADO):	Mr Simon Taylor
Senior Operations Manager for Pathology:	Mrs Linda Johnston
Senior Pathology Services Manager:	Mrs Sarah Rollo
Clinical Lead for Pathology:	Dr Ryan Butel, Consultant Histopathologist

Appointment to this role is made by the Clinical Director for Clinical Support Services in conjunction with the ADO for the Division.

### **Pathology and Modernisation**

WSFT has also been confirmed as one of 40 Trusts across the country to receive funding for a new build hospital from the Government's Health Infrastructure Programme. Planning is well underway, and the Pathology Department has a wonderful opportunity to create a purpose-built department to enable further development of a modernised service for our users.

In 2022, West Suffolk NHS Foundation Trust (WSFT), Eastern Pathology Alliance (EPA), Cellular Pathology at Norfolk and Norwich University Hospital (NNUH), and East Suffolk & North Essex NHS Foundation Trust (ESNEFT) joined together as equal partners to form the East Coast Pathology Network (ECPN).

All employees continue to be employed by their current Trusts, remaining under their existing terms and conditions of employment.



## Staffing

The current consultant pathologist establishment at WSFT comprises:

Dr Philippa King	Consultant Microbiologist (0.8 WTE)
Dr Beverley Palmer	Consultant Microbiologist (0.6 WTE)
Dr Sue Partridge	Consultant Microbiologist (0.4 WTE)
Dr Rebecca Tilley	Consultant Microbiologist (0.8 WTE)
Dr Gillian Urwin	Consultant Microbiologist (0.4 WTE)
These 2 advertised posts	Consultants in Medical Microbiology or Medical Microbiology & Infectious Diseases or Consultant Clinical Scientists in Medical Microbiology

In addition, we have a Microbiology Specialty Registrar and are advertising for a second Specialty Registrar to commence September 2024.

Dr Ryan Butel	Consultant Histopathologist (Clinical Lead for Pathology)
Dr Lia Campos	Consultant Histopathologist
Mrs Rachel Gooch	Consultant Biomedical Scientist in Histopathology
Dr Tom Gowanlock	Consultant Histopathologist
Dr Kate Honnor	Consultant Histopathologist
Dr Iwona Kaminska	Consultant Histopathologist
Dr Karl Love	Consultant Histopathologist
Dr Lilani Ranasinghe	Consultant Histopathologist
Dr Pawel Wawruch	Consultant Histopathologist
Dr Tom Bull	Consultant Haematologist
Dr Dipti Chitnavis	Consultant Haematologist
Dr Mamatha Karanth	Consultant Haematologist
Dr Isabel Lentell	Consultant Haematologist
Dr Sandra Young-Min	Consultant Haematologist
Prof Patrick Twomey	Consultant Chemical Pathologist

## The Microbiology Department

The Microbiology Laboratory provides a comprehensive service covering all aspects of general microbiology to the West Suffolk Hospital NHS Foundation Trust (circa 500 beds plus Virtual Ward), Newmarket Community Hospital (33 beds) and GPs in Bury St Edmunds and the surrounding catchment area.

The laboratory is located in the main West Suffolk Hospital building. The microbiology department was assessed by UKAS in December 2023 and recommended for accreditation subject to clearing the non-conformances. The evidence to demonstrate this was submitted in March 2024 and the outcome is awaited.

The microbiology Laboratory Manager is Mr Marcus Milner. There are four Band 7 Biomedical Scientists who lead on Health & Safety, Quality and Training.

Administrative support for the Microbiology Department, Consultants and Infection Prevention Team is provided by named members of the Pathology Administrative & Clerical team. Team-based administrative support across Pathology helps ensure demand is met regardless of holidays, sickness and any other absence. This team approach also helps with appropriate support when most needed, for example during outbreaks.

Pathology uses the CliniSys WinPath Enterprise laboratory information management system and the Q-pulse quality management system.

Office space containing a personal computer (with access to email, the internet and the relevant IT systems) will be provided within the West Suffolk Hospital Microbiology Department. A laptop will also be provided to facilitate remote on-call working.

The Trust provides free access for all staff to UpToDate.

Laboratory workload 2023-24

Total Serology tests:	29,690
Total Bacteriology tests:	140,589
Total Molecular Tests	11,871
Urine Samples:	50,202
MRSA Screens:	18,413
C. difficile tests:	3936
Mycobacteria tests:	1131

The Laboratory undertakes routine bacteriology, parasitology, serology and antibiotic susceptibility testing. It participates in the UKNEQAS schemes for general bacteriology, antimicrobial susceptibility, faecal parasitology, mycology and appropriate viral serology. There is also an internal quality assurance scheme.

There is an automated blood culture system (BioMerieux BacT/ALERT), automated urinalysis (Beckman Coulter DxU), a Bruker MALDI-TOF, Serosep EntericBio and BioMerieux BioFire FilmArray.

C. difficile toxin gene testing is performed on a Cepheid GeneXpert. Rapid antigen testing is available for Norovirus.

The bulk of SARS-CoV-2 and influenza testing is performed on SAMBA IIs in a designated laboratory area within the Emergency Department. Paediatrics have Roche LIAT and Lumira DX analysers for point-of-care Influenza, RSV and SARS-CoV-2 testing.

Antimicrobial susceptibility testing uses both the BioMerieux Vitek 2 automated system and EUCAST standardised disc methods.

Gentamicin and Vancomycin assays are performed in the Biochemistry department; other antimicrobial



assays are referred to the Bristol antimicrobial reference laboratory.

Serological testing, including antenatal serology, is performed on a DiaSorin Liaison XL.

Chlamydia & Neisseria gonorrhoeae NAATs testing is currently performed at Micropathology. Other molecular testing is performed at UKHSA Cambridge, and specialist virology advice is obtained from regional virologists.

Mycobacterial culture is undertaken at a reference laboratory at present. AAFB staining is performed on site.

Urgent overnight microbiology samples are transported to UKHSA Cambridge for testing at present, with a plan to repatriate this service. Abnormal results are communicated to the West Suffolk Hospital Consultant Microbiologist on call.

### **Infection Prevention Team**

The Infection Prevention Team (IPT) consists of the Infection Prevention Doctor, Lead Infection Prevention Nurse Band 8b, one Band 7 nursing post, two Band 6 nursing posts, one Band 6 nursing post for AMS & audit, and clerical support. The Infection Prevention Nurses sit within the Nursing Division.

The Director of Infection Prevention and Control (DIPC) is Mrs Sue Wilkinson, Executive Chief Nurse.

The IPT has formal meetings with the DIPC each month and liaises with the Consultant Microbiologists and the laboratory on a daily basis. It advises the Trust and staff in some community settings on all aspects of Infection Prevention.

The Infection Prevention & Control Committee meets monthly and reports to the Trust's Safety and Effectiveness Committee and is chaired by the (DIPC) Executive Chief Nurse. The Committee includes the IPT, Medical Director, Consultant in Public Health, and representatives of the Facilities Directorate, Occupational Health Department, Housekeeping Department, Pharmacy, Nursing/Practitioner Heads of Divisions, Clinical Governance, Clinical Directorates and Suffolk & North East Essex Integrated Care System.

The IPT has good working relationships with the Suffolk & North East Essex Integrated Care System Infection Control Team and the regional Public Health Team. The lead IPN attends the Regional Infection Control Network meetings.

## Application Information

### Application

Applications are welcomed from those wishing for personal reasons to work part-time or those wishing to job share. If such persons are appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

- i. **Applications to be submitted in the form of: A completed TRAC application form giving the names of three referees** and confirmation that you are on the Specialist Register of the General Medical Council and hold a Licence to Practise, or state the date at which you were awarded, or expected to be awarded, your CCT (Completion of Specialist Training, or equivalent).
- ii. **Closing date for applications:** Wednesday 8th May 2024
- iii. **Interview date:** Friday, 14th June 2024
- iv. **Interview Expenses:** Please speak to Medical Recruitment on 01284 713740 regarding Trust policy.

### Main Conditions of Service

1. The appointment will be subject to the Terms and Conditions – Consultants (England) 2003 as approved by the Trust Board and as amended by the Board from time to time.
2. The appointment is on a whole-time basis. A candidate who is unable for personal reasons to work full-time will be eligible to be considered for this post. The ability to work part-time only should be indicated when applying and, if such a person is appointed, modification of the job plan will be discussed and agreed between yourself and the clinical director/general manager.
3. If the Consultant appointed chooses to contract on a whole-time basis and wishes to undertake private practice, this private work must be carried out in accordance with the Code of Conduct for Private Practice.
4. Consultants are expected to provide cover for colleagues for leave and other authorised absences from duty upon a mutually agreed basis.
5. Arrangements for annual leave: This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director and General Manager, in accordance with standard Trust/NHS regulations. It is essential that six weeks' notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery.
6. All Consultants have a continuing responsibility for the care of patients in their charge and for the proper functioning of their department and are required to undertake the administrative duties associated with that responsibility.

7. The successful candidate will be required to reside within ten miles or 30 minutes travelling time of Bury St Edmunds.
8. The Trust requires the appointee to have and maintain full registration with the General Medical Council and hold a Licence to Practise. Medical and Dental Staff are advised to continue to be members of one of the medical defence organisations.
9. The present salary scale is £99,532 to £131,964 per annum, plus an on-call availability supplement if appropriate. The successful candidate will commence on the minimum of the scale unless advised differently during the appointment process.
10. This post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applications are, therefore, 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 dismissal or disciplinary action by the West Suffolk Hospitals NHS Foundation Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.
11. Health Questionnaire – Prior to taking up appointment, the successful candidate will be required to pass a Health Assessment from the Occupational Health Department and provide evidence of Hepatitis B status from a United Kingdom Trust or Public Health Service Laboratory.
12. The Trust is committed to carefully screen all applicants who will work with children and vulnerable people and the successful applicant will therefore be required to obtain an Enhanced Disclosure Check (Police Check). Further information can be obtained from the Human Resources Department.
13. On appointment, removal expenses may apply to this appointment. For further information, please contact Medical Staffing, on (01284) 712744