UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

empath

CONSULTANT MEDICAL VIROLOGIST

**Job Title:** CONSULTANT MEDICAL VIROLOGIST

**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 SERVICE MICROBIOLOGY

**ABOUT UHL, OUR VALUES AND BEHAVIOURS**

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 substantive, whole time (10 programmed activities) additional post based at the Department of Clinical Microbiology, Leicester Royal Infirmary. 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. Candidates who hold a CCT in ID and Virology and have an interest in hepatology there is a possibility of negotiating one programmed activity to provide clinical input to a hepatitis clinic.

The successful candidate will join a consultant virologist and a planned consultant clinical scientist 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 provide clinical virology support 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 also work with 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 within the department. Participation in research & development through collaboration with academic and clinical colleagues will be strongly encouraged.

Full job description:

This is a substantive, whole time (10 programmed activities) additional post for a Consultant Virologist based at Leicester Royal Infirmary. The appointee will join a team of five NHS Consultant Microbiologists, a Consultant Virologist and a clinical academic colleague (the Professor of Clinical Microbiology) in providing clinical and laboratory virology services to patients in Leicester and Leicestershire (approximate population 1 million).

The successful candidate may take a lead role (on a rotational basis with other consultants in virology) in the clinical & diagnostic virology service and provide consultant virology support to the Trust and the General Practitioners. The post holder will provide clinical virology support to the management of 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, haematology, gastroenterology, nephrology and dialysis, neurology, infection prevention and control, occupational health, paediatric and antenatal services. Furthermore, it is expected that the post holder will contribute to undergraduate and postgraduate teaching as well as supervision of medical training within the department. Participation in research & development in collaboration with academic and clinical colleagues is encouraged in this post.

In late 2010 University Hospitals of Leicester formed a new joint pathology partnership with Nottingham University Hospitals (East Midlands Pathology - empath) to create one of the country’s
largest single managed pathology services with an annual turnover of around £60m. The end goal is to create a pioneering pathology service in the East Midlands. There will be significant opportunity for change and development to the current virology service and bring in more benefits to patients, teaching and research. The appointee will be expected to work closely with our partners in NUH to make substantial cost savings whilst ensuring an efficient and cost-effective clinical virology service.

There is a mentorship scheme for all new consultant staff, this is designed to help and assist new appointees to settle into working at UHL as easily as possible. It is designed to assist individuals in a personal way to familiarise them with the Trust and how things work in practice.

Principal elements of the post:

- To provide a comprehensive, efficient and cost-effective clinical virology and infection prevention & control service to the Trust & the Primary Care Trust in Leicestershire.
- To contribute to the provision of virology services to Public Health England
- To work closely and provide expertise to the Deputy Manager, Senior Biomedical Staff and Clinical Scientists in the Virology and Molecular Diagnostics section in the ongoing review and reorganisation of the virology diagnostic service
- To work closely with our partners in NUH to develop an efficient and effective joint virology laboratory service
- To actively engage in virology Research and Development in the Department
- To work closely with academic colleagues
- To supervise and train junior medical staff
- To actively participate in Departmental audits and clinical governance
- To contribute to meetings and working groups in the department, Trust and wider health community as necessary to ensure effective delivery of the virology service

Principle undergraduate education elements of the post will include:

- To support the placement of students in the department and act as a clinical teacher if required by the department.
- To facilitate delivery of undergraduate teaching as directed by the departmental education lead.
- To volunteer and act as an examiner at undergraduate professional examinations (IPE and Finals)

Job plan: (see Appendix1 for indicative clinical PAs and SPAs)

The job plan will be subject to annual review, with any revisions sought by mutual agreement but it is expected that the successful candidate will work with the management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future.
Qualifications and experience:

The post-holder must hold full and specialist registration (and a license to practice) with the General Medical Council (GMC) (or be eligible for registration within the six months of interview) and be a holder of the Certificate of Completion of Training (CCT), or within six months of award of CCT or equivalent by date of interview.

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 Management Board comprises a chairman (Professor William Pope), Managing Director (Dr Paul Shaw), Medical Director (Dr Angus McGregor), Commercial Director (Rhiannon Griffiths), Finance Director (Neil Callow), Non-Executive Directors and Independent Advisors.

Much of the laboratory activity will be delivered from a new central hub facility with rapid tracked transport from hospitals and GP surgeries. 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. The Clinical Education Lead for the departmental undergraduate programme is Dr Swann.

A key element of this post is the supervision and training of junior medical staff. 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 Julian Tang</td>
<td>Consultant Virologist</td>
<td>MA MBChB PhD MRCP 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 R 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><strong>Vacancy</strong></td>
<td>Consultant medical Virologist</td>
<td></td>
</tr>
<tr>
<td><strong>Vacancy due to retirement</strong></td>
<td>Consultant Microbiologist</td>
<td></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 Microbiology</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 Combined 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 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) listed below:

| Band 8a | 2 | (Deputy Laboratory Managers) |
| Band 7 | 8 | (BMS) |
| Band 7 | 3 | (clinical scientists) |
| Band 5/6 | 26.5 | (BMS) |
| Band 4 | 10 |
| Band 2 | 20.65 |
| Secretarial | 3.6 |
| A&C staff | 1.8 |

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.

Virology out of hours service is primarily to provide urgent serological test results for potential Organ Donors and Recipients. This service covers the whole of the East Midlands - in the 2015 financial year the workload was 91 Donor and 48 recipient samples “out of hours”.

The combined Virology and Molecular Department currently carries out approximately 331,171 tests per annum. The projected workload for 2017/18 for some key tests are shown in the table below:

<table>
<thead>
<tr>
<th>Test Description</th>
<th>Workload</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>104683</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.

**Accreditation and Quality Assurance:**

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.
Management Arrangements in Clinical Microbiology:

The clinical microbiology service is Consultant led (the 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.

One of the consultants in virology will take a lead role (on a rotational basis with other consultants) in the provision of virology services.

A system of Medical Revalidation incorporating annual appraisal and job planning is in place, with time made available for it.

The current management structure is shown in Appendix 3

Other Duties:

The successful candidate will be required to undertake managerial duties associated with the care of their patients and the running of their Clinical Department. They will have an understanding of the wider health agenda and modern NHS.

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

The successful candidate will be required to work in a multidisciplinary team and supervise juniors.

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.

The duties of the post:

The appointee will, be responsible for the provision of a comprehensive, efficient, and cost-effective clinical virology and infection control service to the Trust, General practitioners, Health Protection Unit and other users of the service.

(1) Clinical liaison

The appointee will provide a virology clinical liaison service in a timely manner to clinicians and other hospital staff, General practitioners and Consultants in the Health Protection Unit concerning diagnosis and management of patients, control and prevention of infections including the provision of telephone advice. This will include regular commitments to particular wards and departments in the form of ward rounds, clinic rounds or other regular meetings. Candidates who hold a CCT in ID and Virology and have an interest in hepatology there is a possibility of negotiating one programmed activity to provide clinical input to a hepatitis clinic.
(2) Virology laboratory diagnosis

The appointee will be expected to contribute to the following:

- Day-to-day supervision of diagnostic methods and examination of specimens
- Authorisation and interpretation of results either directly or through supervision of junior medical staff
- Involvement in policy and SOP preparation
- Responsibility in quality assurance performance within the department, including taking part in all relevant national external quality assurance (NEQAS) programmes.
- Responsibility for maintaining full accreditation with UKAS
- Business planning, including the assessment and introduction of new methods, and forward planning for staff and equipment requirements.

All consultants must comply with health and safety and security requirements in the department and with agreed SOPs and investigational algorithms.

(3) Liaison with Public Health England (PHE)

Provision of surveillance data to PHE at local, regional and national levels and participation in sentinel or enhanced surveillance activities is expected.

(4) Clinical governance and audit

The department has a well-established Quality agenda with monthly Quality Operational Group meetings. These are attended by Senior Biomedical Scientists, Clinical Scientists and Medical Staff and 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 appointee will be expected to lead audits and supervise the audit work of trainees. In particular the department encourages multidisciplinary audit activity that improves the clinical service offered.

The appointee will also be expected to provide advice in the development of virology clinical and infection control guidelines, investigation protocols, laboratory SOPs and guidance on the appropriate use of antivirals / immunoglobulin. The job plan for this post will reflect the time allocated to audit activity and appropriate biomedical and clerical support will be provided.
(5) Education: Teaching and Training

All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role as a Consultant in UHL.

Consultants will normally have undergraduate medical students placed with them during clinical duties and are expected to teach alongside clinical service work. Similarly, Consultants will normally be involved in clinical supervision of postgraduate trainees working within UHL.

Medical students based at the University of Leicester follow a standard 5 year programme. The teaching of undergraduate students in UHL reflects the Clinical Management Group (CMG) structure of the Trust. Undergraduate medical students are taught by UHL throughout the medical course from years 1 to 5. Both ward and outpatient based clinical teaching, as well as tutorial and lecture style teaching is undertaken.

Some Consultants will choose to take on additional undergraduate and/or postgraduate education and training responsibilities. This activity will be specific, identifiable, evidenced, recognised and appraised.

Such additional teaching and training activity will be recognised within their SPA allowance. Enhanced undergraduate duties will include acting as examiners in medical school assessments, providing occasional seminar and small group teaching, lecturing & other Phase 1 teaching within the medical curricula, in addition to individual supervision of clinical students attached to them.

Enhanced postgraduate duties will include acting as an Educational supervisor for Specialty trainees, UHL CMG Education governance lead, contributing to recognised postgraduate-teaching courses in UHL, e.g. Specialty Training programmes or involvement in recruitment of trainees, e.g. interviews for Specialty training.

Those undertaking specifically agreed undergraduate teaching duties within their SPA allowance are recommended to the University for the Conferment of the title of Clinical Teacher. Those who have an additional significant responsibility as a block or clinical education lead within their DCC time are also considered for the award of the title of honorary senior lecturer in medical education.

The Clinical Education Lead for the departmental undergraduate programme is Dr Swann. The Training Programme Director is Dr Perera.

(6) Research and development:

The department has a strong and developing portfolio of research in Clinical Microbiology & Virology. UHL and the University of Leicester offer an integrated and highly supportive environment in Clinical Microbiology fostering basic and applied research. The successful candidate would be expected to develop research interests leading to peer-reviewed publications. Suitably qualified candidates may be eligible for an honorary title with the University of Leicester dependent upon their background and the contribution made to the University.
Where appropriate, registration and supervision for a higher degree on a part time basis will be supported.

(7) Administration:

All consultants are members of the Clinical Management Team and meet monthly to discuss a broad range of management issues, including those that relate to empath and the Trust. Each month there is a meeting of Virology Serology and Molecular staff chaired by the Deputy Laboratory Manager and the minutes are widely circulated and key actions fed back to all staff in face-to face meetings.

The appointee will be expected to contribute actively to management within the Trust, via the management structure. They 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.

(8) Professional:

The appointee will be expected to participate in clinical audit and to be registered for continuing professional development (CPD) with the Royal College of Pathologists and to fulfil requirements for annual certification and for appropriate revalidation. A personal development plan must be agreed annually with the Head of Department. The Trust entitlement to Study Leave is 10 days per year on a rolling basis.

College of Medicine, Biological Sciences and Psychology

Pro-Vice-Chancellor & Head of College: Professor Philip Baker

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 reflected in the high proportion of academic staff regarded as international in the 2008 Research Assessment Exercise, and the consistently high ratings achieved in the National Student Survey.

This is an exciting time to join a dynamic new 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 brings together 10 academic departments: Biochemistry, Biology, Cancer Studies and Molecular Medicine, Cardiovascular Sciences, Cell Physiology and Pharmacology, Genetics, Health Sciences, Infection, Immunity and Inflammation, Medical and Social Care Education and
Psychology; and the non-departmental Diabetes Research Unit. Valuable academic benefits derive from close collaboration with the MRC Toxicology Unit, housed in a building linked to those of the College.

Building on existing strengths, multi-disciplinary research themes have been developed to exploit synergies between basic science, clinical medicine and psychology in the College. These themes are in the fields of genome science; molecular & cellular bioscience; cancer; cardiovascular sciences; respiratory science; microbial science; neuroscience and behaviour; population science; and diabetes and metabolic medicine. A further theme is exploring the research which underpins teaching & learning. (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) and a Clinical Trials Unit. The University has recently opened a Central Research Facility accommodating new medical research technologies and housing in the best conditions the animals - mostly rats and mice - used for medical research.

The College has approximately 295 academic staff and 718 research, administrative and other staff, with a total of approximately 2,350 fte undergraduate students and 850 postgraduates. It has an annual turnover of £64M.

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 developments. There is an on-site library in the Victoria building at the LRI.

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 Virologist. The department currently has a vacancy for a 2nd Consultant which may be a Clinical Scientist in Virology or a Consultant Medical Virologist. Once the vacancy is filled the two Consultant Virologists will be expected to cover each other’s annual leave and study leave.

Job plan:

An indicative job plan is shown in Appendix 1. The details of any fixed commitments will be discussed and agreed with the post-holder.
Person specification:

This is attached as appendix 2

The Royal College of Pathologists advises that applicants who are Specialist Registrars not yet on the GMC Specialist Register must have obtained the FRCPath by examination in order to be short-listable for a consultant grade post. It also advises that suitable signed documentary evidence must be provided by such applicants to confirm that they are within six months (i.e. six months beforehand) of being included on the GMC Specialist Register at the date of the interview. The documentary evidence should be:

Either a RITA Form G (Final Record of Satisfactory Progress) or a letter from the post-graduate dean (or Regional Adviser) specifying the date for completion of training

AND

A letter from the Royal College of Pathologists confirming that the applicant has passed the FRCPath Part 2 examination.

CONDITIONS OF SERVICE

The appointment will be made on Trust terms and conditions which presently reflect the terms and conditions of service for Consultants (England) 2003, as amended from time to time.

Residence

The successful candidate will be required to maintain his/her private residence in contact with the public telephone service and to reside 10 miles by road from base hospital unless specific approval for greater distance is given by the Trust.

Medical Excellence

The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure.

Annual Leave
The postholder will be entitled to 32 days annual leave per year. After 7 years’ service 2 additional days are awarded.

The trust would normally require 6 weeks’ notice for leave booked.

Study Leave

A maximum of 30 days study leave with pay and expenses can be taken over a three year period, or ten days each year.

Relocation

Where applicable, removal expenses will be paid to the successful candidate in accordance with the trust policy. It is advised that you seek advice before making any commitments.

Notice Period

The employment is subject to three months notice on either side, subject to the provisions of schedule 19 of the Terms and Conditions of Service for Consultants (England) 2003.

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) 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 disclosure 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.

Salary

The starting salary of the appointment (exclusive of any distinction and meritorious service award payable to you) will be the appropriate threshold on the Consultant pay scale (MC72) ranging from £75,249 – £101,451 (or the appropriate transition scale threshold on MC51).

The starting salary is normally set at the minimum of the scale unless dual accreditation or previous consultant service rules apply

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.

Consultant Medical staff are the clinical leaders of their team and as such have a responsibility to provide and maintain a culture of vigilance across the team through their role in supervising and educating other staff.

All Consultant Medical staff are expected to lead by example and comply fully with the Trust's infection prevention and control policies and to challenge non compliance when observed. Consultant Medical staff and Heads of Service have a particular role in persuading colleagues to change behaviour when this is not in line with infection control policies and procedures.

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.

The duties of this post may require the postholder to carry out exposure prone invasive procedures on patients of the University Hospitals of Leicester NHS Trust. In order to protect its patients from acquiring blood borne viral infections from staff the Trust requires that the following conditions be met before appointment to the post is made:

1. The candidate must provide acceptable documentary evidence to the Occupational Health Service as part of pre-employment screening of non-infectivity and/or immunity to Hepatitis B infection and non-infectivity with Hepatitis C if appropriate. If the candidate is non-immune to Hepatitis B the University Hospitals of Leicester NHS Trust will require a blood test to be carried out for Hepatitis B markers before appointment. The duties of this post are such that no candidate with positive blood borne viral infectious markers in accordance with the latest DOH/GMC guidelines could be appointed.
2. Any appointee who is not immune to Hepatitis B, but is currently carrying out exposure prone invasive procedures, accepts that regular checks on Hepatitis B markers may need to be carried out by the Occupational Health Service appointed by the University Hospitals of Leicester NHS Trust.

The tests can be arranged, if the candidate agrees, in confidence through a local consultant microbiologist or the occupational health physician. All costs for testing will be borne by the University Hospitals of Leicester NHS Trust.

**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 2586509

Other personnel who candidates may wish to contact include:
Dr Angus McGregor Clinical director empath, angus.mcgregor@uhl-tr.nhs.uk
Appendix 1

Consultant Job Plan (Indicative)

<table>
<thead>
<tr>
<th>Consultant Name:</th>
<th>New post.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specialty:</td>
<td>Virology</td>
</tr>
</tbody>
</table>

Job Content (Notional)

<table>
<thead>
<tr>
<th>Direct Clinical Care (DCC)</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min 7.5</td>
</tr>
</tbody>
</table>

A minimum of 7.5 PAs are allocated for laboratory and clinical work. This would include authorising and reporting significant results, laboratory administration, ward rounds, patient reviews, MDTs and other appropriate clinical duties. A specific job plan will be agreed with the appointee to reflect their interests and the needs of the department.

<table>
<thead>
<tr>
<th>Supporting Professional Activity (SPA)</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Up to 2.5</td>
</tr>
</tbody>
</table>

1.5 PA’s are allocated as a minimum to all consultants for SPA in order to support the requirements of revalidation which include activities such as participating in audit, CPD and mandatory training. Up to a further 1 PA will be available for SPA by mutual agreement as part of the job planning process for further appropriate verifiable SPA including research and/or additional teaching responsibilities. Where a consultant decides not to undertake additional SPA over and above 1.5 PAs, suitable alternative clinical work will be offered to bring the job plan up to 10 PAs.

Supporting Professional Activity (SPA)

If required by the department it is expected that the post holder would become a Clinical teacher. In addition to the standard 1.5SPAs the clinical teacher role is supported by 0.5 SPA to support two hours of undergraduate teaching time per week. This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

<table>
<thead>
<tr>
<th>Direct Clinical Care</th>
<th>7.5</th>
</tr>
</thead>
</table>

Other NHS Responsibilities
### External Duties

| TOTAL PROGRAMMED ACTIVITIES | 10 |

### Objectives – Trust, Specialty and Personal

#### Objectives (and for specialty and personal, how these will be met)

**Trust**

**Specialty:** Keep up to date in areas of special interest
- Carry out at least one audit project per annum
- Team building with clinical colleagues

### Supporting Resources

<table>
<thead>
<tr>
<th>Facilities and Resources required for the delivery of duties and objectives</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Staffing support</td>
<td>Sufficient support from appropriately trained biomedical, secretarial, administrative and infection control staff</td>
</tr>
<tr>
<td>2. Accommodation</td>
<td>Office of adequate size is available</td>
</tr>
<tr>
<td>3. Equipment</td>
<td>Access to personal computer with internet, e-mail and other appropriate software</td>
</tr>
<tr>
<td>4. Any other required resources</td>
<td>Laboratory facilities to CPA standards. Support for travel to other sites and for continuing professional development and audit.</td>
</tr>
</tbody>
</table>

### Additional NHS Responsibilities and/or External Duties

Specify how any responsibilities or duties not scheduled within the normal timetable will be dealt with:
Appendix 2

PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>CRITERIA FOR SELECTION</th>
<th>ESSENTIAL REQUIREMENTS</th>
<th>ADDITIONAL/DESIRABLE REQUIREMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Justifiable as necessary for safe and effective performance)</td>
<td>(A clear definition for the necessary criteria)</td>
<td>(Elements that contribute to improved/immediate performance in the job)</td>
</tr>
</tbody>
</table>
| 1. Qualifications | • Full and specialist registration (and a license to practice) with the General Medical Council (GMC) (or eligible for registration within the six months of interview).  
• Holder of Certificate of Completion of Training (CCT), or within six months of award of CCT or equivalent by date of interview.  
• FRCPath or evidence of equivalent qualification | • Membership of relevant Specialist Societies or Associations.  
• Higher degree eg MSc, MD or equivalent. |
| 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)  
• Experience in trouble shooting in diagnostic and clinical virology  
• 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  
• IT Skills, ability to use web browser, excel, word etc.  
• Willingness to develop skills and experience in areas of interest | • Evidence of clinical or research commitment and a relevant specialty interest. |
| 3. Motivation | • Personal integrity and reliability. Willingness to learn new skills.  
• Ability to motivate and develop both | |
| 4. Management | • 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 clinical governance issues  
  • Capacity to manage/prioritise time and information effectively; capacity to organise own workload.  
  • Flexible | • Awareness of Service Development issues  
  • Evidence of management and administration experience  
  • 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 | • Understanding and interest in research.  
  • Ability to appraise research critically  
  • Ability to supervise juniors undertaking research projects. | • Evidence of recent research and development activity  
  • Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty. |
| 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.  
  • To be empathic and sensitive; capacity to take others perspectives and treat others with understanding | • Leadership skills |
| 8. Teaching | • Experience of, and commitment to teaching undergraduate and postgraduates  
  • Appraisal and assessment skills  
  • Enthusiastic and ability to inspire others | • Willingness to develop new approaches to teaching  
  • Post Graduate qualification in medical education. |
| 9. Employment Checks | • Satisfactory health clearance. |
- Satisfactory enhanced Disclosure and Barring Service check
- Willingness to travel to and work in other sites necessitated by the role

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 3 UHL NHS Trust – Clinical Microbiology Laboratory, Leicester

Clinical Director EMPPath

EMPPath 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 Service Managers x 2
Bacteriology Virology/Molecular

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

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

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

Specialist Registrars
FY1/FY2 Clinical Scientists

Medical Secretary/PA
Deputy Lab Administrator
Quality Administrator
Band 3 Administrator

Band 3 Administrator

BMS Staff
BMA Staff