

## **Job Description**

# **Consultant Medical Microbiologist/Consultant in Infection**

**May 2022**





## Dear Future Colleague,

We're delighted you're considering joining the Consultant Microbiologist/Infection team.

As you're looking to be part of our team of 5 Infection Specialists and our wider team of microbiology laboratory staff, antimicrobial stewardship practitioners and infection control colleagues, we thought we'd take the time to write to you about us, setting out what we're looking for, and what we can offer you.

We've broken down what we can offer over the next few pages, but we would love for you to come and visit us. We're confident you'll be pleasantly surprised by the scope of our department.

To arrange a visit, or simply have a discussion to find out more about the post and team please contact us on 01823 343765 or [Katy.Marden@somersetFT.nhs.uk](mailto:Katy.Marden@somersetFT.nhs.uk) or [tracy.croom@somersetFT.nhs.uk](mailto:tracy.croom@somersetFT.nhs.uk)

We look forward to welcoming you to the team,

**Dr Katy Marden, Consultant Medical Microbiologist and Clinical Service Lead**

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## **1. INTRODUCTION**

This document contains information about the above post. It also forms the job description and proposed job plan for this post. The successful candidate will complete and agree a job plan with their Clinical Service Lead (Consultant Microbiologist) or the Clinical Director after taking up the appointment and thereafter on a yearly basis.

This is a part replacement & part new whole time Consultant Medical Microbiologist (with or without Infectious Diseases) or Consultant Clinical Scientist employed by Somerset NHS Foundation Trust. Any candidate 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 Trust in consultation with consultant colleagues. The post is based in the Pathology Department at Musgrove Park Hospital, Taunton.

The Pathology services of Somerset NHS Foundation Trust and Yeovil District Hospital NHS Foundation Trust are consolidated into Southwest Pathology Services (SPS), a public-private partnership which is majority NHS owned. The service consists of an off-site hub laboratory, in Taunton, and an Essential Services Lab in each acute hospital.

The post holder is managerially accountable to the Chief Executive of Somerset NHS Foundation Trust through the Clinical Lead for Microbiology and the Clinical Director.

### **Qualifications and Selection Criteria**

Applicants will be expected to be members of the Royal College of Pathologists or show equivalent experience and training.

Applicants must 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.

Consideration will be given to appoint suitable applicants at Specialty Doctor/Specialist Doctor level, if the applicant is not on the GMC Specialist Register. In addition consideration will be given to appoint suitable applicants to a CESR training post to achieve GMC Specialist Registration in order to work at consultant level.

## **2. About Somerset NHS Foundation Trust**

Somerset NHS Foundation Trust is the first NHS trust on the English mainland to provide community, mental health and acute hospital services. We work with health and social care partners in Somerset to ensure that we deliver outstanding services that meet the needs of our population.

Our trust was formed on 1 April 2020 when Somerset Partnership NHS Foundation Trust and Taunton and Somerset NHS Foundation Trust merged. We provide community and mental health services across the whole of Somerset and acute hospital services in the north, west and centre of the county and beyond.

We are privileged to work with over 9,000 colleagues who deliver or support our patient services. From therapists to nurses, doctors, researchers, scientists, porters, cleaners, kitchen staff, accountants, those who teach the next generation of clinicians and the receptionists who welcome our patients, the contribution of all of our colleagues is invaluable.

Working together we provide services from the cradle to the grave. The Trust's general services are commissioned by the local clinical commissioning groups while specialist services such as Vascular Surgery are nationally commissioned.

In addition to providing a wide range of patient services, we also contribute to training the next generation of nurses, doctors and therapists and conduct research that will help to advance clinical practice and treatments in the future. We are proud of the highest GMC score for training in the South West

A 2030 project is underway to develop new state of the art facilities for Maternity, Paediatrics and Neonatal care, Oncology and Emergency services. As detailed above, building is already underway for a new surgical and Critical Care centre encompassing 2 Interventional Radiology compatible theatres and an Acute assessment hub to support care for patients requiring emergency assessment. The Trust sees IR as integral to the development of all acute and complex services.

### **Surgical and Critical Care Centre**

In total the new centre will provide:

- 6 endoscopy rooms, patient recovery and clinical support areas
- 8 state-of-the-art operating theatres, recovery areas and clinical support.
- 22 critical care beds, all specified for level 2 and 3 critical care patients

### **Wellbeing and resilience**

**As Somerset Foundation Trust we recognise care is not just for the patient.** Within the Directorate there is access to mentorship, coaching and counselling as well as a Trust wellbeing team. We work with consultants to ensure flexible and realistic job planning to optimise work-life balance to ensure individuals flourish. We are developing a sabbatical programme, and part-time and annualised job plans can also be discussed

### **2.1. About Somerset**

Taunton nestles between the Quantocks, the Blackdown Hills and Exmoor, all of which are areas of outstanding natural beauty. This is prime territory for a wealth of outdoor activities including road and mountain biking, hill walking and horse riding. Nearby North and South coasts offer surfing, kiting, sailing and world-class beaches. Culturally there is an abundance of music festivals and local traditions including Europe's largest live music event at Glastonbury. Somerset offers you the chance to live near some of the UK's most desirable locations; from the beaches in North Devon and Cornwall, to the cosmopolitan centres of Bristol, Bath and Exeter, whilst also being less than 2 hours from London. The County town of Taunton has diverse shopping, restaurants, and regularly hosts international music and sporting fixtures including the recent Cricket World Cup



The South West of England is a highly desirable place to live. Compared to other regions, house prices in the area are quite reasonable. Rural properties in many of the pretty villages in South Somerset are within easy commute to the hospital. Many properties have land or large gardens attached.

If you have family commitments, or are looking to settle down, Somerset offers some of the best state and independent schools in the country. Institutions such as Millfield, Queens College, Taunton School, Kings College, Wellington and Blundell's, to award winning state schools such as The Castle school in Taunton,(ranking in the top 5% nationally), and Richard Huish College which has been ranked in the top 10 of A-level providers nationally for the last eight years. .

With a great educational offering, and abundance of open countryside, we think there's nowhere better.



### 3. DEPARTMENT OF MICROBIOLOGY

#### 3.1 Laboratory Premises and Services

There is a single microbiology laboratory, within the Taunton hub laboratory, which is 1.5 miles from Musgrove Park Hospital. The microbiology laboratory is open from 8.30 am to 8 pm, Monday - Friday, and from 8.30 am to 5 pm at weekends. On-call specimens are currently processed in the Essential Services Laboratory, at Musgrove Park Hospital.

Bacteriology equipment includes:

- Kiestra laboratory automation
- a BacT/ALERT blood culture system
- a BacT/ALERT mycobacterial liquid culture system
- MALDI-TOF for organism identification
- BD PHOENIX automated organism identification and susceptibility testing
- two IRIS urinalysis machines
- an anaerobic workstation

Virology/serology/molecular laboratory equipment includes:

- Main serology testing performed with biochemistry tests via Beckman track on Dxl and AU 5800 analysers (includes gentamicin/tobramycin/vancomycin levels)
- DS2 automated microtitre plate systems x2 for serology (Parvovirus, VZ IgG, Measles IgG, H. pylori Ab, GDH, Crypto/Giardia, H. pylori Ag)
- VIDAS immunoanalyser (HIV, HCV, HBV, Anti-HBc, CMV IgG/IgM confirmation testing, plus Lyme IgM/IgG, EBV, Toxo)
- Applied Biosystems 7500 Real-Time PCR System (fast track testing for viral meningitis - Enterovirus/VZV/HSV)
- GeneXpert (PCRs for SARS CoV-2, Flu/RSV, Norovirus, MRSA, C. difficile, TB, Enterovirus. HCV Viral Load, extended respiratory pathogen panel)
- Hologic Panther x3 (SARS CoV-2, Chlamydia/GC, HSV NAATs and HIV Viral Load).

As well as a comprehensive and very busy clinical microbiology service, the department provides a full range of bacteriological, mycological and parasitological investigations, and a wide range of serological tests and virus detection tests. Specimens for specialist serology & molecular tests are mostly sent to the Public Health Laboratory in Bristol who also provide us with specialist clinical virology advice.

The population within the microbiology department's catchment area is approximately 465,000. Acute services are provided by Somerset NHS Foundation Trust and Yeovil District Hospital NHS Foundation Trust (see Appendix). Somerset NHS Foundation Trust also provides community and mental health services, including 13 community hospitals (see Appendix). The microbiology department also serves the General Practitioners in approximately 70 surgeries within Somerset and part of north Dorset.

The department also provides services (for clinical specimens & advice and infection control) to the independent sector treatment centre Practice Plus Group Hospital at Shepton Mallet.

### 3.2 Accreditation

The Department of Microbiology is accredited by the United Kingdom Accreditation Service (UKAS), under the new standard ISO 15189:2012 (UKAS registration no 9679). The last full inspection was December 2017.

The Department is an IBMS-approved laboratory for registration training of Biomedical Scientists. The Department participates in all relevant NEQAS schemes, with an excellent record of results.

### 3.3 The Workload

The annual workload (2019) is approximately 493,130 requests (and serology tests). Acute hospital diagnostic work accounts for just over 60%. Most of the remainder comes from general practice and community hospitals.

**Workload breakdown (2019) includes:**

	<b>TOTAL</b>		<b>(YDH)</b>	<b>(MPH)</b>	<b>(GP / Community Hosp / other)</b>
MRSA / MSSA screens	<b>125,626</b> requests		33,739	76,259	15,628
Urine	<b>94,382</b> "		10,336	17,955	66,091
Wounds & fluids	<b>30,549</b> "		3,253	8,312	18,984
Genital swabs	<b>18,244</b> "		1,674	2,640	13,930
Blood cultures	<b>22,472</b> "		7,064	15,233	175
Faeces - culture & OCP	<b>10,131</b> "		887	2,043	7,201
Faeces - <i>C. difficile</i>	<b>6,405</b> "		973	2,529	2,903
Sputum culture	<b>7,799</b> "		1,299	2,303	4,197
TB culture	<b>846</b> "		179	526	141
Throat swabs	<b>6,140</b> "		226	686	5,228
Mycology	<b>1,965</b> "		40	28	1,987
Antibiotic assay	<b>14,700</b> "				
Environmental	<b>9,981</b> "				
Chlamydia/GC NAATs	<b>41,764</b> requests		535	3,659	37,570
Serology & virus detection	<b>102,123</b> <u>tests</u>		16,134	32,000	53,989

In addition, current COVID-19 testing:- PCR ~8500/wk, serology ~350/wk.

### 3.4 Staff of the Department

Consultants (6 posts = 5.2 WTE)

- |                     |  |
|---------------------|--|
| 1) Dr Katy Marden   | (Clinical Service Lead) (part-time 9 PA) |
| 2) Dr Susan Hardman | (part-time 8 PA)                         |



- 3) Dr Sahar Musaad (part-time 8.5 PA)
- 4) Dr Ian Head (part-time 7.5 PA)
- 5) Dr Bob Baker (part-time 6 PA)
- 6) Vacancy, this post (Dr David Hill retiring forms part of this post)

Advanced Practitioner (BMS 8a)  
& Microbiology Lab Manager

- Mr Andrew Walker

**Other posts:**

BMS Band 7 x 3.0 wte  
BMS Band 6 x 8.3 wte  
BMS Band 5 x 3.0 wte  
BMS Band 4 x 2.5 wte

MLA, Ancillary and Admin/Clerical staff are shared across disciplines.

The Microbiology Department has recently achieved accreditation and funding to support a Higher Specialist Scientist Training Programme trainee in Microbiology.

### **3.5 Laboratory Computing Facilities**

Southwest Pathology Service operates a county-wide Laboratory Information Management System - "LabCentre" This is a single pathology system for the two acute NHS Foundation Trusts and the local health community' Electronic requesting and reporting ("OrderComms") is in place for acute hospitals and GPs. A replacement programme to introduce WinPath Enterprise and Clinysis ICE is underway. The microbiology laboratory is connected to UKHSA's Second Generation Surveillance System (SGSS).

### **3.6 Infection Prevention & Control Teams**

The Infection Control Doctors are selected for a period of three years (renewable), from amongst the Consultant Microbiologists by mutual agreement, and agreement of the Directors of Infection Prevention and Control. The ICD will be a member of the "Infection Control Committee" All Consultant Microbiologists are expected to provide advice on infection control issues when on-call.

At Somerset NHS Foundation Trust, there are currently eleven (10.2 wte) Infection Prevention and Control Nurses (ICNs) comprising five Band 6, three Band 7 and three Band 8. There are 2.6 wte PA/secretaries and 0.3 wte IP&C support worker.

The Director of Infection Prevention and Control for Somerset FT and Yeovil NHS FT is Alison Wootton (Deputy Chief Nurse at Somerset FT).

At Yeovil District Hospital NHS Foundation Trust, there is currently one Nurse Consultant for IP&C, Tissue Viability and Decontamination Lead (1 wte), two ICNs (2 wte) and one administrator (1 wte).

Somerset CCG employs its own infection control nurse who is the Quality/Safety Improvement Manager. The DIPC / Director of Quality, Safety & Engagement is Mrs Sandra Corry.

These three infection control teams all use the ICNet computer software package to assist with case management and surveillance of healthcare associated infections.

### **3.7 Antimicrobial Stewardship**

One Consultant Microbiologist takes the lead role for antimicrobial stewardship across Somerset. Our new countywide Consultant Antimicrobial Stewardship (AMS) Pharmacist starts in post in May 2022.

Musgrove Park Hospital employs two (1.3 wte) Antimicrobial Specialist Pharmacists - one permanent post 0.8 wte Band 8b which is currently vacant following promotion to SFT Chief Pharmacist - Acute Services, and a rotating Band 7 pharmacist (0.5 wte for antimicrobials). Yeovil District Hospital employs one part-time Antimicrobial Specialist Pharmacist – this role is currently being revised to a new Band 8a joint AMS /HIV pharmacist.

Both acute Trusts use the same, comprehensive, “cross-county” antimicrobial prescribing guidelines. Antimicrobial ward rounds are undertaken several times each week, and include a review of patients with *Clostridium difficile* infection.

Both acute Trusts have established an Antimicrobial Prescribing Group (a sub-group of Drug & Therapeutics Committee), which includes Consultants from the main clinical Directorates. Musgrove Park Hospital has an electronic prescribing system in place.

### **3.8 Communicable Disease Control**

There is a good working relationship with the PHE South West Health Protection Team, based in Totnes, Devon. This team covers Cornwall, Devon, Dorset and Somerset.

### **3.9 Microbiology in the South West Region**

The Regional Public Health Laboratory is Bristol. This includes the PHE’s Mycology Reference Laboratory and the regional virology unit.

There is also a “South West Regional Microbiologist’s Group” which has meetings twice a year. Its activities include region-wide audits and scientific sessions.

## **4. SOUTHWEST PATHOLOGY SERVICE**

### **4.1 General Details**

Southwest Pathology Service (SPS) was formed from the Pathology Directorates of Taunton & Somerset NHS Foundation Trust and Yeovil District Hospital NHS Foundation Trust. SPS provides a pathology service to the acute NHS Foundation Trusts and community health services in Somerset, and part of North Dorset.

SPS consists of three speciality groups: Microbiology, Biochemistry/Haematology and Cellular Pathology. The microbiology laboratory service operates from the Taunton hub laboratory. The Consultant Microbiologist’s offices (with pathology computer terminal/PC and Internet access etc) are situated within the Pathology Laboratory at Musgrove Park Hospital. As part of the 2030 project Pathology services are due to be relocated onsite in purpose-built/refurbished facilities.

There are seven Consultant Haematologists who are based primarily in Taunton, one Consultant Clinical Biochemist, two Biochemistry Clinical Scientists and a visiting Consultant Immunologist.

Within SPS, there are two Cellular Pathology units, one located at Yeovil District Hospital (3 consultants), the other at Musgrove Park Hospital (8 consultants).

#### **4.2 Pathology Management Arrangements**

The two Trusts which make up SPS signed a partnership agreement with a commercial partner “Independent Pathology Partnerships” (iPP) in 2012. The laboratories are operated by the Joint Venture. The consultant medical staff remain employees of the NHS Trusts.

The governance structure aims to ensure that the laboratory service is clinically led, with the active involvement of clinicians in organising and developing service delivery.

Each speciality area (cellular pathology, chemistry/haematology and microbiology) runs a Pathology Speciality Group composed of all consultants within the speciality together with senior laboratory staff from the speciality. These groups meet monthly to discuss day to day management of their departments. A Pathology Committee also meets monthly and includes all the clinical leads as well as management staff from the joint venture. Clinical Governance reports are discussed at the monthly Speciality meetings and Pathology Committee. The Pathology Committee reports into the Trusts’ governance structures and to the Strategic Pathology Board (SPB) of the Joint Venture.

The organisational aspects (principally the laboratory management) is accountable to the SPS Clinical Director (interim Dr David James). At Taunton the pathologists are professionally accountable through the Associate Medical Director of Clinical Support & Specialist Services Directorate (Dr Petra Jankowska), to the Chief Medical Officer. At Yeovil the pathologists are professionally accountable through the lead pathologist to their medical director.

The clinical lead for Microbiology (currently Dr Katy Marden) is appointed by rotation on a 3 year tenure

#### **4.3 Clinical Support and Specialist Services Directorate (Somerset Trust)**

Within Somerset NHS Foundation Trust, Medical Microbiology is currently part of the Clinical Support and Specialist Services Directorate, which also includes Haematology, Oncology, Palliative & End of Life Care, Histopathology, Chemical Pathology and Medical Imaging. Consultants are responsible through the departmental Clinical Service Lead to the Clinical Director, presently an Oncologist. The Clinical Director has ultimate responsibility for job planning and for representing the Directorate at various Trust committees. In addition to the CD there is a Directorate manager and an Associate Medical Director.

### **5. THE POST**

#### **5.1 General**

The post holder will work mainly in Musgrove Park Hospital, Taunton, and participate in the provision of clinical cover for Yeovil District Hospital NHS Foundation Trust. In addition, the post holder will participate in the clinical and advisory service offered to General Practitioners, Somerset Foundation Trust Community Hospitals and independent sector treatment centre Practice Plus Group Hospital at Shepton Mallet.

The appointee will be expected to maintain a satisfactory level of professional expertise through a recognised programme of Continuing Professional Development, and will be required to

participate in the Trust's annual Consultant Appraisal process' Adequate time will be made available for preparation and "appraisal interview"

The post-holder will be a member of the Senior Hospital Medical Staff Committee of Somerset NHS Foundation Trust.

## **5.2 Duties of the Post**

**The current working pattern is set out below. The future merger of SFT and YDH FT provides an opportunity for the microbiology team to review and reconfigure the delivery of clinical microbiology service across the county.**

### **Clinical work:**

- The appointee will, together with consultant colleagues, be responsible for the provision of a comprehensive, efficient and cost-effective clinical medical microbiology service including:-
  - advice regarding appropriate specimens
  - involvement in specimen analysis
  - validation and interpretation of results for transmission to wards,
  - regular ward visits (incl. ITU/HDU each day)
  - attendance at various multidisciplinary team meetings (cardiology, haematology, orthopaedic, spinal, vascular)
  - advice on antimicrobial prescribing including regular antimicrobial ward rounds
  - regular review of patients with C. difficile infection
  - and involvement in the management of individual patients through full clinical liaison.
- It is expected that, on average within each five week period, each Consultant will spend
  - one week "first on" for clinical duties for Musgrove Park Hospital, and on-call
  - one week "second on" for clinical duties (surgical specialities) for Musgrove Park Hospital
  - one week on clinical duties for Yeovil District Hospital (which will involve visits to Yeovil), plus GPs and community hospitals
- Participation in the out-of-hours service: The on-call rota is currently 1 week in 5 with prospective cover. Saturday (and Bank Holiday) mornings include work in Musgrove Park Hospital, but Sunday mornings are usually worked from home.
- Appropriate involvement in antimicrobial stewardship as required (see also specific responsibilities, below).
- Hospital Infection Prevention and Control functions, as required (see also specific responsibilities, below).

### **Laboratory, service development & managerial:**

- Provision of virology/serology services as appropriate.
- Appropriate involvement in preparation of policies, SOPs, assessment and introduction of new methods, business planning, etc.
- Managerial and administrative duties as agreed with the Clinical Lead for Microbiology and the Clinical Director.
- Such additional duties as may be required from time to time either by the Clinical Lead for Microbiology or Clinical Director, after appropriate consultation.

### **Health protection work:**

- With consultant and other colleagues (and when necessary with the support of the local HPU), provision of microbiological and epidemiological support, including surveillance, for Consultants in Communicable Disease Control, Environmental Health Officers and others, and for clinical staff in hospitals and the community, within the catchment area of the Department of Microbiology.

- Collaboration with Public Health England's central reference & epidemiological facilities in the reporting and investigation of infections, control of outbreaks, development of laboratory methods, involvement in surveys, etc.
- Public Health microbiology as required, in collaboration with the local Health Protection Unit, in the catchment area of the laboratory (e.g. testing of outbreak specimens).

#### **Teaching & training:**

- Teaching, examination and accreditation duties as required - including teaching of 3<sup>rd</sup> year medical students (from Bristol University) attached to Somerset Academy and contribution to postgraduate and continuing medical education activities.

#### **Audit, clinical governance & research:**

- Participation in audit & quality control within the laboratory, and clinical audit within the Trusts.
- Participation in a recognised scheme of Continuing Professional Development.
- Research activities consistent with the priorities of the Department of Microbiology and the Trust; subject to the availability of funding and resources.

#### **Laboratory Advice to Occupational Health Service:**

- Provide interpretation of laboratory results for the Trust's Occupational Health service, whether this may be an in-house provision or outsourced.

### **5.3 Specific Responsibilities**

Each Consultant will have designated responsibility for a specific area/service(s), these include:

- Clinical Service Lead of Microbiology Department
- Infection Control Doctor for Somerset NHS Foundation Trust
- Infection Control Doctor for Yeovil District Hospital NHS Foundation Trust ➤ Infection Control Doctor for Somerset CCG
- Infection Control Doctor for independent sector treatment centre Practice Plus Group Hospital at Shepton Mallet.
- Lead Consultant for Antimicrobial Stewardship for Somerset
- Lead Consultant for Laboratory Technical Liaison
- Other roles depending on need & expertise

Individual roles will be allocated following discussions between all Consultant Microbiologists in post, with input from the Clinical Director and DIPCs. These responsibilities will be included in the final job plans, and will be reviewed after 3 years.

### **5.4 Cover for Colleagues' Leave and Emergencies**

Periods of holiday or study leave are covered internally by colleagues within the department; external locums are not normally used (annual leave entitlement is in accordance with the provisions in Schedule 18 of the Terms and Conditions of the new contract). The successful candidate will also provide cover for colleagues in times of unforeseen absence (e.g. sickness), and will deal with emergencies as the occasion demands.

### **5.5 Office Accommodation, Computing Facilities & Secretarial Support**

The consultant will be provided with secretarial / administrative support and will have appropriate office space adjacent to the Essential Services Laboratory at Musgrove Park Hospital. There is separate clerical support for the Infection Control Teams. Each consultant has a PC connected to the Trust's Intranet and the Internet (including e-mail facility).



## **5.6 Clinical Audit**

The appointee will be expected to actively participate in audit. The appointee will be expected to initiate and supervise audit projects related to their particular sub-specialty interest.

The appointee will liaise with the audit speciality Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Participation in national audit is encouraged. The Trust's Clinical Audit Department has been set up to assist and support clinicians to improve patient care through the comparison of actual practice against agreed documented, evidence based standards.

## **5.7 Clinical Governance**

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with the requirements of their professional organisations regarding supervision

## **5.8 Research**

Research is encouraged, particularly when this is appropriate to the professional development of the successful candidate and to the service development of the department. Opportunities are available within the Trust with applications for funding co-ordinated by the Trust's Medical Director.

## **5.9 Continuing Medical Education**

The Trust recognises the importance of continuing medical education and encourages Consultant staff to give priority to their continuing professional development. Thirty days of study leave over each 3 year period are available for this. The Trust's Study and Professional Leave Policy supports funding of appropriate CME under this Policy.

## **5.10 Appraisal, Job Planning, Revalidation and Mandatory Annual Training**

The successful candidate will be required to participate actively in the annual appraisal & job planning process, and GMC revalidation. There will be provision of time and support for these processes. In addition they will be expected to attend the mandatory annual update training.

## **5.11 Infection Prevention & Control**

The Trust regards infection control as an essential requirement in the provision of a safe service to all its patients. All members of staff will be expected to follow the Trust policies in relation to Infection Control and staff have a duty to make themselves aware of the policy and how it affects them. Decontamination of hands is regarded as an integral part of the provision of the service and in particular staff in clinical areas that are in patient contact must decontaminate their hands between patients. Staff who are observed not complying with the policy should be expected to be challenged and action may be taken in line with the Trust's Disciplinary policy.

## **5.12 Child Protection**

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

#### **5.13 Mentoring**

The Trust has a policy of offering a mentor in the form of an experienced consultant to any newly appointed consultant. There is also a program of professional development tutorials aimed at new consultants to the Trust, these are run internally and any newly appointed consultant will be invited to attend these.

### **6. WORK PROGRAMME / JOB PLAN**

This post is offered with a standard, 10 PA contract although there is flexibility to meet the needs of individual applicants.

The proposed **indicative** timetable of activities and breakdown of PAs are given below. These will be reviewed annually as part of the Job Planning cycle with your clinical manager, in line with the provisions in Schedule 3 of the Terms and Conditions of the new contract.

**Agreed hours:** The consultant agrees to undertake ward and laboratory sessions, as outlined in the Timetable of Scheduled Commitments. These sessions may be cross-covered by other Consultant Microbiologist colleagues for the purposes of annual, study or professional leave.

**Working Time Directive:** The job plan will not exceed 48 hours per week and rest will be taken in accordance with the Working Time Directive. Where necessary rest breaks cannot be achieved, compensatory rest will be taken in accordance with Trust Policy

## 6.1 Indicative Timetable of Scheduled Commitments (Direct Patient Care) - 5 week rota.

Day		Week 1 "1st on MPH (medical)" and on-call	Week 2	Week 3 "2nd on MPH (surgical)"	Week 4	Week 5 "YDH / Community"
Mon	am.	Clinical microbiology handover meeting  Ward round / visits - Musgrove Park Hospital	Clinical microbiology handover meeting  Other "direct care" activities	Clinical microbiology handover meeting  Ward round / visits - Musgrove Park Hospital	Clinical microbiology handover meeting  Other "direct care" activities	Clinical microbiology handover meeting  Laboratory-based clinical work for YDH NHS Foundation Trust,
	pm.	Laboratory-based clinical work for T&S NHS Foundation Trust, including telephone liaison & routine infection control	"Supporting" activities	Laboratory-based clinical work for T&S NHS Foundation Trust, including telephone liaison & routine infection control	Supporting" activities	Laboratory-based clinical work for YDH NHS Foundation Trust including telephone liaison & routine infection control
Tues	am.	Ward round / visits - Musgrove Park Hospital	Other "direct care" activities	Ward round / visits - Musgrove Park Hospital	Supporting" activities	Ward round / visits - Yeovil District Hospital
	pm.	Laboratory-based clinical work for T&S NHS Foundation Trust	"Supporting" activities	Laboratory-based clinical work for T&S NHS Foundation Trust	"Supporting" activities	Laboratory-based clinical work for YDH NHS Foundation Trust
Wed	am.	Ward round / visits - Musgrove Park Hospital	Other "direct care" activities	Ward round / visits - Musgrove Park Hospital	Other "direct care" activities	Laboratory-based clinical work for YDH NHS Foundation Trust
	pm.	Laboratory-based clinical work for T&S NHS Foundation Trust	"Supporting" activities	Laboratory-based clinical work for T&S NHS Foundation Trust	"Supporting" activities	Laboratory-based clinical work for YDH NHS Foundation Trust
Thur	am.	Ward round / visits - Musgrove Park Hospital	"Supporting" activities	Ward round / visits - Musgrove Park Hospital	Other "direct care" activities"	Laboratory-based clinical work for YDH NHS Foundation Trust
	pm.	Laboratory-based clinical work for T&S NHS Foundation Trust	Other "direct care" activities	Medical student teaching "ward round"	Supporting" activities	Laboratory-based clinical work for YDH NHS Foundation Trust
Fri	am.	Ward round / visits - Musgrove Park Hospital	"Supporting" activities	Ward round / visits - Musgrove Park Hospital	Other "direct care" activities	Ward round / visits - Yeovil District Hospital, incl antimicrobial ward round
	pm.	Laboratory-based clinical work for T&S NHS Foundation Trust	"Supporting" activities	Laboratory-based clinical work for T&S NHS Foundation Trust	"Supporting" activities	Laboratory-based clinical work for YDH NHS Foundation Trust

## 6.2 Additional activity agreed to be worked **flexibly**

Work	Category	Average duration per week	Other information
Clinical audit and clinical governance activities	Supporting ("core")	6 hr (1.5 PA)	
Job planning & appraisal			Annually
Clinical management			Lab management meetings, consultant meetings, lab admin etc
CPD			
Teaching & training	Supporting	~0.5 hr (0.1 PA)	Medical students, from Bristol, attending Somerset Academy

## 6.3 Analysis of Programmed Activities - **average per week**

Activity	Duration	Frequency and other information	PA's
Ward work/visits and laboratory-based clinical and diagnostic activities	23 h	May vary depending on the time needed for any specific role allocated to the post holder (see below)	5.8
Infection prevention and control related activities; and/or anti-microbial stewardship	6 h	This will depend upon the specific role allocated to the post holder (see below)	1.5
On-call, predictable and unpredictable	3.3 h	1 in 5 rota, includes Sat a.m. in lab & hosp (premium time)	1.1
Total Direct Clinical Care Programmed Activities			8.4
Supporting Activities (specified in 5.2 above)			1.6
<b>Total Programmed Activities</b>			<b>10.0</b>

Overall PA allocations (DCC + SPA) to specific roles:-

Clinical Service Lead & Head of Microbiology Department	1.25 PA
Infection Control Doctor for Somerset NHS Foundation Trust	4.0 PA
Infection Control Doctor for Yeovil District Hospital Trust	1.0 PA
Infection Control Doctor for Somerset CCG	0.25 PA
Infection Control Doctor for Practice Plus Group Hospital at Shepton Mallett	0.5 PA
Lead Consultant for Antimicrobial Prescribing	2.0 PA
Lead Consultant for Laboratory Technical Liaison	0.5 PA

6.4 On-call availability supplement:      Rota      =      1 in 5  
Category      =      A

## 7. STATEMENT OF REQUIREMENTS (PERSON SPECIFICATION)

POST TITLE: **Consultant Medical Microbiologist/ Consultant in Infection**  
June2021

DATE:

<b>QUALIFICATIONS &amp; ATTAINMENTS</b>	<p>Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview)</p> <p>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.</p> <p>Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT</p> <p>FRCPATH or show evidence of equivalent qualification</p> <p>Evidence of continuing medical education (existing consultants must be able to demonstrate active participation in a recognised CPD scheme)</p> <p>Completed a period of education and training in medical microbiology recognised by the Royal College of Pathologists</p> <p><b>For non-medically qualified applicants:</b> Registration with the Health and Care Professions Council (HCPC) Completion of Higher Specialist Scientist Training (HSST) with award of Certificate of Completion of Higher Specialist Scientist Training (CCHSST) and registration on the Higher Specialist Scientist (HSS) register of Academy of Healthcare Science (AHCS) FRCPATH or evidence of equivalent qualification</p>	<p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p>		
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<b>CLINICAL EXPERIENCE</b>	Experience of all aspects of the work of an Infection Control Doctor	AF, IV	Experience of developing & implementing antimicrobial guidelines	AF, IV
	Extensive experience of ward-based clinical liaison	AF, IV		
	<b>ESSENTIAL</b>	<b>* When evaluated</b>	<b>DESIRABLE</b>	<b>* When evaluated</b>

	<b>ESSENTIAL</b>	<b>* When evaluated</b>	<b>DESIRABLE</b>	<b>* When evaluated</b>
<b>CLINICAL SKILLS</b>	<p>Understanding of clinical risk management</p> <p>Competent to work without direct supervision where appropriate</p> <p>Clear, logical thinking showing an analytical/scientific approach</p> <p>Ability to mentor staff both medical and nursing</p>	<p>IV</p> <p>IV, Ref</p> <p>AF, IV</p> <p>AF, IV</p>	Experience of clinical risk management	AF
<b>KNOWLEDGE</b>	<p>Appropriate level of clinical knowledge</p> <p>Shows knowledge of evidence-informed practice</p> <p>Shows awareness of own limitations</p>	<p>Ref</p> <p>IV</p> <p>IV, Ref</p>	Demonstrates breadth of awareness of issues	AF, IV
<b>ORGANISATION &amp; PLANNING</b>	<p>Ability to prioritise clinical need</p> <p>Ability to organise oneself and own work</p> <p>Willingness to take a lead in developing/managing a clinical area</p> <p>Evidence of participation in audit</p>	<p>Ref</p> <p>IV, Ref</p> <p>AF, IV</p> <p>AF</p>	<p>Information technology skills</p> <p>Good writing &amp; presentation skills</p> <p>Proven managerial skills, especially team leadership</p> <p>Understanding of NHS, clinical governance &amp; resource constraints</p>	<p>AF</p> <p>IV, AF</p> <p>AF, IV</p> <p>IV, AF</p>
<b>TEACHING SKILLS</b>	<p>Evidence of training medical and non-medical staff</p> <p>Experienced in post graduate, particularly multidisciplinary, teaching and training</p>	<p>AF</p> <p>AF</p>		

# Job Description for Consultant Microbiologist

<b>PERSONAL SKILLS</b>	Ability to foster and promote the delivery of the clinical diagnostic services of the laboratory	AF, IV, Ref		
	Ability to communicate with clarity and intelligibility in written and spoken English	AF, IV, Ref		
	Ability to build rapport, listen, persuade, negotiate	IV, Ref		
	Ability to take responsibility, show leadership, make decisions, exert appropriate authority	IV, Ref		
	Evidence of being successful team player	AF, IV, Ref		
	Ability to use a non judgemental approach to patients and colleagues regardless of their sexuality, ethnicity, disability, religious beliefs or financial status			
	Ability to be able to change and adapt their work practices to respond to rapidly changing circumstances	IV, Ref		
	<b>PERSONAL SKILLS continued</b>			
	Able to operate under pressure, (cope with setbacks, self aware)			
	Able to be well prepared, (shows self-discipline/ commitment, is punctual and meets deadlines)	IV, Ref		
	Able to show enthusiasm, drive (self-starter, motivated, shows curiosity, initiative)	IV, Ref		
	Able to display honesty, integrity, awareness of ethical dilemmas, and respects confidentiality	IV, Ref		
		IV, Ref		
<b>PHYSICAL REQUIREMENTS</b>	Meets professional health requirements	Pre-employ health screening		

## 8. FURTHER INFORMATION AND VISITING ARRANGEMENTS

All doctors are subject to a satisfactory Disclosure and Barring Service Check as a condition of their employment.

Attention is also drawn to the provision of the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendments) Order 1986, which allows convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

Potential candidates wishing to discuss the post should contact

- Dr Katy Marden  
Lead Consultant Microbiologist  
Tel: 01823 343 765  
E-mail [Katy.Marden@somersetFT.nhs.uk](mailto:Katy.Marden@somersetFT.nhs.uk)  
Candidates are encouraged to visit the hospitals and visits may be arranged through Dr Marden's secretary tel: 01823 343 765 or e-mail to [Tracy.Croom@somersetFT.nhs.uk](mailto:Tracy.Croom@somersetFT.nhs.uk)

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- Dr Saiqa Spensley  
Clinical Director of Haematology, Oncology, Palliative & End of Life and Clinical Support and Specialist Services Directorate, Somerset NHS Foundation Trust  
Tel: 01823 342 454

Applicants who are shortlisted will be expected to make arrangements to discuss the post with the Medical Director prior to interview.

Dr Mike Walburn  
Medical Director, Somerset NHS Foundation Trust  
Tel No 01823 342 114 or 343 038

The following links provide more information about the hospital and our locality.

<https://www.somersetft.nhs.uk/>

[www.visitsomerset.co.uk](http://www.visitsomerset.co.uk)

## APPENDIX

### YEOVIL DISTRICT HOSPITAL NHS FOUNDATION TRUST

The Trust provides acute services to a largely rural population of approximately 185,000 in south Somerset, parts of Dorset and parts of Mendip. Yeovil District Hospital, which opened in 1973, has 345 beds.

Yeovil Hospital “at-a-glance” facts:

- Strong-history as one of the top-ten healthcare employers in the country.
- An NHS Foundation Trust since 2006.
- Single-site hospital, providing some off-site clinical care in partnership.
- Full-range of clinical services - including General Medicine, Cardiology, General Surgery, Orthopaedic Surgery, Trauma and Paediatrics.
- Workforce of approximately 2,300
- Provide care for a population of about 185,000, primarily in south Somerset, North and West Dorset and parts of Mendip.
- 345 beds and a private patients’ wing, the Kingston Wing.
- A 10-bed combined ITU & HDU and an 8-bed CCU.
- In 2017/18, there were 45,376 patient admissions, 50,455 Emergency Department attendances and 1463 births.
- An NHS England Vanguard Site, pioneering new approaches to health and care.
- One of the highest performing Emergency Departments in the South West.
- Highest performing stroke service in the South West (based on latest RCP audit).
- An excellent reputation for research activities.

For more information, see <http://www.yeovilhospital.co.uk/>

### COMMUNITY HOSPITALS IN SOMERSET

- **Bridgwater Community Hospital:** 30 beds - GP and Consultant (Care of Elderly, Maternity). Nurse-led minor injuries unit (MIU).
- **Burnham-On-Sea War Memorial Hospital:** 16 beds - GP. Nurse-led MIU.
- **Chard & District Hospital:** 14 beds - GP and Consultant, but currently closed. Nurse-led MIU.
- **Crewkerne Hospital:** 14 beds - GP and Consultant.
- **Dene Barton Community Hosp (Taunton):** 40 beds - Care of Elderly (GP & Consultant) and Neurological Rehabilitation (T&S Trust).
- **Frome Community Hospital:** 26 beds - GP and Consultant (Care of Elderly). Nurse-led MIU.
- **Minehead Community Hospital:** 14 beds - GP and Consultant. Nurse-led MIU.
- **Shepton Mallet Community Hospital:** 8 beds - GP and stroke rehabilitation. Nurse-led MIU.
- **South Petherton Hospital:** 24 beds - GP and stroke rehabilitation.
- **Wellington & District Hospital:** 11 beds - GP.
- **West Mendip Hospital, Glastonbury:** 25 beds - GP. Nurse-led MIU.
- **Williton Hospital:** 20 beds - GP and stroke rehabilitation.
- **Wincanton Community Hospital:** 13 beds - GP and Consultant (Care of Elderly).