

Dear Manager,

Functional Requirement Form (FRF)

Please complete ALL sections of the *Functional Requirement Form* (FRF) so as to:

- Demonstrate the functional requirements you seek from applicants for your post
- Enable the prospective applicant to self assess his/her ability to meet the functional requirements of the job
- Identify reasonable adjustments which could be necessary for the applicant to fully undertake the tasks of the job
- Identify components of the job that may have a negative impact on the applicant's health, so that you or the Trust can take preventative measures
- Help Guy's and St Thomas' NHS Foundation Trust comply with the Equality Act (2010) in providing reasonable adjustments for those who need them.

The information below provides further details on the activities identified with an asterisk in the *FRF* (overleaf:)

Psychosocial Demands of the Job (section A)

A20. Work in confined spaces*

A confined space can be any space of an enclosed nature where there is a risk of death or serious injury from hazardous substances or dangerous conditions (e.g. lack of oxygen). Some confined spaces are fairly easy to identify, e.g. enclosures with limited openings, enclosed drains and sewers. Others may be less obvious e.g. ductwork and unventilated or poorly ventilated rooms. It is not possible to provide a comprehensive list of confined spaces. Some places may become confined spaces when work is carried out, or during their construction, fabrication or subsequent modification.

Further guidance is available at: <http://www.hse.gov.uk/pubns/indg258.pdf>

Additional screening required pre-commencement (section D)

D1. Undertaking exposure prone procedures (EPP)/ Renal Dialysis*

Exposure prone procedures (EPPs) are those where there is a risk that injury to the worker may result in exposure of the patient's open tissues to the blood of the worker. These procedures include those where the worker's gloved hands may be in contact with sharp instruments, needle tips or sharp tissues (spicules of bone or teeth) inside a patient's open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

Staff undertaking EPP in specific areas of clinical care include: all Surgeons (including FY1 and FY2 doctors with a rotation into one of the EPP areas), Obstetricians/Gynecologists, Anesthetists, Clinical Dental staff excluding Dental Nursing assistants, Theatre nurses, Operation Department Practitioners, Midwives, Podiatrists, A & E Doctors and Nurses.

Taking blood (venepuncture), setting up and maintaining IV lines, incision of external abscesses and simple endoscopic procedures are not considered EPP.

Renal Dialysis

Staff who undertake haemodialysis or haemofiltration at dialysis units or other places are included in the group of EPP workers.

D2. Food handler* Those involved in producing, preparing and handling foodstuffs.

A completed *FRF* should be returned to Workforce Resourcing Team along with other required documentation as part of the recruitment planning process. If you require any further information regarding the completion of this form, please contact the Occupational Health Service via e-mail: OHAdministrator@gstt.nhs.uk.

Job Title: Clinical Fellow in
Paediatric Anaesthesia

Ward/Department: Anaesthesia

Line Manager: Davina Wong

Post Number:

Shift Pattern: N/A

Directorate & Site: Childrens
Services / ELCH

Recruiting Manager: Dev Mahtani

Requirements	Never	Occasional 0-33% of work time	Frequent 33-66% of work time	Constant 67-100% of work time
A. Physical				
1. Sitting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Walking	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Lifting and handling patients	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Lifting and handling objects e.g. boxes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Push/pull e.g. trolleys	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Bend/squat/crouch/kneel/crawl	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Climb/descend stairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Climb ladders/work at height	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Using hands above shoulder height	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Twist/spinal rotation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Sedentary/ immobile posture	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Reaching forward	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Simple grasping/fine manipulation/ manual dexterity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Applying hand grip force	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Typing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Writing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Operating foot controls	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Repetitive movement	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Work in confined spaces*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Work within a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
B. Psychosocial				
1. Repetitive/complex tasks requiring attention to detail	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Ability to concentrate/good memory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Communication demands (phone/e-mail/face-to-face)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. Night worker	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Rotational shift work	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
6. Requirement to wear personal protective equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7. Required to deal with distressing/ challenging situations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
8. Requirement to deal with anxious/aggressive people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
9. Requirement to work to deadlines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10. Requirement to supervise others	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
11. Lone work	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
C. Sensory			Yes	No
1. Good vision essential (with or without glasses)			<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Good colour vision essential			<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Good hearing essential (with or without hearing aid(s))			<input checked="" type="checkbox"/>	<input type="checkbox"/>
D. Additional screening required pre-commencement			Yes	No
1. Undertaking exposure prone procedures (EPP)/ Renal Dialysis* (refer to section D1 of the FRF form before completing this part and to OH GTi homepage for top tips for completing a successful FRF)			<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Food handler*			<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Exposure to chemical hazards e.g. skin and respiratory irritants (please specify)			<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Exposure to physical hazards e.g. vibration, extremes of hot/cold temperature, extreme noise (please specify)			<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Exposure to biological hazards e.g. viruses, bacteria, medical waste, animal handling (please specify)			<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Classified worker under the Ionising Radiation Regulations			<input type="checkbox"/>	<input checked="" type="checkbox"/>
E. Additional immunity/screening post commencement			Yes	No
1. Contact with/access to patients			<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Contact with/handling clinical specimens			<input checked="" type="checkbox"/>	<input type="checkbox"/>