



Blackpool Teaching Hospitals
NHS Foundation Trust

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People Centred

Compassion

Excellence

Positive

Post Description

Job title: Consultant Clinical Microbiologist

Salary: £84,559 – £114,003

Reports to: Dr S Shaktawat, Head of Department, Pathology.

Accountable to: Nigel Lewis, Divisional Director.

Key Internal Relationships: Consultant Microbiologists and Clinical Lead, Lab Managers, Infection Prevention & Control, Antimicrobial Pharmacist, Medical Secretaries, Consultant Haematologists & Clinical Lead, Consultant Histopathologist, Consultant Biochemist, Point of Care Testing, Medical Director, Divisional Director, Clinical Director.

The Role:

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and is committed to a values based collaborative leadership and being a "great place to work".

The successful candidate will be working within the Clinical Support Division. Pathology services come under Clinical Support Division and Infection Prevention Control is part of Corporate Clinical Governance. The Pathology services provides diagnostic support for primary care (Blackpool CCG & Fylde and Wyre CCG), General Practitioners across the Fylde Coast and several peripheral hospital services. We hold contracts for Pathology services with Spire Fylde Coast Hospital - Local private providers.

The Department of Microbiology (including Bacteriology & Virology) provides diagnostic services to patients within Blackpool Teaching Hospitals NHS Foundation Trusts and associated General Practices, covering a population of approximately 440,000 permanent residents. It is currently located within Pathology Services at the Victoria Hospital site, has a UKAS ISO15189 accredited facility, and the management arrangements are consistent with recommendations of the Strategic Review of Pathology Services.

There is a Pathology Collaboration Board in post with a plan for amalgamation of non-Emergency/POCT services at a shared facility based in Leyland for the four Local Trust Hospitals. Lancashire & South Cumbria Pathology Collaboration has been set up by the 4 regional trusts (Blackpool, Central Lancashire, Morecambe Bay and East Lancashire),

aiming to collaborate in setting up a single Pathology service for the region.

At present, the Bacteriology Laboratory equipment platforms include: the BacTalert and Virtuo Blood Culture Systems, Sedimax urine analyser, Genetic Signatures Faeces PCR testing platform, and Bruker MALDI-TOF for organism identification.

In Virology, a range of molecular testing is undertaken using Architect I1000 for serology, Architect 12000 (CoVID19 serology, Roche Cobas 4800 for CT/GC, HSV, HIV and HCV viral loads, CobasZ, Biofire molecular detection system for CSFs and extended respiratory panel, Gene Expert for Influenza A, B and RSV screening and Qiagen NeuModDx for CoVID19 samples, and the Elitech Ingenius for HSV confirmatory testing. Automated serological analysis is also performed with the Vidas and Gemini platforms.

There are service level arrangements for Mycobacterial processing at East Lancashire Hospitals Trust and additional Virology services provided by LTH NHS FT (Preston) at Central Manchester Foundation Trust.

Medical Consultants

There is currently one substantive Consultant in post and . Dr Ruth Palmer is the Infection Control Doctor and Clinical lead for Microbiology.

The post holder will join five other Consultant Microbiologists. Consideration will be given to those who want to work part time or job share.

Dr Ruth Palmer	Substantive
Dr Thamara Nawimana	Locum
Dr Celestine Eshiwe	Locum
Dr Venkat Sivaprakasam	Locum
Dr Kavitha Gajee	Locum
Dr John Cheesborough	Locum

Each Microbiologist remains lead consultant for certain clinical areas such as Critical Care, Acute Medical Unit, Haematology/Oncology, Lancashire Cardiac Centre, Gastroenterology, Diabetic Foot Clinic, Respiratory, Antenatal etc. and remains responsible for ward rounds, MDTs, antimicrobial stewardship, infection control issues, policy/procedure development in the allocated area.

The current team of Microbiologists delivers the clinical consultation services (including HCAI/antibiotic ward rounds) through dedicated ward rounds, multi-disciplinary team (MDT) meetings, infection consultation clinics (by rota), etc. Infection consultation clinics

are via the Nerve Centre/electronic referrals (E-referrals).

Each consultant is provided with an office space (shared) but privacy can be arranged. There is a hospital desktop and telephone extension available. The hospital E-referrals (Nerve Centre system) from can be picked up in the hospital from hospital computer and personal hospital mobile when in the building. Each consultant has a laptop for offsite use with remote connectivity to all hospital systems. The hospital encourages work from home where appropriate.

Laboratory

Currently Microbiology consists of 21 Biomedical Scientists and 17 Medical Laboratory Assistants and Assistant Practitioners across Bacteriology and Virology. There is a full 7-day service in operation with extended weekdays from 08:00 to 20:00 for Bacteriology and from 06:00 to 20:00 for Virology during high Covid prevalence periods.

Both Bacteriology and Virology hold current accreditation with United Kingdom Accreditation Service for medical laboratories and is compliant with ISO standards 15189.

During 2021-2022 the laboratory processed 173,432 Bacteriology and 299,872 Virology samples (during the Covid-19 Pandemic) with the numbers in the previous year 2020-2021 reaching 504,194 Bacteriology and 282,151 Virology samples processed and received from both hospital patients and the community via GP surgeries (approx. 60% secondary care; 40% Primary care).

Summary of Staff in the Microbiology Department

Consultant	4 wte
Laboratory Manager (Band 8a)	1 wte
Senior Biomedical Scientists (Band7)	5 wte
Biomedical Scientists (Band 6)	12 wte
Biomedical Scientists (Band 5)	3 wte
Assistant Practitioner (Band 4)	7 wte
Medical Laboratory Assistant (Band 2)	10 wte
Secretary (Band 4)	1 wte

Test Name

Total Requests (2019)

Swabs/pus/tissues/fluids	26,59
MRSA/MSSA swabs	37,452
Carbapenemase Screen	3,769

Genital samples (HVS, cervical, urethral, uterine, sub prepuce, IUCDs etc. Excl samples for HSV and chlamydia)	12,733
Blood culture	15,580
CSF	693
Respiratory cultures	15,267
Ear Nose Throat cultures	7,036
Mycology	1,611
Mycobacterial culture	1,609
Urine Culture	75,285
Pneumococcal urinary antigen	1,704
Legionella urinary antigen	1,185

Faeces

Faeces Culture	9,171
Faeces - Rotavirus antigen	899
Faeces - Clostridium difficile	6,409

Serology

Syphilis antibody	9,956
H. pylori antigen	1,035
HIV antibody	11,998
Hepatitis A IgM	847
Hepatitis Bs Ag	3,599
Anti-HBs	1,945
Anti-HBc IgG/total antibody	3,531
Hepatitis C antibody	4,863
Rubella IgG	674
Rubella IgM	245
Antenatal samples	3,005
Cytomegalovirus IgG/M	650
Hepatitis A Ig total	431
Measles IgG antibodies	482
Mumps IgG antibodies	599
Toxoplasma IgM/G	310
Varicella zoster IgG	746

Molecular

Respiratory PCR	1,500
Chlamydia trachomatis / N. gonorrhoeae PCR	29,000
Hepatitis C Viral Load	742
Herpes simplex DNA PCR	897
HIV Viral Load	1,384
CSF PCR	374
SARS Co-V 2 PCR GenExpert	10,000
SARS Co-V 2 PCR NeuMoDx	60,000
SARS CoV-2 Sendaways	36,000
Rapid ID NOW	4000 per month

Outpatient Parenteral Antibiotic Therapy (OPAT) Service

Consultant Microbiologists provide advice on the choice of antibiotics for patients entering OPAT to the clinician/GP. It is anticipated the successful candidate may take additional sessions as the role of Microbiology lead for this service subject to additional funding allocation.

Infection prevention and control

Currently, Infection Prevention & Control (IPC) is part of Clinical Governance (corporate services) and provides integrated IPC services to the acute trust and manages community infection control nurse team. The Director of Infection Prevention and Control is Dr Chris Barben, Executive Medical Director. The nursing IPC team consists of:

Deputy Director of Infection Prevention and Control – Sharon Mawdesley	1 wte
Band 8a Lead Infection Prevention Nurse - Patricia Cross and John Mannion	2 wte
Band 7 Senior Infection Prevention Nurse - Nicky Cousins and Amy Escott	2 wte
Band 6 Infection Prevention Nurses	6 wte
Band 4 Medical Secretary – Tracey Bottomley	1 wte

Dr Ruth Palmer is the Infection Control Doctor.

Antimicrobial Stewardship

There is a 1.0 wte Antimicrobial pharmacist position provided in a 0.8/0.2 ratio by two staff members and a business case for a further 0.5 wte of pharmacist support. There is no consultant lead currently for the antimicrobial stewardship role.

Trust Values

Genuine engagement of our staff is vital to our success and aspiration. Our core values provide us with the framework to create the right culture that supports our staff to be the best they can be and achieve better care together for the benefit of our patients. We expect all staff to uphold our agreed set of values and be accountable for their own attitude and behaviours.

People Centred - Serving People is the focus of everything we do.

Positive - Having a can-do response whatever the situation.

Compassion - Always demonstrating we care.

Excellence - Continually striving to provide the best care possible.

Indicative Work Plan

Programmed Activities (PA's)

For a whole-time contract includes a total of

7.5 DCC - Clinical activity,

1.0 DCC - Fixed on call activity

1.5 SPA - Covering CPD, mandatory training, audit all appraisal and revalidation activity and routine management meetings/MDT

Out-of-hours on-call commitment (1:4) attracting a band A supplement.

Colleague cross-cover for annual, professional and study leave is expected as per National T&C.

This is an indicative and not an exhaustive list.

Direct clinical care

- Ward rounds, multi-disciplinary meetings/rounds
- Clinical advice, by telephone or by correspondence
- Service development, including policy/protocol development/review
- Other patient treatment including routine infection prevention and control
- Public health duties, including routine and enhanced surveillance
- Direct care meetings: infection control, clinical handover meetings, etc.
- Administration directly relating to above.
- Antimicrobial stewardship day to day
- Lead for antimicrobial stewardship (delete or add by review)

Supporting professional activities

- Training
- Medical education these are not core SPA
- CPD
- Audit
- Job planning
- Appraisal
- Clinical management

An indicative job plan is provided below. 1 in 4 weekends will include on-call commitment. Remote access Trust mobile phone and laptop provided.

Week One	Time	Location	Work	Categorisation	No. of PAs
Monday	9am to 1pm	Consultations & ward cover		DCC	1
	1pm to 5pm	SPA		SPA	1
Tuesday	9am to 1pm	Antimicrobial stewardship		DCC	1
	1pm to 5pm	Duty Consultant		DCC	1
Wednesday	9am to 1pm	Consultations & ward cover		DCC	1
	1pm to 5pm	Non rostered		DCC	1
Thursday	9am to 1pm	Antimicrobial stewardship		DCC	1
	1pm to 5pm	SPA/MDT		0.5 DCC/0.5 SPA	1
Friday	9am to 1pm	Consultations & ward cover		DCC	1
	1pm to 5pm	Antimicrobial stewardship		DCC	1
Saturday					
Sunday					
TOTAL Pas					10
Programmed activity				Number	
Direct clinical care (8.5)				7.5	
Supporting professional activities				1.5	
Fixed on-call payment – (indicative 1:4)				1.0	
On call availability Supplement 1:4 Band A				8%	
TOTAL PROGRAMMED ACTIVITIES				10	

Job plans will be formally reviewed within the first 3 months after appointment and further sessions may be agreed according to evidence from actual activity and additional roles. All consultants will be allocated 1.5 core SPA per week for professional development (CPD), Job Planning, Appraisal, Mandatory Training, attendance at regular team meetings which will have a clinical governance aspect and participating in Audit. Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed, agreed, and made clear within the Consultant Job plan.

All job planning is planned jointly between service providers. A formal job plan will be agreed between the appointee and Head of Department of Pathology after a joint job planning session to address the requirements of service delivery and adjusted according to the skills and abilities of the post holder such that the overall needs of the Trust are achieved.

The post holder and Head of Department will review the Job Plan annually in line with the provisions in Schedule 3 of the Terms and Conditions. Either may propose amendments.

Teaching

Blackpool Teaching Hospital has a faculty of engaged, motivated and enthusiastic Trainers to support the students and trainees that we host. We promote a multidisciplinary approach to education and training and the successful candidate would be fully supported by the Medical Education team. The team are keen to develop and support their trainers to enable us to deliver training to the standards required by the GMC.

The Trust is a teaching hospital for the University of Liverpool Medical School and we host 4th and 5th year students in most specialities. We also have students from UCLAN and Lancaster University who do various placements throughout the trust.

Facilities available at Blackpool for both trainers and trainees are exemplary and include the Health Professionals Education Centre with 24-hour library facilities as well as a clinical skills department and a full simulation suite. The accredited simulation-based training unit has various high fidelity training manikins as well as state of the art A/V feedback capabilities. A faculty development programme is available for those trainers that would like to utilise the facilities available. The resources available from our library services are constantly reviewed and include access to a wide range of journals as well as Up to Date and Clinical Key. A clinical librarian is also available and utilised by existing trainers.

At the present moment there are no rotating trainees

Clinical Audit

The appointee will be expected to carry out an ongoing programme of clinical audit and participate where appropriate in regional and national audit.

Research and Development

Research is considered core Trust business, with a separate Research, Development and Innovation Division. There is an expectation to deliver evidenced based care and to also contribute to the evidence base by supporting research studies. This includes NIHR portfolio studies and the opportunity to develop in house studies. The Trust is a member of the CLAHRC Northwest (Collaborations for Leadership in Applied Health Research and Care), and the NW Coast CRN and AHSN. The Trust works closely with the Lancaster Health Hub and there are opportunities for honorary academic appointments with Lancaster University, a top ten university in the UK, to recognise research contributions including supervision of PhD and MSc students.

The Department of Microbiology has a very successful track record of participating in international, national, regional or local Infection/Infectious diseases or diagnostic research studies, in the capacity of principal or sub-investigators.

Contractual Commitment

The post holder will have continuing responsibility for patients in his/her care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

Appraisal

There is a requirement to participate in annual appraisal in line with GMC regulations and incremental salary progression is linked to engaging with this process

You will be expected to maintain your CME/CPD in line with college guidelines, and this will be supported by the Trust study leave policy.

Leadership Development

The Trust is committed to being a clinically led organisation which espouses and embodies our values of 'People Centred, Positive, Compassion and Excellence'. There is evidence that organisations which are clinically led and have high levels of clinical engagement produce better outcomes for patients. In order to support this commitment, we offer a range of leadership and development programmes for both new substantive and senior Consultants employed by the Trust.

Annual Leave

It is recognised that annual leave has an important role in maintaining the doctor's health and wellbeing. We therefore expect that time will be taken as leave and not used for additional work

Associated Duties & Responsibilities

i) Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually and in line with the provisions below.

ii) Associated duties

You are responsible for the associated duties set out in schedule 2 of the Terms and Conditions. These include among other things a requirement to:-

- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.
- Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged. Conforming to “state of the art” advances will ultimately depend on other priorities within the total unit.
- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Pathologists and is committed to providing time and financial support for these activities.

iii) Objectives

Agreed personal objectives will form part of individual Job Plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual’s clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

Trust Leadership

The Trust Board members are as follows:

Chairman

Mr Stephen Fogg

Executive Directors

Chief Executive

Interim Director of Finance

Director of Strategic Partnerships/Deputy

Chief Executive

Medical Director

Director of Operations – USC

Director of Operations - SC

Joint Director of HR & OD

Director of Nursing, AHP & Quality

Mrs Trish Armstrong-Child

Mr Tim Bennent

Mr Tim Bennent

Dr Chris Barden

Mrs Natalie Hudson

Mrs Janet Barnsley

Mr Kevin Moynes

Mr Peter Murphy

Non-Executive Directors

Mark Beaton

Dr Sheena Bedi

Keith Case

Mark Cullinan

Tony Warne

James Wilkie

Person Specification

Requirements	Essential / Desirable	Assessment Method
Legal Requirement		
<p>Inclusion on the Specialist Register or eligible for inclusion within 6 months of interview date delete this as not correct for locum</p> <p>Full registration with the GMC</p>	Essential	Application Form
Qualifications & Training		
Primary Medical Qualification (MB CHB or equivalent)	Essential	Application
FRCPATH or equivalent qualification	Essential	Application
<p>If an applicant is UK trained, they 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. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT</p>	Essential	Application
MRCP(UK) or equivalent qualification	Desirable	Application

Clinical Experience in Specialty/Subspecialty

Must be able to demonstrate a high level of clinical experience and competence in the management of Infection and laboratory liaison.

Essential

**Application
&
Interview**

- ◆ Experience of Ward Based Microbiology service delivery
- ◆ Infection Prevention, Antibiotic Review
- ◆ Service and Outpatient Antimicrobial Therapy
- ◆ Experience in other medical specialities and the development of new services

Desirable

**Application
&
Interview**

Teaching

Experience in teaching/training undergraduate medical students and postgraduate doctors

Essential

**Application
&
Interview**

Skills & Abilities

- ◆ Excellent communication skills – both oral and written

Essential

**Application
&
Interview**

- ♦ Computer and IT skills
- ♦ Educational qualification or equivalent

Desirable

**Application
&
Interview**

Management Skills

- ♦ Awareness of NHS organisation and core values of NHS
- ♦ Understanding of the management responsibilities of NHS consultants
- ♦ Participation in a management training course

Essential

**Application
&
Interview**

Knowledge & Research		
Commitment to CPD and requirements of clinical governance and audit	Essential	Application & Interview

Adherence to the Values of the Trust		
<ul style="list-style-type: none"> ◆ People Centred - <ul style="list-style-type: none"> ○ Always patient and staff focused. ○ Supports effective team work ○ Able to demonstrate integrity through honest and open behaviours ○ Communicates widely and effectively ◆ Compassion - <ul style="list-style-type: none"> ○ Always shows empathy for patients and staff ○ Always seeks to understand how others are feeling ◆ Positive - <ul style="list-style-type: none"> ○ Always staying positive to reassure staff and patients ○ Always reflecting the impact of own attitude and behaviours upon the service and staff ◆ Excellence - <ul style="list-style-type: none"> ○ Always striving to do best for patients and staff ○ Always appreciating the efforts of others ○ Always taking responsibility for actions ○ Always seeking out opportunities for improvements 	Essential	Interview

Physical		
Medically fit to fulfil ALL aspects of the post, and to be able to respond quickly to emergencies, as necessary	Essential	Medical Questionnaire
Other		
Agreement to live within 10 miles or reasonable car access	Essential	Interview