

Appointment of Consultant in Ophthalmology

Post Reference: 421-MS-1068K



CONTENTS

SECTION 1 Job Description – General Details

SECTION 2 Person Specification

SECTION 3 Duties of the Post

SECTION 4 The Department of Gastroenterology

SECTION 5 About HDFT

SECTION 6 General Conditions of Appointment

SECTION 7 Application Information



SECTION 1**Job Description – General Details**

Title:	Consultant in Ophthalmology (with responsibility as lead for urgent referral service)
Location:	Based at Harrogate & District NHS Foundation Trust, Harrogate
New or Replacement Post:	New
Prime responsibility:	
Accountable to:	Medical Director, Clinical Director and Operational Director
Reports to:	Clinical Lead for Ophthalmology and Operational Director
Works with:	<p>Consultants in Ophthalmology, other members of the Multi-disciplinary team, Clinical Director, Operational Director and other members of the Ophthalmology Department.</p> <p>Other consultant colleagues and the senior management of the hospital</p> <p>Other consultant colleagues and the senior management of the hospital</p>
Key tasks:	<ul style="list-style-type: none">• General care of Ophthalmic inpatients and day care patients• Outpatient clinics including urgent referrals• Treatment of ophthalmic casualties• Treatment and assessment for subspecialty and general Ophthalmic patients including responsibility as lead for urgent referral service.

The post holder will work as part of the team to provide a comprehensive Ophthalmology service including general Ophthalmology on-call and will provide continuing clinical responsibility for patients under their care. They will manage personal workload in such a way as to ensure that service contract levels are achieved and that work in excess of established contract is undertaken in accordance with the policy of the Trust.

This is a full-time position but candidates wishing to work part-time or in a job-share are encouraged to apply. If a part-time or job-share person is appointed modification of the job content will be discussed with the appointee on a personal basis. They will be required to devote substantially the whole of his/her time for the appointed sessions to the duties of the post and to give them priority at these times.

SECTION 2**Person Specification**

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none">• Entry on GMC Specialist Register; eligible for entry on Register or within six months of receipt of Certificate of Completion of Training (CCT) at time of interview• Success in Intercollegiate Specialty Examination or equivalent (FRCOph)	<ul style="list-style-type: none">• Postgraduate thesis• Completed fellowship programme
Clinical experience	<ul style="list-style-type: none">• Experience requisite to meeting all aspects of the job plan• Ability to maintain clinical credibility and authority with a multi-professional team including senior trainees• Extensive practical ophthalmic experience including emergency Ophthalmic patients.• Appropriate training –subspeciality fellowship	<ul style="list-style-type: none">• Five years supervised training in an appropriate SpR equivalent training programme
Management & administrative experience	<ul style="list-style-type: none">• Ability to effectively organise and manage clinical workload	<ul style="list-style-type: none">• The potential to be Service Director some time in the future
Teaching		<ul style="list-style-type: none">• Demonstrable ability as a teacher with evidence of training for the role
Research	<ul style="list-style-type: none">• Ability to convert research evidence into clinical practice	<ul style="list-style-type: none">• Publications in peer-reviewed journals
Other attributes	<ul style="list-style-type: none">• Communication skills – to have language competency and communication skills necessary to do the job safely & competently• Ability to communicate effectively with team members, patients, relatives, GPs, nurses and other agencies• Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit.	<ul style="list-style-type: none">• Willingness to undertake additional professional responsibilities at local, regional or national levels

SECTION 3: Duties of the Post

3.1 Duties & responsibilities of the Post

To work as part of a team in order to support and provide a comprehensive Ophthalmic service within the Trust.

Main Responsibilities

- (a) provision with Consultant colleagues of a service to Harrogate and York NHS Trusts with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department;
- (b) out-of-hours responsibilities, including participation in Consultant on-call rota where applicable;
- (c) cover for colleagues' annual leave and other authorised absences;
- (d) Service development based on the sub-Specialist interest;
- (e) professional supervision and management of junior medical staff including the observance of local employment and human resource policies and procedures;
- (f) responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally;
- (g) participating in medical audit, the Trust's Clinical Governance processes and in CPD – CPR is provided in job plans and attendance at audit and other governance meetings is mandatory;
- (h) Involvement in research;
- (i) managerial, including budgetary responsibilities where appropriate and compliance with standing orders and standing financial instructions of the Trust.;
- (k) it is the responsibility of all employees to comply with Trust Health and Safety policies and maintain a safe and healthy environment for patients, visitors and staff.
- (l) all employees have an individual responsibility to have a knowledge of and employ the basic principles of infection control practice and to ensure adherence to the requirements in the Infection Control Manual.
- (m) in line with GMC Good Medical Practice it is the responsibility of the post holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work
- (n) the post holder is expected to respond in a timely fashion to legitimate requests from Trust officers – this might include investigations of incidents or complaints;

- (o) all staff who have access to or transfer data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies.
- (p) the post holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
- (q) the post holder is expected to comply with Trust policies and procedures;
- (r) staff are required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy.
- (s) any other duties which may be required from time to time.
- (t) The overriding purpose is to support the provision of the highest quality patient care through personal actions and continuous improvement.

3.2 Proposed Job Plan

In a 10 PA job plan 1.5 SPA - CPD will be provided. SPA - CPD includes job planning, appraisal, mandatory training, consultant meetings, clinical governance such as NICE guideline reviews, national audits, GIRFT and patient safety such as incident investigation, coroner participation, learning from deaths, ward teaching and supporting management roles.

Any additional non-clinical (SPA) is at the discretion of the Clinical Director and part of team job planning. This must be defined with agreed outputs. Examples: education - SPA (for HEE and non-HEE doctors); leadership roles (at all levels); research; service development.

This job plan may be worked flexibly over a seven-day working week. It is anticipated that patient related administration would be performed within the confines of the DCC PAs. The following draft timetable is intended to show the Trust's expectation of the post and the facilities to be provided. Detailed adjustments may be required in consultation with the appointee, clinical colleagues and executive colleagues (3 months). In particular, a change may be appropriate after consultation to allow the development of a special interest held by the successful candidate

Summary of Commitments

On call: 0.5 PA
 subspeciality Clinics: 2 PA
 Urgent referral clinic 2 PA
 Cataract 1 stop preassessment clinic: 1 PA
 Theatre sessions: 1.50 PA
 Administration: 1.25 PA
 SPA: 1.5 PA
 URC lead: 0.25 PA

3.3 On Call Availability

The post holder will participate in the general Ophthalmic on-call rota for out of hours emergency work, which is shared with other consultants within the Department and at York District Hospital and paid at 0.5 PA per week and on-call intensity supplement. This works out at approximately a 1 in 5 rota mid week and once every few months on call on a weekend. The successful candidate will be required to live within 15 miles of their base hospital, Harrogate District Hospital, or 30 minutes travelling time when on call.

3.4 Teaching and Training

The appointee is expected to participate in teaching and training of junior staff, medical students and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty.

If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.

All Consultant staff are encouraged to undertake a formal "Training the Trainers" course.

3.5 Study & Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity.

SECTION 4: The Department of Ophthalmology

4.1 Introduction

The Ophthalmology Department manages a comprehensive range of eye conditions. Subspecialty interests include Paediatrics and Strabismus, Glaucoma, Medical retina, Medical Ophthalmology and Emergency Eye Care.

The Consultant Ophthalmologists are:

Mrs Sarah Mackenzie – Clinical Lead and Medical Retinal

Mr Tim Metcalfe - General

Mr Gavin Walters – Medical Retinal

Ms Joanna Liput – Glaucoma

Mr Joshua Pilling - Glaucoma

Mr Moosa – Paediatrics and General

Mr Falzon – Paediatrics

The current supporting medical staff in the Ophthalmology Department are:

Mr T Burton - Associate Specialist with Specialist interest in Glaucoma

Dr Mamta Gupta - Speciality Doctor

Dr Bushra Al-Deiri - Speciality Doctor

Dr Gabriela Graves - Speciality Doctor

Dr Sundus Athab - Speciality Doctor

Dr Lamis Abdelaziz - Speciality Doctor

The Ophthalmology Department also has two Specialty Trainee Doctors.

In addition the team has Orthoptists, Optometrists, Ophthalmic photographer and Advanced Nurse Practitioners, and a team of technicians for virtual clinic data collection.

The orthoptists and ophthalmic photographer undertake fluorescein and ICG angiography and ophthalmic photography including spectralis OCT Angiogram and OPTOS widefield photography. Our extensive equipment also includes; Valon multispot laser retinal and SLT/ yag laser, slitlamp cameras, gonioscopy camera, Hedielsberg anterior.

The department has job planned time for business meetings, governance meetings and quality improvement activities. There is usually parallel teaching for the allied health care professionals to upskill them in all areas of ophthalmology. There is an ambitious programme to upskill all the Ophthalmology staff in the Ophthalmic Practitioner Training programme as set down by the Royal College. There are monthly half-day Clinical Governance afternoons to ensure quality eye care delivery in every area of the care pathways. We also undertake research projects.

4.2 Accommodation

Shared accommodation and shared secretarial support will be available within the Specialty Department. A PC will be available.

SECTION 5:

About HDFT

Harrogate and District NHS Foundation Trust (HDFT) was founded under the Health and Social Care (Community Health and Standards) Act 2003 and authorised as an NHS Foundation Trust from 1 January 2005.

HDFT is the principal provider of hospital services to the population of Harrogate and the surrounding district, and also provides services to North and West Leeds. In total this covers a catchment population for the acute hospital of approximately 316,000 people. In addition, the Trust provides some community services across North Yorkshire (with a population of 621,000 people) and provides Children's and Young People's Public Health Services between birth and 19 (or in some cases 25) years of age in North Yorkshire, County Durham, Darlington, Middlesbrough, Stockton-On-Tees, Sunderland, Gateshead, Northumberland and Wakefield. The Trust's Children's Public Health Services look after almost 600,000 children across these localities.

Our Acute Services

Harrogate District Hospital has:

- an Emergency Department
- extensive outpatient facilities
- an Intensive Therapy Unit and a High Dependency Unit
- a Coronary Care Unit
- five main theatres and a Day Surgery Unit with three further theatres
- The Hospital provides emergency, urgent, outpatients, day case and inpatient services across a comprehensive range medical and surgical specialties
- The Sir Robert Ogden Macmillan Centre (SROMC) provides assessment, diagnosis and treatment for patients with cancer
- Dedicated purpose-built facilities are also provided on site for Cardiology, Endoscopy, Pathology, Pharmacy, Imaging and Therapy Services, as well as a Child Development Centre, Stroke Ward and Women's Unit
- The Trust provides Maternity Services with an Antenatal Unit, Central Delivery Suite, Special Care Baby Unit (SCBU) and Post Natal ward, together with an Early Pregnancy Assessment Unit



Ripon Community Hospital has:

- an inpatient rehabilitation ward
- minor injuries unit
- diagnostics and offers a range of outpatient services to Ripon and the surrounding area
- It also provides a base for the integrated health and social care Community Care Team and community midwifery services in the Leon Smallwood unit



HDFT also acts as the first contact for access to more specialist services through alliance-based working with neighbouring hospitals. These extended services are provided by visiting consultants, or alternatively by the patient travelling to hospitals in York or Leeds.

The range of hospital services that are provided in partnership with York and Scarborough Teaching Hospital NHS Foundation Trust (YSTHFT) include Breast and Cervical Screening, Dermatology, Ear Nose and Throat (ENT), Neurophysiology, Non-Surgical Oncology, Ophthalmology, Oral and Maxillofacial Surgery, Orthodontics, Renal Medicine, Rheumatology, Urology, and Vascular. An outpatient renal dialysis unit is provided at a facility on the Harrogate District Hospital site, managed by YSTHFT.

In addition, HDFT has a number of established clinical links with the Leeds Teaching Hospitals NHS Trust (LTHT). These include care for Coronary Heart Disease, Plastic Surgery, Specialist Paediatrics, visiting consultants providing additional support to HDFT's own Neurology service and access to specialist Cancer Services. Links have also been strengthened with commissioners in Leeds, providing further services in Orthopaedics and General Surgery and an outpatient clinic for ENT services at Chapeltown Health Centre.

Additional outpatient outreach clinics are held at:

- Wetherby Primary Care Centre and Yeadon Health Centre for the specialties of Dermatology, Gastroenterology, General Surgery, Gynaecology, Maternity, Neurology, Paediatrics, Respiratory, Rheumatology, Urology, and Vascular clinics.
- Alwoodley Medical Centre which includes clinics for the specialties of Endocrinology, Audiology, ENT, General Surgery, Gynaecology, Orthopaedics, Rheumatology and Urology.
- There is also a dedicated Radiology service providing plain film x-ray and ultrasound services to support the clinics listed above, as well as providing GP Direct Access for the surrounding practices.

Patient choice is an important part of the NHS Constitution and patients from surrounding areas frequently choose HDFT for their care. HDFT will continue working in partnership with the local Integrated Care Systems (ICSs) to expand secondary care services and meet this demand.

Our Community Services

HDFT also provides a range of community services in Harrogate and the local area as well as across North Yorkshire. Our dedicated and experienced staff, who are based in the communities they serve, offer expertise across a variety of disciplines and work closely with primary care, acute hospitals, social care, mental health and voluntary sector providers.

Services include:

- Community Podiatry Services
- District and Community Nursing
- Community Therapy Services
- GP Out of Hours Services
- Infection Prevention and Control/Tuberculosis Liaison Services
- Minor Injury Units
- Older People and Vulnerable Adults Services
- Safeguarding Children Services
- Community Dental Services
- Specialist Community Services

Our Children's and Young People's Services

HDFT is the largest provider of Children's and Young People's Public Health Services (also known as 0-19 or 0-25 services) in England. We support almost 600,000 children and their families in County Durham, Sunderland, Darlington, Middleborough, Stockton, Gateshead, Northumberland, North Yorkshire and Wakefield. These are universal services which are delivered by multi-disciplinary teams led by Specialist Children's Public Health Nurses, both as Health Visitors (for children up to 5 years old) and School Nurses (for children from 5 years old).

The needs and voices of children, young people and families are at the core of the service which is designed to identify and address their needs at the earliest opportunity, as well as to recognise and build on the strengths that are within individuals. This enables them to be part of the solution to overcome challenges and identify and develop resources within communities so that children, young people and families have access to support when and where they need it.

We work closely with other trusts, local authorities and other organisations to be a strong partner. We are part of the local governance and system working for children's services and we tailor our services to the strengths and challenges of the local population. Many of these services are now delivered through partnership agreements with local authorities and this is a strategy we are keen to replicate in other areas because it enables long term investment and development of the services.

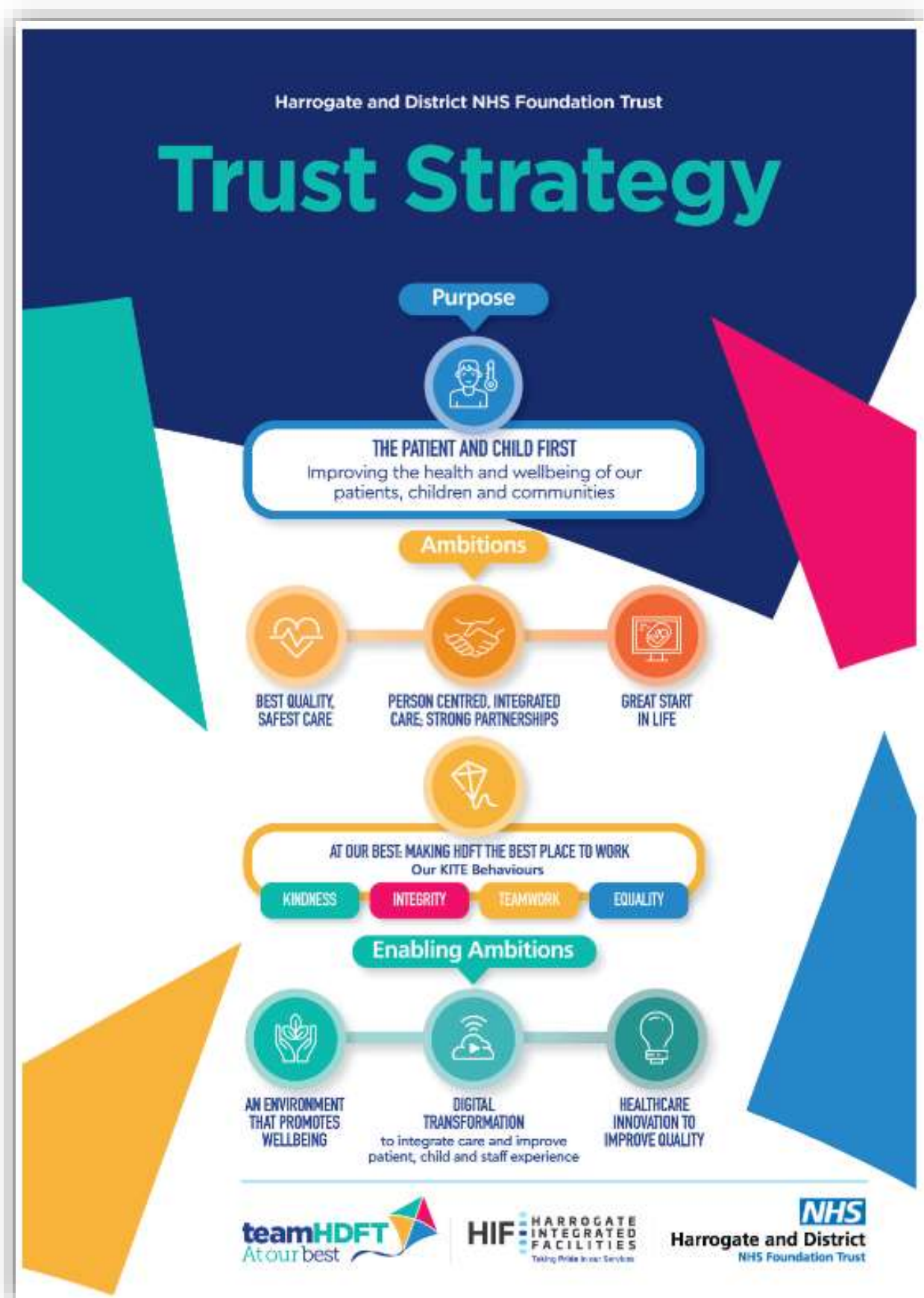
Our Subsidiary Company



In 2018, HDFT established a wholly owned subsidiary company, Harrogate Healthcare Facilities Management Ltd to provide it with estates and facilities services. The company currently trades as Harrogate Integrated Facilities (HIF) and, while the vast majority of its activity directly supports the Trust to deliver its services, the company has begun to offer services to external organisations such as the Duchy Hospital and a number of dental surgeries.

HDFT in numbers

3 INTEGRATED CARE SYSTEMS	OVER 5,000 COLLEAGUES	21,000 VIRTUAL OUTPATIENT ATTENDANCES
118,000 HOME VISITS	HOSPITAL CATCHMENT AREA c316,000	£350M TURNOVER
LOOKING AFTER OVER 600,000 CHILDREN	COMMUNITY SERVICES POPULATION c621,000	LARGEST EMPLOYER IN HARROGATE AND DISTRICT
55,000 EMERGENCY DEPARTMENT ATTENDANCES		OVER 2,000 CANCER TREATMENTS



The aim of our Strategy is to establish shared understanding and clarity for our workforce, Board of Directors and partners about the Trust's purpose, ambitions and priorities. It provides a framework to align our endeavours and mobilise our resources and workforce. Our Strategy is for everyone in the Trust, in every role and every function. It drives our activities as a Trust, as Directorates, Services and individually.



We exist to serve two groups:

- the patients who we care for in our hospitals and community services in Harrogate and District, including wider North Yorkshire
- the children and young people who we support through our Children's and Young People's Public Health Services across large parts of the North East and Yorkshire

Our Strategy makes it clear that our patients and children always come first.

Our purpose is to improve the health and wellbeing of our patients, children and communities. As well as caring for patients when they are unwell, we can also help improve people's health and contribute to the wellbeing of our communities through our services and how we use our resources.



Our Strategy guides our decision-making about today's priorities, ensuring they support our purpose and long-term ambitions. Annually, we set clear, specific priorities and objectives for each ambition and goal, and track their delivery through the Board Assurance Framework and our governance and management processes.

Our strategic objectives for 2022-23 were:

Best Quality, Safest Care

- Improve theatres' safety
- Reduce pressure ulcers and falls
- Implementing the learning from clinical investigations
- Reduce medication errors
- Improve patient communications

Person Centred, Integrated Care; Strong Partnerships

- Increase elective capacity through theatre productivity and outpatient transformation to ensure no patients wait over two years for treatment
- Initiate projects to build additional theatre capacity at Wharfedale and Harrogate Hospitals
- Reduce waiting times in the Emergency Department by improving the environment and implementing an Urgent Treatment Centre model
- Improve patient flow through the hospital, including out of hospital services to support discharge

Great Start in Life

- Develop a Children's Public Health Services Strategy and operating model
- Re-start implementation of Hopes for Healthcare, our principles for supporting children and young people in our services
- Deliver the actions from the Ockenden Report into our own Maternity Services

At Our Best: making HDFT the best place to work

- Look after our people
- Embed a culture of belonging
- Embrace new ways of working
- Growing for the future

These objectives were supported by our enabling ambitions:

- **An environment that promotes wellbeing:** Deliver the 2022-23 estates programme including: Emergency Department reconfiguration; multiple wellbeing projects; the SALIX carbon reduction programme
- **Digital transformation to integrate care and improve experience:** Start the process to replace our Electronic Patient Record; Deliver the 2022-23 digital programme including: Luna - Referral To Treatment (RTT) tracking, eRostering, Datix Cloud, Maternity Electronic Patient Record, Somerset (Cancer Tracking), Yorkshire & Humber Care Record
- **Healthcare innovation to improve quality:** Establish a Harrogate Innovation Hub; Deliver our National Institute for Health and Care Research (NIHR) Portfolio research activity; Start to develop research into Children's Public Health Services

Our Values

Our values are a key component of what makes HDFT the organisation it is today. Our values are:

KINDNESS

We show **compassion**,
and are **understanding**
and **appreciative** of
other people

INTEGRITY

We display personal and
professional **integrity**,
are **honest** and bring a
positive attitude

KINDNESS

INTEGRITY

TEAMWORK

EQUALITY

TEAMWORK

We are **helpful** to each
other, **listen** intently and
communicate clearly

We Value

EQUALITY

We show **respect**,
we are **inclusive** and
we act **fairly**

The Locality

Harrogate is surrounded by the beautiful countryside of the Yorkshire Dales but the cities of Leeds and York are also conveniently close by. Knaresborough and Ripon are the market towns which surround Harrogate. Originally, a spa town in the Victorian era, Harrogate is now famous for its shops and many festivals. It has also developed a new role as a national and international conference centre, but retains much of its older charm.

Leisure/Recreation

There are excellent facilities in the area for most sports and outdoor activities. Harrogate also has its own Turkish Baths and Health Spa, and for the enthusiastic spectator, Harrogate Rugby Union Football Club and Harrogate Town Football Club are located near to the hospital site.

Harrogate boasts excellent shopping facilities including department stores, boutiques and high street favourites.

The town is also a gold medal winner of Europe in Bloom and offers recreational facilities including parks, gardens and nature trails.

Housing/Education

There is a very good choice of housing in a variety of town and country settings. The range of state and public schools is wide, including a number of special schools, and standards are high. There are also universities in Leeds and York.

Transport

Harrogate is equidistant from London and Edinburgh and there are frequent connections by intercity rail links in addition to good motorway access. The Leeds/Bradford Airport for national and international connections is easily accessible.

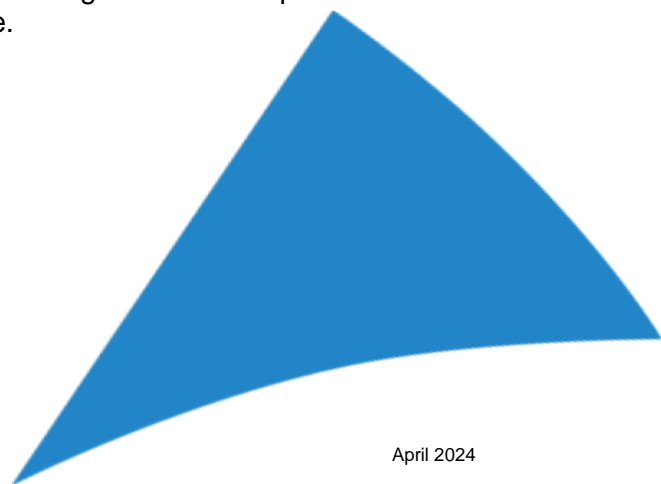
SECTION 6 General Conditions of Appointment

6.1 General Conditions of Appointment

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

- i. The successful candidate will be required to live within 15 miles of their base hospital, or 30 minutes travelling time when on call.
- ii. The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Service Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery. This includes all forms of leave.

- iii. The Trust requires the successful candidate to have and maintain full registration with the General Medical and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.
- iv. All appointments are subject to satisfactory Occupational Health Clearance being obtained.
- v. The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.
- vi. This post falls within the scope of the The Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) (England and Wales) Order 2007 and Section 115 of the Police Act 1997. In accordance with these pieces of legislation the Trust is obliged to check the background of all candidates appointed to medical posts with the Criminal Records Bureau. Accordingly you will be expected to undertake a 'disclosure' check.
- vii. Study leave is granted in accordance with the Medical and Dental terms and conditions of service, currently equivalent to 10 days per year (or 30 days over 3 years). Preference will be given to courses which are organised locally within the region.
- viii. In accordance with the Trust's Removal Expenses policy in appropriate cases assistance may be given in respect of removal costs
- ix. All medical staff employed at the Trust should ensure they are familiar with, and apply, the agreed procedure for reporting concerns, quickly and confidentially, relating to the conduct, performance or health of medical colleagues.
- x. HDFT takes its responsibility to safeguard and protect the welfare of both adults and children very seriously. During the annual appraisal process appraisers will use the appropriate documents to work with post holders to identify the relevant competencies necessary for this role and ensure the post holder is competent to undertake any appropriate duties or requirements to safeguard adults and children.
For child safeguarding issues the relevant documents are the HDFT Child Protection Training Strategy and the Intercollegiate Document "Safeguarding Children: the Roles and Competencies of Health Professionals." For adult safeguarding issues the relevant documents are the HDFT Safeguarding Adults policy, particularly the Training Needs Analysis.
Safeguarding also means ensuring that fundamental aspects of care, such as appropriate nutrition, preventing falls and minimising the risk of pressure ulcer formation, is provided for each patient in our care.



SECTION 7	Application Information
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Applications to be submitted in the form of:

- **NHS Jobs Application form** on-line at:- <http://www.jobs.nhs.uk>

When providing details of your referees, please ensure that you observe the following:

- If you are currently a Doctor in Training we require one reference from the Training Programme Director of your rotation, and two references from Consultants you are currently working for or have recently worked for.
- If you are currently a Specialty Doctor, Specialist or Consultant, we require one reference from your Medical Director and two references from Consultants you are currently working with or have recently worked with

Closing date for receipt of applications: 6th May 2024

Please note: Expenses of short-listed candidates will be reimbursed at rates equivalent to those listed in the Terms and Conditions of Service for Hospital Medical and Dental Staff.

Interview Process

Further details of the interview process will be provided upon being shortlisted

Further information about the Trust

Information about Harrogate & District NHS Foundation Trust can be found on our website at [Harrogate and District NHS Foundation Trust \(hdft.nhs.uk\)](http://hdft.nhs.uk)