

Job Details

Job Title:	Consultant Microbiologist/Consultant in Infection
Hours of Work:	10 PAs
Band or Grade:	Substantive Consultant
Department:	Microbiology
Division:	Medicine
Base:	Royal Albert Edward Infirmary, Wigan

Reporting Arrangements

Managerially Accountable to:	Clinical Director, Scheduled Care
Professionally Accountable to:	Medical Director
Responsible for:	Delivery of high-quality Microbiology services

Job Purpose

We welcome applications to fill a vacant NHS Consultant Microbiologist post based at the Royal Albert Edward Infirmary, Wigan, to help deliver and develop the clinical microbiology service across Wrightington, Wigan and Leigh Teaching NHS Foundation Trust (WWL).

Wrightington, Wigan and Leigh Teaching NHS Foundation Trust is the proud provider of acute hospital and community services to the people of the Wigan Borough and surrounding areas. At WWL, we value our staff believing that 'happy staff, makes for happy patients'. We have a recognised track record in staff engagement and living our values 'the WWL Way'.

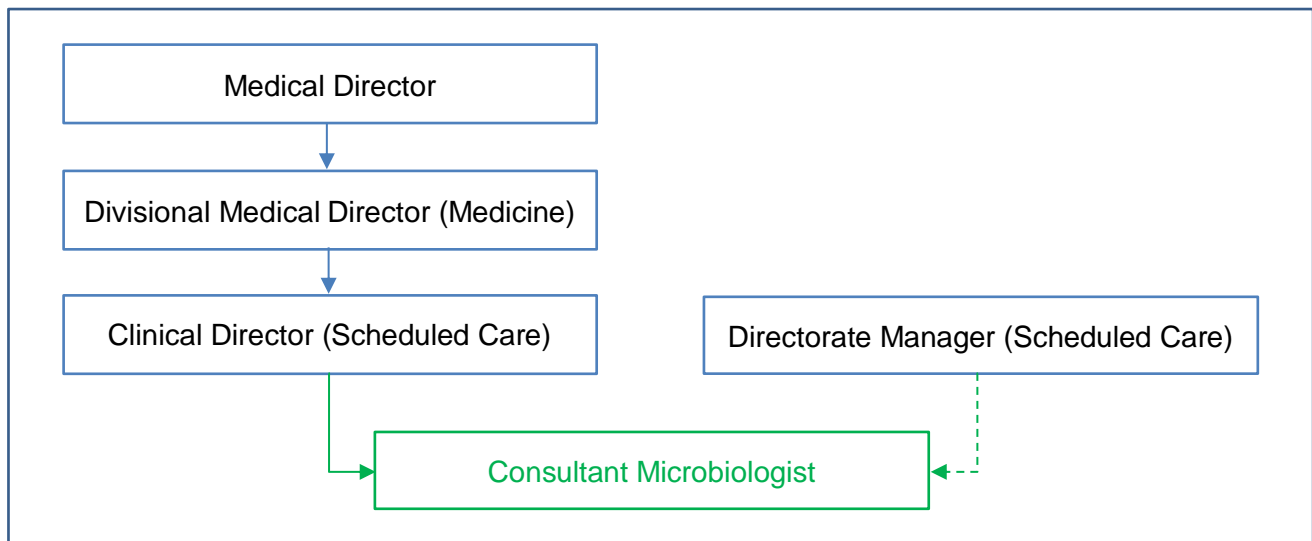
WWL are committed to placing the patient at the heart of everything we do, and in the provision of safe, effective care that acknowledges and ensures dignity. With this in mind, we are seeking to recruit people who share our values and beliefs.

The Microbiology laboratory is sited at Salford Royal Hospital and laboratory services are delivered to both Trusts as part of a joint venture -Pathology at Wigan and Salford or "PAWS".

The microbiology laboratory has undergone substantial changes in recent years in line with our vision to expand and improve our clinical microbiology service. Direct clinical care is principally delivered at the Royal Albert Edward Infirmary site. We work closely with the Infection Prevention and Control Team, Health Protection Team, and with Pharmacy as part of our antimicrobial stewardship program.



Organisation Chart



Introduction

The Wigan Borough is one of ten metropolitan districts in Greater Manchester and is situated on the edge of the West Pennine Moors. The general environment in Wigan and the surrounding countryside is a pleasant one with 75% of the Borough being open land and countryside. The residential areas offer a wide choice of housing styles at competitive prices. Local amenities are good, with school facilities comprising of comprehensive and independent primary, secondary and tertiary education.

The population of Wigan Borough is now around 319,000, an increase of over 17,000 since 2001. Historically, Wigan's economy was based upon coal, cotton, engineering and railways, but there has been substantial growth in recent years in knowledge, technology, leisure and retail services.

Wigan is located between the major conurbations of Manchester and Liverpool, approximately 20 miles from both city centres. Each city provides excellent shopping and cultural facilities including an array of musical venues, several theatres and art galleries. There is a convenient motorway network giving fast access to the neighbouring towns and cities. The motorways are easily accessed and consist of the M6, which leads to the North including the Lake District and Yorkshire Dales and to the South for Birmingham with access to the M5 and M42 motorways. The nearby M61 leads to Manchester and the international airport, and to the M62, which accesses the east of the country. North Wales is easily reached via the M6 and M56. The West Coast mainline rail service stops in Wigan, giving access to London and Glasgow within 2 hours.

Key Responsibilities

- To adopt in conjunction with colleagues, an active role in the planning, development and delivery of the Infection Service for the Trust.
- To provide direct input to patient's care by contributing to multidisciplinary teams.
- To advise and support the Infection Prevention and Control Nurses in day to day activities, encouraging a multidisciplinary team culture that learns from comments and complaints.
- To advise the Chief Executive/DIPC directly on all aspects of Infection Prevention and Control in the hospital and on implementation of agreed policies.
- To investigate outbreaks of hospital infection as described in the joint DH/PHLS guidance on Hospital Infection Control (1995). Close liaison with the Consultant for Communicable Disease Control (CCDC) will be necessary as detailed in this guidance.
- To prepare and update Infection Prevention and Control policies, procedures, guidelines and protocols together with other relevant personnel, in relation to hospital infection and antimicrobial stewardship, ensuring evidence based practice and a patient centred approach to the delivery of care.
- To contribute to the planning, delivery and implementation of the standards required for NHSLA and Monitor.
- To participate in the preparation and upgrading of hospital facilities.
- To be involved in the setting of Quality Standards with regard to hospital infection and in audits of infection.
- To take part in the training of medical students, medical and nursing staff and other health care workers of all grades as required.
- To provide, in conjunction with Microbiology and nursing colleagues, a 24 hour Infection Prevention and Control on call service.

Duties of the Post

- To provide leadership in the management, provision and development of Microbiology and Infection Prevention and Control services.
- To undertake laboratory-related work including advice regarding diagnostic samples, validation and interpretation of results and involvement in agreeing policies and procedures for the examination of samples as part of PAWS.
- To participate in the diagnosis and management of individual patients by liaison with patients, clinicians and other hospital and community staff.
- To promote and manage antimicrobial stewardship as a key member of the Antimicrobial Management Team and undertake antimicrobial ward rounds.

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- To participate in the provision and development of the home and outpatient parenteral therapy service.
 - To regularly and systematically review, Infection Prevention and Control policies, protocols, antimicrobial guidelines, Microguide and audits in line with Trust policy on document control and risk management strategy.
 - To maintain effective communication and engagement with clinical colleagues and other service users, including consultants in communicable disease control and health protection.
 - To act as Infection Prevention and Control Doctor in rotation with consultant colleagues.
 - To work with colleagues in setting and delivering the clinical governance agenda, including maintaining the accreditation of laboratory services with UKAS.
 - To participate in clinical audit and maintain an appropriate level of participation in a recognised programme of continuing professional development.
 - To participate in the teaching of medical undergraduates and other groups of healthcare staff.
 - To participate in the Microbiology out of hours service for Pathology at Wigan and Salford (covering SRFT, Salford community, WWL, Wigan community and Christie Hospital).
 - To provide cover for consultant colleagues' period of leave.
 - To participate in job planning, appraisal and revalidation activities in accordance with Wrightington, Wigan and Leigh policy.
 - To make an appropriate contribution to setting and achieving directorate strategic goals and performance targets, aiming for year on year improvement.
 - To act as Clinical Lead for Microbiology at Wrightington, Wigan and Leigh, a member of the Division of Medicine Team, in rotation with consultant colleagues.
 - Ward rounds in adult ICU, daily.
 - Ward rounds in NICU and SCBU, weekly.

The appointee will share the Clinical Microbiology workload at Wrightington, Wigan and Leigh with 1.6 WTE consultant colleagues. The precise allocation of time between the various duties of the post (clinical, laboratory, Infection Prevention and Control, teaching and management) will be subject to agreement with consultant colleagues and Trust management. At WWL, Ms Rabina Tindale, Director of Nursing, is the DIPC. Infection Prevention and Control Doctor and clinical Lead for Microbiology will rotate or be shared between the consultants by mutual agreement, and with the agreement of Trust

Management. One of the Microbiologists chairs the Antibiotic Steering Group and attends the Medicines Management Group meetings: this role also rotates by mutual agreement.

An initial and then annual review of duties will take place with the Clinical Director for General Medicine as part of the job planning process. During the initial job-planning meeting a detailed breakdown of direct clinical care and supporting activities will be agreed. Additional NHS duties or external duties may be included as part of the job plan by mutual agreement with the Trust.

The appointee will be expected to undergo an annual job plan review and appraisal in accordance with Trust policy and sufficient time will be allotted for this process.

The appointee is required to participate in the Consultant Medical Microbiology on call rota. It is anticipated that the overall on call rota commitment will be 1 in 11.

Office accommodation will be available to the appointee at Wrightington, Wigan and Leigh and departmental secretarial staff will provide support. The appointee will have IT access to the Trust's Intranet, Internet, Electronic Patient Records and Pathology Information System (iSOFT, Telepath). These systems can be accessed remotely by laptop when on call.

Clinical Liaison Service

You will be expected to liaise in a timely manner with clinicians, hospital staff, general practitioners and health protection consultants concerning the diagnosis and management of patients, and control and prevention of infections.

You will take an appropriate share of responsibility for departmental commitments.

We have strong links with critical care and there are daily rounds in the ICU and HDU in Wigan. We participate in weekly antimicrobial stewardship rounds in conjunction with the Antimicrobial Pharmacist. The department participates in multidisciplinary meetings for orthopaedic infection in conjunction with Orthopaedic colleagues based at the regional tertiary referral centre at Wrightington hospital. You will be expected to participate in and develop these areas.

You will be expected to participate in laboratory and clinical audit. The appointee will also be expected to provide advice to the clinical units supported in developing clinical guidelines, investigation protocols, SOPs, and guidance on the appropriate use of antimicrobials.

Laboratory Support

All consultants will be expected to contribute to the following:

- authorisation and interpretation of results referred by BMS staff
- involvement in policy and SOP preparation
- quality assurance performance within the department, including taking part in all relevant national external quality assurance (NEQAS) programmes

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- achieving and maintaining accreditation with UKAS
 - business planning, including the assessment and introduction of new methods, and forward planning for staff and equipment requirements.

Infection Prevention and Control

The Infection Prevention and Control Team (IPCT) consists of a Deputy Director of Infection Control (Band 8D), two Band 8A, three Band 7, one Band 6, one Band 4 and an administrative assistant. The Infection Prevention and Control Doctor, has 5 programmed activities per week in that role. The role of Director of Infection Prevention and Control is held by the Chief Nurse.

All consultants will be expected to support good infection prevention and control practice within the Trust in line with local and national guidance and provide assistance to the IPCT as required.

Out of hours Infection Control advice is provided by the IPCT.

Antimicrobial Stewardship

Wrightington Wigan and Leigh Teaching NHS Foundation Trust is committed to improving the rational use of antimicrobial therapy. The local Antimicrobial Stewardship programme is overseen by the Antimicrobial Management Group. Member ship consists of the Consultant Microbiologists, the Antimicrobial Pharmacist and the Antimicrobial Pharmacy Technician. Membership from other disciplines is co-opted as required.

Research

Research is encouraged and supported by an active Research and Development Department. The department is keen to develop its research activities and the appointee would have opportunities to develop research interests associated with their specialist interest.

Communications and Key Working Relationships

The current medical staffing is as follows:

Consultant Staff

Dr Camelia Faris: Consultant Microbiologist, Clinical Lead, Infection Control Doctor
Vacancy: Consultant Microbiologist

In addition, there are close working relationships with six Consultant Microbiologist Colleagues based at Salford Royal Hospital Microbiology Department.

Job plan

The initial job plan will be written on the basis of 8.5 PAs DCC and 1.5 PA SPA. This will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity. All Consultants are allocated 1 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. Additional SPA time will be made available to consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Clinical Manager during the job plan review session. Clinical Directors will be able to approve a second SPA but anything above that level will need the approval of the Divisional Medical Director. SPA time will generally be undertaken within the Trusts or at other agreed NHS sites or academic institutions. The authorisation of the Divisional Medical Director will be required where it is proposed that SPA time will be undertaken at any other location e.g. at home.

Any applicant who is unable for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

Consultants who are not required to be on-site for clinical duties may be able to work remotely on rotation with other members of the service.

Indicative job plan for Consultants in Microbiology

Code	Direct Clinical Care	Weekly Pas	Annual Pas	Average Weekly PAs
C3	Infection Prevention and Control			1.0
C4	Ward round			1.0
C6	Telephone advice to hospital, community			1.5
C7	Multidisciplinary meetings about direct patient care			0.5
C8	Investigative, diagnostic or laboratory work			3.5
C1	On call work (predictable and unpredictable)			1.0
Totals				8.5

Code	Supporting Professional Activities	Weekly Pas	Annual Pas	Average Weekly PAs
S1	Formal postgraduate teaching, undergraduate teaching			0.25
S3				
S2	Core SPA, CPD, mandatory training, audit, clinical governance, job planning, appraisal			1
S4				
S5				
S6	Research			
S7	Clinical management, PAWS meeting			0.25
Totals				1.5

Notes on the Programme

Travel: Any travel allocation will be included within the Total Programmed Activities and will be determined by location at which Direct Clinical Care and Supporting Professional Activities are carried out.

On call arrangements: The out of hours service is a 1:11 rota remunerated at 1 PA and attracts an appropriate banding presently equating to 3% of basic salary. Remote access facilities are available to enable work to be carried out from home, when appropriate.

Supporting Professional Activities: A minimum of 1.5 SPA is included in the indicative job plan, which shall normally be sufficient to reflect activities such as revalidation, appraisal,

personal audit, and professional development* (occurring out with the 30 days of study leave entitlement in any three-year period). Time permitting, it may also cover minimal teaching, training and non-clinical administration. Any additional allocation will require to be evidenced as mutually beneficial and required by the department. Adjustment to the programme to incorporate additional SPA will require other activities to be reviewed to accommodate any increase as necessary.

*The appointee will be expected to participate in clinical audit and to be registered for continuing professional development (CPD) with The Royal College of Pathologists (or equivalent body, e.g. The Royal College of Physicians) and to fulfil requirements for annual certification and for appropriate revalidation. Time, facilities and financial support for study leave and CPD are available.

APPENDIX 1

General Information about Wrightington, Wigan and Leigh NHS Foundation Trust

Royal Albert Edward Infirmary (also known as Wigan Infirmary)

This hospital has 513 inpatient beds. Inpatient facilities include all the acute beds for general medicine, paediatrics, SCB and NICU, general surgery, adult ICU, urology, orthopaedics, ophthalmology and oral surgery. General Medicine, surgery and trauma have established emergency assessment units.

There have been several major developments in the past 15 years with more planned in coming years. A new Cancer Care Suite has recently opened ensuring that we remain at the forefront of providing the best possible care in the right environments for our patients.

Wrightington Hospital

Wrightington Hospital has an international reputation as a Centre of Excellence for Orthopaedics, specialising in joint replacement surgery of both upper and lower limbs and the medical management of Rheumatic Diseases. The most commonly used form of hip replacement was developed by Professor John Charnley in Wrightington in the 1960s.

Wrightington Hospital services a supra-regional population with the Wigan, Bolton and South Lancashire CCGs acting as the major purchasers, but with services provided to the majority of districts in the North Western Region and some much further afield. We have recently opened a new Orthopaedic Centre which will revolutionise the way we work and care for our patients. Other major developments on this site include a new Fertility Unit. The hospital has 105 beds.

Leigh Infirmary

Leigh Infirmary concentrates on non-acute care and mental illness. Developments at Leigh include new out-patient accommodation, rehabilitation and an endoscopy suite associated with the day surgery unit, a new dermatology suite, and upgraded cardiology facilities.

Thomas Linacre Centre

The Thomas Linacre Centre is a newly developed outpatient centre in Wigan town centre, approximately less than a mile from Wigan Infirmary. Outpatient clinics are also undertaken at Leigh Infirmary.

The Christie NHS Foundation Trust

The Christie Hospital is the largest cancer centre in Europe treating more than 40,000 patients a year. It covers a population of 3.2 million in the Greater Manchester and Cheshire area, and employs over 1,700 staff work on the Trust site, plus over 200 volunteers. As a national specialist around 26% of patients are referred to us from other parts of the country.

The following services are provided:

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- Radiotherapy through one of the largest radiotherapy departments in the world, both on our main site in south Manchester and via The Christie radiotherapy centre in Oldham and Salford.
 - Chemotherapy in the largest chemotherapy unit in the UK and via 14 other hospitals.
 - Highly specialist surgery for complex and rare cancer.
 - A wide range of support and diagnostic services.

The clinical trials unit is the largest early phase trials unit in the world, with around 200 trials ongoing at any one time.

About Salford Royal

Salford Royal NHS Foundation Trust aims to be the safest organisation in the NH~S though providing safe, clean and personal care to every patient, every time. We are an integrated provider of hospital, community and primary care services, including the University of Teaching Trust. Our team of 7,000 staff provide local services to the city of Salford and specialist services to Greater Manchester and beyond.

We are an Outstanding Trust – the first Trust in the North of England to achieve the highest rating given by the Care Quality Commission.

Salford Royal is highly regarded by its patients, other NHS Trusts and a number of independent organisations. The Trust had many nationally and internationally renowned services and clinicians, pioneering the latest techniques and treatments and providing safe, clean and personal care every time. It has a number of specialist services including neurosciences, trauma, intestinal failure, renal and dermatology. Salford Royal has been awarded status as one of two cancer centres in the Greater Manchester conurbation and works in cooperation with the Christie Hospital and having opened four LINAC on site was well as completed an expansion in the ward capacity to support this.

Responsibility for Health & Safety

Compliance with the Health & Safety at Work Act 1974 – the post holder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Responsibility for Teaching

You will be encouraged to contribute to the Foundation Year and Core Medical and Surgical Teaching Programmes run within the Trust. Currently no infection trainees rotate through Wrightington, Wigan and Leigh Teaching NHS Foundation Trust.

Work Circumstances & on-call

The new appointee will have office space and appropriate IT support - including facilities for remote working. There will be access to administrative support as required for your duties and responsibilities.

There is currently a 1 in 11 consultant on-call duty rota for Microbiology. This provides a first on -call service to Pathology at Wigan and Salford (PAWS), Salford Royal NHS Foundation Trust and to the Christie Hospital. The Consultant Microbiologist is required to give clinical and infection control advice to PAWS while on-call, and to cover the Registrar on call for the Northeast Sector of the Northern Care Alliance (Oldham, Rochdale and North Manchester Hospitals)

On-call is category A. with a 3% frequency supplement On-call duties will be subject to annual review & job planning. There is remote access to the laboratory information system (LIMS).

Standard Duties & Responsibilities

The Trust operates a No Smoking Policy.

All Wrightington Wigan and Leigh NHS Foundation Trust staff employed within Clinical Environments and have contact with children, vulnerable adults; service users and their families must familiarise themselves, be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and WWL Procedures for Safeguarding and Protecting Children which are available on the Trust Policy Library.

In accordance with Part 7 of the Immigration Act 2016, employees who are required to interact regularly with the public, both face to face, and by telephone, are required to be able to speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.

Compliance with the General Data Protection Regulations 2016, Data Protection Act 2018 and Information Governance Principles – the postholder is not entitled to use for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Compliance with the Health & Social Care Act 2008 – Code of Practice on the Prevention and Control of Infections and related guidance – the post holder is required to fulfil a proactive role towards the reduction and management of healthcare related infection in all of their actions. This entails compliance with Trust Infection Prevention and Control policy and related Standard Operating Procedure (SOP's); along with risk assessment of all situations; as staff have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Staff must be fully compliant with Trust Infection prevention and Control eLearning policy.

All applicants to any post within the Trust are required to declare any involvement either directly or indirectly with any firm, company, relevant person or organisation which has any interest with the Trust, the services provided by the Trust or any element of patient care. Failure to do so may result in an employment application being rejected, or if it is discovered after appointment the omission of such information could lead to dismissal. This includes any form of private practice relating to medical care.

Compliance with Trust Policies and Procedures including the Code of Conduct.

Compliance with Standing Financial Instructions (SFIs) – The SFI's identify the financial responsibilities which apply to everyone working for the Foundation Trust and its constituent organisations including trading units. Failure to comply with Standing Financial Instructions can in certain circumstances be regarded as a disciplinary matter that could result in dismissal. Compliance with the SFIs is monitored by the Finance Department and post holders are therefore required to understand their responsibilities outlined within this document and ensure compliance with its instructions.

Responsibility for all records (including patient health, financial, personal and administrative) that they gather or use as part of their work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images.

Any other duties appropriate to the grade. The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

Applicants wishing further information about the post are invited to contact Dr Camelia Faris, Clinical lead, Microbiology, on 01942 822153 or email camelia.faris@wwl.nhs.uk with whom visiting arrangements can also be made.

This document is also available in audio, large print, Braille and other languages upon request. For more information call 01942 773106.
