

Consultant Haematologist

Due to retirement and significant Trust financial investment in our Haematology department we are recruiting to 4 new consultant posts as follows:

HAEMATO-ONCOLOGY

- 2 consultants with specialist interest in lymphoma
- 1 consultant with specialist interest in myeloma
- 1 consultant with a specialist interest in myeloid diseases

Applicants with other sub-speciality interests would also be considered.

The successful candidates will join our existing friendly team of haemato-oncology consultants (FTE 9) and participate in a 1:13 rota supported by a 2 tier SHO & SpR on call rota. The inpatient bed base is at Bournemouth Hospital. We currently run dedicated CLL, lymphoma, WM, myeloma, MDS & MPN clinics which are run at both Bournemouth and Poole hospital outpatient sites. We have representation on the NCRI MDS, Myeloma & CLL subgroups and consultants on executive committees for the UK Myeloma society, UKCLL forum and UKMDS forum. We actively involved in writing BSH national guidelines.

University Hospitals Dorset already employ a number of joint clinical and laboratory based academic/educational posts with Southampton and Bournemouth Universities and applicants wanting to pursue these opportunities are encouraged.

Myeloma services @UHD: We have a team of 6 consultants with a specialist interest in myeloma working together to deliver a specialist myeloma service with our CNS and multi-disciplinary team. Myeloma clinics are run at Bournemouth and Poole hospitals with Myeloma CNS involvement, therapists and pharmacist support. We offer day case unit treatments on Bournemouth and Poole sites and also deliver treatments at home using our Trust homecare nurses and community cancer nurses. Dr Rachel Hall, clinical lead for myeloma is a member of the UK Myeloma Society Executive committee, the UK Myeloma research alliance and the National QI project to improve access to bi-specific antibodies in Myeloma. Lisa Hammond, CNS, sits on the National Myeloma nurses group. Both Bournemouth and Poole hospital Myeloma services have achieved the Myeloma UK Clinical Service Excellence Programme and going forwards we aim to achieve this as a joint UHD Myeloma service.

Myeloid services @UHD: the department has long been a centre of excellence for myeloid disease. We have been one of the best recruiters for NCRI studies in AML and MDS and also

participate in investigator led and sponsored studies in MPNs. The varied local population lends itself to a patient focused approach to treatment of AML, varying from intensive inpatient chemotherapy to supportive care delivered alongside our excellent homecare and community chemotherapy teams. Consultants within the department currently sit on both the NCRI MDS subgroup and the MDS BSH specialist interest group, as well as being involved in the authorship of national guidelines in myeloid disease. There would also be scope for successful applicants to reinstate a post allograft clinic for myeloid patients for collaborative care with UHS post HSCT.

Haematology Research @UHD: UHD has an established track record in clinical and translational research dating back over the last 2 decades. We have led research as UK Chief Investigators (CI) of a number of national studies and consistently been a top recruiting site for many landmark national & international studies leading to numerous publications in high impact journals. We have developed a large clinical research team that currently consists of 5 haematology research nurses, 2 haematology clinical trial assistants, 4 haematology data managers & 1 project manager, led by Dr Helen McCarthy. In addition, UHD has developed a separately staffed clinical trial unit (CTU) which is a unique area ring-fenced for trial patients. It consists of a recently refurbished suite of clinic rooms, reception, seminar room and offices available for research activities. We expect all successful candidates to take an active role in clinical research and strongly encourage consultants to take on local PI roles in their sub-speciality interest. Investigator led studies are also supported. We have a large trial portfolio with particular strengths in CLL, Myeloma, WM, lymphoma & MDS.

Lymphoid services @UHD:

Blood cancer research has been a long-standing element of laboratory & clinic life at Bournemouth Hospital, initiated by Professors Terry Hamblin and David Oscier. They were instrumental with Prof Stevenson in the pivotal discovery of IGHV mutation in Chronic Lymphocytic Leukaemia, which has had a defining role for patients in treatment management over the last 20 years. Drs Helen McCarthy and Renata Walewska continued work with CLL, MZL and WM through work in the CLL and WM Forums, heading the work on the clinical guidelines in these conditions. In addition Drs Ram Jayaprakesh and David Bruce have a speciality interest in Lymphoma and have further developed the service for patients with lymphoproliferative disease including a bispecific antibody programme. There are specialist CLL, lymphoma and WM clinics across UHD. We work closely with Southampton Lymphoma teams on patients requiring CAR-T.

The Dorset Transplant Unit @UHD: The imminent amalgamation of inpatient haematology beds onto the Bournemouth site will see the merging of the two JACIE accredited autologous transplant units into the Dorset Transplant Unit (DTU), providing Stem Cell Apheresis and Autologous transplant services for the whole of Dorset and also taking referrals from the Isle of Jersey. This exciting development will allow approximately 50 patients a year to undergo autologous transplants in purpose built facilities. Our friendly and compassionate team includes 3 transplant specialist nurses led by Margie Mangles providing patient centred care, Quality Manager Kim Waterman and Data Manager Ruth Keefe. The current Transplant Programme Director is David Allotey and Apheresis Facility Director Rachel Hall but any applicants with a particular interest in autologous stem cell transplantation will be welcome to develop into taking on these roles as the service expands. We have an excellent relationship with the Wessex Regional Allograft and CAR-T cell centre based at University Hospitals Southampton (recognised as one of the leading transplant centres in the country), with weekly joint MDT meetings and regional educational and review meetings held twice a year.

Laboratory services and the Dorset SIHMDS @UHD: Dorset Specialist Integrated Haematological Malignancy Diagnostic Service (SIHMDS) provide a diagnostic service for the population of Dorset. Samples are received from University Hospital Dorset (UHD) NHS Foundation Trust and Dorset County Hospital NHS Foundation Trust (DCH). The population served is approximately 800,000.

The SIHMDS is situated in the new purpose built Dorset Pathology Hub on the Bournemouth site. There is a flow cytometry service in the Pathology Hub which recently has had two new flow cytometers recently installed. The SIHMDS sits in the Central and South Genomic Laboratory Hub and our local genomic laboratory is Southampton, which carries out cytogenetic and genetic analysis of bone marrow and peripheral blood samples. The SIHMDS benefits from DCH and UHD having integrated laboratory systems as part of the One Dorset Pathology project. University Hospital Southampton NHS Trust (UHS) provide a regional haematopathology service.

Education and training @UHD: We have 5 specialty registrars from the Wessex haematology training rotation, and 2 specialty haematology doctors at Tier 2 level. We have 7 Tier 1 doctors including foundation doctors, IMT trainees, GP trainees and junior clinical Fellows. We have 2 physicians associates supporting our inpatient bed base. There is a 2 tier junior doctor oncall rota with an SHO onsite until 9pm and then a registrar oncall overnight for calls. We actively train our specialty doctors running education programs weekly and morphology education sessions. Clinical and educational supervisor roles are expected of all our consultants.

Job plan: A job plan, including clinic days, will be agreed with the clinical lead for haematology and clinical Director depending on specialty interest once appointed. However, an indicative job plan example is shown below. Outpatient clinics will run at both Poole and Bournemouth hospitals. Cross site working is expected. It is anticipated that consultants will have 1 day a week off-site. Consultants will do a 1 in 6.5 attending rota on the inpatient wards and a 1 in 13 out of hours and weekend on-call which will contribute 1PA of the job plan.

UHD Cancer Care Management Team

Clinical Director: Dr Rachel Hall, Consultant Haematologist.

Haematology Lead: Dr Ram Jayaprakash, Consultant Haematologist.

General Manager: Mandy Tanner, Deputy manager: Nikki Jones.

Matrons: Jemima Greenwood and Daniel Bundy.

	MONDAY	TUESDAY	WEDNESDAY offsite	THURSDAY	FRIDAY
AM	Telephone clinic 0.75 DCC Clinical and research admin 0.25DCC	SpR morphology teaching (on rota 1 in 13) Outpatient clinic 1DCC	SPA and CPD off site 1 SPA	SPA onsite (Teaching, education, Audit, Clinical Governance, research R+D) 0.75 SPA Clinical admin/A+G 0.25 DCC	Haematology network MDT Clinical Admin and day unit patient review 1 DCC
PM	Patient day unit review and admin 1DCC	Education meeting 0.25 SPA HMDS meeting 0.25 DCC Advice and guidance / clinical Admin 0.5 DCC		Outpatient clinic 1 DCC	Lab work: blood film review, BM review/reporting, 1 DCC

Consultants	Sub specialty interests
Dr Rachel Hall	Myeloma, Transplant collection facilities Director
Dr Joseph Chacko	Myeloid, Lymphoma
Dr Helen McCarthy	Myeloma, Lymphoma, CLL
Dr Renata Walewska	Lymphoma, CLL
Dr David Allotey	Myeloma, myeloid, Transplant programme Director
Dr Mohamed Hamid	Myeloma, myeloid
Dr Catherine Hockings	Myeloid, BM failure, SIHMDS
Dr Ram Jayaprakash	Lymphoma, CLL
Dr David Bruce	Lymphoma, CLL, SIHMDS Director
Dr Louise Fraser	Myeloma
Dr Darshayani Furby	Myeloid, obstetric haematology
Dr Rebecca Maddams	Myeloma
Dr Sally Killick	SIHMDS
Dr Dietmar Hofer	SIHMDS (1 day from Dorchester)
Dr Luke Attwell	Haemostasis and Thrombosis
Dr Sara Boyce	Haemostasis and Thrombosis (fortnightly from UHS)

Candidates must be on, or eligible for, the GMC specialist register, or be within 6 months of entry at time of interview.

For further details or to arrange a visit please contact:

Dr Ram Jayaprakash, Consultant Haematologist and clinical haematology service lead.

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Dr Rachel Hall, Consultant Haematologist and Clinical Director for Cancer Care.

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TRANSFORMING HOSPITAL SERVICES IN DORSET

This is a very exciting time to join University Hospitals Dorset NHS Foundation Trust as we are transforming our services and redeveloping our hospitals in Bournemouth, Christchurch and Poole. This follows the merger of Poole Hospital NHS Foundation Trust and The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust in October 2020. We are working in alignment with our partners in the Our Dorset Integrated Care System (ICS), which will see over £400m investment in local services across Dorset.

UNIVERSITY HOSPITAL STATUS

University Hospitals Dorset NHS Foundation Trust received university hospital status in 2020 in recognition of the depth of research, education and practice that exists between UHD and Bournemouth University. Both organisations are committed to helping people live better, for longer,

with UHD actively engaged in supporting the learning of BU students through a series of clinical placements for nursing, midwifery and students on allied health courses. In addition, a number of research projects are taking place in fields such as orthopaedics and medical imaging, while BU also provides training and professional development opportunities for UHD staff. Drawing on this collective expertise creates opportunities for students and university and hospital staff and, crucially, promotes better patient outcomes.

CLINICAL SERVICES REVIEW

Bournemouth Hospital will be the major emergency care hospital for east Dorset, with Poole Hospital becoming the major planned care hospital. This entails a substantial capital development programme with a review and design process for those services affected.

Christchurch Hospital will continue to act as a community hub with a new in-patient palliative care unit and an enhanced range of outpatient services.

The scale of the changes is huge and will take at least five years to implement, including:

- £201m investment in new hospital services in east Dorset
- New emergency department and critical care unit at Royal Bournemouth Hospital (RBH)
- Major redevelopment of operating theatres at Poole Hospital, including a new extension incorporating eight new theatres plus internal refurbishment work
- A new purpose-built women's and children's unit at RBH
- Innovative new community hub at Poole Hospital
- New community hospital beds at RBH and relocation of some services to Christchurch Hospital and community localities

Our vision is to join up our services so they can be delivered in a more integrated way, improving outcomes for patients, make better use of all our resources, and ensuring that services can be provided on a sustainable basis.

Our aim is to develop our workforce, establishing modern, well-equipped centres of excellence, with standardisation of education and training that attracts and retains skilled clinical and non-clinical staff to Dorset.

Further information about our hospitals and services

ROYAL BOURNEMOUTH HOSPITAL

RBH is located on the south coast, close to the New Forest in the east and the Jurassic coastline in the west. This is a major tourist area and during the summer months over one million holidaymakers visit Bournemouth including substantial numbers of foreign language students. The fluctuating population, three times greater growth than the average for England and Wales, and the high proportion of elderly present special issues for health care.

On this site are specialised services including the **Dorset Heart Centre**, a first class specialised adult cardiac services for a population of one million, including much of Dorset and parts of Wiltshire and Hampshire as well as general cardiology for the local population, **elective orthopaedics**, one of the largest hip and knee replacement centres in Europe, focusing exclusively on elective surgery, providing high quality comprehensive care for patients with painful bone and joint conditions. Our

Eye Unit, a purpose built unit, with eye theatres, outpatient department, a one stop cataract clinic and glaucoma clinics, as well as urgent or emergency treatment.

Interventional radiology, is well equipped, with CT / MRI suite (four scanners) two dedicated digital imaging labs for interventional radiology and state of the art PACs implementation. There is also a busy imaging service located at Christchurch hospital. The Jigsaw Building, officially opened by Her Royal Highness, The Princess Royal in 2016, houses a multi -million pound centre with facilities for the treatment of cancer and blood disorders, and a Women's Health Unit on the first floor. There is a 24 hour Emergency Department with over 99,000 attendances annually – facilities include an upgraded emergency helicopter landing area.

As Royal Bournemouth Hospital becomes the **major emergency care centre** for east Dorset, we are building a new centre in front of the hospital which will house:

- The new Emergency Department will be larger than both the existing Emergency Departments at Poole and Royal Bournemouth put together.
- The new Maternity Unit will be a brand-new purpose-built department. The delivery ward will have 16 birthing rooms in total, including seven rooms with pools, four standard rooms, two rooms for twin births, one higher dependency room and two specialist bereavement rooms. There will also be two obstetric theatres
- The Children's Unit will include two higher dependency beds, an assessment unit and an adolescent area. Being close to the Neonatal and Maternity Unit enables faster patient response times and better cohesion of the team as they are consolidated in one area.

POOLE HOSPITAL

The hospital provides a wide range of acute services to people in Poole, east Dorset and Purbeck with over 600 beds, including 74 for day cases and serves as the major trauma centre for east Dorset. The hospital was built in 1970 and all the principal specialties are represented including **medical, elderly, surgical and child health emergency admissions to include general surgery, trauma, ENT, oral and maxillofacial surgery, obstetrics, gynaecology, paediatrics, general medicine, neurology, rheumatology and dermatology**. As the designated Cancer Centre for Dorset, the Trust provides cancer services for the whole of Dorset.

Poole Hospital is significantly expanding their operating theatre complex and day-case facilities, and opening 72 community beds. This will help reduce waiting times and prevent cancelled operations for patients requiring planned care. The hospital received planning permission in 2019 for five new operating theatres at the hospital to improve the existing theatres.

Poole Hospital will become the **major planned care centre** for east Dorset with a major redevelopment, including a new extension incorporating eight new theatres plus internal refurbishment work. This will lead to:

- fewer cancellations due to emergency admissions
- a systemic and predictable workflow with less delays
- increased patient safety through reduced variation
- a clear and sustainable pathway for patients
- getting patients to the right place first time/at the right time

The hospital will also have an expanded 24/7 Urgent Treatment Centre (UTC) treating around 60,000 patients a year.

CHRISTCHURCH HOSPITAL

Two miles from the Royal Bournemouth Hospital, Christchurch Hospital is set in attractive grounds, which are listed as a conservation area, providing a pleasant environment for rehabilitation and a range of outpatient services. An all-age rehabilitation service has been developed, particularly in the award-winning Day Hospital. Most patients are elderly, reflecting the local population. There is an excellent infrastructure to support rehabilitation with superb physiotherapy and occupational therapy facilities. Outpatient clinics have expanded over recent years and include gastroenterology, breast, oncology, plastic surgery, ophthalmology, podiatry and medicine for the elderly. Dermatology and rheumatology outpatient services are also provided at Christchurch Hospital together with diagnostic services and palliative care (the Macmillan Unit).

The hospital has completed a multi-million pound investment which will secure NHS services on site and ensure the hospital remains a key part of the community for years to come. Many patient services have been improved, a new entrance and X-ray Department has been built and a new GP surgery, a pharmacy and community clinics have been opened. A quality nursing home and senior living accommodation have also opened on site as part of the project. There are now plans to redevelop the site further, including replacing the palliative care Macmillan Unit, and creating a senior living facility.

POSTGRADUATE MEDICAL EDUCATION

The Royal Bournemouth Hospital has an active postgraduate medical education centre which organises a weekly General Grand Round, core curriculum training for Junior Doctors, Induction, Training Courses for Consultants in Generic Skills and supports weekly general and specialist medical departmental meetings and training programmes.

The successful candidate will be expected to provide teaching for the doctors in training in their department. He/she will be expected to share with consultant colleagues the role of Educational Supervisor. This will involve the provision of supportive formal appraisals to doctors in training at regular intervals, induction at the beginning of their contracts and career advice as appropriate. Advice on the role of Educational Supervisor can be obtained from the Clinical Tutor. There is an exceptional library based at the Postgraduate Centre and meetings of general and specialist medical content are held regularly during the week. The Trust is fully committed to supporting continuing medical education for Consultants (CME) and study leave will be available according to statutory guidelines. Overall this equates to 30 days over 3 years and funding is available for approved CME and other educational activity through the Medical Directorate

CONSULTANT APPRAISAL

All Consultants are required to have a job plan setting out their main duties and responsibilities, including a work programme specifying their weekly timetable. The job description and job plan are subject to review once a year by the post-holder and the Clinical [Director](#) or other Directorate Manager on behalf [of the Chief Medical Officer](#). For this purpose, both the post-holder and the [Clinical Director](#) will have a copy of the current job description/job plan, including an up-to-date work programme and relevant departmental statistical information, together with notes of any new or proposed service or other developments. Formal appraisal will be undertaken once a year and there is Trust support given.

PERSONAL AND PROFESSIONAL DEVELOPMENT

The post holders will be required to keep themselves fully up-to-date with their relevant areas of practice and be able to demonstrate this to the satisfaction of the Trust. Professional or study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and agreed appropriate personal development needs. The post holders are required by the Trust to take part in annual appraisal and performance review with a nominated peer. In addition a 5 year 360-degree appraisal will support the process of re-validation. Attendance at the Trust's Induction programme is required, commensurate with the post. Most of the induction topics are now on a three yearly basis although there are a few such as Information Governance which will require yearly updates.

MENTORING

All newly appointed consultants will be offered a mentor on commencement of their post. This person will be a senior consultant from within the Hospital.

CLINICAL GOVERNANCE

The hospital has an active programme of clinical governance, lead by Dr [Peter Wilson](#), [Chief Medical Officer](#). The department has a rolling programme of governance meetings which are compulsory.

CONDITIONS OF APPOINTMENTS

This is a Full-time post. Applicants wishing to be part time or job share will be considered.

Full GMC Registration [with a licence to practice is-is](#) required. [Candidates should have a Certificate of Completion of Training \(CCT\) or be within 6 months of CCT in the specialty or Certificate of Eligibility for Specialist Registration \(CESR\).](#)

This post will be subject to the Terms and Conditions Consultants (England) 2003 and will comprise of a main contract of employment for ten programmed activities and a supplementary annual contract for any temporary additional programmed activities. Temporary additional programmed activities will be reviewed at the same time as the job plan.

Any Consultant who is unable, for personal reasons, to work full time will be eligible to be considered for the post. If such a person is appointed, modification of this job plan will be discussed between the Consultant and Chief Executive, in conjunction with Consultant colleagues, if appropriate.

Removal expenses for the post holder will be paid, in accordance with the Trust conditions.

OTHER FACILITIES

The library is professionally staffed and there are comprehensive reference, lending and inter-library facilities. Computer aided literature searches are available. The library is available around the clock by means of a key available from the porters lodge. There are similar facilities at Poole Hospital and there is a specialised library in the Cardiac Department. The Postgraduate Medical Centre has a very active education programme to which the medical staff make a major contribution. There are

regular weekly lectures, journal clubs, fortnightly [Specialty Registrar](#) Core Curriculum and weekly Physicians Grand Round which supports the excellent specialty training programmes held departmentally. Computer aided literature searches are available.

Other on site facilities include:

- Day Nursery ([RBH site](#))
- Doctors' Mess (with IT facilities)
- IT Learning Centre
- Auto-bank
- Staff Car Park (subject to charge & availability)

Bournemouth and the surrounding area is renowned as being one of the premier resorts in the country for coastal living due to its miles of unspoilt beaches, Poole Bay which is the world's second largest natural harbour and the close proximity to the spectacular world heritage Jurassic coastline. Areas surrounding Bournemouth are Poole, the ancient riverside town of Christchurch and also the Isle of Purbeck offering many areas of natural beauty. There are many recreational and leisure facilities offered by the surrounding countryside areas including the New Forest which has recently been awarded National Park status. Both Bournemouth and Poole have a choice of theatres, cinemas and concert halls, including the Bournemouth International Centre and The Lighthouse Theatre which is the home of the Bournemouth Symphony Orchestra. There are a large number of excellent shopping areas nearby as well as numerous restaurants and pubs, both in town and the countryside. A wide variety of sporting and leisure activities are offered among them facilities for golf, tennis, sailing and most waters ports. As well as this there many areas to walk, cycle or go riding. There are two leisure complexes adjacent to the hospital and they offer facilities such as indoor swimming pools, gym/fitness room, squash courts etc. Bournemouth has its own University as well as a number of college sites and further education sites and there are many excellent schools in the area. The travel time by rail to London (Waterloo) is approximately 1 hour 40 minutes and by road (M27, M3) approximately two hours. Bournemouth has its own airport (just expanded) with an ever increasing number of both domestic and international flights.

DBS/DISCLOSURE and BARRING SERVICE (CRB)

As part of our recruitment procedure this post will be subject to a Criminal Record Disclosure. A Disclosure is a document containing information held by the police and government departments. Disclosures provide details of a person's criminal record including convictions, cautions, reprimands and warnings held on the Police National Computer. Where the position involves working with children, Disclosures will also contain details from lists held by the Department of Health (DoH) and the Department for Education and Skills (DfES) of those considered unsuitable for this type of work.

REHABILITATION OF OFFENDERS

This post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act (Exceptions Order) 1975.

Applicants are, therefore, not entitled to withhold information about convictions and, in the event of employment, 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 only in relation to an application for positions to which the exemption order is applied.

MEDICAL CLEARANCE

The appointee will be required to complete a health assessment form and may be required to undergo a health assessment.

ACCOMMODATION

A single room may be provided in the Hospital for which a charge will be made. Married accommodation is limited so early notification of your requirements is advised. Married accommodation is subject to a tenancy agreement and a charge will be made.

HEALTH and SAFETY

Everybody within the Trust has a legal responsibility for the health, safety and welfare of themselves and others at work. These duties are set out within the Health and Safety at Work etc. Act (HASAWA) 1974, the Management of Health and Safety at Work Regulations (MHSAWR) 1999, and in other relevant regulations and guidance notes.

All Staff

In accordance with HASAWA and the Trust Health and Safety policy, all staff have legal responsibilities;

- to take reasonable care for themselves and others that may be affected by their acts/ omissions
- to co-operate with their manager/ supervisor to enable them to carry out their legal duties e.g.
 - shall report all hazards and defects to their line manager/ supervisor
 - shall report all accidents, incidents, near-miss events to their manager/ supervisor and via an adverse incident report (AIR) form (Trust policy)
- to use all work equipment, materials and substances in accordance with any training and instruction provided (e.g. medical devices, chemicals, mechanical aids, machinery, plants, vehicles, and personal protective equipment)
- to ensure they attend all annual mandatory training and attend health and safety training as required for the post.
- to comply with trust and department health, safety & risk policies and procedures
- not to interfere with or misuse anything provided to secure health and safety .e.g. wedge fire doors open, remove first aid equipment, break locks off systems

SMOKING

The Trust has a responsibility to provide a safe and healthy environment for everyone who is working, visiting or living on hospital premises. Smoking is NOT allowed on site except for within the designated smoking areas and shelters for staff and patients.

The Trust will not tolerate smoking in undesignated areas and there is a zero tolerance approach to all staff who continue to do so. We will continue to provide support to staff, patients and visitors who want to give up smoking.

In the interests of promoting responsible healthcare all staff should refrain from smoking when off-site in uniform or wearing an identifying NHS badge in any public place.

INFECTION PREVENTION AND CONTROL

The prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients, and to the safety of visitors and members of staff. It is the

responsibility of all staff to be aware of, assess and minimise these risks and comply fully with Infection Prevention and Control Policies.

The Health Act 2008 establishes a Code of Practice for the Prevention and Control of Health Care Associated Infections. It sets out criteria by which NHS managers ensure that patients are cared for in a clean environment, with a safe water supply, where the risk of Healthcare Associated Infections (HCAI) is kept as low as possible.

Managers, Heads of departments and Clinical Leaders are responsible for ensuring that:

In accordance with the Trust's Risk Assessment policy and Risk management strategy, all managers/heads of department and Clinical Leaders are responsible for ensuring that they and their staff comply with all Trust and department health and safety policies and procedures.

Managers, Heads of departments and Clinical Leaders are responsible for ensuring that:

- The necessary equipment and mechanisms are in place to support infection prevention
- health care workers are free of and are protected from exposure to communicable infections during the course of their work, and that all staff are suitably educated in the prevention and control of HCAI

DATA PROTECTION

All staff are required to comply with the Data Protection Act and the Trust's Data Protection Policy. Staff are responsible for ensuring that any personal data which they hold is kept securely; that personal information is not disclosed either orally or in writing to any unauthorised third party; that personal data is only accessed where there is a legitimate business need and only where such processing is consistent with the purposes for which the data was collected.

EQUALITY and DIVERSITY

The Trust is positively committed to the promotion and management of diversity and equality of opportunity. Equality and diversity is related to the actions and responsibilities of everyone – users of services including patients, clients and carers; work colleagues; employees; people in other organisations; the public in general.

All employees have a responsibility to ensure that they act in ways that support equality and value diversity and must comply with the responsibilities placed upon them by employment legislation and the equality duties.

CARBON SUSTAINABILITY

The Trust is committed to continual improvement in minimising the impact of its activities on the environment and expects all members of staff to play their part in achieving this goal.

This post is subject to the policies, procedures and rules approved by the Trust and as varied from time to time. All staff are required to familiarise themselves with, and comply with the Trust's policies, procedures, rules or statements of practice. These can be accessed through the Intranet, your Department Manager, or through Human Resources.