

## SECTION 5: PERSON SPECIFICATION

### Appointment of: Locum Consultant Respiratory Physician with interest in Pleural Diseases and/or Lung Cancer

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
<b>Commitment to Trust Values &amp; Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours.	
<b>Professional qualifications/Training</b>	MB ChB or equivalent & Full GMC Registration Fully Accredited for Higher Specialist Training or will be eligible for inclusion on the Specialist Register within 6 months of the interview date. MRCP or Equivalent	PhD/MD  Membership of relevant Specialist Societies e.g. BTS, ERS, UK Pleural Society
<b>Clinical experience</b>	Comprehensive clinical experience in respiratory medicine, pleural diseases and lung cancer Excellent clinical skills and experience requisite to meeting all aspects of the job plan.	Evidence of clinical or research commitment in Pleural Diseases or Lung Cancer e.g. fellowship etc
<b>Clinical skills</b>	Competent in thoracic ultrasound (Level 1 RCR/ Primary operator BTS TUS training standards), pleural procedures and IPCs  Competent in Endobronchial Ultrasound (EBUS)	Experience of thoracoscopy (level 1) (for pleural post 1)
<b>Management</b>	Ability to work effectively as part of a MDT and supervise juniors. Ability to effectively organise, prioritise and manage clinical workload. Understanding of wider health agenda/modern NHS	Understanding of service development issues in pleural disease/lung cancer  Experience of leading teams and awareness of leadership styles.
<b>Communication Skills</b>	Ability to communicate with clarity and intelligently in written and spoken English; ability to build rapport, listen, persuade/ negotiate.	High standard of presentation both written and verbal.
<b>Motivation</b>	Ability to motivate and develop both medical and non-medical staff in the pleural/lung cancer service	Commitment to further develop the post & the pleural/lung cancer service.
<b>Audit/ Quality Improvement</b>	Effective participation in and a commitment to clinical audit and quality improvement work	Completion of formal courses in Audit and quality improvement.
<b>Research</b>	Understanding and interest in research. Ability to critically appraise research Apply research to clinical practice	Experience of recruitment into clinical trials/GCP
<b>Teaching</b>	Experience of and a commitment to training/ teaching undergraduate & postgraduates in pleural procedures and mentoring thoracic ultrasound Ability to assess clinical competencies Enthusiastic and ability to inspire and lead others.	Post-graduate qualification in teaching and training or running courses
<b>Equality &amp; Diversity</b>	Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.	

## SECTION 6:

### PRE-EMPLOYMENT / ON-GOING EMPLOYMENT CHECKS

#### PROFESSIONAL REGISTRATION

All persons appointed to the post are required to hold registration with their appropriate professional Regulatory Body and to comply with their professional code of conduct. Evidence of on-going registration will be required.

#### HEALTH CLEARANCE FOR HEALTHCARE WORKERS ('OCCUPATIONAL HEALTH CHECKS')

- 1) It is recommended that all *new healthcare workers* have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV [1]. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.

These *standard health clearance* checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.

- 2) For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit\*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:
  - HIV
  - Hepatitis B
  - Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

*\*Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

All tests will be arranged in confidence through the Occupational Health department. All costs for testing will be borne by the employing organisation.

[1] Health clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcare workers. DoH 2007.

#### DISCLOSURE AND BARRING SERVICE CLEARANCE

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

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

## **STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS**

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We have a written policy on the recruitment of ex-offenders, which is made available to all Disclosure applicants at the outset of the recruitment process.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, all application forms, job adverts and application packs will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover, to a designated person within the University Hospitals of Leicester NHS Trust and we guarantee that this information is only seen by those who need to see it as part of the recruitment process. Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1970.

We aim to ensure that all those in the University Hospitals of Leicester NHS Trust who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1970.

At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

We make every subject of a DBS Disclosure aware of the existence of the DBS Code of Practice and make a copy available on request.

We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

## **SECTION 7: CONDITIONS OF SERVICE**

### **CONDITIONS OF SERVICE**

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

#### **Relocation**

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

#### **Salary**

The starting salary of the appointment (exclusive of any distinction and meritorious service award payable to you) will be the appropriate threshold on the Consultant pay scale (MC72) ranging from £88,364-119,133 (or the appropriate transition scale threshold on MC51).

#### **Notice Period**

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

#### **Annual Leave**

The post-holder will be entitled to 32 days annual leave per year. After 7 years' service 2 additional days are awarded.

The Trust would normally require 6 weeks' notice for leave booked.

#### **Study Leave**

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

#### **Residence**

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

#### **Medical Excellence**

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

## **SECTION 8: RECRUITMENT SERVICES CONTACT INFORMATION**

### **RECRUITMENT SERVICES TELEPHONE (CONSULTANT RECRUITMENT):**

0116 258 7214

### **RECRUITMENT SERVICES E-MAIL (CONSULTANT RECRUITMENT):**

[Charlotte.smith@uhl-tr.nhs.uk](mailto:Charlotte.smith@uhl-tr.nhs.uk)

### **RECRUITMENT SERVICES ADDRESS:**

Recruitment Services  
Leicester Royal Infirmary Hospital  
Leicester  
LE1 5WW

### **CONTACT POINTS WITHIN RESPIRATORY MEDICINE**

Potential applicants are advised to discuss the post with the current head of service, or any of the Pleural/ lung cancer team colleagues.

Dr Charlotte Swales Respiratory Head of service [charlotte.swales@uhl-tr.nhs.uk](mailto:charlotte.swales@uhl-tr.nhs.uk)

Dr Rakesh Panchal ([rakesh.panchal@uhl-tr.nhs.uk](mailto:rakesh.panchal@uhl-tr.nhs.uk))

Dr Rajini Sudhir ([rajini.sudhir@uhl-tr.nhs.uk](mailto:rajini.sudhir@uhl-tr.nhs.uk))

### **WEB ADDRESSES:**

You can also visit the UHL Website via the following web links:

<http://www.leicestershospitals.nhs.uk/aboutus/our-hospitals/>

<http://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>