

JOB DESCRIPTION APPENDIX A - ADDITIONAL INFORMATION

One Culture of Care

We operate on an ethos of ‘**one culture of care**’, where we look after each other with the same care and compassion that we show to our patients, colleague engagement, and creating an open, honest, and inclusive organisation is high on our agenda. Our 4 values supporting One Culture of Care are;

1. *We put the people first*
2. *We go see*
3. *We work together to get results*
4. *We do the must do's*

These values underpin our strategy and our vision, that together we will deliver outstanding compassionate care for our patients and One Culture of Care for our colleagues.

Research

The Trust is committed to delivering outstanding care to our patients, this means providing access to new and novel treatments through our participation in clinical research. We would like all CHFT colleagues to share our ambition to deliver excellent outcomes and compassionate care through research that, not only advances science, but enhances our services, promotes economic growth and ultimately, enhances the health and wellbeing of our population. As such, the Trust's Research Strategy encourages all clinicians, nurses, midwives & Allied Health Professionals (AHP) to embed research in every-day practice and participate in high quality studies, with particular emphasis on work supported by the National Institute for Health Research and industry sponsored trials.

We have an active research department with a highly skilled delivery infrastructure that provides support to an extensive portfolio of research studies. We encourage and develop colleagues to lead research as Principal Investigators and this enables us to co-ordinate over 100 research studies at any time to increase opportunities for our patients. New research investigators will have access to our dedicated research governance and delivery teams who will provide expertise and support.

Investigators will have access to the NIHR's 'An Introduction to Good Clinical Practice' (GCP) training course, the Trust's R&D 'Study Delivery Programme' and 'PI Mentorship Programme'.

Equality Impact Assessment

CHFT aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. We therefore aim to ensure that in both employment and services no individual is discriminated against by reason of their gender, gender reassignment, race, disability, age, sexual orientation, religion or religious/philosophical belief, marital status, or civil partnership.

Probationary Periods

All staff new to the Trust are required to undergo a 6-month probationary period (except medical staff and staff on temporary or fixed term contracts for 6 months or less who are subject to separate arrangements). All existing Trust staff transferring internally to a new post within the Trust are required to undergo a modified probationary period of 3 months.

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General

Must be eligible to work in the UK.

Ability to work in various locations throughout the network of services provided by Calderdale and Huddersfield NHS Foundation Trust.

Safeguarding

The Trust has in place both a Safeguarding Children Policy and a Safeguarding Adults Policy in line with national legislation. The Safeguarding Policies place a duty upon every employee who has contact with children, families, and adults in their everyday work to safeguard and promote their welfare. If you have concerns about possible harm to any child or adult you should contact your line manager immediately or in their absence your Assistant Divisional Director. Out of hours contact should be made with the on-call manager through switchboard.

The Trust has nominated Safeguarding Leads who act as contact points for support and advice if concerns are raised about a child or adult's welfare. These individuals can be reached through switchboard during office hours by asking for the Named Professionals for Safeguarding Children or Adults respectively.

The policies and procedures described below are located on the intranet and internet site and you should ensure you are aware of, understand and comply with these. In addition, the Trust will publicise and raise awareness of its arrangements and provide appropriate resources and training.

- CHFT Safeguarding Children Policy
- Safeguarding Board Procedures for West Yorkshire www.calderdale-scb.org.uk or www.kirklees.gov.uk/safeguarding
- CHFT Safeguarding Adults Policy
- CHFT Procedure for Managing Allegations Against Staff

Health

Able to fulfil the health requirements of the post as identified in the Job Description, considering any reasonable adjustments recommended by Occupational Health.

Healthcare Associated Infection

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene including the 'naked below the elbow' approach, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about the application of practical measures known to be effective in reducing HCAI. The Trust has the responsibility of ensuring that adequate resources are available for you to discharge your responsibilities.

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