

JOB DESCRIPTION

Post Title: POST CCT FELLOWSHIP IN RENAL TRANSPLANT MEDICINE (August 2017)

Base: MANCHESTER ROYAL INFIRMARY

Term of Post: FIXED TERM

Salary Scale:

Grade: POST CCT CLINICAL FELLOW	Salary Scale: £30,605 - £48,000 per annum
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JOB DESCRIPTION: Post CCT Fellowship in Renal Transplant Medicine August 2017

Central Manchester University Hospitals is a leading NHS healthcare provider of tertiary, secondary and community care services. The Manchester Royal Infirmary under Central Manchester Foundation Trust has a very successful clinical record in managing patients with complex kidney and pancreas transplantation, Acute Kidney Injury, Glomerulonephritis as well as Dialysis.

We are looking for an energetic, dynamic, enthusiastic candidate to join the transplant department and help in delivering the best renal care to its patients. The post provides a good balance of both acute transplant inpatient and outpatient care. Inpatient work would involve daily ward rounds on the transplant wards and outlying patients at MRI with both renal and surgical colleagues. There is a strong team, consisting of foundation doctors, renal specialist trainees, transplant surgical fellows advance nurse practitioners to support inpatient work. Being a large teaching hospital, this obviously comes with teaching responsibilities, both formalized sessions and bed-side teaching to junior colleagues.

REQUIREMENT

The ability to work in a team with good note keeping, communication skills and an active interest in translational research is essential. Past experience in research is desirable but not essential. Those eligible to apply for this post will have full registration with the General Medical Council [GMC] and must be in possession of a CCT [or equivalent certification of completion of training], or hold a training NTN and be within 6 months of being awarded CCT at the time of closing date for application. Non UK/EEA applicants should ensure that they are aware of recent changes to the immigration rules for Postgraduate Doctors and Dentists. For further information on how this may affect your application please visit www.homeoffice.gov.uk or contact the Home Office's Immigration and Nationality department

TRUST VISION

The vision of Central Manchester University Hospitals NHS Trust is to be recognised internationally as leading healthcare; excelling in quality, safety, patient experience, research, innovation and teaching; dedicated to improving health and well-being for our diverse population.

OUR VALUES

Pride Dignity Empathy Respect Consideration Compassion

TRUST PROFILE

Central Manchester University Hospitals NHS Foundation Trust (CMFT), established in 2009, is large teaching hospitals group. CMFT, comprising six hospitals is the seventh largest provider of specialised services in England.

The main campus, the Oxford Road site, is located just south of Manchester city centre and comprises the following hospitals:

- Manchester Royal Infirmary, established in 1752
- Saint Mary's Hospital, established in 1790
- Manchester Royal Eye Hospital, established in 1804
- Royal Manchester Children's Hospital, established in 1829
- The University Dental Hospital of Manchester, established in 1884
- Trafford hospitals, acquired in 2012, include Trafford Hospital, a general hospital situated in Urmston and two out-patient hospitals in Stretford and Altrincham.

The Trust also provides community services; adults and children's community services for central Manchester and children's community services for the whole of Manchester. Each Hospital and Division within the Trust is led by a Clinical Head of Division and Divisional Director. We aim to position the Trust as:

- The leading provider of tertiary and specialist services in the North West
- A prestigious internationally renowned centre for research and innovation
- An excellent district general hospital for the residents of central Manchester
- At the heart of the regeneration of Manchester
- The best place to train and work

And we are committed to:

- Treating our customers safely, courteously and with dignity and respect
- Providing care and treatments for patients within state of the art facilities that are clean and free from infection
- Delivering care, treatment and advice that combines clinical excellence with the highest standards of patient safety, is based upon the best research and employs the latest clinical technologies
- Offering a unique range of services to the North West treating and managing the simplest to the most complex conditions and diseases

1. THE TRUST

Central Manchester University Hospitals NHS Foundation Trust is a major teaching Trust with six hospitals on two sites. The hospitals are Manchester Royal Infirmary (MRI), Manchester Royal Eye Hospital (MREH), St. Mary's Hospital for Women and Children (SMH), and Royal Manchester Children's Hospital (RMCH) all at the main Central Manchester site, and the Dental Hospital. The Trust has recently moved into one of the largest PFI initiatives in the NHS. The building programme has delivered new state of the art facilities for medicine, obstetrics/gynaecology, and ophthalmology and has incorporated children's services onto the Central Manchester site. The new facilities merge seamlessly to some of the old architecture, delivering one of the largest single site hospital campuses in the UK.

Manchester Royal Infirmary, the oldest of all the hospitals is a major teaching hospital and is situated next to the campus of the Manchester Medical School and Manchester University. The bed complement of 686 caters for acute surgical and medical services to the primary population served by the Trust and in addition the Trust houses regional tertiary services in cardiology, cardiothoracic surgery, vascular surgery, nephrology, haematology, urology, ENT and maxillofacial surgery, renal and pancreas transplantation. St Mary's Hospital, on the same site has 224 beds for regional genetics, obstetrics and gynaecology. This co-location of acute secondary and tertiary care services, the largest in the region provides excellent opportunity for cross-specialty collaboration and utilisation

of interdependencies. Following a recent review, the three Manchester Hospitals (CMFT, University Hospitals of South Manchester and North Manchester General Hospital) are due to merge to form a single trust in 2017. This exciting development will produce one of the leading hospital trusts in the UK and beyond. The Trust is committed to patient safety and improvement, achieving an overall “Good” in a recent Care Quality Commission (CQC) inspection in 2016.

CMFT is also a key leader in clinical and biomedical research. The National Institute for Health Research has recently allocated, through open competition, Biomedical Research Centre (BRC) status to the Central Manchester and Manchester Children's University Hospitals NHS Trust and University of Manchester partnership. This achievement, allocated only to the leaders in scientific translation research, brings with it substantial levels of funding to translate fundamental biomedical research into clinical research that benefits patients. Our BRC status is as a specialist centre for Genetics and Developmental Medicine. The location adjacent to the University of Manchester Medical School, the presence of the NIHR/Wellcome Trust Clinical Research Facility on site and CMFT's active involvement in the Manchester Academic Health Sciences Centre (MAHSC) as lead for the Inflammation and Repair domain provide a perfect environment for high quality, ground-breaking research to thrive.

Manchester is a vibrant city at the centre of the Northern Powerhouse. It has excellent road, rail and air links that make it very accessible to the rest of the country and the world. Manchester has a strong diverse economy, a rich and diverse cultural scene including the acclaimed Manchester hospitality, and is well known as the world's leading football city. Manchester is renowned for its excellent dining and nightlife offerings, its strong shopping scene, unique architecture, museums and galleries. The city centre is very from accessible from the suburbs by car, bus, rail and tram, providing the balance between city and suburban life that is unique to Manchester. Greater Manchester boasts some of the leading schools in the UK, making it a very attractive destination for working parents. Manchester is surrounded by the attractive destinations of Cheshire, The Pennines, The Lake District and the Derbyshire Dales.

CMFT is an equal opportunities employer with a strong commitment to the welfare and development of its staff. The Central site is very easily accessible by car, bus, tram, train or cycle. There are modern, multi-storey car parking facilities on site allocated to staff on a transparent “according to need” basis. There is a car-share and a cycle scheme and there is ample provision of bike racks and showering facilities. There is an award-winning day care nursery on site, a gym nearby and the Manchester Aquatics Centre within walking distance. There is a fantastic offering of snacking and dining options on site including some well-known brands.

2. THE RENAL DEPARTMENT

Delivery of renal care within Greater Manchester is organised on a hub and spoke model and divided between the East and West sectors. The Directorate of Renal Medicine at CMFT is the hub centre for the East Sector providing comprehensive care for approximately 1.5 million people living in North, South and Central Manchester, Tameside and Glossop, Stockport, South Trafford and East Cheshire, the West sector being provided for by the Salford renal unit. The MRI renal unit and inpatient services is one of the largest in the UK, and has traditionally led in key areas such as home haemodialysis, peritoneal dialysis and kidney transplantation.

The Directorate of Renal Medicine is one of five in the Division of Specialist Medical Services (SMS). It provides inpatient and outpatient services as detailed below.

The Renal Service provides care for patients with renal problems from all acute trusts within the East Sector and manages patients with all nephrological illnesses including acute, chronic, and end stage renal failure in patients aged 16 years above. This entails running inpatient, outpatient and dialysis services at the hub site at MRI, but also at the various “satellite” hospitals and dialysis units. The spectrum of care provided includes

- Management, communication and co-ordination of the Renal Managed Clinical Networks
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- Specialist nephrology outreach services to satellite DGHs within the East Sector
- Inpatient tertiary nephrology at the hub site at MRI
- Nephrology outreach service in all inpatient areas of CMFT
- Acute dialysis for unwell inpatients with acute kidney injury or chronic kidney disease
- Maintenance (longer term) haemodialysis locally in satellite dialysis units
- Haemodialysis and peritoneal dialysis training
- Peritoneal dialysis (PD) and Assisted PD, including PD catheter insertions
- Renal failure surgery: Providing nephrological input to the regional kidney/pancreas transplant programme including pre and post operative transplant management
- Living kidney donor transplant programme including donor and recipient work-up, peri-operative and longer term recipient care
- Providing medical support to the national encapsulating peritoneal sclerosis (EPS) programme, including perioperative care and intensive dialysis
- Running the ABO incompatible kidney transplantation programme
- Providing a lipid apheresis programme
- Providing various specialist outpatient clinics such as renal genetics, vasculitis, glomerulonephritis, home haemodialysis, HIV/renal, transition to adult services and peritoneal dialysis, conservative management of ESRD
- Providing a comprehensive pre-dialysis service to facilitate patient choice and pathway to renal replacement therapy in ESRD
- Providing a Rapid Access/ Drop in and day case unit
- Offering nephrological interventions such as kidney biopsies and tunneled dialysis catheter removals
- Running a pan-Manchester Fistula salvage Service
- Providing a Trust-wide Acute Kidney Injury Service
- Providing specialist outpatient clinics for transplant recipients with complex medical problems

Medical Staff

The Directorate employs 13 nephrology consultants, a consultant clinical psychologist, two associate specialists, two staff grade doctors, and two senior clinical fellows supported by a team of 10 junior medical trainee posts. In addition two consultants provide two nephrological sessions each, having being appointed by the intensive care and acute medicine departments respectively. The consultants all provide general nephrology services in addition to their various sub-specialities. Most of the consultants are involved in active research and hold honorary positions with the University of Manchester, including one professorship. Four advanced nurse practitioners also help deliver medical inpatient, outpatient and dialysis care.

Consultants and Associate Specialists	Specialist interest/Other responsibilities
Professor Alastair Hutchison	Dialysis, CKD Bone and mineral disease Head of Division of Specialist Medicine
Dr Mike Picton	Transplantation, ABO incompatible transplantation
Dr Sandip Mitra	Haemodialysis, Home haemodialysis NIHR Clinical Research Networks Lead
Dr Anand Vardhan	Peritoneal Dialysis, Interventional Nephrology
Dr Iren Szeki	Interventional Nephrology, pre-dialysis care,

	haemodialysis
Dr Mumtaz Patel	Lupus, vasculitis, medical education Associate Postgraduate Dean, HEENW
Dr Kate Hillman	Renal Genetics, Polycystic kidney disease, transition to adult care
Dr Muir Morton	Transplantation, Transplant infectious diseases, CMV disease
Dr Leonard Ebah	Haemodialysis, acute kidney injury, uraemic toxicity and fluid distribution Clinical Director
Dr Durga Kanigicherla	Glomerulonephritis, membranous GN, interventional nephrology
Dr Anu Jayanti	Haemodialysis, Home therapies
Dr Allyson Egan	Lupus, vasculitis
Dr Gill Hirst	Pre-dialysis care, conservative management
Dr Abdalla Bibtana	Haemodialysis, Home haemodialysis
Dr Nicola Reid	Consultant Clinical Psychologist
Dr Shiv Bhutani	Transplantation, Non HLA incompatibility, Transplant low clearance
Dr Rachael Challiner (joint appointment with Intensive Care)	Acute Kidney Injury, Interventional Nephrology
Dr Bob Henney (joint appointment with Acute Medicine)	Acute Kidney Injury

3. THE TRANSPLANT DEPARTMENT

The Transplant Directorate employs 9 consultant transplant surgeons, 4 consultant transplant nephrologists, 2 nephrology registrars, 3 surgical registrar, 9 surgical fellows at registrar level, and 2 Foundation year (FY1) doctors.

Services provided

- Elective General Surgery including opportunities to expand practice in open and laparoscopic inguinal hernias, incisional hernias and gastrointestinal procedures
- Endocrine Surgery
- All deceased donor renal transplantation for Greater Manchester and sections of Cheshire, Cumbria and Lancashire.
- Living donor transplantation for the same area
- Paediatric renal transplantation for all of the above areas as well as the whole of Merseyside.
- Pancreatic transplantation for all of the above as well as the entirety of Merseyside and Yorkshire.
- All renal and pancreatic donors within the above areas.
- Renal access surgery for the whole of greater Manchester amounting to some 700 cases per annum (haemodialysis and CAPD).
- Surgery for Encapsulating Peritoneal Sclerosis (EPS) for most of the UK along with international referrals.
- Islet transplantation
- A National Organ Retrieval Service (NORS)

Number of attendances / procedures

The unit is the busiest renal transplant programme in the UK. A brief summary of the general work-load is as follows:

>500 General Surgery Procedures

90 Living donor transplants per annum (>95% done laparoscopically)

230 Deceased donor renal transplants per annum (including non heart beating)

15-20 Paediatric kidney transplants per annum, mostly from live donors

30-40 Pancreas transplants per annum (incl NHBD pancreas donors)

300 Deceased donors per annum

300 Renal access cases per annum (MRI)

300 Renal access cases per annum (Hope Hospital)

20-30 cases of EPS surgery per annum.

3 islet cell transplants on average per annum

Extended criteria organ donation program with machine perfusion

An ABO incompatible transplantation program, approximately 6-8 annually

Patients attached to transplant follow up clinics number around 1000. There are transplant follow-up clinics every day of the week.

There are also General Surgery and Endocrine specialist interest clinics.

Location

The transplant unit is situated in the Manchester Royal Infirmary close to the main theatre complex on the 2nd floor, in the purple zone of the MRI, with dedicated outpatient space on the ground floor. The university and research complex is adjacent and the linked new Children's hospitals with its operating theatres are just a short distance away in the new hospitals complex. The Transplant laboratory and the Manchester Institute of Nephrology and Transplantation (MINT) complex is strategically situated in between.

Clinical Staffing

Consultants and Associate Specialists	Specialist interest/Other responsibilities
Mr Titus Augustine	Consultant Transplant and Endocrine Surgeon, Clinical Manager
Mr Tunde Campbell	Consultant Transplant Surgeon
Mr Afshin Tavakoli	Consultant Transplant Surgeon
Mr Bence Forgacs	Consultant Transplant Surgeon
Mr David van Dellen	Consultant Transplant Surgeon
Mr Raman Dhanda	Consultant Transplant Surgeon
Mr Raj Singh	Consultant Transplant Surgeon
Mr Giuseppe Giuffrida	Consultant Transplant Surgeon
Mr Stavros Papachristos	Consultant Transplant Surgeon

There are, in addition, 2 posts as Nurse Surgical Practitioners to support the service, an Advanced Nurse practitioner based on the transplant unit, 2 live donor co-ordinators, 3 recipient co-ordinators, one ANP for out-patient and long-term care, and one islet transplant/ EPS/ recipient co-ordinator and 2.5 WTE research staff.

A first class transplantation laboratory offering the full range of up-to-date services for solid organ transplantation as well as excellent research laboratories supports the unit.

4. CLERICAL AND INFORMATION & TECHNOLOGY

To ensure its smooth running, there is a strong administrative team within the department with excellent support by an operational manager, personal assistants, medical secretaries, clinical and

ward clerks and clinic administrators. The local IT team assist with the smooth running of the departments electronic records, data capture, validation, reporting including relevant dashboards and statutory reports to the UK Renal Registry and NHSBT.

5. THE MANAGEMENT TEAM

The Transplant Directorate Management team includes:

Clinical Director:	Mr Titus Augustine	
Directorate Manager (Transplant Surgery and Urology Directorate) :		Ms Victoria Smith
Assistant Directorate Manager (Transplant Surgery and Urology Directorate):		Ms Mandy Kenyon
Matron:	Carol Bartley	

The Renal Directorate Management team includes:

Clinical Director:	Dr Leonard Ebah	
Directorate Manager:		Mrs Carol Darke
Matrons:	Carmel Flaherty (inpatient services)	
	Suzanne Print (dialysis)	
	Emily Raybould (dialysis)	

6. INNOVATION AND RESEARCH

Renal services at CMFT have been at the vanguard of various developments in the field of nephrology including being pioneers in peritoneal dialysis and the development of icodextrin, leading home haemodialysis in the UK, pioneering innovative technology in haemodialysis. In addition, our teams in CKD bone and mineral disease and glomerular diseases have been at the forefront of new developments in these areas. For instance, we are the leading UK centre in the UK of anti-phospholipase A2 receptor antibodies to guide the management of membranous glomerulonephritis. Our acute kidney injury service is one of the leading models in the UK, delivering remarkable improvements in AKI care and patient outcomes. The department is currently embarking on an exciting transformation of haemodialysis services aimed at delivering new state-of the art facilities from 2017 and delivering a new model of care aiming that will shift the paradigm towards greater patient independence and enhanced experience and outcomes.

Nephrology and Transplantation is one of the 14 CMFT R&D Programmes, consistently rated at the highest level. Since the formation of Manchester Institute of Nephrology and Transplantation (MINT) in 1998, several consultant grade staff (physicians, surgeons, scientists including 2 chairs) have pursued over 50 grants in research and development of nephrology, dialysis and transplantation. This activity has produced several peer reviewed papers, PhDs and MDs. The Renal Research Labs, led by Professor Paul Brenchley has been central to delivering first class renal research at CMFT. There are currently six research fellows pursuing MDs and PhDs. Recent awards include the EDTA Fellowship award, NIHR Fellowship for Health Technology Cooperative, American Society of Artificial Internal Organs (ASAIO) young innovator award, the University of Manchester Postgraduate Student of the year award in 2013 and Medawar Medal and European SLE Meeting award. The Greater Manchester Academic Renal Research Network (CMFT and Salford) is part of the Manchester Academy of Health Sciences Centre (MAHSC) and collaborate in both clinical and academic research. Research in the department has led to patents and the formation of three separate spin-out companies aimed at ultimately commercialising the research output.

7. THE POST

Main Job Purpose and Key responsibilities:

This Fellowship is based in the Renal Transplant Unit (RTU) at Manchester Royal Infirmary, which performs more transplants than any other hospital in the United Kingdom (UK) and has an excellent

reputation. The transplant unit is the largest renal transplant programme in the UK, and undertook around 250 kidney only transplants in 2016, of which over 90 were living donor transplants. The unit is also the second largest unit in the UK undertaking solid pancreas transplants and has successfully undertaken islet transplantation from 2009. The unit has successfully embarked upon an expanding programme of ABO incompatible transplantation, and has a large non-heart beating donor programme including non-heart beating pancreas transplants. The programme serves a population of just over 4 million for renal transplantation, and a population of 7 million for pancreatic transplantation.

This post is initially for one year but can be extended for a further year depending on the needs and progress of the appointed candidate. The Fellowship is primarily for post-CCT trainees but trainee nephrologists in the final stages of their training, pre CCT will be also welcome to apply. The post is 80% clinical and 20% research/other training. Previous post CCT fellows have gone on to develop successful careers in transplantation medicine.

The post-holder will work within the Registrar team and be expected to, take part in daily ward rounds, once a week longitudinal transplant out-patient clinic, and fortnightly kidney donor assessment and Transplant workup clinic under the direct supervision of Nephrology consultants. The candidate will be trained to do both inpatient and outpatient kidney transplant biopsies.

The candidate is expected to participate in Multi-disciplinary team (MDT), Mortality and Morbidity and other educational (Journal club and audit) meetings.

The appointee will get an opportunity to spend a dedicated time at Renal Pathology Department, HLA Lab and Research department. The successful candidate will be encouraged to develop an area of research that would directly improve clinical care for patients in the area of transplantation. They will be expected to complete at least one research project and take part in the departmental audit.

The candidate will also take part in monthly research meetings. All projects will afford opportunities for local, national and international presentation as well as peer-reviewed publication.

The Renal Transplant Unit has experienced a significant expansion in the volume of solid organ transplants (Kidney only, pancreas only and simultaneous Pancreas and Kidney transplants) performed including dialysis access and encapsulating peritoneal surgery. The transplant service relies heavily on a team approach and the surgical staff work in close conjunction with the nephrology team.

There are 2 wards which are staffed by 9 consultant transplant surgeons, 4 consultant transplant nephrologists, 2 nephrology registrars, 3 surgical registrar, 9 surgical fellows at registrar level, and 2 Foundation year (FY1) doctors.

The successful candidate's job plan and timetable can be modified to reflect individual and the unit's needs.

Although this position is not recognised for training by the Postgraduate Deanery, successful applicants will have the opportunity to participate in some of the wider educational activities of the department.

On-call

This current job has no on call commitments planned at the time of advertisement, opportunities may arise to do on calls on the renal middle grade rota and where appropriate the candidate will be supported to act up as a consultant

Management, Governance and Quality Improvement:

The Trust and the department are fully committed to the central role of the consultant in driving safety, quality and improvement in clinical care. All appointee are expected to take active part in

governance and safety activities and encouraged and supported to drive specific improvements in their respective areas. As such, resolutions relevant to clinical safety and quality are often taken in a collegial manner through various forums such as the Senior Team Meeting, a multidisciplinary meeting of consultant and other senior staff and the various departmental governance boards.

Teaching, training and supervision:

Senior clinical fellow are expected to take a proactive approach to bedside teaching and clinical supervision of trainee doctors, advanced nurse practitioners, medical students and trainee physician associates.

Administrative Support:

The post holder will have an appropriate administrative support and will type and send clinical and other relevant correspondence.

Job Plan

The indicative job plan below provides details of activities intended to be covered by the post holder. The final job plan is intended to reasonably reflect this and will be agreed upon commencement with the Clinical Director, considering the appointees’ and the service needs. There will be need for some mutual prospective cover for leave/other absence with other fellows to ensure appropriate and safe delivery of care to the patient will remain unaffected.

Indicative Job Plan

Day	Site	Description	AM/PM	Frequency
Monday	MRI	Inpatient ward rounds	AM	Weekly
	MRI	Transplant Mortality & Morbidity (M&M) meeting	PM	Weekly
		In-patient reviews / Alternate weekly Transplant work up clinic	PM	Weekly
Tuesday	MRI	Longitudinal transplant outpatient clinic / Procedures (Renal Biopsies)	AM	Weekly
	MRI	Inpatient reviews	PM	Weekly
	Wednesday	MRI	Transplant MDT meeting	AM
MRI		In-patient ward rounds / Donor assessment Clinic	AM	Alt. Weeks
MRI		Transplant board meeting	PM	Weekly

	MRI	MINT sessions: Clinical case review/ Histopathology MDT / M & M meeting	PM	Weekly
Thursday	MRI	Research Bloc	AM	Weekly
	MRI	SpR Teaching & meeting / Journal Club	PM	Weekly
	MRI	Acute Transplant Referrals		Weekly
Friday	MRI	Inpatient Transplant ward rounds	AM	Weekly
	MRI	Administration work / Governance	PM	Weekly
	MRI	Inpatient weekend handover	PM	Weekly

CONDITIONS OF SERVICE

The post is subject to the Terms and Conditions of Service for Hospital Medical and Dental Staff as modified from time to time

Covering Unforeseen Absence/ Occasional Emergencies

Medical Staff may be asked to perform additional duties in occasional emergencies and unforeseen circumstances at the request of the appropriate consultant, in consultation where practicable with colleagues both senior and junior.

Accountability

Managerially accountable to Mr. Titus Augustine (Transplant Director) and Dr. Leonard Ebah, Clinical Director (Nephrology), and professionally accountable to the Trust Medical Director, Professor RC Pearson.

Study Leave

Study is in accordance to the standard NHS contract, currently 30 days of mutually agreed and approved study leave over a three year period.

Annual leave

Annual leave is in accordance with the standard NHS terms and conditions, currently starting at 30 days per year.

Maintaining 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 and apply it.

Appraisal and Revalidation

The appointee will undergo yearly appraisal and mandatory training in accordance with trust regulations and be subject to Revalidation in accordance with GMC requirements.

Risk Management

The Trust has a Risk Management Strategy. All Medical Staff are required to adhere to the principles and practices contained therein.

Health and Safety

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. Employees equally have a responsibility to ensure that you do nothing to jeopardise the health and safety of either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health and Safety at Work. The post holder must not wilfully endanger him/herself or other persons while at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate. All accidents must be reported, and the post-holder is asked to participate in accident prevention by reporting potential hazards.

Infection Control

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust Infection Control manual

Confidentiality

The post-holder must maintain confidentiality at all times in all aspects of the work.

Equal Opportunities

The Trust encourages Equal Opportunities and operates an Equal Opportunities Policy. All individuals regardless of race, ethnicity, nationality, gender, or disability are encouraged to apply for all posts advertised.

Smoking

The Trust operates a No Smoking Policy

Contact

If you would like to discuss this post in more detail or arrange an informal visit to the department, please contact Dr Michael Picton or Dr Muir Morton; Switch Board Tel: 01612761234 or email: Michael.picton @cmft.nhs.uk or muir.morton@cmft.nhs.uk
