

Speciality Doctor in Microbiology
Clinical Support Services & Cancer Services

Job Description

CAJE No: Speciality Doctor

Contents

Job Summary

Northumbria Healthcare NHS Foundation Trust

Job summary Why join us?

About us

Our staff

Our performance

Academic Developments

Teaching

Education Centre

The Locality

The Microbiology Service

Introduction

Team Structure

About the post

Job Details

Education, Qualification, Knowledge and Experience

Main Duties

Main Terms and Conditions

Travel and Subsistence

Visiting Arrangements

Appendices

Proposed Job Plan

Person Specification

Consultant Competency Framework

Job Summary

Northumbria Healthcare NHS Foundation Trust is seeking to appoint a Speciality Doctor in Microbiology on a full-time or part-time basis. The successful candidate will work across the trust with a base at North Tyneside General Hospital, where the microbiology laboratory is located.

The successful candidates will participate in the provision of clinical microbiology services to the population of Northumberland and North Tyneside.

The Speciality Doctor role will include authorisation of the laboratory results, supporting laboratory staff by providing advice and guidance, supporting clinical staff by providing advice on managing various infection, advising infection control team, critical care ward round, ward round or communicating with clinical team about important results like blood culture, attending MDT, supporting the team with audits, research education and quality improvement process.

The successful candidate will be joining a team of four consultants and one specialist trainee. They will be encouraged to complete FRCPath Microbiology and supported for CESR. There is also opportunity to move to a Specialist Grade post in microbiology subject to demonstration of satisfactory progression.

Northumbria Healthcare NHS Foundation Trust is committed to assisting all employees to achieve a work-life balance, regardless of their personal circumstances. 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.

Why join us?

If you want to make a real difference working in the NHS, are fully committed to delivering the best outcomes for your patients and putting their needs at the heart of everything you do and want to work with one of the best clinically led organisations in England, then Northumbria Healthcare is the right place for you.

We know how important it is to have a good work-life balance. We're fortunate to be situated in a beautiful part of the country so you can enjoy vibrant city life, beautiful countryside and fresh sea air, all close by. We have plenty of sports, arts, culture and entertainment to choose from too. The North East has affordable, good quality housing, excellent transport links and short commuting times.

Academic Developments

We work closely with Newcastle University to deliver teaching and research, and are the lead trust for the Northumbria Division of the Faculty of Medical Sciences; one of four divisions coordinating, directing and developing teaching. Currently, there is strong teaching and academic activity at NSECH, North Tyneside and Wansbeck General Hospitals. These strong academic links with Newcastle Medical School extends beyond the teaching of a large number

of undergraduate medical students, into several long-standing research collaborations. There are five senior academic appointments at professorial level, and more than 10 other senior clinical academic posts throughout the trust.

The Academic Department works as a single unit with the NHS-funded R&D department, and provides support for research applications, statistics, ethics applications, methodological advice, and training in critical appraisal and research methods. Thus, there is an integrated multidisciplinary academic department, with research themes in chronic disease management, quality of life and qualitative studies, epidemiology, self-management and patient-centered service delivery. The trust has achieved over £4.5M in external grant income and published a significant number of peer-reviewed publications, over 300, since it was first funded in 1998.

There are good links to research teams within the Faculty of Medical Sciences at Newcastle, with several collaborative projects and jointly held grants. The Faculty was rated highly in the latest Research Assessment Exercise (2009). The combined 'medical' Units of Assessments in the FMS were ranked an impressive eighth in the UK in terms of research power. Newcastle was also in the top five for both 'other hospital based clinical subjects' and 'other laboratory based clinical subjects', again in terms of research power, with two-thirds of the research classed as 'world leading' or 'internationally excellent'.

Teaching

We are affiliated to the University of Newcastle upon Tyne and provide a substantial amount of teaching to medical students throughout the new curriculum. This teaching commitment is significant, with undergraduate medical student numbers at 340 per year at Newcastle University. We are the lead trust for the Northumbria Base Unit of the Faculty of Medical Sciences of Newcastle University, one of four unit's coordinating, directing and developing teaching.

We are also affiliated with the new medical school at the University of Sunderland. It is one of four acute trusts to be delivering clinical education and plans to receive students in 2021. The Director of Undergraduate Clinical Studies for Sunderland at the trust is leading and developing a faculty to support and deliver this. Ultimately the trust will take 50 medical students from Sunderland alongside SSC placements.

Northumbria Healthcare NHS Foundation Trust devolves all SIFT monies (Service Increment for Teaching) to teaching and research ventures under the direction of Dr Cath Huntley, Director of Undergraduate Medical Studies for Northumbria Healthcare. In addition, in the academic department there is a Professor of Clinical Medicine, a Professor of Community Child Health, a Professor of Stroke Medicine, a Professor of Geriatric Medicine, a Professor of Respiratory Medicine and Senior Lecturers in Medicine, Rheumatology, Care of the Elderly, Palliative Care, Surgery and in Community Child Health. Three lecturer/practitioners have been appointed to strengthen and support the team, in teaching clinical and practical skills and to co-ordinate patient participation and consent.

SIFT money is also financing Teaching & Research Fellowships at Registrar level. All consultants within the trust may submit research proposals for the Fellowships. There is considerable competition for such posts.

The Quality Assurance Agency evaluation of teaching rated Medicine at Newcastle very highly, with a total point's score of 24/24. Recent research papers give evidence that Newcastle graduates perform at the very highest level in postgraduate examinations in all specialties assessed so far – internal medicine, general practice, and anaesthetics.

Education Centre

There is increasing emphasis on undergraduate and postgraduate education, which is underpinned by the facilities provided within our Education Centres. Our libraries and educational facilities are good, with modern Education Centres on site in all main hospitals. Our libraries are fully equipped and computerised, with state-of-the-art audio-visual facilities in the lecture theatres. We also have additional seminar rooms and classrooms. The trust network also provides access to online resources, either via desktops, or in the new 24 hour IT suites. We are fully committed to further development of education and research.

We have also developed DASH (Dinwoodie Assessment and Simulation Hub) which is a state-of-the-art department based at Wansbeck General Hospital that was transformed from a ward into a flexible, realistic teaching environment. We have a full time Manager and a full time Simulation Technician, with an ED Consultant as the clinical lead.

Our local area

The Northumberland coast and Northumberland National Park offer some of the most dramatic and beautiful scenery in England with unspoiled sandy beaches, wild rocky headlands and over 400 square miles of wooded valleys and open moorland, rich in wildlife. To the west, the North Pennines area of outstanding natural beauty, offers the wildest and least populated region of high moorland in England. For the outdoor enthusiast, there are activities in abundance - sailing, golf, fishing, riding, walking, cycling, rock climbing, gliding and watersport facilities...to name a few.

Across the region there are most types of sporting and leisure pursuits including major national football, rugby, cricket, basketball, athletics and horse racing venues within easy reach.

The vibrant city of Newcastle-upon-Tyne is the major educational, cultural and business centre for the North East and offers a combination of lively bars and many musical and theatrical attractions. Eldon Square is an excellent shopping centre in the city with all of the major department stores and for a complete shopping experience the Metrocentre in Gateshead is the largest shopping mall in Europe with over 360 shops and services all under one roof. On the Newcastle/Gateshead quayside, the Sage international music venue attracts artists from around the world and the Baltic is a major international centre for contemporary art.

The pleasant market town of Hexham – home to one of our general hospitals - has a race course, three golf courses, a historic abbey and a country park. Situated in the Tyne Valley, Hexham was voted the happiest place to live in 2019 and is the focal point for rural Tynedale. It enjoys good road and public transport links to Newcastle. To the west of Hexham is the city of Carlisle with quick links via the M6 into Cumbria and the Lake District.

Local education opportunities are very good with a number of leading primary and secondary schools and colleges in both the private and public sector. The region also boasts five major

universities in Newcastle, Northumbria, Durham, Sunderland and Teesside.

Housing is excellent with a wide range of affordable properties. The region has an excellent road, rail and metro network, and the busy ports have regular sailings to the continent. From Newcastle International Airport, flights are available to most national and international destinations.

The Clinical Microbiology Service

Introduction

The dynamic and innovative Clinical Support and Cancer Services Business Unit manages Radiology, Pharmacy and Pathology departments, and cancer services at North Tyneside General Hospital, Wansbeck General Hospital, Hexham General Hospital and Northumbria Specialist Emergency Care Hospital (Cramlington). These departments also serve the Trust's six community hospitals, Alnwick, Berwick, Rothbury, Morpeth, Blyth, Haltwhistle.

The Pathology department has benefited from the Trust's substantial capital investment and enjoys modern accommodation and state-of-the-art equipment. The microbiology laboratory for the Trust is centralized at the North Tyneside General Hospital site. Staff are enthusiastic, friendly and motivated and work effectively as a team. Relationships with clinicians are excellent. The Clinical Microbiology Department is on the regional Specialist Registrar rotation. The Clinical Microbiology team support the Newcastle medical school undergraduate rotations and postgraduate education.

About the Post

Job title:	Speciality Doctor in Microbiology, Microbiology Department
Clinical business unity:	Clinical Support and Cancer Services Business Unit
Location:	Trust wide appointment
Hours:	Full time
Duration:	Initially the post will be offered for 1 year, which can be extended
Accountable to:	The post holder is accountable to the Microbiology Clinical Lead
On-call commitment:	This post may attract some weekend on-call commitment. It would be discussed with the post-holder on an individual basis.

Main duties

The successful applicant for this post will work closely with all the consultant medical Microbiologists to provide a comprehensive, efficient and cost-effective clinical microbiology, virology and infection control service. There will be a laboratory induction period to enable familiarisation with the department and the routine laboratory service.

The successful applicant will be expected to take part in:

1. All aspects of local routine laboratory processes, including a pre-analytical understanding of test requesting, specimen processing and post-analytical interpretation and reporting of results.
2. Close liaison with microbiology laboratory team and address any queries that they may have related to the specimen processing
3. Provision of clinical advice in response to verbal and written clinical enquiries from both the acute Trust and community sources.
4. Regular Microbiology and Antimicrobial ward rounds, including reviewing patients with significant test results (blood culture, CSF etc.) or with complex infections, daily Critical Care ward rounds, and other regular specialty ward rounds including Antimicrobial Stewardship.
5. Close liaison with the Infection Control Team and Public Health

Education, teaching and research

1. This post will provide an opportunity for the candidate gain experience with all the laboratory, clinical and infection control aspects of microbiology. The post holder will be provided with a clinical supervisor who will help them to work towards any educational goal that they may have, for example FRCPath Microbiology.
2. When opportunities arise, the postholder is also encouraged to attend regional and international infection related meetings / conferences, subject to study leave allowance.
3. The post-holder will be expected to take part in audit and other clinical governance activities.
4. A consultant will act as educational support for the post-holder and provide support for educational activities within the trust framework.

Team Structures

The following table outlines the Team Structure within the Clinical Microbiology Service.

	Position held	Name
Management Team	Chief Executive	Dr Birju Bartoli
	Executive Medical Director	Dr Jeremy Rushmer
	Medical Director/Responsible Officer	Dr Colin Doig
	Business Unit Director	Dr Rahul Dharmadhikari
	Business Unit Deputy Director	Mr Beth Godwin
	Clinical pathology Lead	Mrs Debra Padgett
	Microbiology Medical Staff	Clinical Lead
DIPC		Dr Tamsin Oswald
Consultants		Dr Tamsin Oswald

		Dr Sheetal Sundeep
		Dr Aye Thar-Aye
		Dr Jayanta Sarma
		Dr Suryabrata Banerjee
	Trainees	Infection Trainee on rotation
	Speciality Doctor in Microbiology	This post

The Trust Management Structure has been outlined in Appendix 1.

Secretarial support and office accommodation will be provided at North Tyneside General Hospital along with IT and internet facilities.

Medical Consultants

The current team of Microbiologists deliver the clinical consultation services through dedicated ward rounds, telephone consultations, e-mail consults and multi-disciplinary team (MDT) meetings. They work closely with the Infectious Diseases team, the Infection Prevention and Control team, the regional Public Health team and the laboratory.

Networking with Consultant Microbiologist colleagues in the Newcastle area is encouraged to support patients care across organisational boundaries.

There are five Consultants (4.5 WTE), all based at North Tyneside General Hospital. Dr Tamsin Oswald is Chair of the Antimicrobial Stewardship Group, Vice Chair of the Surgical Site Infection Steering group and leads on orthopaedic infection. Dr Sheetal Sundeep is the Deputy Head of School - Pathology at HEE NE and the regional Microbiology representative on the North of Tyne Area Prescribing Committee. Dr Surya Banerjee is the clinical lead. Other lead roles (e.g. audit, decontamination, theatres, teaching etc.) are shared equally between the consultants and are regularly reviewed and rotated.

Laboratory Accommodation and Equipment

The microbiology laboratory is centralised at the North Tyneside General Hospital site. The microbiology laboratory is housed in 240 m² of dedicated laboratory space and 74m² office space, which occupies a central location on the hospital site. Specimens are delivered from the clinical areas on the North Tyneside site to the laboratory by a vacuum air tube system and from GP's and hospital sites across the region by regular courier and van collection services.

The laboratory is well equipped with Bactec FX automated blood culture systems, automated bacterial sensitivity testing and identification system (VITEK 2), 2 chamber anaerobic workstation, Hologic Panther and Panther fusion, Biomerieux Mass spectrometer (Maldi-TOF), WASP automated plating machines, VIDAS3, DS2 ELISA system, Roche e801, Cepheid GeneXpert PCR machine, Seegene PCR platform and BioMerieux Biofire TORCH 6. There is a Containment Level 3 facility.

Specimen Workload (Investigations)	2021-2022 (these are approximate figures)
Urine culture	82,500
Enteric culture	13,500
Parasites	1,200
GDH/ <i>C.difficile</i> toxin	8,500
Norovirus	1,700
Systemics	19,200
MRSA screen	58,600
MSSA screen	13,900
Genital specimens	15,000
Respiratory	11,000
CSF / ascitic fluids	800
Blood cultures	29,400
Orthopaedic specimens	14,600
Other specimen cultures	2,500
Mycology	2000
Pregnancy tests	750
Gentamicin	300
<i>H.pylori</i> faecal antigen	4,500
Post vasectomy Semen analysis	300
Chlamydia and GC PCR (dual test)	34,300
CPE PCR	320
Flu PCR	3900
HSV PSR	950
TV PCR	500
Serology (in-house)	184,500
Procalcitonin	1500
Referred investigations	5,600
TB culture (referred)	1,000
Immunology (referred)	22,500

Approximately 40% of the work is from General Practitioners.

Specialist consultant virology advice is provided by clinical virology colleagues at Newcastle PHE laboratory.

Specimens referred to the UKHSA include specialised investigations for hepatitis, PCR, and TB cultures.

Existing staffing arrangements (2024).

Position held	Staffing Numbers
Service Manager	1.0 WTE
Operational Manager	1.85 WTE
Team Managers	5.41 WTE
Biomedical Scientists	16.6 WTE (Band 6) 2.6 WTE (Band 5)
Associate Practitioner	10.2 WTE
Medical Laboratory Assistants	13.2 WTE

The Microbiology Service Manager is Mrs Jane Haswell.

The laboratory now runs a 24/7 365 days a year shift system with no on-call for Biomedical Staff.

IT

The pathology laboratories are supported by Clinisys Winpath Enterprise software. All requesting and reporting is managed electronically supplied through Clinisys ICE v8.3 to both primary care and acute services

Laboratory Management Arrangements

The Microbiology laboratory is clinically led by the Consultant Microbiologists. The Microbiology Speciality Board together with the other pathology disciplines report to the Clinical Support and Cancer Services Operational Board within the Clinical Support and Cancer Services Business Unit.

There is a bi-monthly Consultant meeting and weekly infection MDT involving the Microbiology and infectious diseases team.

There is a Trust wide laboratory Health & Safety Committee. The DIPC is a member of the Safety and Quality Group and the Clinical Support and Cancer Services Business Unit Governance Committee. The Consultant Microbiologists are members of the Trust Antibiotic Steering Group. Quality Assurance and Clinical Governance are managed within the Speciality Groups. I.T. is managed both Trust wide and within Pathology.

Accreditation Status

The centralised Microbiology service is ISO 15189:2012 UKAS accredited. The laboratory participates in all relevant NEQAS schemes and other external quality assurance schemes where available.

Administrative Support

Administrative support for the clinical microbiology service and infection prevention control service is available.

Facilities

The Speciality Doctor will be provided with an office space (shared), their own desk area, with a dedicated PC and telephone extension. They will have PC access at other sites across the Trust with access to the Hospital Intranet, NHS Net and all relevant medical databases and search engines.

Infection Prevention and Control Team

The Infection Prevention and Control Team have a remit covering both acute and community settings and work very closely with the Microbiology team. There are approximately 16 WTE infection control practitioners in the team, working across the Trust. The Infection Prevention and Control Team are supported by approximately 2.5 WTE admin and data processing support. Weekend infection control nurse cover is provided on Saturday and Sunday during the day and 24-hour infection control advice is provided by the on call medical microbiologist team. There are weekly Healthcare Associated Infection meetings and *C.difficile* MDTs as well as monthly Infection Control Team meetings.

Links with Health Protection Unit

The North East Health Protection Unit operates with a team of communicable disease control nurses covering North of Tyne, who respond to public health incidents.

Links with the Infectious Diseases Team

The Microbiology team works very closely with the Trust infectious diseases team which comprises three Consultants. There is a weekly Clinical Infection Team meeting hosted by the ID team and attended by the Microbiologists and trainees, at which all complex infection cases are discussed. All discussions and outcomes are documented on a shared database. There is also a weekly Bone and Joint Infection meeting attended by the revision orthopaedic surgeons, ID consultants, Consultant Microbiologists, trainees and other multi-disciplinary members of the team. All patients discussed are entered onto the national BAJIR database.

Main Terms and Conditions of Service

This post is a Trust appointment and will be subject to the Terms and Conditions of Service – Specialist (England) 2021 as amended from time to time.

Candidates appointed to an NHS Specialist for the first time will be offered a salary on the minimum scales except where a higher salary is justified taking into account any previous Specialist level (or higher) experience recognised by the Trust for this purpose.

Any offer of employment with the Trust will be subject to satisfactory pre-employment checks as defined in Health Service Circular 2002/008 (references, qualification/registration verification, occupational health clearance, CRB clearance, identity verification and eligibility to work in the U.K) and also in accordance with Department of Health guidelines relating to 'Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV: New Healthcare Workers'.

Medical Negligence

Since 1 January 1990, Health Authorities and, subsequently, Trusts have taken financial responsibility for the negligent acts of their medical and dental staff in the course of their NHS employment, however, all hospital doctors are strongly advised to maintain/take out defense body membership to ensure they are covered for any work which does not fall within the scope of the scheme.

Equal Opportunities

Northumbria Healthcare NHS Trust is committed to the promotion of Equal Opportunities both as an employer and in the services it provides. All employees of the Trust and all applicants for employment have equality of opportunity for employment based on their ability, qualifications and fitness for work. The Trust is committed not only to the letter of the Law but also to the promotion of equality of opportunity in all fields.

Rehabilitation of Offenders

Because of the nature of this work, the post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975. You are therefore not entitled to withhold information about convictions, which for other purposes are "spent" under the provisions of the Act, and, any failure to disclose such convictions could result in disciplinary action by the trust. Any information given will be kept in strict confidence, and used only in relation to the position to which the order applies.

Private Practice

Private Practice arrangements must be in accordance with Schedule 10 of the Terms and Conditions of Service (2021). Specialists are responsible for ensuring that the provision of Private Professional Services or Fee Paying Services for other organisations does not result in a detriment to NHS patients or services or diminish the public resources that are available for the NHS.

Equal Opportunities

Northumbria Healthcare NHS Foundation Trust is committed to the promotion of Equal Opportunities both as an employer and in the services it provides. All employees of the trust and all applicants for employment have equality of opportunity for employment based on their ability, qualifications and fitness for work. The trust is committed not only to the letter of the law but also to the promotion of equality of opportunity in all fields.

The trust will be pleased to consider applications from candidates wishing to work on a part time or job share basis.

Health and Safety

The trust recognises its duties under the Health and Safety at Work Act 1974 to ensure as far as reasonably practicable, the health, safety and welfare at work of all employees. In addition, the business of the trust shall be conducted so far as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to trust premises and facilities are not exposed to risk to their health and safety.

Managers have a duty to ensure that safe systems of work are used within their areas of responsibility and must investigate accidents and incidents, arrange annual risk assessments and ensure all staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to co-operate with the trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Risk Management

All staff are required to deliver quality standards and targets outlined in the trust's Risk Management Strategy and local operational policies.

All employees are responsible to adhere to infection control policies and guidelines in order to promote cleanliness and reduce infections. Hand hygiene must be undertaken correctly to prevent the spread of infection. Personal protective equipment must be used in accordance with trust policy. All employees must contribute to the cleanliness of the work environment and keep it "clutter free" and tidy. All employees must also attend mandatory training and updates to ensure they receive training appropriate to your role.

No Smoking Policy

The trust operates a No Smoking Policy (RMP15) offering a smoke free environment to staff, patients and visitors. All staff are required to comply with this policy and failure to do so may result in disciplinary action.

Patient Carer & Public Involvement

Managers have a duty to ensure that the principles of patient, carer and public involvement are adhered to throughout all areas of responsibility in line with Section 11 of the Health and Social

Care Act 2011 and the trust's strategy for Patient Carer & Public Involvement. Managers should ensure mechanisms are in place to obtain feedback, implement lessons learnt, and share good practice throughout the organisation.

To ensure that they adhere to the principles of patient, carer and public involvement in their work area, in line with Section 11 of the Health and Social Care Act 2011 and the trust's strategy for Patient, Carer & Public Involvement; to ensure that patients are the focus of everything they do and follow good practice shared in line with the trust's policies and procedures, such as learning from complaints and concern.

Safeguarding

The safeguarding of all those who are vulnerable is an enormous obligation for all of us who work in the NHS and partner agencies.

Safeguarding children and adults at risk of abuse or neglect is complex, frequently under review and we must all take responsibility to ensure that it works effectively.

Safeguarding is everyone's responsibility. It remains the responsibility of every NHS organisation and each individual healthcare professional working in the NHS to ensure that the principles and duties of safeguarding adults and children are holistically, consistently and conscientiously applied with the needs of adults at risk or abuse or neglect at the heart of all that we do.

Partnership working is also key and it is vital that local practitioners continue to develop relations and work closely with colleagues across their local safeguarding system to develop ways of working that are collaborative, encourage constructive challenge and enable learning in a sustainable and joined-up way.

NHS England will continue to seek assurance that the safeguarding arrangements across the health system are effective.

Environment and Sustainability

The Trust aims to be an exemplar organisation that embraces sustainability and meet its corporate responsibility. It is the responsibility of all employees to support the Trusts' vision for sustainable development. To undertake their duties in a way that is not wasteful of environment, financial and social resources throughout their daily activities.

Infection Control

It is your responsibility to adhere to infection control policies and guidelines in order to promote cleanliness and reduce infections. Hand hygiene must be undertaken correctly to prevent the spread of infection. Personal protective equipment must be used in accordance with Trust policy. You must contribute to the cleanliness of the work environment and keep it 'clutter free' and tidy. You must also attend mandatory training and updates to ensure you receive training appropriate to your role.

Visiting arrangements

We strongly encourage interested applicants to visit the Trust and meet prospective colleagues. Arrangements for visiting may be made by contacting:

Dr Suryabrata Banerjee – Microbiology Clinical Lead

Debra Padgett – Clinical Pathology Lead

Please contact via:

Sarah Mankin - Pathology Team Secretary

✉: Sarah.Mankin@northumbria-healthcare.nhs.uk



Post holder:

Signed:

Date:

Trust Representative:

Signed:

Date:

APPENDIX 1



Northumbria Healthcare
NHS Foundation Trust

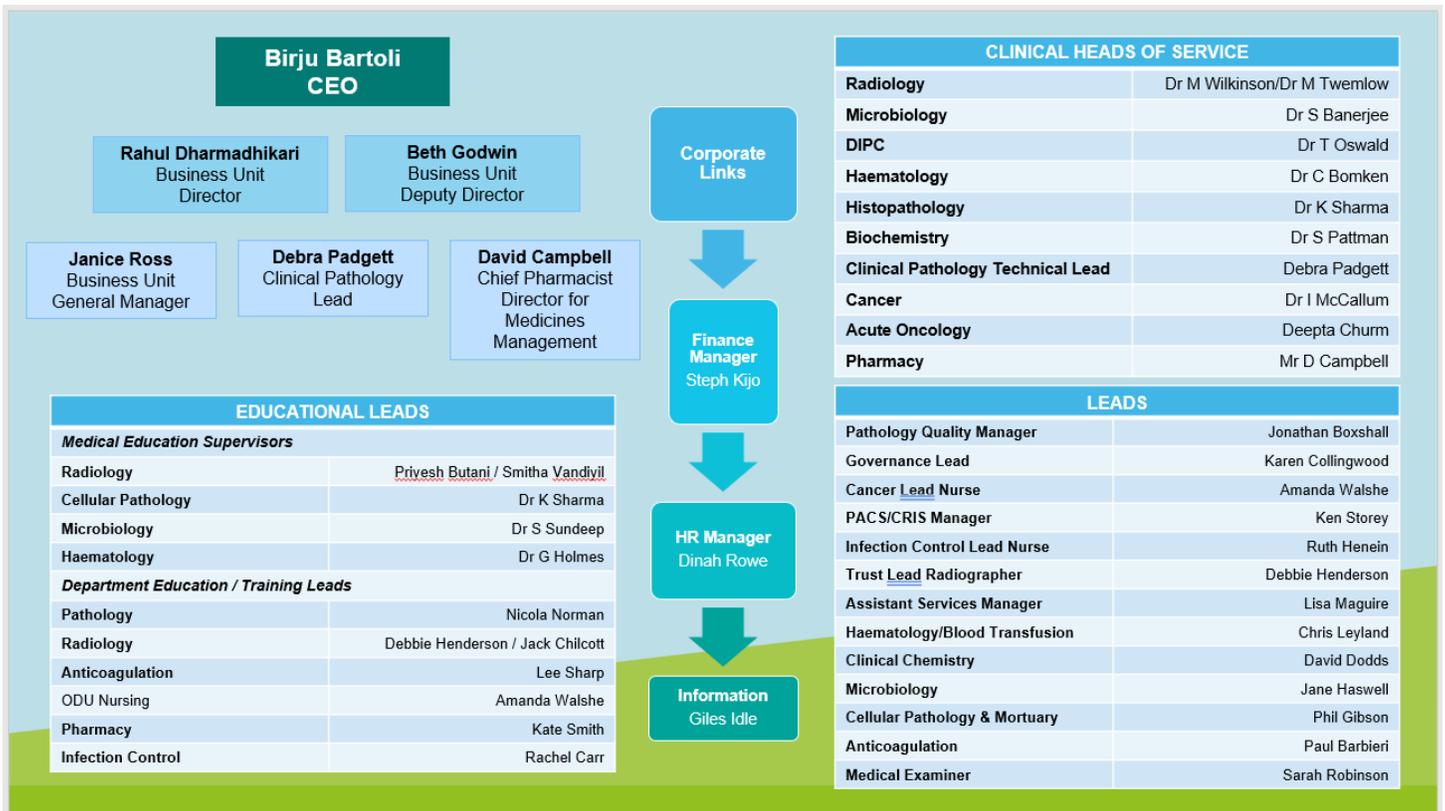
THE NORTHUMBRIA WAY

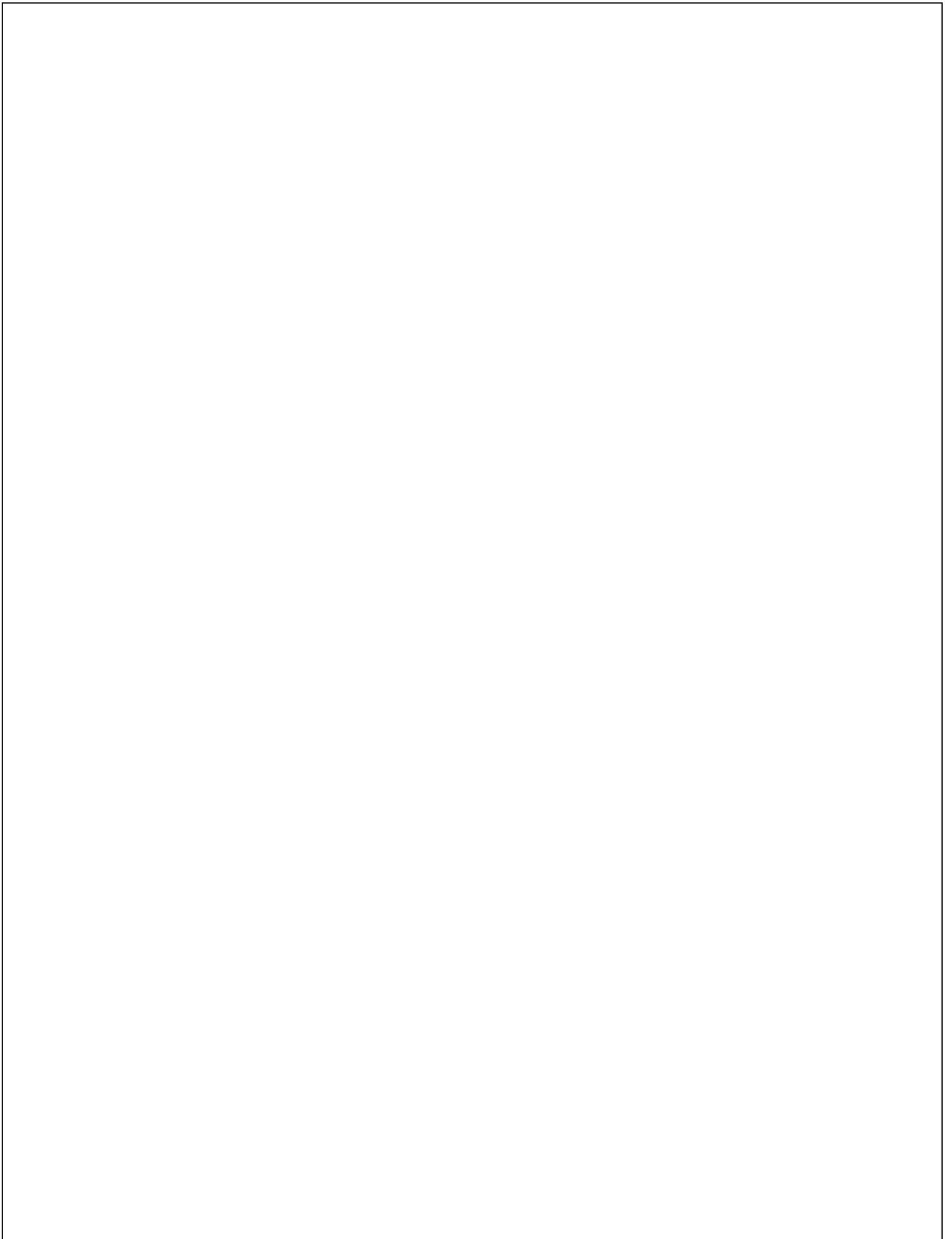
PEOPLE CARING FOR PEOPLE

Clinical Support & Cancer Services Business Unit Organisational Chart

January 2024

www.northumbria.nhs.uk | building a caring future





APPENDIX 2

Person Specification – Speciality Doctor

This document should be read in conjunction with the Competency Framework (appendix 4).

	Essential criteria	Desirable criteria
Qualification	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification. • Full registration (and with a licence to practise) with the GMC at time of appointment. • Applicants shall have completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis), at least two of which will be in a specialty training programme (e.g. MD) in a relevant specialty, or as a fixed-term specialty trainee in a relevant specialty or shall have equivalent experience and competencies. • Applicants that are either partially or non-UK trained will be required to show evidence of equivalence to UK qualifications. • Appropriate experience in microbiology specialty. • Post-graduate qualifications in microbiology specialty. 	<ul style="list-style-type: none"> • FRCPPath part 1 • FRCPPath (part 1 and part 2) • MRCP
Experience and Skills	<ul style="list-style-type: none"> • Demonstrates appropriate knowledge base and sound clinical judgement • Demonstrates basic awareness of importance and impact of infection on clinical practice • Aware of laboratory skills related to Microbiology and Virology • Meet the requirement of the GMC's Good Medical Practice. • Honesty and reliability. • Caring attitude and ability to communicate effectively with patients, relatives, GPs, nurses, and other healthcare workers. • Commitment to continuing medical education 	<ul style="list-style-type: none"> • Able to demonstrate Infection control knowledge and problem-solving skill relevant to NHS.
Audit and research	<ul style="list-style-type: none"> • Demonstrates understanding of the principles and importance of audit and research. 	<ul style="list-style-type: none"> • Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards,

		distinctions, publications, presentations, other achievements <ul style="list-style-type: none"> • Evidence of active participation in audit • Teaching: evidence of interest and experience in teaching
Health	<ul style="list-style-type: none"> • Meets professional health requirements in line with GMC Standards/ Good Medical Practice 	
Other	<ul style="list-style-type: none"> • Fluent in both written and spoken English • Good computer skill – able to work on Microsoft office, email and ability to work on windows-based computer system, 	

APPENDIX 3

Competency Framework

The framework below defines the required competencies of a Consultant working within Northumbria Healthcare NHS Foundation Trust and will be used to assess prospective candidate's suitability.

No.	Competency Heading	Behavioural exemplars	Contra-indicators
1	Empathy and Sensitivity	<ul style="list-style-type: none"> Understands patients' needs Shows concern for individuals Recognises work-life needs of others Shows awareness when others are tired/stress Willing to apologise Approachable 	<ul style="list-style-type: none"> Shows a lack of respect for others Puts people down Lacks empathy (cannot see situations from others' perspective) Shows little concern for colleagues/patients Inappropriate comments
2	Communication and Influencing	<ul style="list-style-type: none"> Gives clear information Listen and acts on what s/he hears Influences and negotiates effectively Uses power appropriately Accepts others' views Confident without being arrogant Able to put some pressure on individuals who are underperforming 	<ul style="list-style-type: none"> Does not keep others informed Vague Cannot summarise Lacks clarity of communication and thought
3	Personal Organisation	<ul style="list-style-type: none"> Attends to mundane tasks Plans and prioritises Is punctual Has the ability to read endless emails and remember them, file them away and then find them again when needed 	<ul style="list-style-type: none"> Lacks forward planning Is not punctual/poor timekeeping Unable to establish good working practices Poor organisational skills Procrastinates Fails to complete tasks Not coping with the pace of work
4	Coping with Pressure	<ul style="list-style-type: none"> Calm in a conflict or crisis Emotionally stable Controls temper Willing to face difficult issues 	<ul style="list-style-type: none"> Unwilling to seek help Unpredictable/volatile Flaps in a crisis Easily upset
5	Team-working	<ul style="list-style-type: none"> Manages boundaries appropriately Shows loyalty to the team Is inclusive Co-operates with other teams Helps team learn from errors Takes responsibility for team errors Cares about the team Develops others 	<ul style="list-style-type: none"> Undermines team members (belittles, bullies) Champions own needs Blames others for errors Works in isolation Unable to delegate

6	Openness, Learning and Self-Awareness	Shows interest in how others do things Proactive about change Willing to change opinion Seeks and acts on feedback Willing to try new activities or approaches Reflects on own behaviour Shows a desire for personal development Acknowledges poor behaviour	Unwilling to change Is threatened by change Is insular in attitudes and behaviour Is unaware of impact on others Lacks insight Has a narrow focus on own specialty
7	Leading and Managing	Drives up standards Will follow as well as lead Has realistic expectations of others Is clear and explicit about standards expected Visible Modest/shows humility Keeps others on board Delegates appropriately Adapts leadership style to the situation Encourages others to question and challenge Possess and uses a sense of leadership styles Clear about direction of travel Deals with performance issues fairly but clearly.	High control or no control over others Unable or unwilling to delegate Burnt out through not delegating Leads by fear and intimidation Paternalistic Always avoids conflict Inflexible One leadership style only
8	Organisational awareness and commitment	Understands and accepts the organisational priorities Communicates these effectively to colleagues and staff Engages in constructive debate about organisational issues Willing to interact positively with managers – showing mutual respect and expects a similar level of respect in turn Effectively balances loyalty to the service and to the organisation Behaves corporately Anticipates changes in the political climate Shows awareness of where his/her team sits in the bigger picture Shows financial awareness Understands the financial impact of their, or their team's, decisions Willing to compromise and share resources Understands the wider health economy and implications for the Trust business	Inability to see the wider (organisational) picture Bypasses organisational structures and processes Do not regard themselves as employees Does not acknowledge pressures on managers

9	Decision Making	Values different professional contributions Supports decisions once agreed Involves others in making decisions Makes solution-focused decisions Based decisions on facts not anecdote Applies knowledge appropriately	Judgmental does not involve others in decisions that affect them Indecisive
10	Teaching	Gives honest and constructive feedback Creates supportive learning environment Gives feedback opportunistically Teaches by example Encourages trainees to be curious	Teaches by "humiliation" Didactic methods Fails to use current learning techniques Unwilling to learn and develop
11	Clinical capability	Excellent clinical skills Knows limits of own competence Is safe Is knowledgeable Shows evidence of life-long learning	