



University Hospitals of Derby and Burton NHS Foundation Trust

Division of Medicine:

Appointment of Consultants in Stroke Medicine

October 2023



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1 Section 1: Job Description – General Details

<i>Title:</i>	Consultant in Stroke Medicine.
<i>Location:</i>	Based at the Royal Derby Hospital <i>but as a merged organisation there may be a requirement to work across other UHDB sites</i>
<i>New or replacement post:</i>	Replacement post.
<i>Prime responsibility:</i>	Provision of a comprehensive Stroke & TIA service for Southern Derbyshire, Burton-upon-Trent, & the surrounding areas.
<i>Accountable to:</i>	Executive Medical Director
<i>Reports to:</i>	Assistant Clinical Directors for Stroke Medicine – Dr James Scott Clinical Director for Specialist Medicine Business Unit 1 – Dr Damian Kelly Divisional Medical Director – Dr Roger Stanworth
<i>Key tasks:</i>	<ul style="list-style-type: none"> • Maintenance of the highest clinical standards in the management of a Stroke Service • To share with colleagues, responsibility for the day-to-day management and out-of-hours provision of a high quality, consultant-led Stroke & TIA Service. • Teaching & training of junior medical staff and medical students • To actively participate in both departmental & Trust matters concerning Clinical Governance & audit. • To have responsibility for ensuring active participation in continuing medical education (CME).

2 Section 2: Person Specification

- You're looking for a consultant post in a dynamic hospital that embraces change.
- You have a background in Stroke Medicine, Geriatric Medicine, Neurology, or Acute Medicine.
- You want to improve your work-life balance.
- You'd like the option of an annualised job plan, working with great colleagues.
- You may want a hybrid post with another specialty including Neurology, General Medicine, Acute Medicine, or Geriatric Medicine.

Requirements	Essential	Desirable
Qualifications / Specialist listings	<ul style="list-style-type: none"> • MBBS/MBCH & possess MRCP • Full GMC Registration with a license to practise • Entry on GMC Specialist Register <p>OR</p> <ul style="list-style-type: none"> • within 6 months of receipt of Certificate of Completion of Training (CCT) in General (Internal) Medicine, Geriatric Medicine, Neurology, Acute Medicine, or Rehabilitation Medicine at the time of interview. • Eligible to reside & work in the UK 	<ul style="list-style-type: none"> • Higher degree / MD / PhD • CCT in Stroke Medicine or Neurology • GCP certification
Clinical Experience	<ul style="list-style-type: none"> • 5 years' supervised training in an appropriate StR equivalent training programme, together with a high standard of clinical skill & expertise in Acute Medicine, General Medicine and/or Stroke Medicine, or Neurology or Geriatrics. • Clinicians with prior consultant experience in GIM who want to increase their skills and focus on Stroke medicine would be welcomed and supported in acquiring the skills necessary to safely manage thrombolysis/thrombectomy assessments and other stroke-specific activities. • Evidence of ability to work effectively as part of a multi-disciplinary team & share clinical responsibilities 	<ul style="list-style-type: none"> • Comprehensive technical competence and experience in Stroke & TIA service delivery
Management & Administrative Experience	<ul style="list-style-type: none"> • Ability to manage & lead a service & junior staff • Ability to advise on efficient & smooth running of the Stroke & TIA service • Experience of audit & management • Ability & willingness to work within the Trust & NHS performance framework & targets 	
Teaching Experience	<ul style="list-style-type: none"> • Experience of & commitment to teaching undergraduates & postgraduates. • Ability to teach clinical skills • Ability to innovate & develop new technology/methods where appropriate 	<ul style="list-style-type: none"> • Evidence of training in clinical teaching methods

	<ul style="list-style-type: none"> • Commitment to participate in induction/appraisal of junior medical staff 	
Research Experience	<ul style="list-style-type: none"> • Ability to apply research outcomes to clinical problems 	<ul style="list-style-type: none"> • Publications in peer-reviewed journals • Experience of enrolling & consenting patients into trials; ICH-GCP qualification. • Ability to supervise postgraduate research • Postgraduate research degree, PhD, MD etc.
Other Attributes	<ul style="list-style-type: none"> • Proven effective interpersonal skills • Enquiring, critical approach to work • Caring attitude to patients • Ability to communicate effectively with patients, relatives, GPs, nurses, AHPs, & other agencies • Commitment to CPD & the requirements of Clinical Governance & Audit • Willingness to undertake additional professional responsibilities at local, regional, or national levels • Passion for Stroke Medicine & developing the service 	

3 Section 3: Duties of the Post

3.1 Duties and responsibilities of the Post

- i. Provision with Consultant colleagues of a comprehensive Stroke & TIA service to University Hospitals of Derby & Burton NHS Foundation Trust & surrounding areas, with responsibility for the prevention, diagnosis & treatment of illness, & the proper functioning of the department
- ii. Responsibility for the continuing care & treatment of patients in your charge & personal performance of clinical duties as agreed in your job plan, allowing for all proper delegation to & training of your staff
- iii. Provision of cover for your consultant colleagues during reasonable periods of leave, including care of patients & supervision of junior doctors. A minimum of 6 weeks' notice is to be given for all leave requests.
- iv. Any responsibility which relates to a special interest.
- v. Responsibility for the professional supervision & management of junior medical staff, carrying out teaching, examination & accreditation duties as required & for contributing to undergraduate, postgraduate & continuing medical education activity, locally & nationally as appropriate
- vi. Participation in the clinical governance arrangements of the Trust & specifically within the Division including clinical audit, & research
- vii. Responsibility for implementing the Infection Control Policies as determined by University Hospitals of Derby & Burton NHS Foundation Trusts
- viii. Responsible for compliance with personal continuing medical education requirements with the support of the Trust
- ix. Responsible for maintaining awareness of professional guidelines such as 'Duties of a Doctor' & 'GMC Performance Procedures' & acting in accordance with them
- x. An exceptional requirement to undertake additional duties for limited periods within the geographical areas specified above or undertake duties at other hospitals in the event of a major disaster or incident
- xi. Where it is agreed between the parties, work on behalf of University Hospitals of Derby and Burton NHS Foundation Trust such as domiciliary consultations, or services provided by the Trust for other agencies, e.g., the prison service. (*Excludes work done under direct arrangements between an individual Consultant & a third party, e.g., Category 2*)

3.2 Job Plan

The job plan for the first three months will be based on the provisional timetables shown below & reviewed following an appraisal meeting. The Job Plan will be a prospective agreement that sets out the consultant's duties, responsibilities & objectives for the coming year. It will cover all aspects of the consultant's professional practice including clinical work, teaching, research, education & managerial responsibilities. It will provide a clear schedule of commitments, both internal & external. In addition, it will include personal objectives, including details of their link to wider service objectives, & details of the support required by the consultant to fulfil the job plan & the objectives.

We offer bespoke job plans within the specialty with a view to accommodating individual interests. As a Trust we also champion the health and well-being of our staff through initiatives such as flexible working requests from all employees, regardless of their personal responsibilities and circumstances (subject to managers approval).

Examples of flexible working include:

- Part-time working
- Compressed hours
- Employment breaks

3.2.1 Provisional assessment of Programmed Activities in Job Plan:

For a full-time contract:

- | | |
|--|-----------------------------|
| • Direct Clinical Care:
<i>(includes clinical activity, clinically related activity, predictable & unpredictable emergency work)</i> | 8.5 PAs on average per week |
| • Supporting Professional Activities:
<i>(includes CPD, audit, teaching & research)</i> | 1.5 PAs on average per week |

Full time appointments to the Stroke team commence with a job PA allocation of 10 DCC/ 1.5 SPAs. **Of the DCC an additional 1.5 PAs are allocated for predictable weekend working.** For those seeking less than full time appointments the DCC contribution can be revised but all consultants are expected to contribute to the weekend rota.

It is anticipated the activities carried out during SPA time may change from year to year therefore the PA split will be reviewed annually in the job planning round. Where an increase in SPAs is agreed between the Trust and the appointee, the activity carried out in SPA time and its location will be included in the job plan along with clear objectives.

3.3 Proposed Timetable

The following provides scheduling details of the team clinical activity & clinically related activity components of the job plan, which occur at regular times in the week. This is for illustrative

purposes and may be subject to change. We operate a roles-based rota, with the acute role covering HASU (8am to 6pm) and other roles to support the wards (59 beds), Early Supported Discharge, outpatients, TIA clinic, and educational roles.

3.3.1 Hyper-acute role weeks

For a fully staffed rota these weeks occur approximately 1 in 9

	Mon	Tues	Weds	Thurs	Fri
AM	HASU ward round	HASU ward round	HASU ward round	HASU ward round	HASU ward round
		Neuroradiology meetings	Academic meeting	Grand rounds	Pre-weekend handover
PM	Available for hyper-acute stroke assessments	Available for hyper-acute stroke assessments	Available for hyper-acute stroke assessments	Available for hyper-acute stroke assessments	Available for hyper-acute stroke assessments

3.3.2 Acute stroke unit weeks

	Mon	Tues	Weds	Thurs	Fri
AM	ASU ward round	ASU MDT meeting	ASU board round & reviews. Clinical Admin	ASU board round & reviews. SPA.	ASU ward round
		Neuroradiology meetings	Academic meeting	Grand rounds	Pre-weekend handover
PM	TIA clinic	Clinical Admin	SPA	Stroke OP clinic	Specialty session/ Teaching

3.3.3 Non-acute weeks

	Mon	Tues	Weds	Thurs	Fri
AM	Referrals & SPA	Speciality session e.g., research, ESD, spasticity clinic	Speciality session e.g., research, ESD, spasticity clinic	Referrals & SPA	Referrals & SPA
		Neuroradiology meetings	Academic meeting	Grand rounds	Pre-weekend handover
PM	Clinical admin & SPA	SIFT (clinical teaching)	SPA	Stroke OP clinic	Clinical admin

3.3.4 Job Plan Activity

The Stoke team provides genuinely consultant *delivered* care to our patients.

During Hyper-Acute weeks planned activity (other than Hyper-Acute care) is suspended.

The HASU comprises of 8 beds. Work here is supported by either a Specialty Registrar and/or other junior colleagues.

Assessment for thrombolysis/thrombectomy is by consultant. We work closely with our experienced CNS team to expedite scanning & clinical assessment and to minimize door to needle times. We currently thrombolysed approximately 13% of acute stroke patients. Our thrombectomy partner is Nottingham University Hospitals NHS Trust and patients receive thrombectomy at Queens Medical Centre. We have excellent relationships with colleagues in ED and Radiology (both locally and at QMC) and admit patients *directly* from the ED to the Stroke unit within 4hrs of presentation. We are seen to be exemplars in pulling patients through the ED. Our CNS team work actively in the emergency department to triage and assess referrals.

During Acute/Ward Role weeks there is a daily clinical planning meeting prior to ward rounds. These meetings are used to direct treatment and plan patient flow through the unit. The patients are post-hyperacute and daily consultant-directed ward work is required. Although there is a once-weekly formal MDT meeting, day-to-day interaction with the MDT is the norm to expedite interventions, rehabilitation, and discharge planning. Interaction with relatives and families is important to facilitate this.

Stroke clinics are for optimization of risk-factors, completion of post-acute investigation, and support of patients following stroke.

Day-to-day the Stroke Centre is supported by Neuro-radiology, Vascular-radiology and Vascular-surgery and we enjoy excellent relationships with these teams. As a University Teaching Hospital the Stroke Centre has regular scheduled teaching commitments.

TIA clinics are comprehensive one-stop assessments coordinated by our team of Stroke Clinical Nurse Specialists (CNS) with consultant review typically taking place following completion of relevant investigations (usually comprising CT imaging, carotid Doppler, bloods). We provide a 7 day a week service for TIAs.

'Non-acute' weeks have less planned activity but permit clinical activity to support the acute service and provide the consultant with some predictable SPA and administrative time. Typical work during these weeks includes seeing referrals from in-patient teams, managing GP queries, and undertaking specialist development.

3.4 On Call Availability

The candidates would be expected to contribute to the specialist weekend on-call for service for Stroke & TIA in-patients. Activity at a weekend is programmed to provide full ward cover Saturday and Sunday and overnight on call for Thrombolysis/advice regarding stroke care. Weekend activity is included within the 10 DCC PAs (comprising 1.5 of this 10).

Weekday nights are covered on a rota covering 18.00-08.00 via telemedicine.

In addition, there is currently an approximately 1:60 general medicine “on-call” commitment for providing an out-of-hours emergency service, on a shared basis with other Consultants within the Directorate. If the successful candidate has suitable GIM/Acute medicine experience they would be invited to participate in this.

The successful candidate must reside within a reasonable distance to enable on-call commitments to be carried out.

3.5 Teaching & Training

The appointee is expected to participate in teaching & training of junior staff, medical students & trainees and to supervise junior medical staff within the specialty.

Consultants who wish to become educational supervisors can be supported in completing the formal training now required in this role.

3.6 Study & Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, & the appointee will be entitled to apply to the Medical Director for a contribution to the funding of this activity.

3.7 Clinical Governance

All members of staff have a responsibility to abide by all clinical governance policies, practices and codes provided by the Trust and have an equal responsibility with management for developing and maintaining appropriate systems and practice for maintaining safe working practices. The post holder is expected to demonstrate a firm commitment to the principles of clinical governance, including:

- Co-operating and liaising with clinical governance committees and leads as appropriate and developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service.
- Attending and contributing to the Trust’s Clinical Governance Programme, including the Trust’s Clinical Incident Reporting systems, Adverse Incident Policy, and other umbrella policies.
- Encouraging and promoting an open climate within the Trust to enable training grade staff to participate fully in Trust wide programmes.

Copies of Trust-wide clinical governance policies are available on the Trust intranet site. The postholder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management and quality improvement activities as required by the Trust and external accrediting bodies.

3.8 Revalidation & Appraisal

All Consultants are obliged to engage with the Trust processes for Revalidation and appraisal.

4 **Section 4: UHDB Stroke Centre at The Royal Derby Hospital**

4.1 Introduction

The Stroke Centre provides Stroke & TIA services for University Hospitals of Derby and Burton NHS Foundation Trust. The geographical area served is wide and the population diverse. We currently treat around 1400 stroke patients per year.

There are currently 6 stroke specialist consultants and one associate specialist within the Centre, supported by a team of junior doctors in training grades, Clinical Nurse Specialists, and a well-established multidisciplinary team of stroke specific allied health professionals. Our core clinical team is enhanced by a dedicated Neuroradiology team, and a nationally recognised Vascular Radiology service. The regional vascular surgery unit is co-located with the Stroke Centre; the neurovascular MDT provides rapid access to carotid surgery enabling surgical treatment of carotid lesions within a week of symptom onset.

TIA clinics run daily with 7-day access to vascular imaging and relevant neuroradiology.

4.2 Service vision

As an increasingly important regional provider of stroke services, we are seeking to enhance our service quality and scope through the recruitment of dynamic, forward thinking, flexible and innovative consultant colleagues who share our commitment to providing the very best in care for the populations we serve. Candidates who have an interest in neuro-intervention can be supported in achieving the *Credential in Interventional Neuroradiology (Acute Stroke)* in partnership with our regional colleagues¹. Candidates who have an established special interest or expertise are welcomed but we are equally keen to support candidates who are yet to develop a sub-specialty interest.

The Trust's excellence in other related clinical specialties such as Renal Medicine, Cardiology, and Diabetes & Endocrinology makes us exceedingly well placed to not only consolidate our existing service but to develop a nationally leading Stroke Centre. Our co-location with The University of Nottingham's Division of Medical Sciences and Graduate Entry Medicine enables us to deliver first class teaching and training to undergraduate students, junior doctors, and allied health professionals.

Inpatient services are centred on the Acute Stroke Unit (with dedicated HASU beds). There are currently 59 inpatient beds within the Centre; there are plans to increase this total number contingent upon appropriate staffing across medical and nursing specialties.

As a teaching hospital the Stroke Centre has a commitment to both undergraduate and post graduate medical education.

¹ The Royal College of Radiologists project board convened to develop a credential has produced a comprehensive document detailing the proposed training pathway. It was submitted to the GMC at the end of 2019 and is currently pending their approval. This process has been delayed due to a combination of COVID19 and ongoing discussions concerning the exact scope of the credential.

4.3 Research

We are proud to be able to support an increasing Stroke research portfolio at UHDB. The Academic Lead in Derby is Professor Tim England who is a clinical trialist and NIHR CRN East Midlands Lead for Stroke. The applicant is encouraged to engage in research, development & innovation according to their subspecialty interests.

As part of Academic Stroke Medicine, based at the University of Nottingham

(<https://www.nottingham.ac.uk/research/groups/stroke/index.aspx>), Professor England regularly supervises academic trainees at all levels. The team are nationally and internationally renowned for their work as Stroke trialists. Current research projects include:

- Interventions treating acute stroke (ischaemic stroke – e.g. remote ischaemic conditioning [RECAST-1/2/3 trials]; Haemorrhagic Stroke – Tranexamic Acid [TICH-1/2/3 trials])
- Dysphagia management – EMG biofeedback and pharyngeal electrical stimulation (PhEAST trial)
- Assessing Frailty and Inequality in outcomes post stroke (FINE-ST study)

There is opportunity to partake in multiple NIHR portfolio adopted studies, including roles as a principal Investigator (PI) or Associate PI; the unit has an excellent track record in clinical research and participates in a range of clinical trials (currently OPTIMAS, TWIST, LACI 2, CONVINCENCE, RETAKE, DNA Lacunar 2 and DASH). Primary research can also be developed in association with the Trust R&I department.

The Trust comprises research-active Teaching Hospitals with a developing culture of research and innovation across the whole organisation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

Consultants who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval, and must adhere to the National Framework for Research Governance

4.4 Appointment

These are full time appointments for University Hospitals of Derby and Burton NHS Foundation Trust based at the Royal Derby Hospital.

Less Than Full Time applications are welcome. Any applicant 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 Divisional Director in consultation with consultant colleagues.

4.5 Out-Patient Department

Outpatient services are located in the Medical Outpatient Department at the Royal Derby Hospital. Consultants provide outpatient Stroke clinics, chiefly delivering post-acute investigation and secondary prevention.

TIA clinics run daily and are coordinated by the team of Clinical Nurse Specialists.

4.6 Staffing (NHS & Academic)

NHS Consultants	Special Interests
Dr Jessica Beavan	Early Supported Discharge, stroke rehabilitation, medical education
Professor Tim England	Clinical research
Dr Naren Karavadara	Hyperacute stroke, Specialist Neuro-Rehabilitation
Dr Ibrahim Memon	Hyperacute stroke, Acute Medicine
Dr James Scott	Hyperacute stroke, Assistant Clinical Director, SSNAP lead
Dr Keniesha Miller	Hyperacute stroke
Dr Caroline Hartley	Hyperacute stroke
Additional medical staff	
Specialist Registrar	Neurology StR (on HEEM rotation)
Specialist Registrar	Medicine for the Elderly StR (on HEEM rotation)
GP VTS	Training grade doctors on GP vocational training scheme
IMT	Internal medical training doctors
F3	Trust funded posts
FY2	Foundation doctors in second year of post graduate training
FY1	Foundation doctors in first year of post graduate training

4.7 Divisional Management Arrangements

The Medicine Division within University Hospitals of Derby and Burton NHS Foundation Trust is currently based across 5 sites: the Royal Derby Hospital; Queens Hospital Burton; Florence Nightingale Community Hospital; Sir Robert Peel Community Hospital; Samuel Johnson Community Hospital

The Division comprises of the following departments:

- Renal medicine
- Gastroenterology medicine & Endoscopy
- Diabetes & Endocrinology medicine
- Rheumatology medicine
- Dermatology Medicine
- Clinical Measurement Department
- Cardiology medicine
- Respiratory medicine
- Stroke services
- Neurological medicine

The Stroke service is part of the Medicine Division & sits in the Specialist Medicine Business Unit 1. The Division is led by Neil Radford, Divisional Director and Dr Roger Stanworth, Divisional Medical Director. The Clinical Director for Specialist Medicine Business Unit 1 is Dr Damian Kelly, and the General Manager is Jenny Deakin.

4.8 Accommodation

Office accommodation & secretarial assistance will be provided. All consultants have their own laptop with abilities to access the trust's IT systems from home.

4.9 Visits

Visits and informal enquiries are welcome and should be arranged through Carl Bull, Service Manager, Tel: 07808652753 Email: carl.bull@nhs.net

5 **Section 5: General Conditions of Appointment**

The appointee will enjoy terms based on the nationally agreed Terms & Conditions of Service for Consultants (England) 2003. All appointments will be subject to:

Occupational Health Clearance:

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

Criminal Records Disclosure and Check:

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales).

It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body. It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check).

Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s).

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential & will be considered in relation to an application for positions to which the Order applies.

GMC Registration and Revalidation:

The Trust requires the appointee to have & maintain full registration with the General Medical Council (GMC), with a license to practice, & to fulfil the duties & responsibilities of a doctor as set down by the GMC Good Medical Practice. It is the responsibility of all medical and dental staff to ensure that this registration is maintained.

For substantive appointments, registration on the GMC Specialist Register must also be maintained.

All medical practitioners are required to participate in the Trust Revalidation and Appraisal processes.

Identity and Right to Work:

All employees are required to provide original photographic evidence of identity at appointment and have the necessary documentation to demonstrate they have the right to reside and work in the UK.

6 Section 6: Application Information

Applications to be submitted in the form of:

- **A completed Application Form via NHS Jobs/Trac**, giving names of three referees, one of which **MUST** be from your current or most recent employer
- **Confirmation that you are on the Specialist Register of the General Medical Council** stating the date at which you were awarded, or expected to be awarded, your CCT (Certificate of Completion of Training, or equivalent).

Closing date for receipt of applications: As per advertisement

7 Section 7: General Information

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield, and Tamworth – to provide the highest quality care to patients across southern Derbyshire and South East Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats more than a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our Vision & Identity

Our UHDB Identity is that we provide 'Exceptional Care Together', which is our 'Why?'. It is the fundamental purpose that guides all that we do.



Our Values & Behaviours

Our staff have co-created a set of values and behaviours that are stretching and inspiring in equal measures. These are our UHDB promises. They are powerful messages and will shape how we care for others and care for each other. They are **Compassion, Openness and Excellence...**



Our objectives

As part of the 'Big Conversation', we lastly turned our attention to our aims, big steps we must take in the future. This is our 'What?'. Our staff said that we should continue to have **PRIDE...**

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. 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

- 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
- Maintain an up-to-date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- Challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke Free Trust

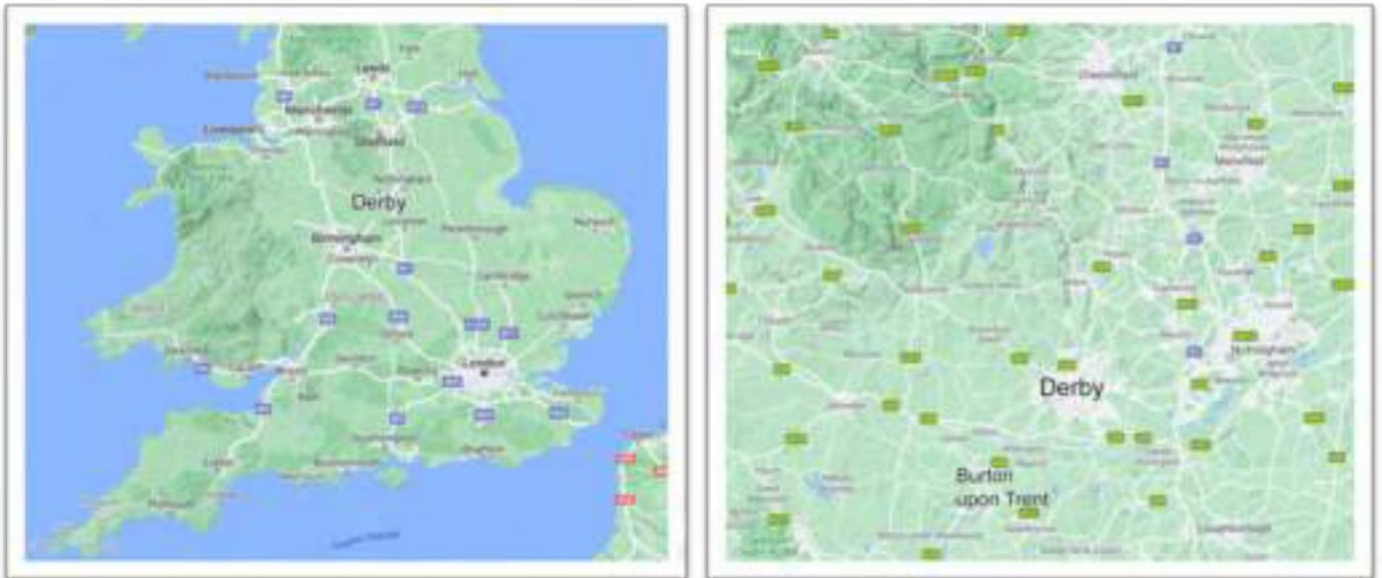
The smoke free policy applies to staff, patients, residents, visitors, and contractors.

Trust Policies and Procedures

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

8 Further Information

Originally settled by the Romans, the city of Derby is in the centre of England, lying on the banks of the River Derwent just South of the Peak District. Historically, the crucible of the Industrial Revolution, Derby is now a high-tech engineering & manufacturing centre with Rolls Royce (civil aerospace, nuclear, and defence), Toyota (vehicle manufacturing), and Bombardier (rail engineering & manufacturing), all based in the city.



Offering the best of both worlds, cosmopolitan city life on the edge of stunning countryside, Derby is a fantastic city to live and work in. It enjoys all the amenities of a modern city with the proximity of the Derwent Valley, the Derbyshire Dales, and the Peak District providing unrivalled opportunities for an active outdoor lifestyle in beautiful surroundings all year round.

With the Derwent Valley Mills World Heritage Site just to the North of the city centre, innovation and creativity have been shaping Derby from the birth of the industrial revolution and are informing the city's future ambition. Derby is home to the world's first factory (the Silk Mill, now the home to the Museum of Making) but its cultural heritage is not limited to industrial activity. Derby fostered artists – Joseph Wright – and philosophers – Erasmus Darwin – who promoted liberal, enlightened ideas. We're home to a thriving book festival and the award-winning Derby Theatre. The city's pioneering, industrious, outward-looking spirit has pulled people from all over the world to live here and the city is bidding to be City of Culture in 2025.

There is a variety of attractive housing in the city and its surrounding towns and villages, and a good choice of both state and private schools. There is a wide range of sporting and entertainment events with both Derby County Football Club and Derbyshire County Cricket Club located within the city. Further afield there is the Donnington Park motor racing circuit and the English FA's National Football Centre at St George's Park, Burton-upon-Trent.

We enjoy easily accessible transport links to the rest of the UK: London is only one-and-a-half-hours away by train and East Midlands airport places major European destinations within easy reach.

The area is well served by motorways and trunk roads. The M1, M5, M6, M40, M42 and M54 are all within 20 - 60 minutes travelling time

To find out more about the Trust, please visit www.uhdb.nhs.uk

To find out more about Derbyshire or Staffordshire please visit www.visitpeakdistrict.com, www.culturederby.co.uk or www.enjoystaffordshire.com

