

# Job description

## POST

Locum Consultant in Occupational Medicine  
Reporting to Pauline Treadwell, Head of Occupational Health

## SALARY

£93,666 - £126,281 per annum  
(pro rata where applicable)

## CARE GROUP

Corporate

## BASE

Trust Wide, Base Site to be discussed with postholder

## CONTACT

Jessica Whitehead, Consultant in Occupational Medicine or Pauline Treadwell, Head of Occupational Health on 01227 864206 or via [occupationalhealth.kch@nhs.net](mailto:occupationalhealth.kch@nhs.net)

## Hello.

We are looking for a Locum Consultant in Occupational Medicine to provide consultation, advice and guidance as part of the multidisciplinary team within East Kent Hospitals University NHS Foundation Trust's (EKHUFT) Occupational Health (OH) Department. The multi-disciplinary OH Department is committed to achieving and sustaining high quality services and has been SEQOHS accredited since 2013. It is innovative in developing the service delivery model, and dedicated to staff training and development.

The postholder will undertake consultations with staff employed by EKHUFT as well as by contract to other NHS Trusts and employers, in line with the agreed criteria and pathways; providing evidence-based advice for the OH department.

We offer up to 32 days' annual leave and active support for study, quality improvement and patient safety work as part of our 'We care' improvement journey, and medical education and research.

### About East Kent Hospitals

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We're on an exciting journey of transformation. With a new Medical School at the centre of our community, a focus on research, clinical leadership and making our trust a rewarding and friendly place to work, there's never been a better time to join us.



# Locum Consultant in Occupational Medicine

## Job plan (illustrative)

The successful applicant will be required to work at least 4 clinical sessions of Programmed Activity per month, including Supported Professional Activity (SPA) and support the supervision of trainees. The sessions can be timetabled flexibly with the successful applicant. Working in conjunction with the multi-disciplinary team, the postholder will provide occupational medicine assessments, providing advice to individuals and their referees in line with evidence-based practice and legal requirements.

The occupational health service has SEQOHS accreditation. This will provide the postholder with the opportunity to be involved in the implementation of standards, professionalism, and drive to improvement. The department is comprised of an Occupational Health Lead, Medical Staff, Occupational Health Advisors, Occupational Health Specialist Nurses, Vaccination Team, Occupational Therapists, Manual Handling Practitioners and supported by Business, Data and Administrative staff. The department works closely with the People & Culture team, the Health and Safety and, Infection Prevention and Control teams.

The Occupational Health Department provides health and wellbeing services to all staff employed by East Kent Hospital University NHS Foundation Trust as well as by contract to other NHS Trusts and employers. These contracts currently include local government, education and small & medium sized enterprises. The Consultant will work closely with the Head of OH to ensure a safe, efficient, and effective service.

While primarily responsible for delivering a quality clinical service, the Consultant in Occupational Medicine is also expected to support the strategic development of the service, providing advice on current and projected legislation and working with the current Consultant and Head of Occupational Health to support the development of departmental and relevant Trust wide policies and procedure

We will work with you to shape the ideal job plan upon successful appointment, and review it with you after three months and then annually – so you can keep the perfect fit.

We will also provide the essential resources to support you in your duties, including administrative support.

## Role specific duties

- To take an active role in maintaining and developing high quality occupational health services in line with best evidence-based practice and legal requirements.
- To undertake regular occupational medicine clinics covering a wide range of complex occupational health issues, including legal and/or employment issues and ill health retirement applications. (For NHS, Local Authority, Teachers and private pension applicants.) To ensure that assessments are undertaken in accordance with agreed contracts and with national or departmental standards.



- To provide clear and timely advice to managers, employees and HR. To attend case conferences and provide guidance on trends and organisational risk factors.
- To maintain confidential and contemporaneous health records and reports in line with legislative and professional standards on the OH IT systems.
- To provide a role in the delivery and compliance of occupational health services health surveillance programme.
- To provide advice to the organisation on medical assessment of new employees in line with the provisions of the Equality Act, immunisations, statutory medical examinations and clinical assessments for fitness to work.
- To advise the Trust on ethical matters in relation to occupational health and safety and employment.
- To take a role in delivering the teaching, training and clinical supervision activities of the department and offer accessible and timely assistance to the OH clinical team to deliver effective occupational health services.
- To attend and report to the relevant strategic and site-based meetings including the infection control committee and the health and safety group in the absence of others.
- To ensure good relationship and effective liaison between clients, managers, human resources, business partners, employee relations, health and safety, manual handling, infection control & other Trust specialists and GPs.
- To support and advise in the development of departmental & relevant Trust wide policies and procedures.
- To advise the Trust on working /environmental conditions and undertake workplace assessments so as to minimise the risk of occupational related disease.
- To lead and participate in the MoHaWK audit, implement improvements and lead service reviews.
- The post holder may be required to participate in both undergraduate and post graduate training, supporting the clinical supervision of Specialist Registrar trainees and the training and education of the clinical staff in the speciality.
- To be familiar with and advise the Trust on current and projected legislation related to occupational health and safety.



## Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- Comply with GMC guidance, all clinical risk management processes and national and local infection control policies and procedures
- Audit your clinical outcomes, report clinical incidents and alert the trust to risk
- Participate in annual appraisal and work to foster good team relationships
- Communicate effectively with all other medical and service departments within the hospital, and with GPs and other hospitals, to ensure continuous care for each patient
- Undertake non-emergency work during premium time as required
- Respond to patient complaints in line with our complaints policy
- Support the Trust's financial sustainability by collaborating with your clinical and operational directors on budget issues
- Help us keep services running smoothly by giving eight weeks' notice of annual and study leave.

## Teaching

We're passionate about teaching, so you'll play your part in teaching the next generation of doctors, nurses and other clinical staff. We'll ask you to help recruit junior staff and supervise their education, including their educational contracts, regular appraisal, study leave, annual leave and rotas – and make sure you keep up-to-date on educational development. If you're a new consultant, you'll be asked to enrol on an approved educational supervisor accreditation course by our medical educational department.

## Research

We are one of the most research-active acute Trusts in the region and we encourage all newly appointed Consultants to take on the role of Principal Investigator, with full training and support.

## Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.



## Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	<p>Full GMC Registration FFOM or MFOM &amp; CCST Specialist Registration or will obtain within 6 months of interview date</p> <p>Minimum of English Level 2 (GCSE grade C or equivalent), ILETS, or graduate of a UK Medical School</p> <p>Clinical training and experience equivalent to gaining CCT in OH</p>	<p>NHS OH experience. Formal training in teaching, educational &amp; clinical supervision and appraisal</p> <p>Post Graduate Degree, e.g. MD, PhD, MSc.</p> <p>Other relevant medical and non-medical training/degree</p>	Application form and interview
Skills and experience	<p>Ability to take independent responsibility, using bio-psycho-social perspective.</p> <p>Makes decisions based on evidence and experience</p> <p>Able to manage clinical complexity and uncertainty</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p> <p>Knowledge of income generation</p>	Application form and interview
Clinical governance	<p>Experience of Audit</p> <p>Understanding of clinical incident reporting &amp; risk management</p> <p>Evidence of participation in annual appraisal</p>	<p>Experience of service improvement</p> <p>Previous involvement in education &amp; training</p> <p>Interest in research &amp; development</p>	Application form and interview
Personal/professional attributes	<p>Upholds the Trust values and adheres to the GMC code of conduct.</p> <p>Commitment to CPD</p> <p>Commitment to leadership &amp; collaborative working</p>	Adheres to the GMC code of conduct	Application form and interview
Other requirements	Can demonstrate the ability and willingness to travel across sites effectively		Application form and interview

## The small print

The post will be appointed to under the Terms and Conditions of Service for Hospital Medical and Dental Staff. You are required to be fully registered with the General Medical Council and on the Specialist Register or eligible for inclusion on the Specialist Register within six months of the date of interview.

The passing of a medical examination is a condition of employment.

You will be required to reside not more than 30 minutes away from your base, unless specific approval is given by the Chief Executive and Chief Medical Officer. You will need to be able to be contacted by the Trust at all times.

Every Consultant must adhere to the Trust policies and procedures including documentation of all activity both in outpatients and theatre.

## How to apply

This fixed term contract will only be agreed for the maximum term of 24 months with purpose of enabling you to complete your portfolio pathway (formerly CESR) application. During this period, we expect therefore that you positively and actively engage in this process and provide periodical evidence to confirm activity against this requirement cumulating into submitting your application in advance of the end of this contract. If you do not fully complete the pathway by the end of the contract or provide evidence when requested that you are taking steps to complete the pathway application, then your employment contract will be terminated.

Please apply online – To arrange a visit please contact Jessica Whitehead, Consultant in Occupational Medicine or Pauline Treadwell, Head of Occupational Health on 01227 864206 or via [occupationalhealth.kch@nhs.net](mailto:occupationalhealth.kch@nhs.net)

## Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

## Grow your career in the Garden of England

At East Kent, we will do all we can to help you grow a career around you, your family, your location and your interests.

We offer flexible and fulfilling career solutions that work for you and unique opportunities to innovate and inspire – all in a county where you can enjoy your life to the full, whatever your interest.

