

Delivering care through
collaboration



Consultant Clinical Microbiologist or Consultant Microbiologist with Infectious Diseases Information Pack

SUMMARY INFORMATION RELATING TO THIS POSITION

POST: CONSULTANT IN CLINICAL MICROBIOLOGY OR MEDICAL MICROBIOLOGIST WITH INFECTIOUS DISEASES

Applications are invited from registered medical practitioners for the full time post of Consultant Medical Microbiologist. The post holder will work within the Golden Jubilee National Hospital and provide a medical microbiology service to clinical services within the Golden Jubilee National Hospital in conjunction with Prevention and Control of Infection ICD, Estates and the Clinical Microbiology Team.

This post is a new post as Consultant Microbiologist / Infection Control Doctor or Medical Microbiologist with infectious diseases employed by NHS Golden Jubilee. The post holder will be one of two Consultants based at the Golden Jubilee National Hospital responsible for the provision of a Microbiology and Prevention and Control of Infection service with the option to undertake out of hours' duties as part of a wider team with NHS Greater Glasgow and Clyde. The successful candidate will be supported to undertake CPD opportunities in conjunction with NHS Greater Glasgow and Clyde and the wider Microbiology network both nationally and internationally as appropriate to role.

The appointment is for 10 PAs. It is subject to the Terms and Conditions for medical consultant grade staff under the new consultant contract (Scotland). Applicants must have full GMC registration and a licence to practice. Those trained in the UK should have evidence of higher specialist training leading to CCT or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from date of Interview.

The organisation is at the forefront of innovation, whilst delivering truly person centred care services for our patients. Our expansion programme has begun and this role will play a key part in supporting the delivery of our expanded services. The post holder will be providing a pro-active clinical microbiology and infection control service, with exciting opportunities to develop specialist interests in the diagnosis and treatment of infections in cardiac and potentially lung transplantation, mechanical circulatory support, infectious endocarditis and prosthetic joint infections.

The GJNH houses a large critical care unit with all the associated infection challenges. The microbiologist will work closely with multidisciplinary teams to provide excellent clinical care in a wide range of specialities including cardiac and thoracic surgery, cardiac transplantation and advanced heart failure interventions, thoracic surgery, orthopaedic elective surgery including revisions surgery and prosthetic joint infections, ophthalmology and interventional cardiology. Cardiological interventions include the full array of Percutaneous Coronary Intervention PCI, TAVI, Mitraclip, Atrial Appendage Ablation and electrophysiology devices.

About Golden Jubilee Foundation

The Golden Jubilee Foundation is unique within the NHS, and is helping to re-define the concept of the public hospital, with a vision of “Leading Quality, Research and Innovation” for NHS Scotland.

Set in a modern, purpose built environment the facility combines a top quality hospital with an onsite hotel and conference facilities and centres for research, clinical skills and innovation. This integrated approach, with a focus on continuous learning and strong links to academia and industry, creates a crucible for innovation and a vibrant network for the spread of learning and best practice.

Their patient-led approach to healthcare encourages an ethos that is open, questioning and participative; everyone is encouraged to speak out and be actively involved in the quest for continuous improvement and innovation.

Further Information can be viewed at the links below:



nhsgoldenjubilee.co.uk



goldenjubileehotel.com



goldenjubileefoundation.org/research-institute



goldenjubileefoundation.org/innovation-centre

Delivering care through collaboration

The Golden Jubilee Foundation has always aimed to ensure that they support the delivery of NHSScotland's national health priorities. The focus since 2002 has been to meet NHS Board demands and deliver equity of access to high quality healthcare for as many patients as possible so that they benefit from our clinical expertise and excellent facilities.

As a national resource, the NHSScotland Quality Ambitions are at the heart of everything we do and the primary focus is to deliver the best quality healthcare to the people of Scotland – care that is person centred, safe and effective.

As a West of Scotland regional planning partner, we firmly believe that working across traditional boundaries will be critical to building a person-centred and sustainable service that is fit for the 21st Century and this approach will be embedded within this strategy.

In addition, as a member of the National Planning Board, we will participate in planning for specialist services or where there is the requirement for services to be provided at a small number of designated sites with suitable skills, infrastructure and available workforce. This will ensure that services are sustainable, safe and meet the needs of the Scottish people.

Board Strategy

We will continue to deliver high quality care through our existing regional and national services and our elective care provision.

We will improve outcomes for people using our services by further developing world class innovative models of care.

We will deliver the expansion of our elective care provision through new hospital facilities. This is fundamental to our future and the NHSScotland's Health and Social Care Delivery Plan.

We will work with NHS Boards to ensure effective management of the national elective centres and delivery of consistent high quality models of care across NHSScotland

We will build on existing training and education for the range of staff involved in delivering high quality healthcare including healthcare professionals. We will also continue to develop ourselves as a centre of excellence where people come to develop their skills and expertise and learn from our world leading service providers

We will build on our success in establishing a highly effective and well managed Research Institute by exploring new fields of research and growing the number of partnerships we have across academia, industry and healthcare.

We will continue to grow and develop our strategic partnerships to enhance our ability to fund and support Innovation.

We will develop a sustainable business model and investment strategy for the Hotel and Conference centre that balances our unique ability to provide patients and carers with accommodation with our opportunities to increase income through commercial and leisure activity.

Expansion plans

As part of the Scottish Government's investment of £200 million to meet demand for elective procedures over the next 10 years, the Golden Jubilee Foundation is now focusing on creating a business plan to expand its services to treat more patients than ever before.

The hospital expansion will be delivered in a phased approach subject to necessary Scottish Government approval.

Phase One will deliver an integrated Ophthalmology unit with its own outpatient consultation and pre-operative assessment areas which will be combined, cataract procedure rooms and an admin area. The current plan is then to refurbish the vacated theatres to create additional general surgery theatres and an additional Post Anaesthetic Care Unit (PACU).

Phase Two will deliver additional theatres for orthopaedic surgery, a day case/day surgery admission unit, supporting accommodation, an outpatient/pre-operative assessment area and diagnostic space.

The key objectives for our expansion are to:

- create sufficient additional elective care capacity for the West of Scotland region to meet the predicted need for elective care by 2035;
- provide innovative patient centred models of care that are both efficient and sustainable;
- provide sustainable workforce models that ensure the Golden Jubilee Foundation remains an exemplar employer and an attractive place for staff to work;
- reduce or eliminate routine use of the private sector;
- reduce the chances of cancellation of elective surgery and reduce cancellation rates;
- enable delivery of current and future Government guarantees on inpatient / day case waiting times on a sustainable basis; and
- deliver increased efficiency and productivity, adopting the principles of Better Care, Better Health and Better Value as set out in the Scottish Government "Health and Social Care Delivery Plan" published in December 2016.

Golden Jubilee National Hospital

Scotland's flagship hospital specialising in heart, lung, orthopaedic and ophthalmic services also carries out a number of emergency procedures in Cardiothoracic, interventional, diagnostics, cardiology and a range of elective surgical specialties to help reduce patient waiting times across the country.

The Golden Jubilee National Hospital Hosts the West of Scotland Regional Heart and Lung center and three National Services, comprising;

- All heart and lung surgery for the West of Scotland, including all bypasses, thoracic surgery, heart valve surgery and other complex procedures.
- Interventional cardiology services, including emergency PCI, angioplasty, angiography, TAVI, electrophysiology and complex pacemakers.
- Home to the Scottish National Advanced Heart Failure Service, including the heart transplant unit; the Scottish Pulmonary Vascular Unit; and Scottish Adult Congenital Cardiac Service.
- One of only two specialist centres in the West of Scotland that provides the Optimal Reperfusion service – patients having a heart attack due to a blocked artery, will be transferred directly to a specialist centre leading to significantly improved outcomes.

The Golden Jubilee is also the flagship hospital for reducing waiting times in key elective specialties. The largest elective orthopaedic centre in Europe carries out 25% of all Scottish hip and knee replacements and revisions. Our Orthopaedic team pioneered the Caledonian enhanced recovery programme, leading its roll out on a Once for Scotland basis. Our new Motion Analysis Laboratory is the next step in taking orthopaedic research from bench to bedside for patients across Scotland. The Ophthalmology Unit has continued to expand to meet demand of NHSScotland. From 2018 we will carry out at least 20% of all cataract operations performed by the NHS in Scotland.

Following the announcement by the Scottish Government for further expansion plans, extensive planning is underway for a significant capital build of circa £70m over the next few years.

Clinical Service	Diagnostic Imaging	Clinical Support
Cardiac Surgery	Interventional Imaging & Research	Sterile Processing
Thoracic Surgery	Magnetic Resonance Imaging	Clinical Laboratory
Advanced Heart Failure	Computer Tomography	Physiotherapy
Heart Transplantation	General X Ray	Cardiac Physiology
Congenital Cardiac	Bone Densitometry	Occupational Therapy
Pulmonary Vascular	Barium Examinations	Health and Safety
Diagnostic Cardiology	Ultrasound	Pharmacy
Interventional Cardiology		
Orthopaedic Surgery		
General Surgery		
Endoscopy		
Ophthalmology		
Plastic Surgery		

Golden Research Institute

The Golden Jubilee Research Institute has a current portfolio of around 110 research projects.

Currently hosting research projects relating to our clinical specialties, we deliver leading edge research ensuring it is taken from 'bench to bedside' to the benefit of the patients.

Our research is concentrated on interventional cardiology, electrophysiology, pulmonary vascular disease, advanced heart failure, orthopaedics and anaesthetics.

Core research funding is allocated from the Chief Scientist Office in Scotland, reflecting research activity done in collaboration with the academic research sector.

We also support an increasing number of clinical trials enabling patients to access state of the art drugs and devices. The portfolio currently ranges from drug and device trials to studies examining different treatment options and projects that use tissue and/or data.

All projects are peer reviewed and have NHS Research Ethics Committee approval. Income is generated from commercial studies, and the Chief Scientist Office provides core research funding based on the growing grant funded research portfolio.

Clinical Research Facility

Purpose-built to provide researchers with all the space, equipment and resources necessary to conduct high quality research in an environment designed to respect the patient's safety, wellbeing and privacy, our Clinical Research Facility offers:

- a dedicated patient waiting area;
- a research support office used by research project auditors/ monitors;
- four fully equipped outpatient consulting rooms that can be organised to suit individual project requirements;
- secure storage room for project files and project-specific consumables;
- sample preparation room; and
- a new state of the art Motion Analysis Lab.

Clinical Skills Centre

Specifically designed to address all your clinical and surgical training requirements, the Clinical Skills Centre includes facilities not readily available in other hospital environments, such as:

- a patient simulator;
- live audio visual links to cardiac cath labs, theatre and imaging suites; and
- an area designed for surgical skills training.

Golden Jubilee Conference Hotel

The multi award-winning Conference Hotel is a four-star facility that is managed and run by the Health Board and is part of the Golden Jubilee Foundation campus.

The Hotel is recognised as the national NHS and public sector conference venue and is the only venue in Scotland to be accredited as a 'Venue of Excellence'. It combines the standards of a four-star hotel with the facilities and first class service required for successful conferences, training and meetings. The Conference Hotel has 168 bedrooms and 15 meeting spaces including a 174 seat auditorium and the Central Plaza, a versatile meeting, mingling and exhibition area.

The unique status of the centre not only allows them to offer preferential rates for NHS and public sector colleagues booking conferences or events, but also to cater for commercial business and keep at the heart of the local community by continuing to provide a facility for family celebrations and local events.

It supports the hospital by using its accommodation to assist with access for patients and their relatives from all over Scotland before and after admission. This includes: 8,500+ patient nights; 3,000+ patient related nights (additional nights paid for by the patient or their relatives); transplant family rooms; and sleep rooms for essential clinicians and healthcare workers.

Recent accolades include:

- AA Four Star commendation
- Visit Scotland Four Star
- Venue Verdict Gold Standard 2014, 2015, 2016
- Conference Hotel of the Year 2018 Scottish Hotel Awards
- Healthcare Compliant Venue accredited 2017
- UK Business Hotel of the Year 2018, (Small Business Awards)
- Work Life Balance Organisation of the Year (Scottish Diversity Awards)
- Success through Sustainability Award, WDC Working4Business Awards 2017
- Events Hotel of the Year 2017, regional, Scottish Hotel Awards
- Conference Hotel UK 2016, Small Business Awards
- Conference Centre of Excellence accredited 2008, now known as 'Venues of Excellence'
- Member of IACC, International Association of Conference Centres, accredited 2014
- Green Tourism Gold Award, Green Tourism Business Scheme 2014, 2015, 2016, 2017

For more information about the Golden Jubilee Foundation, visit

www.goldenjubileefoundation.org. You can also follow us on Twitter (@JubileeHospital); like us on Facebook (Golden Jubilee National Hospital); or subscribe to our You Tube Channel (NHS Golden Jubilee).

Post Information

POST: CONSULTANT MICROBIOLOGIST / INFECTION CONTROL DOCTOR

This post is one of two new posts as Consultant Microbiologist / Infection Control Doctor employed by NHS Golden Jubilee. The preferred candidate will be one of two Consultants based at the Golden Jubilee National Hospital responsible for the provision of a Microbiology and Prevention and Control of Infection service with the option to undertake out of hours' duties as part of a wider team with NHS Greater Glasgow and Clyde. The successful candidate will be supported to undertake CPD opportunities in conjunction with NHS Greater Glasgow and the wider Microbiology network both nationally and internationally as appropriate to role.

General Provisions

The successful candidate will be expected to work with local managers and professional colleagues in the efficient running of services and optimum patient safety.

Subject to the provisions of the terms and conditions of service, you are expected to observe the Organisation's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Golden Jubilee Foundation. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of patients to be able to contact you when necessary.

The consultant job plan is flexible and open to negotiation on appointment. The job plan will be offered on a 10 PA contract which includes Prevention and Control of Infection control duties (the balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant). The on call service will be provided via a Service Level Agreement with NHS Greater Glasgow and Clyde, commitment by the post holder to participate in the rota in conjunction with NHS Greater Glasgow and Clyde colleagues is optional.

Diagnostic Services

The Clinical Laboratories forms part of the directorate of Heart, Lung and Diagnostics, managed by an overall Head of Laboratories responsible for the day to day operational management of Haematology, Blood Transfusion, Biochemistry and Microbiology.

The Microbiology department is technically led by an Advanced Biomedical Scientist with a further 5.5wte Specialist Biomedical Scientists and 1.0wte Biomedical Support worker. The department is currently equipped with a Vitek 2 system for bacterial identification and antibiotic susceptibility testing and a BACT/ALERT 3D instrument for automated microbial detection and is about to take delivery of a MaldiToF Mass Spectrometer, Replacement Bactalert with larger capacity and a Category II cabinet to allow aseptic process of orthopaedic tissue samples as recommended by the Standards for Microbiological Investigation. In addition, the department is about to undergo significant refurbishment to accommodate the new equipment.

Agreement has recently been reached regarding a strategic partnership between Zimmer Biomet (the manufacturer of Synovasure®) and the Golden Jubilee Foundation NHSScotland Special Health Board regarding the siting of a laboratory within the Golden Jubilee National Hospital (Glasgow). The laboratory will offer the alpha defensin assay as part of a suite of tests. The service is owned and run as a commercial enterprise by Zimmer Biomet, and the laboratory would serve the whole of the UK and the Republic of Ireland.

Diagnostic Services

The appointee will be involved in the day-to-day running of the Medical Microbiology diagnostic laboratory service at a Consultant level, for consolidation and maintenance of existing services and for future development of the service.

In conjunction with other Microbiology colleagues, the post holder will:

- Assist with day to day supervision of diagnostic methods and examination of specimens
- Assist with the interpretation and authorisation of generated results
- Contribute to policy and laboratory procedure preparation and review
- Support quality assurance performance within the laboratories, including taking part in relevant national external quality assurance programmes
- Participate in maintenance of full UKAS accreditation of the Laboratory in compliance with ISO15189
- Business and strategic planning for the service including assessment and introduction of new methods and technologies, staff development and succession arrangements and equipment replacement requirements.
- Implement / participate in audit programmes within the department and in clinical/decontamination areas as appropriate.
- Undertake the administrative duties associated with the care of his/her patients and the running of his/her clinical department
- Participate in out of hours' service in conjunction with Microbiology colleagues in NHS Greater Glasgow and Clyde (if desirable).
- It is also expected that the appointee will develop a specialist clinical interest complimentary to that already provided within the department

Clinical Services and Liaison

The appointee will:

- Provide liaison in a timely manner with clinicians, hospital staff, medical microbiologists, and public health consultants concerning the management of patients, and the diagnosis and prevention of infections.
- Provide expert advice to clinical colleagues by participating in ward rounds, multidisciplinary meetings, and other forms of clinical liaison as appropriate.
- Specific MDT attendance;
- ICU
- Orthopedic Revision / complex surgery

- Heart transplant
- Valve (as required)
- Specific ward rounds
- ICU and HDU face to face ward round daily.
- Regular Cardiac Surgical microbiological ward round for patients with sternal wound infections and infective endocarditis.
- Regular multidisciplinary ward round of patients with prosthetic joint infection (PJI) .
- Regular multidisciplinary ward round and input into SNAFS patients including transplant / VADs and acute heart failure on ICU or NSD ward.
- Optionally, provide, in conjunction with GGC microbiology colleagues, a 24-hour microbiology medical on call service.
- Be managerially and professionally accountable to the GJNH medical director or deputy.
- The post offers the exciting opportunity to specialise in the clinical services which are unique to the GJNH within Scotland such as transplant related infection, Prosthetic Joint Infections and mechanical circulatory support. The development of lung transplantation is within the GJNH strategy.

Professional Development

To support the development of sub specialty interest the GJF is committed to support any perceived learning requirements.

Infection Control

The role of the Prevention and Control of Infection Department falls under the auspices of the HAI Executive Lead,(Nurse Director) The department contributes to the overarching strategic responsibilities for all infection prevention and control practices and has the responsibility to manage all infection prevention and control matters throughout NHS Golden Jubilee

The Department provides Prevention & Control of Infection advice throughout NHS Golden Jubilee. The key functions of the department are to ensure safe, effective and person centred care and wide contribution to built environment through HAI SCRIBE process. Also to provide: policy & guideline provision; education; surveillance; outbreak management; audit and specialist advisory services.

The Department provides assurance to the Board and advice to executive directors and senior managers on compliance with all mandatory national requirements, standards and best practice throughout the organisation.

The Department provides specialist advice to all operational staff on the implementation of national and local infection prevention and control policies and procedures. The service is provided to all clinical and non-clinical disciplines within the organisation.

Prevention and control of Infection policies and guidelines are designed to provide a safe patient care environment, a safe working environment for a wide range of staff and a safe environment for visitors to health care premises across NHS Golden Jubilee.

The appointed candidate would thus be expected to have a broad general experience of infection control.

Estates

The Head of Estates (or appointed deputy) is the “Responsible Person (Water)” managing day-to-day risks and will be the estates lead in the event of an operational incident. The Infection Control Manager and this post holder and are nominated by management to advise on infection control policy for water safety.

In the event of a water compliance failure i.e. Pseudomonas infection, estates responsibility is limited and the Responsible Person (Water) will require to draw upon experience and specialist advice from a consultant medical microbiologist, who shall also be a member of the Water Safety Group, to advise and lead on these issues.

The Water Safety Group will be responsible for supporting, co-ordinating and reviewing operational management and controls in accordance with statutory requirements (such as COSHH and HSE ACOP L8) and mandatory requirements (such as SHTM 04-01), for when and where water is supplied, stored, distributed and used safely.

Duties and responsibilities of the post

The appointees will be responsible for the provision of a comprehensive, efficient, and cost-effective Clinical Microbiology and Prevention and Control of Infection Service to all stakeholders.

Prevention and Control of Infection Services

The post holder is a senior member of the Prevention and Control of Infection Team (PICT) who along with the Clinical Nurse Manager for Prevention and Control of Infection will support the Head of Prevention and Control of Infection Control in the development and implementation of a comprehensive and effective Infection Prevention and Control of Infection Service.

In conjunction with the Prevention & Control of Infection Team (PCIT), act to advise the Board on general infection control issues e.g. decontamination, SCRIBE, anti-microbial prescribing and environmental hygiene including support with policy review and update.

Within this overall remit the consultant microbiologist will:

- Promote an organisational culture of Prevention and Control of Infection
- Advise on and support all aspects of infection control in NHS Golden Jubilee and on development and implementation of agreed policies. Such matters will include surveillance and prevention and control of hospital associated infection, sterilisation and decontamination methods, types of ventilation, isolation facilities, and infection prevention and control aspects of clinical activity and the application of the national Prevention and Control of Infection Manual.
- Support the Head of Prevention and Control of Infection, to develop and deliver the Infection Prevention programme, provide clinical leadership to the Infection Control Team and prioritise resources to meet the organisational objectives of NHS Golden Jubilee relating to infection control
- Contribute to and co-chair outbreak meetings or Problem Assessment Groups (PAGs) .Provide ICD support to the Golden Jubilee internal build work and HAI SCRIBE process as required
- Act autonomously within the parameters of the Annual Prevention and Control of Infection Planned Programme and duties agreed with the Head of Prevention & Control of Infection.

Communication

There is systematic communication between laboratory staff and clinical staff (e.g. consultant microbiologists, hospital consultants, general users) to promote effective utilisation of laboratory services. This occurs via user groups, user surveys, web page information and interaction and meetings with key service users e.g. Orthopaedic Surgeons, Cardiac Surgeons, Intensivists and Infectious Disease consultants.

Essential Meetings

- Microbiology Staff meetings (as required)
- Laboratory Steering Group (quarterly)
- Laboratory Annual Management Review (annual)
- Antimicrobial Management Team meetings (quarterly)
- Prevention and Control of Infection Committee (bi-monthly)
- Decontamination Group (bi-monthly)
- Scottish Microbiology Virology Network
- Water Safety Group (bi-monthly)
- Prevention & Control of Infection Policy Group (bi-monthly)
- Prevention & Control of Infection Safety Brief meeting (30 minutes) (weekly)

Qualifications & Experience

- MBChB or equivalent
- FRCPath or equivalent training and experience
- CCT (GMC)/Specialist Register for Microbiology or Microbiology and Infectious diseases (or within six months from the date of the interview)
- Current full GMC Registration.

Job Planning

Optional out of hours activity will be undertaken on the basis of the terms and condition set out in the new consultant contract (Scotland).

An indicative model job plan is provided below. This job plan is negotiable and will be agreed between the successful applicant and the medical director or deputy. The Golden Jubilee Foundation initially allocates all full time consultants 10 PAs made up of PAs in Direct Clinical Care (DCC) and a minimum of one core Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings. The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning. These posts carry specific teaching, supervision and accreditation requirements attracting an additional SPA

SPA – Personal	1
SPA - Supervision / training / accreditation	1
ICD / PCI	1.5
Support to Lab	2.5
Patient facing / clinical activity	4
TOTAL	10

Objectives may cover personal development needs, training goals, organisational issues, CME and CPD e.g. acquisition/consolidation of new skills and techniques

Corporate Objectives	How objectives will be met and resources required	Timescale
<p>Work at all times towards the most effective and efficient use of NHS resources.</p> <p>Work at all times to meet the National and Divisional Waiting Times/Waiting List Targets.</p> <p>Demonstrate compliance with relevant NHS QIS Standards with available resources.</p> <p>Demonstrate a commitment to Service Redesign</p> <p>Support the development of Managed Clinical Networks</p>	<p>Not an objective that can be measured</p> <p>Not a relevant target for Microbiology</p> <p>Work to ensure necessary national standards relevant to Microbiology are achieved and assist staff in other departments in their quest to achieve their necessary standards.</p> <p>Committed to the provision of a high quality single site microbiology service for the Golden Jubilee National Hospital. This is dependent on Management's commitment to maintain adequate staffing levels.</p> <p>In the longer term, committed to working towards service re-design for the provision of a high quality Microbiology service.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
<p>Directorate Objectives</p> <p>Ensure all relevant Governance documentation, particularly Divisional and Directorate, are completed and submitted timeously.</p> <p>Support the development of Appraisal both for self and others.</p> <p>Comply with the Divisional prescribing policies.</p> <p>Support actions to ensure compliance with Junior Doctors New Deal.</p> <p>Ensure, where applicable, the timely and complete investigation of medical errors and implement any action agreed as a result of the investigation</p>	<p>Participate in and promote good governance practice. Work with laboratory colleagues to meet CPA standards. Require management support to ensure CPA standards are maintained.</p> <p>Agreed</p> <p>Agreed</p> <p>Agreed</p> <p>Agreed</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>

Clinical Governance & Audit

The appointees will be expected to participate in multidisciplinary clinical audit, national point prevalence study with Health Protection Scotland, and review the implementation of all on-going clinical audit programmes of relevance.

The appointees will also be expected to provide advice in development of guidelines, policy and investigation protocols, and use of antimicrobials, appropriate to the clinical specialties.

Teaching and training

The microbiology service contributes to the supervision and training of medical staff in medical microbiology and may also undertake teaching of undergraduate medical students, postgraduates and others (if applicable), both locally and regionally to which the appointee may wish to contribute subject to detailed job planning discussions. The appointees may wish to contribute to maintaining an in-service training/educational programme for all staff subject to detailed job planning discussions and in addition educational requirements to support Prevention and Control of Infection and stakeholders with existing and emerging pathogens and adequate controls.

Research and development

The appointees may wish undertake to research, both within the Microbiology service and in collaboration with clinical colleagues in approved research projects subject to detailed job planning discussions.

Managerial responsibilities

The appointees will contribute to laboratory service management. This will include service and administrative duties on various committees as appropriate. They will also be involved in the planning and upgrading of facilities as appropriate. They will act as custodian of data under the Data Protection Act, and custodian of stored samples.

Professional responsibilities

The appointees will be expected to agree a personal development plan. The appointee will require 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.

Arrangements for annual and study leave are as designated in the Terms and Conditions of Service, with prospective cover for Consultant colleagues.

Appraisal and revalidation

The appointees will ensure their appraisal is carried out annually. This will be arranged and administered through the Scottish On-line Appraisal Resource (SOAR). Revalidation will also be facilitated via this route.

Job Requirement	Essential	Desirable
<i>Qualifications</i>	<p>GMC registered medical practitioner FRCPATH or equivalent</p> <p>Be on, or be eligible for inclusion on the GMC Specialist Register 6 months from interview date.</p> <p>CCT (or within 6 months of obtaining CCT at time of interview) in either</p> <p>Medical Microbiology/Virology (with FRCPATH)</p> <p>or Medical Microbiology and Infectious Diseases (MRCP) or show evidence of equivalent training and experience.</p>	<p>Additional post-graduate qualifications, e.g. MD or PhD</p> <p>Diploma in Hospital Infection Control</p> <p>MSc in decontamination</p> <p>Engineering in Infection Control Course</p>
<i>Experience</i>	<p>Broad-based Medical Microbiology/Virology experience or Medical Microbiology and Infectious Diseases</p> <p>Broad experience in managing patients with infection and evidence of experience in managing infection incidents.</p>	<p>Experience in implementing and maintaining UKAS & CPA Laboratory Accreditation Standards.</p> <p>Dealing with decontamination and water safety issues in the healthcare setting</p>
<i>Ability</i>	<p>Ability to demonstrate an understanding of current infection prevention and control issues/developments.</p> <p>Sound knowledge base/understanding of specialty</p>	

<p><i>Personal attributes</i></p>	<p>Honest, trustworthy, hard-working, ability to get on with colleagues.</p> <p>Good communicator</p> <p>Develop self-awareness</p> <p>Acting with integrity</p> <p>Evidence of CPD (<i>continuous professional development</i>)</p> <p>Ability to get on with and work with others as part of a team</p>	<p>Critical evaluation</p>
<p><i>Personal skills and attitude</i></p>	<p>Good presentation skills</p> <p>Ability to manage stressful situations</p> <p>Time management skills</p>	<p>Developing networks</p> <p>Ability to encourage contribution</p> <p>Ability to lead teams</p> <p>Ability to teach / train staff</p>
<p><i>knowledge/ understanding</i></p>	<p>Compatible with that expected of a practicing Consultant Microbiologist</p> <p>Demonstrable understanding & acceptance of the principles of</p> <p>Clinical Governance</p> <p>Awareness of new developments in the specialty with ability to critically assess the impact of these on the service.</p> <p>Clinical Audit</p>	<p>Evidence of participation and involvement in Clinical Research</p> <p>Computer confident</p> <p>Enthusiasm for service development</p>
<p><i>Management Ability</i></p>	<p>Organisational awareness</p> <p>Ability to make decisions</p> <p>Ability to improve services through change</p> <p>Ability to use email and IT systems</p>	<p>Evaluate impact</p> <p>Identifying context for change</p> <p>Encouraging improvement and innovation</p> <p>Experience of planning, managing resources and people.</p>

<i>Other Requirements</i>	<p>Must undergo annual consultant appraisal.</p> <p>Must register with the RCPATH CPD scheme and commit to undertaking CPD to meet service needs</p> <p>Must be physically & mentally capable of undertaking the duties of the post</p> <p>Must be self-motivated</p> <p>Must have a flexible approach to working</p>	Hold a valid UK driving licence
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