

**Consultant Gastroenterologist  
JOB DESCRIPTION**

<b>Job Title:</b>	Locum Consultant Gastroenterologist
<b>Grade:</b>	Consultant
<b>Terms &amp; Conditions:</b>	Consultants (England) 2003
<b>Contract:</b>	12 month fixed term
<b>Directorate/Service:</b>	Gastroenterology
<b>Accountable To:</b>	Dr Jonathan Moise, Medical Director
<b>Responsible To:</b>	Dr Xola McFarlane, Clinical Director (Gastroenterology)
<b>Base Location:</b>	The Royal Oldham Hospital
<b>On-Call Requirement:</b>	Yes

**Values**

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

**Job Summary**

The post holder will complement and develop existing services through the provision of specialist knowledge & expertise in Gastroenterology and General Internal Medicine. The post holder is therefore required to have full registration with the General Medical Council & a valid licence to practice and be on the specialist register (Gastroenterology and preferably also General Internal Medicine) or be within 6 months of CCT or equivalent at the time of interview.

**Facilities and Service Provision**

**The Department**

The Gastroenterology department is hosted at Oldham Care Organisation and delivers gastroenterology and endoscopy services across 3 sites (Royal Oldham Hospital, Fairfield General Hospital, Rochdale Infirmary), with endoscopy units at each of these sites. The service is dynamic and busy, and team members have the opportunity to

influence the development of services.

The non-elective inpatient services are centralised onto the Royal Oldham Hospital site, and the gastroenterology team provide gastroenterology in-reach and gastroenterology outpatients at the 3 hospital sites.

Endoscopy services are provided on the endoscopy units at Royal Oldham Hospital, Fairfield General Hospital, Rochdale Infirmary, and making this one of the largest endoscopy services in the country. A total of 8 endoscopy rooms are in use across the 3 sites, and ERCP lists are delivered in a fluoroscopy suite in radiology department at Royal Oldham Hospital (with a temporary arrangement to utilise some ERCP capacity at North Manchester General Hospital). A purpose built 3 room endoscopy unit is being developed at the Oldham CDC (Community Diagnostic Centre) and is due to open in 2024.

ERCP, HPB EUS, advanced Lower GI EMR/ ESD are delivered within the Trust at the Royal Oldham Hospital. Level 4 lower GI complex polypectomy lists are held weekly at the Royal Oldham Hospital, with three rooms running in parallel, delivered by 3 Level 4 endoscopists. There is a weekly General Anaesthetic (GA) endoscopy list at Rochdale Infirmary and a monthly GA ERCP list at Royal Oldham Hospital. BCSP lists are hosted at Fairfield General Hospital, and are delivered at all three endoscopy units.

Transnasal endoscopy, colon capsule endoscopy are delivered in the Trust. There is an active GI physiology department delivering upper and lower GI physiology. The Bury, Rochdale and Oldham Gastroenterology department has an established track record of supporting and delivering research and in 2023 has been ranked 1<sup>st</sup> for Gastroenterology research in England, and in October 2023 the IBD team has won the NIHR award for cutting edge work in research in IBD and for putting patients and participants first.

MDTs are held in the gastro department weekly for Upper GI cancer, Benign HPB, ERCP MDT, oesophageal Barrett's dysplasia and fortnightly for IBD.

### **Management Team**

The Northern Care Alliance (NCA) comprises of four Care Organisations (Bury, Rochdale; Oldham, and Salford) each led by a Director team. Each Care Organisation has its own Divisional and Directorate structure.

The NCA North East Sector (NCA NES) department of gastroenterology is a hosted service and sits within the Division of Surgery at Oldham Care Organisation

The Gastroenterology and Endoscopy Directorate management triumvirate comprises of:

Clinical Director: Dr Xola McFarlane

Programme Director for Endoscopy / Directorate Manager: Janine Cartner

Assistant Director of Nursing:

Patricia Butterworth

**Consultant Colleagues:**

- Dr Xola McFarlane – Clinical Director (CD) Gastroenterology and Endoscopy
- Professor Jimmy Limdi – IBD Lead. Deputy Director Research & Innovation NCA
- Dr Muhammad Afzal
- Dr Tom Barnes
- Dr Roger Prudham - CD BCSP
- Dr Nadeem Iftikhar – Training Lead. Acute ward and In-reach Lead. Liver Lead
- Dr Ahmed Dawood
- Dr Tarig Algladi (Locum)
- Dr Shanmugasundaram Balakrishnan (Locum)
- Dr Anirudh Bhandare (Locum)
- Dr Ravi Sharma
- Dr Regi George
- Dr Atta Abassi
- Dr Salahudin Khalid- Complex Polyp Lead. BCSP Lead Colonoscopist
- Dr Waqar Ahmed
- Dr Eleanor Liu
- Dr Mohamed Madkour
- Vacant
- Vacant

**Additional Members of the Multidisciplinary Team**

- 2 Specialty Doctors
- 5 Junior Doctors (FY1, CMT, GP trainee)
- 1 Junior Clinical Fellow.
- 2 Specialty Trainees
- 7 Clinical Nurse Specialists
- 2 Cancer Nurse Specialists
- 5 Nurse Endoscopists

The Directorate is supported by a team of secretarial staff. The current provision is one personal assistant (PA) to two consultants with additional typing and clerical support to the PA.

**Patient Activity Data**

Commissioned Activity 2021/22

Outpatients	52,708
Elective IP	1,898
Day Cases	24,940

**Facilities**

The Gastroenterology directorate has 25 non-elective beds on the Royal Oldham Hospital Site on ward G2. There are comprehensive diagnostics including MRI/CT and PACS with digital imaging across all 3 sites. There is an IT system which provides an advanced Patient Administration System, electronic patient records and interfaces with pathology.

Essential laboratory facilities are available at Fairfield General Hospital and Rochdale Infirmary with a new centralised laboratory at the Royal Oldham Hospital.

The appointee will have use of an office at one of the Trust Sites and will have the required IT hardware/software and secretarial support.

### **Medical Education and Training**

We aim to support the personal development of all of our doctors, whilst maintaining a working environment where patient safety is paramount. A key element is ensuring high quality medical education and training, recognising the clear link between a supportive learning environment and patient safety as well as an improved patient experience.

It is expected that the post holder will become a clinical and educational supervisor (with GMC recognised training).

The Northern Care Alliance has a pivotal role in the clinical training of more than 400 medical students from the University of Manchester. It provides training for a large number of foundation and specialty trainees and supports the career development of clinical fellows. There are active undergraduate and postgraduate departments who provide support with learning and development.

The post holder will be required to participate in both undergraduate and post graduate training.

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To participate in the undergraduate teaching programme
- To assist and participate with the development of postgraduate training for F1s, F2s, and other staff as appropriate.
- Where agreed, to act as Educational Supervisor to junior and middle grade medical staff, being responsible for their appraisal and personal development planning.
- To promote evidence based practice. To respond appropriately to NICE guidance. To change own and others clinical practice in response to new clinical developments
- To undertake and supervise relevant clinical audit topics
- To be involved in risk management and quality assurance
- To remain up to date and engaged in CME/CPD as per RCP guidelines
- To respond appropriately to complaints and critical incidents

- The post holder will be expected to take part in developing clinical audit in accordance with agreed Directorate and Corporate Clinical Governance programmes.
- Participation in research will be actively supported by the Gastroenterology Directorate
- To undertake all work in accordance with the Pennine Acute Hospitals Trust procedures and operating policies.
- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME/CPD requirements.
- To participate in an annual Job Planning Review process.
- To participate in the Trust's annual Appraisal process and to respond to any identified development needs.
- To adhere to the Trust's Adverse Clinical Incident Policy.

### **Personal Development**

The Northern Care Alliance offers many opportunities for further personal and career development.

Access to relevant study leave will be available, subject to the agreement of the supervisor and department.

All consultants have 1 SPA for continuous professional development identified with their job plans; further SPA is identified in recognition of additional roles.

### **Responsibilities for Research and Development**

The Northern Care Alliance has a well-established Quality Improvement programme and it is expected that the post holder will contribute to this. Opportunity for research and clinical audit exists both locally and nationally in all areas, and it is expected that the post holder will support junior staff with these activities.

### **Visiting**

Prospective candidates are encouraged to visit the Trust and meet members of the management team and other senior members of staff. Appointments can be made for a visit at any point prior to the date of interview.

For further information or to arrange an appointment to visit the department please contact:

Dr Xola McFarlane, Clinical Director on Tel: 0161 720 2623 or Email:

[Xola.McFarlane@nca.nhs.uk](mailto:Xola.McFarlane@nca.nhs.uk)

or

Janine Cartner, Programme Director for Endoscopy / Directorate Manager

Gastroenterology on Tel: 07895 212808 or Email: [Janine.cartner@nca.nhs.uk](mailto:Janine.cartner@nca.nhs.uk)

## Key Role and Responsibilities

The post holder will provide demonstrable expertise in Gastroenterology, and ideally also General Internal Medicine, in order to deliver a high-quality independent service.

The post holder will be expected to work closely with other consultants and members of the wide multi-disciplinary team to develop Gastroenterology services, particularly for the local population of about 750,000 people.

The appointment to this post has these main aims:

- To join a team that provides comprehensive consultant-based patient-centred management of gastroenterology.
- To contribute to the continuing development of the department throughout a period of significant change for the directorate
- The appointee will be expected to share responsibility for the delivery of high-quality care to the patients presenting to the Department
- To examine and treat patients on the shop floor of the Department.
- To support the clinical decision making of junior medical and nursing staff
- To carry out ward rounds
- To carry out hot week and in reach services to ensure that all our patients have a timely senior review and management plan.
- To participate in an out of hours GI bleed rota and 7-day ward reviews.
- Participate in a rota which triages urgent and routine referrals to maximise outpatient capacity.
- Participate in a rota to review the results of investigations for patients on the suspected upper GI cancer pathway, and to decide and arrange next steps, and where appropriate step down off the suspected cancer pathway.

### Responsibility for Patient Care

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

The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service. The post holder will supervise the work of junior colleagues and provide advice & support as necessary. It is expected that the post holder will understand the importance of raising via concerns through clinical governance systems.

### Responsibility for Policy/Service Development

The post holder will be expected to adhere to NCA/Trust policy & procedures as well as contributing to the development of existing or new policies.

### Responsibilities for Financial and Physical Resources

The Post holder should have enough understanding of how finances are allocated in order to provide the best service available.

The post holder will minimise waste, improve services and promote the effective use of resources, you should take financial responsibility for delivering your service at a level appropriate to your role.

The post holder should understand the roles and policies of local and, where relevant, regional and national agencies involved in healthcare if they affect your role as a doctor.

There is no responsibility for handling cash.

***Responsibilities for Human Resources***

The appointee will be expected to provide leadership to his/her clinical teams as required. These may include multi-agency teams within Primary and Secondary Care.

The post holder will be responsible for the supervision of junior staff in their specialty.

There will be a requirement to participate in undergraduate, postgraduate and multi-disciplinary teaching.

**Responsibility for Policy/Service Development**

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The post holder should understand the roles and policies of local and, where relevant, regional and national agencies involved in healthcare if they affect your role as a doctor.

There is no responsibility for handling cash.

**Research and Development**

The Northern Care Alliance has a well-established Quality Improvement programme, and it is expected that the post holder will contribute to this. Opportunity for research and clinical audit exists both locally and nationally in all areas, and it is expected that the post holder will support junior staff with these activities.

**Job Plan and Working Arrangements - Consultants and SAS Doctors only**

The job plan review will take place annually in accordance with Terms and Conditions of Service. Job plan reviews may result in a revised prospective job plan where duties, responsibilities, accountability arrangements or objectives have changed or need to change significantly within the area.

The post holder will participate in daytime hot week rotas 1:10 (will be increasing to 1:12) covering all gastroenterology patients on the Royal Oldham Site, and gastroenterology in-reach at the Fairfield General Hospital. This is supported by a middle grade who will also have restricted clinical activity during their on-call period.

The post holder will also participate in a 1:10 out of hours GI bleed rota (will be increasing to 1:12).

The post holder will be expected to work with his/her colleague to manage their workload according to their job plans. Consultants are expected to provide cover for each other during annual leave and study leave. This includes the supervision of the junior staff, supporting them in patient management.

The successful candidate will be expected to organise their own workload.

**Indicative Job Plan**

The post holder will have the following clinical and non-clinical sessions in their indicative job plan. In addition there will be participation in the “hot weeks” which will involve covering gastroenterology ward (ward G2 at ROH), ROH gastro in-reach, and FGH gastro in-reach.

3 endoscopy lists

3 outpatient clinics

1 SPA session/departmental role to be agreed to support the Directorate and Trust in delivering the Trust’s objectives.

1 Admin session

1CPD session

1 on call PA

**Draft Work Programme**

Day	Time	Location	Work	No. of PAs
Monday	AM	TBC	Endoscopy list	1
	PM	TBC	OP Clinic	1
Tuesday	AM	TBC	Admin	1
	PM	TBC	OP Clinic	1

Wednesday	AM	TBC	CPD	1
	PM	TBC		
Thursday	AM	TBC	Endoscopy list	1
	PM	TBC	Endoscopy list	1
Friday	AM	TBC	OP Clinic	1
	PM	TBC	Triaging Routine and Urgent Referrals	1
<b>PAs applicable to predictable and unpredictable work resulting from being on call</b>				TBC
<b>Total PAs</b>				Approx. 10
<b>On Call Availability Supplement (1 in X Category A)</b>				3% of basic pay

This is an example job plan. SPA activities will be discussed on commencement in post. Review of duties will be carried out within first six months in post.

### PERSON SPECIFICATION

<b>Job Title:</b>	Consultant Gastroenterologist
<b>Grade:</b>	Consultant

<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
<b>Qualifications &amp; Conditions</b>	<ul style="list-style-type: none"> <li>Registration on the GMC Specialist Register for Gastroenterology (or within 6 months of obtaining CCT).</li> <li>MRCPCH or MRCP or show evidence of equivalent training and experience</li> <li>Entry onto the Specialist Register or a Specialist Registrar within 6 months of the award of their CCT in Gastroenterology (or recognised equivalent if outside the UK) of the date of interview</li> <li>To be formally recognised as Clinical Supervisor as defined by the GMC Trainer Standards</li> </ul>	<ul style="list-style-type: none"> <li>Entry into the specialist register (or within 6 months of CCT date) for General Internal Medicine.</li> <li>Post Graduate Degree e.g. MD, PhD, MSc</li> <li>To be formally recognised as Educational Supervisor as defined by the GMC Trainer Standards</li> </ul>	<p>A/On-line GMC check A/On-line GMC check</p> <p>A</p> <p>A/I</p>
<b>Experience and clinical skills</b>	<ul style="list-style-type: none"> <li>Wide experience in Gastroenterology and General Internal Medicine</li> <li>Comprehensive clinical experience of gastroenterology</li> <li>Must be able to demonstrate that they</li> </ul>	<ul style="list-style-type: none"> <li>Publication of research articles, demonstrating understanding of research methodology and commitments</li> <li>Specialist experience in one</li> </ul>	<p>A/I/P</p> <p>A/I/P</p> <p>A/I</p>

	<p>have achieved the BSG and JAG endoscopy quality standards relating to diagnostic and therapeutic Upper GI Endoscopy and Colonoscopy. E.g., JAG accreditation or equivalent for these procedures.</p> <ul style="list-style-type: none"> <li>• Satisfactory completion of previous posts providing professional training in Gastroenterology and General (Acute) Medicine</li> <li>• Attendance at appropriate professional meetings and courses</li> <li>• Good understanding of Clinical Governance</li> </ul>	<p>or more areas of practice to take a lead role in that area</p> <ul style="list-style-type: none"> <li>• Development of specialist/ sub specialist areas within gastroenterology and endoscopy: candidates will be supported to develop an interest in one or more of the following and therefore will potentially have advanced skills in one of the following: <ul style="list-style-type: none"> <li>• ERCP/ EUS</li> <li>• Liver Disease</li> <li>• Nutrition</li> <li>• Bowel Cancer Screening.</li> <li>• Advanced Lower GI polypectomy.</li> </ul> </li> </ul>	<p>Certificates/</p> <p>A/I</p> <p>A/I</p>
<p><b>Teamwork</b></p>	<ul style="list-style-type: none"> <li>• Proven ability to build and maintain effective teams</li> <li>• Ability to work in a team with professional colleagues both medical and from other disciplines</li> <li>• Experience of supervision of junior staff</li> </ul>		<p> </p> <p> </p> <p> </p>

<b>Leadership</b>	<ul style="list-style-type: none"> <li>Evidence of good organisational and leadership skills</li> <li>Ability to lead the development of services and provoke best practice amongst the colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of development of leadership within the work environment</li> </ul>	A/I  
<b>Communication</b>	<ul style="list-style-type: none"> <li>Excellent verbal and written communication skills</li> <li>Excellent interpersonal skills and the ability to deal with difficult situations</li> <li>Ability to communicate and liaise effectively with patients, their parents and other relatives and with colleagues and staff in all disciplines.</li> </ul>	<ul style="list-style-type: none"> <li>Attendance at e.g. Death/Bereavement or Breaking News workshops and Counselling courses</li> </ul>	A/I     
<b>Management</b>	<ul style="list-style-type: none"> <li>Evidence of development and management of change</li> <li>Ability to manage risk and end of line decisions.</li> <li>Ability to cope with change</li> <li>An understanding of management in the context of the Health Service including clinical governance and risk management.</li> <li>Attendance at management meetings</li> </ul>	<ul style="list-style-type: none"> <li>Able to manage and lead change internally and within multi-agency setting</li> <li>Attendance at management course</li> <li>Previous participation in a management role</li> <li>Experience in appraisal and mentoring</li> </ul>	A/I           

<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Experience of teaching juniors, medical students and other health care professionals.</li> </ul>	<ul style="list-style-type: none"> <li>• Proven teaching abilities</li> <li>• Attendance at teaching course</li> </ul>	A/I
<b>Audit &amp; Research</b>	<ul style="list-style-type: none"> <li>• Evidence of audit work and where this has brought about change</li> <li>• Evidence of participation in research</li> <li>• Awareness of basic research methods</li> <li>• Familiarity with evidence based practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of work submitted for Peer review</li> </ul>	A/I  A/I
<b>Other</b>	<ul style="list-style-type: none"> <li>• Clear commitment to lifelong learning</li> <li>• Experience of evidence based medicine</li> <li>• Ability to keep up to date in the speciality</li> <li>• Willing to reside within a distance of 30 minutes or 10 road miles from the principle place of work</li> <li>• Work Health Assessment (mandatory)</li> <li>• Appropriate Home Office status to undertake a career post in the UK</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of appropriate post graduate societies.</li> <li>• IT skills</li> </ul>	I/A  I  I/A  I  Occupational Health  A

## Living our Values

All colleagues are expected to demonstrate the NCA Values and underpinning behaviours as daily habits in your work and daily role.

For more information, please visit: [ADD LINK](#)

Values	Behaviours (I will...)
<b>CARE</b>  We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
<b>APPRECIATE</b>  We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
<b>INSPIRE</b>  We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

## Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

<b>Communications and Relationships</b>
<p>You will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.</p> <p>You will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.</p>
<b>Resource Management</b>
<p>You will be required to ensure that services are delivered within agreed parameters. Any external duties that impinge on Programmed Activities you may wish to be included in your job plan must be agreed with the Clinical Manager at least one month in advance, where practicable. We have a standard six week notice period for the cancellation of clinical activities. Standard annual leave notification is in line with Trust policies and the leave year is from 1st April.</p>
<b>Teaching and Education</b>
<p>Northern Care Alliance plays an important role in the education of medical students. The successful candidate will participate in undergraduate teaching. This can include assisting in problem-based tutorials; providing regular clinical skills teaching; acting as an educational supervisor to students during special study modules and research options projects; teaching in the clinical skills laboratories and offering other teaching according to the demands of the curriculum and the interests of the appointee.</p> <p>There will also be a requirement to participate in postgraduate and multi-disciplinary teaching and provide wider supervision and guidance to trainees in the directorate.</p>
<b>Delivering Service</b>
<p>You will be expected to take a lead role in ensuring delivery of a quality service. This will include the following:</p> <ul style="list-style-type: none"> <li>• implementing and ensuring compliance Trust and national policies and procedures.</li> <li>• reviewing and allocating resources appropriately</li> <li>• reviewing and managing progress and improvement within the area.</li> </ul> <p>The post holder will be required to ensure that services are delivered within agreed parameters.</p>

<p>The post holder will be expected to contribute to the ongoing improvement of the clinical service (and to the academic performance of the Trust).</p>
<p><b>Annual Leave and Cover Arrangement</b></p>
<p>Annual leave is taken within the exigencies of the service and in accordance with the terms and conditions of service applicable to the post.</p>
<p><b>Clinical Audit</b></p>
<p>You will be expected to participate in clinical audit on a regular basis.</p>
<p><b>Personal Development</b></p>
<p>You are responsible for maintaining your own continuous professional development. You will be expected to work towards continuous professional improvement, in line with service needs and changes in medical practices. The Trust retains an obligation to assist professional development as far as possible, subject to service need.</p> <p>It is expected that the post holder will become a clinical and educational supervisor (with GMC recognised training).</p> <p>The post holder will be required to participate in both undergraduate and post graduate training.</p>
<p><b>Contractual Commitment</b></p>
<p>You will have continuing responsibility for the care of patients and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. If you do not undertake your contractual obligations then this will be seen as a breach of contract, and as such action may be taken under Trust policies and procedures.</p>
<p><b>Infection Prevention</b></p>
<p>Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.</p>
<p><b>Safeguarding</b></p>
<p>The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.</p>
<p><b>Health and Safety</b></p>

Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.

**Confidentiality and Data Protection**

Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

**Equality and Diversity**

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people’s rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don’t
- fostering good relations between people who share a relevant protected characteristic and those who don’t
- understanding the impact of policies, services and practice on people with different protected characteristics

**Code of Conduct**

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

**Leadership and Development**

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

**Flexibility**

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.