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London North West University Healthcare

DIVISION OF INTEGRATED CLINICAL SERVICES

JOB DESCRIPTION

CONSULTANT IN CLINICAL GENETICS

Contract:	Permanent
Hours:	Full Time (with flexibility from 7PAs to 10PAs)
Rota:	On call
Intensity category:	N/A
On-call Availability supplement:	N/A
Responsible to:	Clinical Director, ICS
Reporting to:	Clinical Lead, North West Thames Regional Genetics Service (NWTRGS)
Principal Location:	London North West University Healthcare NHS Trust
Tenure:	Substantive



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CONTENTS

<u>SUBJECT</u>	<u>PAGE</u>
1. Introduction to London North West University Healthcare NHS Trust	1
2. Trust Management/Trust Board	7
3. Training and Education	8
4. Research	9
5. Healthcare Facilities	10
6. The Application Process	12
7. Particulars of the post and department	13
Appendix A – Job Plan	14
Appendix B – Person Specification	16
Appendix C – Terms and Conditions of Service	20

1. INTRODUCTION

THE TRUST

London North West University Healthcare NHS Trust

London North West University Healthcare NHS Trust (LNWH) cares for the people of Brent, Ealing, Harrow and beyond. Our team of more than 8,200 clinical and support staff serve a diverse population of almost one million people.

We run major acute services at:

- Northwick Park Hospital: home to one of the busiest emergency departments (A&E) in the country. The hospital provides a full range of services including the country's top-rated hyper-acute stroke unit and one of only three hyper-acute rehabilitation units in the UK
- St Mark's Hospital: an internationally renowned specialist centre for bowel disease
- Ealing Hospital: a busy district general hospital providing a range of clinical services, as well as 24/7 emergency department and urgent care centre, and specialist care at Meadow House Hospice
- Central Middlesex Hospital: our planned care site, hosting a range of surgical and outpatient services and collocated with an urgent care centre.

We continue to lead the way in a number of clinical services. Examples of excellence can be seen in our stroke service which is rated the best in the country and at St. Mark's Hospital, an internationally renowned specialist centre for colorectal diseases. We are also a leading provider in undergraduate and postgraduate medical training and education.

We are proud to be leaders in a number of clinical areas. Examples of excellence can be seen in our stroke service which is rated the best in the country and at St. Mark's Hospital, an internationally renowned specialist centre for colorectal diseases.

Key locations

Our hospital services are provided across four acute sites. These are **St Marks' Hospital; Northwick Park Hospital, Central Middlesex Hospital** and Ealing Hospital.

Northwick Park Hospital was officially opened by Queen Elizabeth II 1970. It is home to the hyper-acute stroke unit, one of only eight such units in London. In December 2014 Northwick Park Hospital's £21m state-of-the-art A&E department opened its doors and in January 2016 the new Acute Medical Unit opened providing a total of 63 new beds across the Crick, Darwin and Elgar wards. Medical research, both preclinical and clinical, has been a key feature of the hospital site since the opening and in 1994 the Northwick Park Institute for Medical Research (NPIMR) was formed. By maintaining top-rate research facilities and providing excellence in surgical training, NPIMR ensures the highest standard of science for translation into clinical care.

Northwick Park Hospital also retains complementary and enhanced research activity in several regional specialist units such as the Kennedy-Galton Centre (Clinical Genetics), the Lister Unit (Infectious Diseases) and a Regional Rehabilitation Unit.

St Mark's Hospital was founded in 1835 and has developed an international reputation as a specialist postgraduate teaching hospital for patients with intestinal and colorectal disorders. St Mark's is developing a closer academic relationship with Imperial College, in line with the Trust's academic strategy. The hospital moved from the City Road in central London in 1995 to become an integral part of the Northwick Park site.

Central Middlesex Hospital

Central Middlesex Hospital in Park Royal opened in 2006 and is the main provider of health services for the residents of Brent. The hospital provides specialist services in a modern environment for illnesses common in the local area, including asthma, diabetes and sickle cell. Brent has one of the highest populations of patients with sickle cell disease in the country. The Brent Sickle Cell and Thalassemia Centre is based at the hospital to provide specialist care for patients with the condition.

Ealing Hospital

Officially opened in 1979 Ealing Hospital is a busy district general hospital providing a range of clinical services including A&E, 24/7 urgent care centre, ENT and cardiology. The hospital predominantly provides secondary care to its local areas across Greenford, Hanwell, Northolt, Southall and West Ealing.

Organisational Values

All staff employed by the Trust are expected to embody our 'HEART' values throughout their employment. The values describe how we interact with each other and our patients and underpin everything we do and say to achieve our vision:

Honesty - open and honest in everything we do

Equity – We're kind and caring, we act with fairness, and we're understanding

Accountability – we will provide excellent care and ensure the safety and wellbeing of all patients

Respect – we treat everybody the way we would like to be treated

Teamwork – we work together to make improvements, delivering consistent, high quality, safe care.

2. TRUST MANAGEMENT

The Trust Board

Executive Directors

Pippa Nightingale	Chief Executive Officer
James Walters	Chief Operating Officer
Lisa Knight	Chief Nurse
Dr Jon Baker	Chief Medical Officer
Simon Crawford	Deputy Chief Executive & Director of Strategy
Tracey Connage	Chief People Officer
Jonathan Reid	Chief Financial Officer
David Searle	Director of Corporate Affairs

Non-Executive Directors

Matthew Swindells	Chair in Common
Janet Rubin	Vice Chair/ Non-Executive Director
David Moss	Non-Executive Director
Dr Vineta Bhalla	Non-Executive Director
Professor Desmond Johnston	Non-Executive Director
Ajay Mehta	Non-Executive Director
Sim Scavazza	Non-Executive Director
Simon Morris	Non-Executive Director
Bob Alexander	Non-Executive Director
Dr Syed Mohinuddin	Non-Executive Director
Huda Asad	Associate Non-Executive Director

Divisional Medical Directors

Dr Miriam Harris	Ealing Site
Dr Henry Penn	Integrated Medicine
Dr Lauren Fraser	Emergency & Ambulatory Care
Dr Matthew Bartlett	Surgery
Dr Scott Rice	Integrated Clinical Services
Dr Nitu Sengupta	Division of Women's and Children's Services
Prof Omar Faiz and Miss Carolynne Vaizey	St Marks

3. TRAINING AND EDUCATION

Training and education at Northwick Park Hospital and Central Middlesex Hospital

- The Trust houses a large Postgraduate Education Department with offices on all three sites and has Deanery-funded Postgraduate Educational Fellows. The Department oversees the training of approximately 514 doctors in postgraduate training and 200 educational and clinical supervisors. Pre-registration nurse training is provided by the Trust in conjunction with University of West London. 100 students benefit from the wide range of clinical experience which is available; both for qualification and registration.
- The Trust has established an extensive programme of post registration speciality based nurse training to enhance patient care and service delivery.
- The main facilities available for running courses within the campus are based in the Medical Education Centre which is situated immediately above the John Squire Medical Library. The John Squire Medical Library is the North West reference library for the National Library Association, The Medical Education Centre houses the Postgraduate Education Office, 6 seminar rooms, and the Himsworth Hall which can be used when registrants total 100-300. In addition The Jonathan Levi Lecture Theatre is situated at the centre of the hospital. This lecture theatre is used for the weekly hospital Grand Rounds and can accommodate approximately 100 attendees.

Training and education at Ealing Hospital

Ealing Hospital has close academic and service links with Imperial College Healthcare NHS Trust. These include Specialist Registrar rotations in medicine and surgery, which are co-ordinated through the London Deanery. Many consultants have joint appointments or academic sessions at Imperial.

Ealing Hospital is an Associated University Hospital of the University of London and has students from Imperial College School of Medicine on attachments in medicine, surgery, paediatrics, obstetrics and gynaecology, anaesthetics, A&E and other departments. The value of medical training is well recognised and consultants devote appreciable time and effort to teaching junior staff and medical students.

There is an active Postgraduate Education department with many weekly meetings in the various specialties and a general weekly lunchtime Grand Round for medical staff from all departments. The postgraduate centre has undergone extensive improvements in recent years with a large lecture theatre, several seminar rooms and a well equipped library and literature search facility. The postgraduate library is a multi-disciplinary facility providing state of the art information access on all medical issues, computer facilities with Internet access, and a clinical video library. Ealing Hospital also takes postgraduate students from the University of Buckingham and has several academic appointments at Professorial level in Medicine.

4. RESEARCH AND DEVELOPMENT

The creation of the LNWH NHS Trust has enhanced our R&D programme which is resulting in improvements in patient care. In 2020-2021 (Feb2021YTD) The Trust successfully recruited over 7,000 patients into NIHR portfolio adopted studies, of which 2282 patients were recruited into National Priority Urgent Public Health studies. 6344 patients were recruited into observational based studies and 827 into interventional trials. The Trust is fortunate to support over 40 consultants active in research projects (2020/2021). The Trust has an extensive research portfolio which is assessed against national guidelines: <https://www.nihr.ac.uk/about-us/our-contribution-to-research/research-performance/nihr-research-activity-league-table/> and in 2019-2020 the Trust was the highest recruiting Trust for Gastroenterology and 2nd highest recruiting Trust for Cancer, Cardiology and Stroke across the North West London.

The R&D Department is extremely active working at a local and national level supporting clinical research through extensive collaborations. LNWH NHS Trust was the first NHS Trust in the country to be awarded the IAOCR Bronze Award Workforce Quality Accreditation (WQA) for Clinical Research. The experienced team works on a wide range of studies including but not limited to Cancer, Cardiology/Vascular, Dementia, Gastroenterology, Genetics, Infectious Disease, Paediatrics, Ophthalmology Rheumatology, Stroke and Surgery . The Trust plays great emphasis on supporting research, especially where it can demonstrate an impact on patient care. To support research we also have an agreement with Imperial College London who are on site to help promote and grow new ideas through developing intellectual property and commercialization.

The Trust sites are fortunate to house the Griffin Institute (formerly NPIMR) a leading, not-for-profit, charitable research institute and Parexel, an independent unit who are a major Clinical Research Organisation who carry out Phase I studies and early phase research.

The R&D Department has been successful in obtaining funding to develop a brand new dedicated clinical research facility to enable a greater uptake of clinical research,

enhance patient access to novel treatments, grow our research profile on a national scale and extend our links and collaborations with industry. Thus making the Trust a vibrant place to undertake clinical research.

5. HEALTH CARE FACILITIES

Northwick Park Hospital

- There are some 600 beds on the Northwick Park site. Acute beds number 529, and the remainder are for care of the elderly and psychiatry. The latter are managed by Central and North West London Mental Health Trust.
- It is one of only eight hospitals in the capital to provide a 'hyper-acute' stroke unit offering faster treatment to patients who suffer a stroke, including 'clot-busting' drugs 24/7 and the stroke unit is rated as being the best in the country
- The hospital offers a full range of acute general hospital specialities including departments of thoracic medicine, cardiology, rheumatology, dermatology, diabetology, endocrinology and gastroenterology. Surgical specialities include general surgery, urology, vascular surgery, minimally invasive therapy, trauma and orthopaedics. Children's Services cover a wide field including acute general paediatrics, a neonatal intensive care unit and child psychiatry. St Mark's Hospital provides a comprehensive intestinal and coloproctology service. The Maxio facial department provides care for the majority of North West London, Watford and parts of Buckinghamshire and Berkshire.
- It has a £2.6m newly refurbished radiology department which is home to some of the most high-tech imaging equipment available.
- Facilities for maternity services were modernised in
- Clinical facilities include the Regional Rehabilitation Unit, Clinical Genetics at the North West Thames Regional Genetics Service and a major Infectious Diseases Unit. Specialist units on the site include ENT and the British Olympic Medical Centre. Moorfields Eye Hospital and Imperial Health respectively provide Ophthalmic and renal dialysis services.
- The modern A&E department is one of the busiest units in London sees around 120,000 patients each year. Harrow CCG manage urgent care centre on the site.

The hospital is also home to TRUSTPLUS the dedicated private patient unit for St Mark's, Northwick Park and Central Middlesex Hospitals -**Central Middlesex Hospital**

The hospital provides outreach services in physiotherapy, ophthalmology, urology, general surgery and gynaecology to a large number of GP practices. These services provide local access for patients who may have difficulties attending outpatient appointments at CMH and ensures a speedy and efficient service for patients and GPs. A full range of outpatient clinics is also provided at the hospital.

Ealing Hospital

Ealing Hospital is a busy district general hospital providing acute services for patients in the west London area. The hospital provides a range of medical, surgical, maternity and child health services. It also provides 24/7 A&E and urgent care services.

The hospital provides ,

- The A&E department treats around 100,000 patients a year.
- We treat an ethnically diverse population. Over 40% of patients are from minority ethnic groups.
- Orthopaedics – specialists in knee surgery and sports injuries
- General surgery – specialist in upper vascular, GI, colorectal and breast surgery
- One of the largest HIV/AIDS units in London
- A genito urinary medicine (GUM) clinic
- Hammersmith Hospitals Trust satellite renal dialysis unit
- Cardiac Catheterisation Laboratory
- MRI – Magnetic Resonance Imaging

Full details regarding the locations of different London North West University Healthcare NHS Trust sites can be found on the Trust's website www.lnwh.nhs.uk

6. THE APPLICATION PROCESS

Applicants are advised that they **must fully complete** the application form.

Applicants may wish to cut and paste elements of the C.V. into the application form. Alternatively, applicants may prefer to submit their C.V. **in addition** to a fully completed application form.

N.B. 1) Application forms that are not fully completed and/or state “see C.V.” will not be accepted or considered.

N.B. 2) Applicants are advised to consider the person specification and submit in their additional information, evidence which demonstrates how they meet the listed requirements. The short listing process will be based on the evidence provided.

THE POST

THE DEPARTMENT(S)

The Clinical Genetics service offers genetic counselling, genetic diagnosis and ongoing management recommendations to individuals and families living in our region (Northwest London, parts of Bedfordshire and Hertfordshire). The Clinical Genetics Service is the host for the NWTRGS and Ehlers Danlos Services providing specialist genetics expertise to a number of services. The team is comprised of a group of experienced clinicians (11 Consultants, 20 Genetic Counsellors) with a wide range of specialist interests and a number of trainees and some research posts. The service also offers a number of multidisciplinary clinics with colleagues at Imperial Hospital Healthcare. Clinical Genetics falls under the Division of Integrated Clinical Services.

North West Thames Regional Genetics Service (NWTRGS)

Geography and population

The North West Thames Regional Genetic Service (NWTRGS) is located at Northwick Park and St Mark's Hospital, hosted by the London North West University Healthcare NHS Trust. The Service is commissioned to provide specialised Clinical Genetics services to a socioeconomically and ethnically diverse population of over 4 million people in north-west metropolitan London, Hertfordshire, Bedfordshire and Middlesex.

Clinical service delivery

Clinical services are delivered at sites throughout the region; our clinical hub is Northwick Park and St Mark's Hospitals. Several high-profile teaching and specialist hospitals fall within our region, including St. Mary's, Hammersmith, and Queen Charlotte and Chelsea Hospitals (Imperial College Healthcare Trust), Chelsea and Westminster Hospitals and the Royal Brompton and Harefield Hospitals.

In addition to general genetics clinics, we offer specialized clinics such as a Connective Tissue Disorders clinic, a Neurofibromatosis Type I clinic. We also deliver a number of multidisciplinary clinics with other specialties eg. Paediatric Neurology. VHL/Renal clinics, and Genetic Counsellor-led multiple endocrine neoplasia clinics and colorectal cancer genetics clinics supplement our portfolio. NWTRGS also hosts a highly specialised quaternary clinical service for patients with rare Ehlers-Danlos Syndromes (EDS) in the south of England. The sister service for the north of England is at Sheffield Children's Hospital.

Following the recent NHS England genetics laboratory reconfiguration, the NWTRGS and NETRGS laboratories have merged to create a single North London Genomics Laboratory Hub, with most diagnostic genetic and genomic testing delivered out of the Great Ormond Street Hospital site. Offsite links with our Clinical Scientist colleagues are maintained through weekly liaison and genomics MDMs.

North Thames Genomic Medicine Centre

NWTRGS is a key partner in the North Thames Genomic Medicine Centre (GMC), having recruited both rare disease and sporadic cancer patients to the 100,000 Genomes Project. As the largest recruiter to the Project, North Thames GMC has contributed over 25% of the

national rare disease cohort. The partnership includes Great Ormond Street Hospital NHS Trust, and five other local delivery partners: Bart's Health NHS Trust, Moorfields Eye Hospital NHS Foundation Trust, Royal Free London NHS Foundation Trust, University College London Hospitals NHS Foundation Trust and the Royal National Orthopaedic Hospital NHS Trust.

Academic

NWTRGS staff actively recruit to NIHR genetics portfolio studies, with the support of the CLRN. The highly specialised EDS service also has a growing clinical research portfolio having recently obtained ethics approval for the National Exploration of EDS syndromes (NEEDS) study. Our local academic partner is Imperial College London, which has an international reputation for education and research. ICL Genomic Medicine and the MRC Molecular Medicine unit are co-located with the Hammersmith Hospital. The MSc in Human Molecular Genetics, to which NWTRGS contributes, is delivered from this site.

Education and training

NWTRGS has educational approval to host four Specialty Registrars as part of the pan-Thames Clinical Genetics rotation. After 2 years of training at their base centre, trainees have the opportunity to experience working in another London centre for 12 months before returning to base to complete their training. Trainees also have the opportunity to take up a mainstreaming project within another specialist area of medicine. The service also trains Genetic Counsellors through the STP scheme.

Future direction

NWTRGS has historically delivered services by Clinical Geneticists and Genetic Counsellors on a geographical basis. In response to an increasingly prominent role for genetics and genomics in healthcare delivery across NHS England, the introduction of a national test directory and greater demand for multidisciplinary working, services provided by NWTRGS have evolved with the development of new specialist genetics clinics and closer links to tertiary clinical services in partner organisations. This has allowed the Service to facilitate mainstreaming of genetic testing and enabled robust patient care pathways and sub-speciality expertise.

MEDICAL STAFF OF LNWHU NWTRGS AND EDS SERVICE, NPH

Consultants

<u>Name</u>	<u>Whole time Equivalent</u>	<u>Specialist Interests</u>
Dr Jan Cobben	1.0	Clinical Lead; Prenatal
Dr Birgitta Bernhard	0.5	
Dr. Angela Brady	0.9	Cancer Lead
Dr. Virginia Clowes	0.7 (including academic)	Deputy Clinical Lead
Dr Bianca Desousa	0.5	Joint post with ICHT
Dr. Neeti Ghali	0.9 (including academic)	EDS; Internal Clinical Lead
Dr Rita Ibitoye	0.8	Clinical Governance
Dr Jessica Radley	1.0	
Dr Fleur van Dijk	0.9 (including academic)	EDS Lead, CRN and research Lead

SAS, Trust and Junior Doctors

<u>Grade</u>	<u>Whole time Equivalent</u>
SpR	1.0
SpR	1.0
SpR	1.0
SpR (ACL)	0.5

Genetic Counsellors

Marion Bartlett
 Cheryl Berlin
 Alice Callard
 Natalie Ellery
 Demetra Georgiou
 Madeline Gale
 Juliette Harris
 Sharon Jenkins
 Monika Kosicka-Slawinska
 Lauren Limb
 Anaar Sajoo
 Ravinder Sehra
 Hannah Shipman
 Ilana Weintroub

DUTIES OF POST

Two posts have become available due to vacancy and increasing demand on the service. The successful appointees may wish to work flexibly and with negotiation, between 7 and 10 PAs will be considered depending on individual circumstances.

The appointees will be required to provide Clinical Genetics service for both children and adults in NWTRGS. They will need to be flexible in accordance to the demands of the service and be able to provide both face-to-face and virtual clinic consultations. The appointee will be able to develop and provide sub-specialist genetics clinics if they have a sub-speciality interest and also be involved in research if this is of interest to them. This could also be related to the EDS service. The successful appointee will be involved in supervising trainees and teaching in a clinical setting. Experience of formal teaching would be welcomed. Therefore, the appointee may require a degree of flexibility on the working days in the week.

As part of the consultant team, the appointee will be expected to:

- Provide a comprehensive clinical service for the evaluation, diagnosis and management of individuals and their families referred to the NWTRGS service; to be accountable for their patients' care on their journey through the Service.



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Clinical activity may involve exposure to all aspects of Clinical Genetics. **Some travel to deliver peripheral clinics will be required.**

- Arrange appropriate investigations and manage the outcome of these in a timely manner. Also, to arrange referral for prenatal and pre-implantation genetic diagnosis where indicated.
- Participate in the consultant on-call rota (pro rata) - triage referrals and manage rejections appropriately. This may involve urgent clinical queries, seeing urgent referrals, undertaking ward reviews, and providing support to Genetic Counselling colleagues and registrars for urgent (e.g. prenatal) cases and clinical queries as required.
- Supervise Clinical Genetics Specialty Registrars, other junior medical staff and Genetic Counsellors as required. Work closely with the Genetic Counselling team and co-counsel patients when appropriate.
- Liaise with Clinical Scientist colleagues as appropriate, e.g. in the interpretation of results, including participation in weekly Genomics MDMs.
- Provide advice for colleagues in other specialties regarding the indications for, and interpretation of genetic and genomic tests, when indicated. Educate referring doctors about diagnosis, investigation and management of patients with genetic disorders, including when referral is indicated.
- Support service development, which may include development of specialist clinics, mainstreaming, creation of guidelines/pathways for care, and consideration of additional future roles such as management and training roles.
- Be active in maintaining patient safety through participation in audit.
- Provide teaching on Clinical Genetics for undergraduates, postgraduates and other health professionals.
- Participate in departmental CPD activities.
- Participate in clinical research collaborations wherever possible for patient benefit and publish any research activity.
- Undertake annual appraisal and revalidation as required by the GMC and the Trust, including providing evidence of ongoing CPD and completion of mandatory training.
- Provide cross-cover for colleagues to maintain the clinical service in the event of absence (e.g. annual leave, study leave, sickness).
- To develop the post and take on additional roles and responsibilities in line with gaps in the service and direction of the service in the future

Direct Clinical Care (DCC) and Supporting Professional Activities (SPA)

SPA sessions should include management, clinical audit, CPD activity, research, and teaching. For this post, allocated SPA time is as a ratio of 8 (DCC): 2 (SPA). If these sessions are not occupied with such activities, it is expected that they will be allocated to clinical duties.

Appendix A



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JOB PLAN

LONDON NORTH WEST UNIVERSITY HEALTHCARE NHS TRUST

DRAFT JOB PLAN FOR FULL-TIME POST (Negotiable to be part-time – see text)

Completed by.....Neeti Ghali..... Date.....20.12.2022....

	MORNING	AFTERNOON
MONDAY	General/Specialist Genetics Clinic	Supporting clinical work
TUESDAY	General Specialist Genetics Clinic	Supporting clinical work
WEDNESDAY	MDTs, department meetings, teaching,	Laboratory liaison Supporting clinical work
THURSDAY	SPA: CPD, training,	Supporting clinical work
FRIDAY	SPA: Clinical Governance; other Supervision of trainees/GC	Supporting clinical work

This is a provisional job plan and will be mutually agreed with the Clinical Director of ICS. On occasion and as patterns of service provision evolve and change, further rescheduling of clinical sessions may take place following negotiation with the Department of Clinical Genetics and the Clinical Director.

Appendix B

6. **PERSON SPECIFICATION [look up locum CD post JD]**

	<u>ESSENTIAL</u>	<u>DESIRABLE</u>
Qualifications	Entry on GMS Specialist Register	MD, PhD or MSc relevant to Clinical Genetics BSc in Genetics of Biological Sciences
Registration	Eligible for entry on Register or within six months of receipt of Certificate of Completion of training (CCT) at time of interview	
Knowledge and Expertise	Thorough knowledge and understanding of GMC standards in Good Medical Practice: Delivery of good clinical care and effective time management in an independent manner and with full responsibility Maintaining good medical practice	NHS experience within the last 3 years Speciality expertise and interest eg. prenatal genetics, cancer genetics, cardiac genetics



	<p>Good working relationships and communication with patients</p> <p>Good working relationships and communication with colleagues</p> <p>Good teaching and training</p> <p>Professional behaviour and probity</p> <p>Capacity to take responsibility for own actions and adopts a supportive approach towards others; capacity to adopt a corporate approach even if this is against personal views or preference</p>	
<p>Teaching</p>	<p>Experience of teaching and training undergraduates, postgraduates and junior medical staff</p>	<p>Evidence of ongoing interest and achievement in teaching</p>
<p>Management and Audit</p>	<p>Understanding the principles of clinical governance and its implications</p> <p>Leadership skills</p> <p>Knowledge of finance/budgets</p> <p>Ability to organise and prioritise workload effectively and close patient contact when appropriate.</p>	<p>Management qualification or current study towards management qualification.</p> <p>Evidence of service audit, design or change management.</p>



	<p>Ability to organise research and work within research governance procedures</p> <p>Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures.</p> <p>Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.</p> <p>IT skills and computer literacy</p> <p>Understanding and experience of audit</p>	
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Research/publications	<p>Knowledge of research methodology</p>	<p>Training in research methodology.</p> <p>Publications in peer review journals</p> <p>Presentations to learned societies.</p>
Language	<p>Are able to speak and write English to the appropriate standard necessary to fulfil the job requirements</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>	



	<p>Displays honesty, integrity, awareness of confidentiality and ethical issues</p> <p>Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies.</p> <p>Commitment to Continuing Medical Education and Professional Development.</p> <p>Patient Care:</p> <p>Commitment to deliver a high quality service with patient welfare at forefront of practice.</p>	
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7. MAIN CONDITIONS OF SERVICE

STATEMENT OF PRINCIPLE

The Trusts' principal purpose is to provide for all the needs of patients in their care. The Trusts expect all its employees whatever their jobs to support and enhance patient care and overall service quality.

The Trusts expect that each of the employees shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of the hospitals, in accordance with the Staff Charter. Individuals must at all times carry out their duties with due regard to the Trusts' Equal Opportunities Policy.

TERMS AND CONDITIONS OF SERVICE

The post is subject to the provisions of the New Consultant Contract Terms and Conditions of Service for Hospital Medical and Dental Staff, including any locally agreed terms and conditions which are relevant to the post. As these are developed

the appointee will be notified and therein after, these will form part of the contract of employment. Details of these are available from the HR Department.

The appointee will be entitled to be a member of the NHS Pension Scheme. If he/she chooses to become or remain a member of the Scheme, remuneration will be subject to deductions of Superannuation contributions in accordance with the Scheme. Membership of the Scheme is automatic unless election is made at anytime in favour of provision under a Personal Pension Plan. After opting out of the Scheme the employee would assume full responsibility for pension provision and compliance with the Social Security Act 1986.

SALARY

Remuneration will be in accordance with the NHS rates for full time consultants which is currently £88,364 – £119,133 in eight increments over 30 years based on ten programmed activities. If you are taking up your first Consultant post you would expect to commence on the minimum of this scale.

ADDITIONAL PROGRAMMED ACTIVITIES

Any additional PA's will be payable at 1/10th of your basic salary as defined in schedule 14 of the Terms and Conditions of Service.

ON CALL

If you take part in an on call rota you should be eligible for an availability supplement to your basic salary. This will be paid as defined in schedule 16 of the Terms and Conditions of Service.

RELOCATION EXPENSES

Relocation expenses may be available up to a maximum of £5,000, subject to eligibility.

Agreement to payment of Relocation Expenses should be agreed before accepting the post. To obtain a copy of the Relocation Expenses Policy contact the HR Department on 020 8869 3328.

ANNUAL AND STUDY LEAVE

Annual leave entitlement is 30 working days plus two statutory days. This increases to 32 days plus two statutory days after 7 years' service as a Consultant.

Study leave consists of 30 days over a three year period. Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre.

So far as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.

SPECIAL TERMS

The Trust is prepared to negotiate with the appointee alternative Terms and Conditions of Service (eg. a limited term appointment) where this would result in a mutual benefit to both the Trust and the postholder.

MEDICAL REPORT

This post is subject to satisfactory health assessment. If appointed, you will be required to bring the documentary evidence from either an occupational health department or a virology department, of satisfactory Hepatitis B status, to which this appointment is subject, because it involves undertaking exposure prone invasive procedures. Please note this is not just evidence of immunisation. In addition, written evidence should be brought of any tests of immunisation for Tuberculosis or Rubella. If you are recommended for appointment, satisfactory health clearance must be completed before the appointment can be confirmed. If you do not have such clearance you will NOT BE PERMITTED TO START WORK on the proposed first day of duty.

DISCLOSURE AND BARRING SERVICE CHECKS

You will also be required to complete a Disclosure and Barring Check (DBS), and the clearance from the DBS must have been received, before commencing employment.
<https://www.gov.uk/disclosure-barring-service-check/overview>
<https://www.gov.uk/guidance/dbs-check-requests-guidance-for-employers>.

REHABILITATION OF OFFENDERS ACT

The post is exempt from the provisions of the Rehabilitation of Offenders Act and applicants are not entitled to withhold information about convictions including those which are 'spent'. Any information given will be confidential but failure to disclose such convictions could result in disciplinary action or dismissal.

PRIVATE PRACTICE

The successful applicant may undertake private practice in accordance with the Trust's Private Practice Policy and Schedules 9 & 10 of Terms and Conditions of Service.

REGISTRATION

The person appointed will be required to be fully registered with the GMC and/or GDC.

MEDICAL INDEMNITY

The Trust is financially responsible for the negligent acts and omissions of Consultant medical and dental staff in the course of their Trust employment. If, however, any private practice, within a NHS hospital or any other private hospital is undertaken, the appointee will be personally responsible for subscribing to a recognised defence organisation. The Trust will not be responsible for category 2 (eg. reports for insurance) or 'Good Samaritan' Acts. Health Circular HC (89) 34 provides full details of 'Claims of Medical Negligence against NHS Hospital and Local Doctors and Dentists'.

The Department of Health advises practitioners to maintain defence body membership in order to ensure they are covered for any work which does not fall within the scope of NHS Indemnity.

PROSPECTS FOR CHANGE

The proposals set out in the White Paper "Equity and excellence: Liberating the NHS", are likely to impact on current working arrangements. The Trust will consult the members of staff concerned at the appropriate time, but meanwhile wishes to draw the attention of applicants to the possibility of change in the future.

JOB PLANS AND WORK PROGRAMMES

The appointee will be subject to the provisions of Schedule 3 of the Terms and Conditions of service. These provisions entail the agreement (between a consultant and the manager responsible for the management of the consultant's contract) of a job plan (including work programme) for the performance of duties under the contract of employment. The job plan (including work programme) will be subject to review each year by the afore-mentioned parties.

PLACE OF WORK

The appointee may be required to work elsewhere within the Trust and/or at Local Resource Centres (hosted by other health agencies) within The London North West University Healthcare NHS Trust catchment area in accordance with the Trust's principal aim of flexible working by staff to enhance patient care and he/she will be fully consulted.

ACCESS TO HOSPITAL BASE

The successful candidate will be expected to live within easy access, normally not more than approximately 10 miles by road from the London North West University Healthcare NHS Trust. The reimbursement of removal and associated expenses will be subject to the criteria laid down in the Trust's Conditions of Service. In the event of the Trust agreeing to reimburse interest charges on a Bridging Loan, reimbursement will normally be made in full up to a maximum period of six months. Reimbursement will not be continued beyond this period. The private residence must be maintained in contact with the public telephone service.

Assistance can be given with the cost of installation and rental charges.

NO SMOKING POLICY

It is the policy of the Trust to promote positive health. Smoking, therefore, is actively discouraged and is prohibited in the majority of the Hospital including offices.

SECURITY

In the interests of safety and security the appointee will be required to wear Hospital Staff Identification Badge at all times whilst at work.

INFORMATION GOVERNANCE

In accordance with the Trust's privacy notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal data. The Trust will comply with its obligations under the General Data Protection Regulation and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks). The Trust requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping of employee records. The privacy notice sets out the Trust's legal basis for processing your personal data. Your rights of access to this data are prescribed by law.

You will familiarise yourself with the Trust's data protection policy which sets out its obligations under the General Data Protection Regulation and all other data protection legislation. You must comply with the Trust's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Trust's Data Protection Officer.

GENERIC RESPONSIBILITIES

To comply with **all** Trust Policies and Procedures, which may be varied from time to time. Copies of the current policies and procedures are available from the HR Department or on the Intranet. In particular:

To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.

To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.

To positively promote at all times equality of opportunity in service delivery and employment for patients and staff in accordance with the Trust's policies, to ensure that no person receives less favourable treatment than another on the grounds of sex, marital status, race, religion, creed, colour, nationality, ethnic or national origin, sexual orientation, age or disability. To be trained in and demonstrate fair employment practices, in line with trust policies.

To comply with the Trust's Smoke-Free Policy

To adhere to the Trust's Infection, Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all healthcare associated infections including MRSA. In particular:

- Observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after patient contact in all patients with diarrhoea. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations
- Attend infection control training provided by the Trust as set out in the infection control policy
- Contact Occupational Health in the event that an infection transmissible to patients is contracted

To work in accordance with the Trust's policies on safeguarding children and vulnerable adults. London North West University Healthcare NHS Trust is committed to protecting, safeguarding and promoting the welfare of children and vulnerable adults and expects all employees to carry out their duties in accordance with this commitment.

To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the post holder.