UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

empath

CONSULTANT CLINICAL SCIENTIST IN VIROLOGY

Job Title: CONSULTANT CLINICAL SCIENTIST IN VIROLOGY

Location: Leicester Royal Infirmary Site within University Hospitals of Leicester NHS Trust (This may change as a result of service reconfiguration)

Accountable to: DR ANGUS MCGREGOR, CLINICAL DIRECTOR, empath

Responsible to: DR DEBORAH MODHA, HEAD OF DEPARTMENT, CLINICAL MICROBIOLOGY

Close liaison with: Consultant colleagues in Clinical Microbiology, Leicester Operation Head and deputies Senior scientific staff in Leicester Clinical colleagues at all levels in UHL Trust Other key staff in empath

ABOUT UHL, OUR VALUES AND BEHAVIOIRS

UHL’s purpose is to deliver “Caring at its best” for all the people who visit Leicester’s hospitals, either as patients, the public or as staff.

As one of the largest and busiest teaching hospitals, our vision is to move from where we are now to where we want to be. Locally known as the journey from ‘Good to Great’.

In undertaking this role you are expected at all times to behave in accordance with our Trust values which demonstrate your commitment to the delivery of high quality services to patients. This will be in accordance with agreed objectives, targets, quality standards, controls and resource constraints.

Our values are:

1. We treat people how we would like to be treated
2. We do what we say we are going to do
3. We **focus** on what matters most

4. We are **one team** and we are best when we work together

5. We are **passionate** and **creative** in our work

**Summary of the post:**

This is a new substantive, full time post based in the Department of Clinical Microbiology, Leicester Royal Infirmary. The successful candidate will join existing medical microbiologists and a medical virology consultant colleague in providing a virology service to the University Hospitals of Leicester NHS Trust, The Leicestershire Partnership NHS Trust, the General Practitioners in Leicester City and Leicestershire & Rutland CCGs and to Public Health England. The post holder will share the provision of clinical virology services to the large number of immunocompromised patients cared for within the Trust, including HIV, transplant and haematology patients and will work closely with infectious diseases, genitourinary medicine, gastroenterology, nephrology and dialysis, neurology, paediatric, antenatal, infection prevention and control and occupational health services. Under the East Midlands pathology partnership (empath) the post holder will have a key role alongside our partners in Nottingham University Hospitals (NUH) to create a pioneering virology service in the East Midlands. Furthermore, it is expected that the post holder will contribute to undergraduate and postgraduate teaching as well as supervision of medical trainees and clinical scientists within the department. Participation in research & development through collaboration with academic and clinical colleagues will be expected. Suitably qualified candidates may be eligible for an honorary academic appointment with the University of Leicester.

**Qualifications and experience:**

The post-holder must be registered with the Health Professions Council (HPC), and must hold a doctorate and the FRCPath or equivalent qualifications.

Suitably qualified candidates may be eligible for an honorary academic appointment with the University of Leicester.

The appointee will be expected to have experience at a senior level, including resource and budget management, recruitment and supervision, appraisal and staff development, team building and change management. They will have advanced knowledge of the theory and practice of clinical virology and be familiar with the preparation of business cases, report writing and presentation skills.
Duties of the post (Job Summary):

- Provide a comprehensive, efficient and cost-effective clinical virology and infection prevention & control service to the Trust & community services in Leicestershire and other customers of empath services.
- Use professional judgement in advising hospital and primary care clinicians on the appropriate investigations to perform on individual patients; the scientific and clinical interpretation of highly complex results and expert advice on appropriate further investigations and management.
- Continue the development of rule-based reporting of results together with authorisation of specific results requiring communication and discussion with requesting clinicians.
- Work closely with the other Consultants and provide expertise to the Deputy Laboratory Manager, Senior Biomedical Staff and the Clinical Scientists in the Virology and Molecular Diagnostics section in the ongoing strategic review and reorganisation of the virology diagnostic service.
- Review patients and clinicians needs linked to constant surveillance of medical and scientific literature in order to ensure continuous development of the service.
- Contribute to the development of guidelines and patient care pathways within an evidenced-based framework.
- Take a lead role (on a rotational basis with other consultants in virology) in the provision of virology services.
- Take a lead role in Scientific staff recruitment and career development, both STP and HSST.
- Participate in relevant management meetings and work closely with our partners in NUH to develop an efficient and effective joint laboratory virology service.
- Participate in the management of scientific, personnel and financial resources.
- Initiate and lead scientific research and development in the Department including application for grants.
- Apply scientific methods to solving new diagnostic and therapeutic problems for patient benefit.
- Supervise and train junior medical staff, clinical scientists, biomedical scientists and other health professionals.
- Be responsible for relevant Staff Appraisal and Personal Development Plans (PDPs) in line with local guidance.
- Contribute to undergraduate and postgraduate teaching.
- Actively initiate and participate in Departmental audits and clinical governance activities.
- Participate in continuing professional development (CPD) and maintain a personal CPD portfolio.
- Procure the technology and other services needed to provide an effective virology service.
- Establish and be responsible for standards in virological practice in accordance with recognised criteria (e.g. UKAS and National Standards for Microbiology Investigations).
- Ensure participation in appropriate internal, national and international quality assessment schemes.
- Ensure incidents and complaints are investigated and reviewed in order to manage clinical risk and improve service delivery.

There is no anticipation of on call work for this post at present.
The Trust

University Hospitals of Leicester (UHL) NHS Trust is one of the largest and busiest Trusts in the country incorporating the Leicester General, Glenfield and Royal Infirmary hospitals. It has its own Children’s Hospital and runs one of the country’s leading cardiac centres. The hospitals provide care for the 1 million residents of Leicester, Leicestershire and Rutland. The specialist services in cardio-respiratory diseases, cancer and renal disorders reach a further two to three million patients from the rest of the country.

UHL NHS Trust is linked with the University of Leicester and De Montfort University to provide teaching to undergraduate medical, nursing and other healthcare professional staff.

empath:

Empath is a collaborative Pathology service with a memorandum of understanding between Nottingham University Hospitals and University Hospitals of Leicester NHS Trusts who will continue to act as the parent bodies. The service will examine 25 million tests each year from a patient population of 8 million in East Midlands. The specialist services support clinical, medical, therapeutic and academic research across the UK as well as working with NHS services in teaching and general hospitals.

The empath Executive comprises a Medical Director (Dr Angus McGregor), Operational Director (Rhiannon Griffiths), Finance Director (Neil Callow), Network Manager (Sarah Fillipich) and clinical service leads from specialities.

Empath values are based on the shared commitment to bring real benefits to NHS patients. The vision is a fully integrated pathology service based on:

- Excellence in quality and performance
- Outstanding customer service
- World-class research with our partners
- Investment in training for the future of pathology
- Value for money and efficiency
- Flexibility to develop for the future needs of patients

The priority is the development of NHS care for the benefit of everyone.

The Microbiology Department

The Department of Clinical Microbiology is based in a modern and well-equipped laboratory on the 5th Floor, Sandringham Building, Leicester Royal Infirmary. Functionally it comprises a general microbiology/bacteriology section and a virology/molecular section. The total combined annual workload is over 730,000 specimens - Alongside the busy service provision the department has a strong and developing portfolio of research in Clinical Microbiology & Virology.

The principal areas of academic activity are in respiratory microbiology (notably tuberculosis and respiratory viruses and the CF microbiome in paediatric patients) and Genomics of Gram negative
bacteria with current funding from the MRC and BBSRC. Applications centre on the development and implementation of molecular diagnostics in all aspects of clinical activity. Dr Julian Tang, the Consultant Virologist has a special research interest in the diagnosis and molecular epidemiology of viral infections, particularly of influenza and other respiratory viruses, as well as the airborne survival and aerosol transmission of such viruses within an infection control context. As a result, he has many research collaborations with virologists and engineers around the world in these research fields.

UHL and the University of Leicester offer an integrated and highly supportive environment in Clinical Microbiology fostering basic and applied research.

The department has full accreditation for the training of BMS staff, Clinical Scientists and trainee medical staff. Training is based on internal rotation, underpinned by appraisal and supported by external courses, departmental tutorials and seminars. CPD participation is actively encouraged and supported. Close links are maintained with local universities providing undergraduate and postgraduate courses. This relationship also provides opportunities for teaching. Opportunities also exist to increase the contribution to undergraduate programmes in clinical specialties and to the structured training now delivered to graduates especially the Foundation Year posts.

A key element of this post is the supervision and training of junior medical staff, HSST and STPs. All medical microbiology trainees are expected to have had training in virology (minimum 3 months in combined infection training (CIT) and 3 months prior to FRCPath part 2 examinations. There is once every two months a teaching programme for Specialty registrars in the region that rotates between Leicester and Nottingham. In addition there are weekly tutorials and journal clubs jointly with the Infectious Diseases Department. The Training Programme Director is Dr Perera. Other medical staff may also require virology teaching and training as appropriate.

In term time there is a weekly seminar programme in microbiology and infectious diseases with local and external presenters.

The department has a well-established Quality Operational Group. There are monthly meetings attended by Senior Scientific and Medical Staff that review EQA and IQA reports, incidents and near misses, turnaround times and other issues relating to quality and governance. There is an annual audit programme that includes medical audits relating to both laboratory and clinical activities.

The provision of the Microbiology Service will be performed at the Leicester Royal Infirmary which is fully accredited by the Clinical Pathology Accreditation, reference number 0815. The department has been recommended for ISO15189:2012 by the United Kingdom Accreditation Service (UKAS) pending successful clearance of assessment non conformities.

The laboratory participates in External Quality Assurance schemes and there is a full programme of internal quality assurance.
**Staffing:**

**Consultants:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Deborah E Modha</td>
<td>Head of Department Consultant Microbiologist</td>
<td>BSc hons, MBChB, MSc, FRCPath</td>
</tr>
<tr>
<td>Dr Sayed S Bukhari</td>
<td>Consultant Microbiologist</td>
<td>MBBS, DGUMed, MSc, FRCPath</td>
</tr>
<tr>
<td>Dr David Jenkins</td>
<td>Consultant Microbiologist Lead Infection Prevention and Control Doctor</td>
<td>BSc, MBBS, AKC, MSc, FRCPath</td>
</tr>
<tr>
<td>Dr Sharon Koo</td>
<td>Consultant Microbiologist</td>
<td>MBChB, MSc, FRCPath</td>
</tr>
<tr>
<td>Dr Nelun Perera</td>
<td>Consultant Microbiologist Training Programme Director</td>
<td>MBBS, DipMicro, MD, FRCPath</td>
</tr>
<tr>
<td>Dr Julian Tang</td>
<td>Consultant Medical Virologist</td>
<td>MA MBChB PhD MRCP FRCPath</td>
</tr>
<tr>
<td>Vacancy (this post)</td>
<td>Consultant Clinical Scientist Virologist</td>
<td></td>
</tr>
<tr>
<td>Dr Felicia Lim (to take up post in January 2018)</td>
<td>Consultant Microbiologist</td>
<td>BMedSci, BMBS, MSc, MRCP, FRCPath</td>
</tr>
</tbody>
</table>

**Clinical academic staff**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prof Michael R Barer</td>
<td>Professor of Clinical Microbiologist</td>
<td>MB, BS, BSc, MSc, PhD, FRCPath</td>
</tr>
</tbody>
</table>

The clinical virology service is also supported by Dr Perera who has an interest and expertise in virology.

**Specialty Registrars**

There is a current establishment of six microbiology Specialty Registrars and two Joint Microbiology / Infectious Diseases Specialty registrars. When vacant these will migrate to Core Infection Training posts.

Specialist/Specialty registrars in Infectious Disease and Genitourinary Medicine spend between 1-6 months in the department.

One Combined Infection Training (CIT) post in Virology
One Combined Infection Training (CIT) post in Microbiology
Foundation Year Doctors
At any one time there is also one Foundation Year 2 doctor and one Foundation Year 1 doctor in the department (four month rotation).

The Laboratory Operational Manager is Mr Bud Dziombak, band 8b.

The remaining Non-medical staff (including Virology staff listed below) comprise:

<table>
<thead>
<tr>
<th>Band</th>
<th>Staff</th>
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</thead>
<tbody>
<tr>
<td>8a</td>
<td>2</td>
</tr>
<tr>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>6/5</td>
<td>26.5</td>
</tr>
<tr>
<td>4</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>20.65</td>
</tr>
<tr>
<td>Secretarial</td>
<td>3.6</td>
</tr>
<tr>
<td>A&amp;C staff</td>
<td>1.8</td>
</tr>
</tbody>
</table>

The Virology / Molecular section

The current staffing level is as follows:
1 Deputy Laboratory Manager band 8a
3 Clinical Scientists band 7 (one virology)

Staff banded under agenda for change T&C are as follows
2 x Band 7
7.5 x Band 6/5
4 x Band 4
6 x Band 2

In order to provide a cost effective team work based staffing structure the Virology/Molecular section currently employs a four team structure for efficient weekday working: - the Centaur (Analyser) Team; Serology Team (BEP III based); Respiratory PCR Team & SDA (Strand Displacement Amplification for Chlamydia and Gonorrhoea) Team.

The combined Virology and Molecular Department currently carries out approximately 318,000 tests per annum. The projected workload for 2016/17 is shown in the table below

<table>
<thead>
<tr>
<th>Test Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respiratory PCR</td>
<td>5093</td>
</tr>
<tr>
<td>Blood borne Viral Load using Abbott m2000</td>
<td>7068</td>
</tr>
<tr>
<td>Other Molecular PCR Tests</td>
<td>15,000</td>
</tr>
<tr>
<td>CT/GC NAAT Tests using BD Viper system</td>
<td>104,683</td>
</tr>
<tr>
<td>In-House Serology Tests using Siemens Centaur Analyser</td>
<td>143,000</td>
</tr>
<tr>
<td>In-House Serology Tests using Siemens BEP III Analyser</td>
<td>30,000</td>
</tr>
</tbody>
</table>
(1) Serological based analysers used in the department are Siemens ADVIA Centaur Immunoassay system to primarily detect Viral Hepatitis, HIV, Syphilis and Rubella antibodies. Siemens BEP 2000 system with ELISA assays to detect antibodies such as CMV; syphilis; EBV; VZV; Parvovirus B19; HTLV; Hepatitis E; Measles and Mumps. In many instances these analysers are used together to provide screening and secondary test results. The laboratory works with PHE to screen for BBV in the prison population using Dried Blood Spots.

(2) Molecular based analysers used in the department are The BD Viper™ System with XTR™ Technology - a fully automated molecular testing method for the detection of HSV, Chlamydia trachomatis and Neisseria gonorrhoeae DNA in urogenital samples. The AusDiagnostics platform is used to detect respiratory targets. The Rotor-Gene Q real time PCR thermocycler is used to detect viral targets in CSF and skin swabs. Currently, it is also used for the quantitation of BK, CMV and EBV DNA. 16S and Septifast screening by PCR is included in a rapidly-expanding service provided by the department. Abbott m2000 for the quantification of HIV-1, HCV & HBV viral loads by Real- time PCR (RT-PCR) There is also the QIAGEN QIAsymphony SP (QSP) for sample preparation, QIAsymphony AS and QIAgility for automated assay setup.

Management Arrangements in Clinical Microbiology:

The clinical microbiology service is Consultant led (Head of Department is Dr Deborah Modha) and the management arrangements are consistent with the recommendations of the Strategic Review of Pathology notably paragraphs 4.22 to 4.26. Although a consultant Head of Department may delegate certain managerial responsibilities to senior staff within the department they will remain accountable overall for those duties to the appropriate manager. A system of annual appraisal is in place, with time made available for it. The laboratory management structure is shown diagrammatically in Appendix 2

The duties of the post:

(1) Clinical service

The appointee will be responsible for

- Leading the provision of a clinical virology service to key specialty groups alongside the general delivery of clinical virology in a timely manner to clinicians, other hospital staff and General practitioners to ensure the optimal clinical management of patients.
- Clear and effective communication of clinical advice for patients, to clinical colleagues and other staff as appropriate to ensure timely management of patients.
• Developing innovative strategies to bring the highest level of laboratory and clinical expertise to particular wards and departments e.g. near patient testing at the time of admission.

• Developing and reviewing clinical guidelines and patient care pathways to ensure evidence-based patient care

• Prompt liaison with staff in the Health Protection Unit of Public Health England (PHE) to contribute to the management and protection of the local and national community. Provision of surveillance data to PHE at local, regional and national levels and participation in sentinel or enhanced surveillance activities as agreed with PHE.

(2) Laboratory service and development

The appointee will be responsible for

• The leadership of day-to-day delivery and supervision of diagnostic methods and examination of specimens to ensure an excellent, responsive and high quality service to all users

• Authorisation and interpretation of results either directly or through supervision of junior medical staff and the enhancement of rule-based reporting algorithms to provide the best possible turnaround times

• The preparation and revision of standard operating procedures as well as participation in and review of quality assurance performance within the department, including all relevant national external quality assurance (NEQAS) programmes which together will contribute to maintaining full accreditation with UKAS which is an essential quality standard in the laboratory

• Developing a nationally recognised laboratory service by regularly reviewing the needs of patients and clinicians, advancements in the field and ensuring the translation of scientific progress into everyday clinical care of patients.

• Initiating, leading and supervising relevant clinical and process audits. In particular the department encourages multidisciplinary audit activity that ensures the highest possible clinical service offered to patients.

(3) Management and Leadership

The appointee will be responsible for

• The lead role in the management of virology services (on a rotational basis with other virology consultants) to ensure business planning, including the assessment and introduction of new methods and technology, and forward planning for staff and equipment requirements
• Management of scientific, personnel and other resources to meet the agreed budget and cost improvement programme

• Bringing a national perspective and extensive experience to a strategic review and reorganisation of the virology department to ensure the highest quality and cost-effective service

• Recruitment and retention of high calibre scientific staff and their career development (including regular staff appraisals) to ensure the highest standards in service delivery into the future.

• Delivery of virological laboratory expertise to the Clinical Management Team and consultant fora to discuss key issues within the Trust and empath to ensure the highest standards in service provision and training

(4) Research teaching and training

The appointee will be responsible for

• Initiating and leading nationally recognised scientific research in clinical virology and procuring research grants to ensure a high profile within the scientific community as evidenced by a portfolio of high calibre publications

• The development and application of novel and existing scientific methods to solve diagnostic and therapeutic problems to improve patient outcomes

• Training junior medical staff, clinical scientists, biomedical scientists and other health professionals to attract and retain high calibre personnel and to establish the department as a training centre of choice in virology

• Contributing to the delivery of undergraduate and postgraduate teaching to ensure a fundamental grasp of the principles of diagnosis and management of infection

Other duties

The appointee will be expected to be registered for continuing professional development (CPD) with the Royal College of Pathologists. A personal development plan must be agreed annually with the Head of Department. Also registration with the HCPC for revalidation every two years.

All consultants must comply with health and safety and security requirements in the department and with agreed SOPs and investigational algorithms. The appointee will also be required to act as custodian of data under the Data Protection Act, and custodian of stored samples. All consultants will also be members of the Antimicrobial Working Party and expected to be participants in other service and administrative duties on various committees.

Adequate office space and secretarial support will be made available, together with a personal computer with access to the Trust and Pathology IT systems, the hospital intranet and the internet.
University of Leicester

College of Life Sciences (formerly the College of Medicine, Biological Sciences and Psychology) http://www2.le.ac.uk/colleges/medbiopsych

Pro-Vice-Chancellor, Head of College & Dean of Medicine: Professor Philip Baker BM BS, DM, FMedSci

The University of Leicester, with University Hospitals of Leicester NHS Trust, is committed to enhancing the partnership between academia and the NHS in Leicester. A strong synergy between our organisations is the key to success.

The College’s mission is to pursue the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world. Its considerable academic resources mean that it is widely recognised for the international impact of its research and the quality of its undergraduate and postgraduate teaching.

This is an exciting time to join a dynamic academic enterprise and contribute to its development. The College is creating the academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research and to engage with increasing effectiveness with commercial and public bodies. The College’s upward trajectory is highlighted by a doubling of research funding awards in the past year. Leicester is now ranked in the top 40 of the world’s 2600 medical schools [Shanghai index].

The College currently consists of three teaching Schools - Medicine, Biological Sciences and Psychology. The College also includes the following academic departments: Cardiovascular Sciences, Genetics & Genome Biology, Health Sciences, Infection, Immunity and Inflammation, Molecular and Cell Biology and Neuroscience, Psychology and Behaviour; these together with the Cancer Centre, Diabetes Research Centre and the East Midlands Centre for Black & Minority Ethnic Health reflect the College’s research strengths.

In July 2017 two research institutes were established: the Leicester Institute of Structural and Chemical Biology and the Leicester Precision Medicine Institute. The NIHR Biomedical Research Centre (BRC) commenced in April 2017, which is a collaboration between the University of Leicester, the University of Loughborough and the University Hospitals of Leicester NHS Trust. The BRC brings together the work of Respiratory Medicine, Cardiovascular Science and Diet, Lifestyle and Physical Activity. There is also an interest in research which underpins teaching & learning. Valuable academic benefits derive from close collaboration with the MRC Toxicology Unit, housed in the Hodgkin building linked to the College.

(http://www2.le.ac.uk/colleges/medbiopsych/research)
The College’s central provision in support of research and teaching includes a Core Biotechnology Service (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories); a Clinical Trials Unit, and the Leicester Drug Discovery and Diagnostics Centre.

Major contributions made by consultant colleagues to the academic mission through research, teaching and education, clinical leadership, enterprise and innovation are recognised by the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.

The library and postgraduate education facilities:
The Clinical library is based in the David Wilson Library on the University Campus and provides full access to journals and electronic medical databases. It has recently been transformed by extensive re-developments.

In addition the Microbiology department has its own library/meeting room housing many of the journals in infectious diseases and microbiology

Arrangements for annual and study leave:
At present, a Consultant Microbiologist with an interest and expertise in Virology provides cover for short-term absence of the Consultant in Virology. Subsequent to appointment, the post holder and existing Consultant Virologist will be expected to arrange annual and study leave between themselves.

CONDITIONS OF SERVICE

The appointment will be made on Trust terms and conditions which presently reflect the terms and conditions of service under the National Health Service’s Agenda for Change.

The appointment will be whole time. Any consultant who is unable for personal reasons, to work whole 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 in consultation with consultant colleagues

Salary
Band 8d (£67,247 - £83,258) place on scale according to experience

Length of service Annual Leave + Bank Holidays
On appointment 27 days + 8 bank holidays (202.5hrs +60hrs)
After 5 years’ service 29 days + 8 bank holidays (217.5hrs + 60hrs)
After 10 years’ service 33 days + 8 bank holidays (247.5hrs + 60hrs)
Notice period

12 weeks

Disclosure and Barring Service Clearance (formerly known as the Criminal Records Bureau – CRB)

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) check as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

The cost of undertaking a DBS check at the required level and associated processing costs will be met by the individual.

To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals’ salary over a three month period commencing on their first months payment.

Infection Control

The prevention of hospital acquired infection is a vital concern for the Trust. Infections harm patients. Infections also harm the Trust. The post holder is required to ensure, as an employee, that their work methods do not endanger other people or themselves.

All staff must be aware of infection prevention and control policies and guidelines, and follow them at all times. Any breach of infection control policies is a serious matter and may result in disciplinary action.

Safeguarding

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report and act on concerns that they may have.

Health and Safety

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

Major Incident

In the event of a major incident or civil unrest all trust employees will be expected to report for duty
on notification. All Trust employees are also expected to play an active part in training for and preparation in a major incident or civil unrest.

**Visiting arrangements:**

Candidates are invited to visit the Department and may make arrangements to do so through:
Dr Deborah Modha, Head of Department, deborah.e.modha@uhl-tr.nhs.uk 0116 258 6509

Other personnel who candidates may wish to contact include:
Dr Angus McGregor Medical Director empath, angus.mcgregor@uhl-tr.nhs.uk
# PERSON SPECIFICATION

## CRITERIA FOR SELECTION
(Justifiable as necessary for safe and effective performance)

## ESSENTIAL REQUIREMENTS
(A clear definition for the necessary criteria)

## ADDITIONAL/DESIRABLE REQUIREMENTS
(Elements that contribute to improved/immediate performance in the job)

### 1. Qualifications
- State Registered Clinical Scientist (HCPC)
- BSc (Hons) degree
- Masters (MSc or equivalent) in relevant subject
- Doctorate (PhD or equivalent)
- FRCPath or evidence of equivalent training and experience
- Evidence of Continuing Professional Development (RCPath scheme or equivalent)
- Membership of relevant Specialist Societies or Associations.
- Minimum 5 years experience post FRCPath

### 2. Experience/ Clinical Skills
- Evidence of thorough and broad training and experience in virology
- Knowledge and experience of clinical virology and infection prevention and control
- Experience in managing complex virological problems in patients who are high risk for viral infection / disease i.e. immunodeficient patients (HIV and others)
- Able to take responsibility for delivering the service without direct supervision
- Clinical Knowledge and Expertise: Appropriate knowledge base and ability to apply sound clinical judgment to problems; demonstrates clear, logical thinking/analytical approach; understands evidence based practice
- Experience in trouble shooting in diagnostic and clinical virology
- IT Skills, ability to use web browser, excel, word etc.
- Willingness to develop skills and experience in areas of interest
- Evidence of recognised expertise in respiratory virology
- Experience of multi-agency working (e.g. public health or other national for a)

### 3. Motivation
- Personal integrity and reliability. Willingness to learn new skills.
- Ability to motivate and develop both medical Staff and non-medical staff.
- Commitment to further develop the post and the service provided.
| 4. Management | • Evidence of management and administration experience in a clinical virology department  
• Willingness to work as a member of the team and to share administrative responsibilities.  
• Able to work in multidisciplinary teams and supervise juniors  
• Understanding of wider health agenda and modern NHS  
• Knowledge of and experience in clinical governance issues  
• Capacity to manage/prioritise time and information effectively; capacity to organise own workload.  
• Flexible | • Management training on an accredited course |
|---|---|---|
| 5. Audit | • Experience in, and commitment to medical audit. | • Undergone training in teaching and willingness to organise relevant audit activities.  
• Completion of formal courses in audit.  
• Published Audit |
| 6. Research | • Evidence of recent research and development activity  
• Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty.  
• Ability to initiate and co-ordinate research within the department  
• Ability to secure sufficient funding for appropriate research activity  
• Ability to appraise research critically  
• Ability to supervise juniors undertaking research projects. | |
| 7. Communication Skills | • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues.  
• Ability to present highly complex issues in a professional manner to a wide range of health professionals and to the general public  
• To be empathic and sensitive; capacity to take others perspectives and treat others with understanding | |
In accordance with Department of Health Circular E1 (91) this specification should be couched in non-sexist language and requirements about age, qualifications, length or nature of experience should not be included unless specifically required for the post. It should not include requirements on marital status nor include references to marriage plans or domestic arrangements.
Appendix 2 UHL NHS Trust – Clinical Microbiology

Clinical Director

empath Microbiology Clinical Lead team (Head of service UHL & NUH and clinical strategic lead)

Head of Service Microbiology UHL

Consultant Microbiologists (6—1 vacant)
Consultant Virologist (2—1 vacant)
Professor

Deputy Lab Managers x 2
Bacteriology Virology/Molecular

Team Leaders *
* Quality, IT and Health and Safety Leads *

Medical Secretary/PA
Laboratory Administrator
Quality Administrator
Band 3 Administrator

Specialist Registrars
Clinical Scientists
FY1/FY2

*Quality, IT and Health and Safety are additional responsibilities assigned to specific Team Leaders within one or more of the Microbiology disciplines.

This is reflected in individual Job Descriptions and see Ref: PQ006

BMS Staff
BMA Staff

Operational Head Microbiology

Ref:
PQ006