



APPOINTMENT OF A CONSULTANT IN MICROBIOLOGY

JOB DESCRIPTION

AUGUST 2021



INTRODUCTION

Shropshire Pathology is composed of the Departments of Microbiology, Cellular pathology and Blood Sciences. The microbiology laboratory at the Shrewsbury and Telford Hospital NHS trust provides a comprehensive clinical, laboratory, diagnostic and consultative microbiology and infection control service to the Princess Royal Hospital and the Royal Shrewsbury Hospital. It also provides microbiology services to the Robert Jones and Agnes Hunt Orthopaedic Hospital, Oswestry.

As well as the three main hospital sites, services are also provided to community hospitals in Shropshire (Ludlow, Bishops Castle, Whitchurch and Bridgnorth) and Powys (Welshpool and Newtown) and the Mental Health Unit in Shrewsbury. The laboratory covers most general practices in Shropshire. It also serves several GP practices from areas of Powys that border Shropshire. This amounts to approximately 100 practices in total, serving a population of over half a million.

Shropshire is the largest inland county and is predominantly a rural county with a population of 560,000. The County has beautiful unspoilt countryside and many sites of archaeological, geological and historic significance. The area has high quality affordable housing, fantastic schools and good transport links to Birmingham, London and Wales.

THE POST

This post is for a whole time Consultant Medical Microbiologist or Consultant Clinical Scientist to the Shrewsbury and Telford Hospital NHS Trust.

The new post holder will join a team of two whole time and two part time Consultant Medical Microbiologists and a Consultant clinical scientist. Consideration will be given to those who wish to work part-time or job-share.

The post holder will participate in providing a comprehensive clinical, laboratory, diagnostic and consultative microbiology and infection control service to the two hospital trusts in Shropshire (Shrewsbury & Telford Hospital NHS Trust (SaTH), Robert Jones & Agnes Hunt Orthopaedic Hospital NHS Foundation Trust (RJA)) as well as Primary Care Trusts in Shropshire and Powys Local Health Board.

The post is based at the Shrewsbury & Telford Microbiology Laboratory, which is situated on the Royal Shrewsbury Hospital site.

The successful applicant may expect to be offered an honorary consultant contract with the Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust. There is an infection MDT at RJA and the potential for interested candidates to be involved in developing this further and opportunities in orthopaedic research.

The Trust has teaching status in partnership with Keele University Medical School. Suitably qualified candidates may be eligible for an honorary academic appointment with Keele University.



Qualifications and experience

Candidates for the post must be registered medical practitioners and hold Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview. Candidates that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Candidates that are non-UK trained, will be required to show evidence of equivalence to the UK CCT. The appointee will hold FRCPath or show evidence of equivalent training and experience. Clinical scientists who have completed higher specialist scientific training will also be considered.

THE DEPARTMENT

Accreditation and quality assurance

The department has UKAS accreditation maintained under ISO 15189 standards with latest certificate issued January 2021. The laboratory participates in relevant national external quality assurance (EQA) schemes.

Laboratory Workload

In 2020/21 400,248 specimens were received. The balance of the workload has changed due to the pandemic (see table).

Type of activity	Approximate number of Requests	
	2019/20	2020/21
Bacteriology	282,845	214,596
Serology	43,587	52,740
Molecular including SARS-CoV-2	10,142	125,132

The non- SARS-CoV-2 workload covers a full range of specimens to be expected in a large district, without regional specialities. Approximately 40% of samples are from primary care and the laboratory also receives samples from a regional centre for spinal injuries and orthopaedics.

Mycology services for dermatophytes are provided for Shropshire and UHNM. Molecular tests for C. difficile, chlamydia, influenza, RSV, HSV, norovirus and viral meningitis are performed in-house, as is HCV quantitation. Further specialist molecular & virology tests as well as Mycobacterial services are currently provided by the HPA laboratory, Birmingham.

There is a full 7 day service in operation with an extended week day until 20:00. Biomedical Scientists also provide an out of hours on call service.



Laboratory accommodation and equipment

The laboratory is well equipped. Bacteriology equipment includes 3 Bactec FX blood culture analysers, a Bruker MALDI-TOF, an IRIS QC Sprint urine analyser and 3x BD MicroScan Antibiotic Resistance analysers. Serology and therapeutic drug monitoring is performed on a Roche Cobas 810 blood science

platform. In addition there is a Vidas 3 for further testing. Large volume molecular tests are performed on 3x Qiagen Qiasymphony extraction platforms, a Qiagen EZ1 and Qiacube with 4x ABI detection platforms and a Rotagene. Rapid molecular platforms include 18x DRW Samba machines, 4x Abbott ID Now machines and a Luminex Aries.

The current laboratory information system is Telepath, however the laboratory is in the process of implementing a new LIMS (Clinisys). The current system is networked and is also accessible from outside the hospital by secure connection. All samples can be viewed and authorised from the Shrewsbury, Telford or Oswestry sites. Results are reported electronically to the acute and community hospitals and GP surgeries. Electronic requesting of laboratory investigations is available to all our users. Extensive use of interfacing, networking and well-developed data extraction routines are available as well as access to ad hoc information.

Current Staff of the Microbiology Laboratory

Consultants	Dr Stephanie Damoa-Siakwan Dr Michael Brian Dr Graham Harvey (0.4 WTE) Dr Patricia O'Neill (0.4 WTE)
Consultant clinical scientist	Dr Moira Kaye
Head BMS (interim)	Mrs Sarah Gilbert
Biomedical Scientists	Band 7 – 6.8 WTE Band 6 – 10.8 WTE Band 5 – 7 WTE Band 4 – 10.35 WTE Band 2 – 11.9 WTE

The department also has full training approval status by the Institute of Biomedical Science for pre registration and post registration Specialist Diplomas for Medical Microbiology and for the Certificate of Achievement.

Relationships to other Departments

Pathology is part of the clinical support services division, the Clinical Director of Pathology is Dr Angus McGregor. There are 5 consultant haematologists, 10 consultant histopathologists and a consultant chemical pathologist.



The Heads of Department within Pathology are:

Microbiology	Dr Stephanie Damoa-Siakwan
Histopathology	Dr Joanne Stafford
Biochemistry	Dr Nigel Capps
Haematology	Dr Steve Mckew

Local Infection Prevention and Control arrangements

SaTH's current Director of Infection Prevention and Control is the Director of Nursing, Midwifery and Quality. The IPC team is led by a full time band 8 Matron with 4 IPCN (one band 7, three band 6), a surveillance nurse, and 2 secretarial staff.

At RJAH there is a band 7 Sister in Infection Prevention and Control, two part-time surveillance nurses and a data analyst/secretary. The DIPC is the Director of Nursing/Deputy Chief Executive. A microbiologist is the Infection Control doctor.

Shropshire Community Health Trust has a DIPC (Executive Director of Nursing and Operations), Head of IPC, two IPC nurses and a secretary. One of the microbiologists acts as ICD.

DUTIES OF THE POST

The appointee, together with the other colleagues will be responsible for the provision of a comprehensive, efficient, and cost-effective clinical microbiology, virology and infection control service to the Trust and other users of the service.

Clinical liaison

The post holder will be expected to liaise in a timely manner with clinicians, hospital staff, medical microbiologists, general practitioners and health protection consultants concerning the diagnosis and management of patients, control and prevention of infections including the provision of telephone advice.

Responsibilities for regular visits to the ITUs and ward rounds at the 3 main hospitals are shared between the consultants. Similarly attendance and presentations at clinical and audit meetings and advice on specific areas of interest are shared. The appointee will be expected to take an appropriate share of these commitments by mutual agreement.

Laboratory

All consultants are expected to contribute to the following:

- day-to-day supervision of diagnostic methods and examination of specimens
- authorisation and interpretation of results
- involvement in policy and SOP preparation
- responsibility for quality assurance performance within the department, including taking part in all relevant national external quality assurance (NEQAS) programmes



- responsibility for achieving and maintaining full accreditation with United Kingdom Accreditation Service (UKAS)
- business planning, including the assessment and introduction of new methods, and forward planning for staff and equipment requirements.

Out of hours

There is a 1 in 4 on call rota (band A). The duty consultant is expected to work in the laboratory for 3-4 hours on Saturday. On Sundays and public holidays results are authorised from home. One half day is given in lieu for being on-call.

Management Responsibilities

Responsibilities for clinical lead, technical lead, antimicrobial stewardship, health and safety are reviewed regularly and will rotate. It is expected that they will be reviewed when this post is filled and the appointee will take on management responsibilities in mutual agreement with the other consultants. All consultants are expected to attend the laboratory management, quality and technical meetings, and may be required to attend other trust management meetings outside pathology.

Infection Prevention and Control

The appointee will be expected to give advice on hospital policies for infection prevention and control, risk assessment and the management of accidental exposures to infection, including on-call out of hours advice. Cooperation with the infection control teams and DIPCs on a local or regional basis including liaison with the relevant health protection staff in the investigation and prevention of communicable diseases in the community will be required. He/she will assist in the investigation and control of community outbreaks.

Currently the incumbent microbiologists act as infection control doctors for Shrewsbury & Telford Hospital NHS Trust, Shropshire Community Trust and Robert Jones & Agnes Hunt. It is anticipated that these and other responsibilities will rotate in due course.

Clinical governance and audit

Clinical governance is a standing item at the monthly Pathology Business meetings, which are attended by the clinical leads in Pathology. It is reported up through the care group structure for clinical governance to the Clinical Governance Executive, which is chaired by the Medical Director.

Clinical audits and other governance issues are also discussed at the weekly clinical microbiology meeting, and at the laboratory technical, quality and management meetings.

The appointee will be expected to participate in clinical/laboratory audit, and in the implementation of an on-going clinical audit programme within the department. The appointee will also be expected to provide advice in development of clinical guidelines, investigation protocols, laboratory SOPs and guidance on the appropriate use of antimicrobials. The appointee will be expected to keep up to date with continuous professional development; the Trust will provide reasonable time and financial support to do this.



Teaching and training

The consultant microbiologists take part in the training programme of junior doctors, and also give ad hoc training to GPs and other health professionals e.g. nurses and pharmacists. The trust takes medical students from Keele University.

There is currently no specialist registrar attached to the department; however a pathology FY1 rotates through the department. The appointee will also be expected to contribute to teaching of laboratory staff, including presenting at the monthly journal club.

Office accommodation

The new consultant will have an office in the Laboratory. Excellent networked personal computing facilities and internet access are available. Shared secretarial support to consultant staff is provided.

SAMPLE JOB PLAN

Day	Time	Work	Category	
			DCC	SPA
Monday	09:00 - 13:00	Clinical microbiology meeting	X	
		Clinical/laboratory duties	X	
		ITU ward round	X	
	14:00 - 17:30	Clinical/laboratory/IPC duties	X	
Tuesday	09:00 - 13:00	Clinical/laboratory/IPC duties	X	
		Ward round	X	
	14:00 - 17:30	Teaching/Audit/CPD		X
Wednesday	09:00 - 13:00	Technical/quality/management meeting	X	
		Grand round		X
	14:00 - 17:30	ITU round Clinical/laboratory/IPC duties		
Thursday	09:00 - 13:00	Clinical/laboratory/IPC duties	X	
		Journal club		X
	14:00 - 17:30	Off		
Friday	09:00 - 13:00	Clinical/laboratory duties	X	
		ITU round	X	
	14:00 - 17:30	Audit/CPD/Appraisal		X



Direct Clinical Care 7.5 PAS on average per week (*clinical activity, clinically related activity*)

Supporting Professional Activities 2.5 PA on average per week (*includes CPD, audit, Teaching, research*)

Out of Hours Activity It is envisaged there will be a requirement to take part in a 1 in 4 on call rota. This will require on site input for 3-4 hours on Saturday. On Sunday results can be authorised from home via a secure laptop.

TRANSFORMING CARE INSTITUTE

If you want to be part of a team, dedicated to giving patients the very best care then come and join the team of Consultants and Doctors at The Shrewsbury and Telford Hospital NHS Trust.

Our team of highly motivated Consultants and Doctors span a vast range of specialties. You will work within a well-supported and multi-disciplined team, ensuring you reach your full potential. Our hospitals are forward looking and well equipped, providing you with the very best environment to work in.

EDUCATIONAL ACTIVITIES

Postgraduate activities are based in the Education Centre at the Princess Royal Hospital, which has a Medical library, a lecture theatre and a number of seminar rooms and in the Shropshire Education Conference Centre (SECC) at The Royal Shrewsbury Hospital. Regular Clinical presentations and Clinical audit meetings are held and there is a busy programme of activities for General Practitioners and Hospital Staff.

RESEARCH

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

AUDIT

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

APPRAISAL, REVALIDATION AND MENTORSHIP

The Trust has the required arrangements in place, as laid down by the Royal College of Pathologists, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.

The Trust supports the Royal College guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.



A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.

We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.

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

TERMS AND CONDITIONS OF SERVICE

The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £82,096-£110,683 per annum for 10 Programmed Activities (as of February 2020).

The post holder:

- will be in possession of a recognised medical qualification
- will hold Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.
- Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.
- Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT
- is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.
- will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary.
- will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call.
- will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.
- will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.



The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

ACCOMMODATION

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

OTHER FACILITIES

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

STAFF BENEFITS

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

VISITING

Appointments to visit the Trust should be arranged with:

Dr Stephanie Damoa-Siakwan, Consultant Microbiologist

Telephone 01743 261161

Email: stephanie.damoa-siakwan@nhs.net

Dr Angus McGregor, Clinical Director of Pathology

Telephone 01743 261161

Email: angus.mcgregor1@nhs.net



STATEMENTS

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and on-going continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.



- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan.

Safeguarding Children and Vulnerable Adults

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.



PERSON SPECIFICATION

Post: Consultant Microbiologist

Job Ref No: 223-MC487

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> • FRCPATH Examination or equivalent qualification
ELIGIBILITY	<ul style="list-style-type: none"> • Entry on the General Medical Council (GMC) Specialist Register via one of the following: <ul style="list-style-type: none"> ○ Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) ○ Certificate of Eligibility for Specialist Registration (CESR) ○ European Community Rights • Evidence of achievement of competencies in line with GMC standards in Good Medical Practice.
CLINICAL EXPERIENCE	<ul style="list-style-type: none"> ▪ Audit: Evidence of commitment to Clinical Audit and Research ▪ Clinical governance: understanding and engaging in clinical governance: reporting errors, learning from errors. ▪ Experience in antimicrobial chemotherapy and clinical management of patients with infection ▪ Experience in infection prevention and control ▪ Ability to take responsibility for delivering service without direct supervision ▪ Knowledge and understanding of UK microbiology laboratory practice
TEACHING AND RESEARCH	<ul style="list-style-type: none"> ▪ Teaching: Ability to teach clinical skills, teach and lecture on speciality ▪ Research: Ability to apply research outcomes to clinical problems
COMMUNICATION SKILLS	<ul style="list-style-type: none"> • Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation. • Empathy and sensitivity: capacity to listen and take in others' perspectives. • Works in partnership with patients: always considers patients preferences when discussing treatment options.
PERSONAL SKILLS	<ul style="list-style-type: none"> • Managing others & team involvement: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams. • Leadership: Recognised ability to work within and provide leadership in the MDT



	<ul style="list-style-type: none"> • Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances. • Problem solving & decision making: capacity to use logical/lateral thinking to solve problems & make decisions. • Organisation & planning: capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology. • Flexible approach to work: able to adapt and work with employers to deliver improved patient care. • Equality and diversity: promotes equality and values diversity • Professional Development: commitment to continuing professional development.
PROBITY	<ul style="list-style-type: none"> • Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • Must live within 10 miles or 30 minute's drive of hospital where provides out of hours cover

Completed By:
Created in:

S. Damoa-Siakwan
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