



**RESEARCH OPPORTUNITIES**

FAST MOVING, EXCITING ENVIRONMENT

EXPERIENCE LATEST TECHNOLOGIES AND THERAPIES

## WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

### Imperial College Academic Health Science Centre (AHSC)

The Imperial College Academic Health Science Centre (AHSC) is a partnership between our Trust, Imperial College London, The Institute of Cancer Research (ICR), Royal Brompton & Harefield NHS Foundation Trust and The Royal Marsden NHS Foundation Trust. The partnership aims to improve the health and wellbeing of patients and populations by translating research discoveries into new therapies and techniques as rapidly as possible.

Our AHSC is focussed on preventing disease wherever possible, detecting and diagnosing diseases earlier, and developing targeted treatments for all diagnosed conditions. By working together as partners, we capitalise on the academic strengths of Imperial College London, combined with the clinical capabilities and critical mass of the NHS.

As an AHSC, all of our staff are actively encouraged to become involved with education and research alongside their clinical role. We review job plans every year and there is the potential to build in dedicated programmed activities (PAs) for education, training and research.

### Imperial College London

Imperial College London is one of the world's leading universities. The College's 17,000 students and 8,000 staff are expanding the frontiers of knowledge in science, medicine, engineering and business, and translating their discoveries into benefits for our society.

Founded in 1907, Imperial builds on a distinguished past – having pioneered penicillin, holography and fibre optics – to shape the future. Imperial researchers work across

disciplines to improve health and wellbeing, understand the natural world, engineer novel solutions and lead the data revolution. This blend of academic excellence and its real-world application feeds into Imperial's exceptional learning environment, where students participate in research to push the limits of their degrees.

## OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

## OUR HOSPITALS

### Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

#### **Charing Cross Hospital, Hammersmith**

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

#### **Hammersmith Hospital, Acton**

Hammersmith Hospital is a specialist hospital renowned for its strong research connections. and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

#### **Queen Charlotte's & Chelsea Hospital, Acton**

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

#### **St Mary's Hospital, Paddington**

**Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
Queen Charlotte's & Chelsea | Western Eye

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

### **Western Eye, Marylebone**

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

## **WHY JOIN US?**

### **Reach your potential through outstanding learning and development opportunities**

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

### **Experience the rich heritage of hospitals that have made history**

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

### **Draw on huge expertise as part of a strong international community**

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

### **Feel supported by a positive culture**

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join

### **Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
Queen Charlotte's & Chelsea | Western Eye

including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

### **Recognition and career progression**

We value our staff and recognise the unique contributions they make to their patients and colleagues with our Make a Difference recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

### **Conduct research here**

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

### **Access brilliant benefits and enjoy a new social life**

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

## JOB DESCRIPTION

Job title	Specialty Trainee / Senior Clinical Fellow in Intensive Care Medicine (ST3-7) with an interest in transthoracic Echocardiography or Focused Ultrasound in Intensive Care (FUSIC)
Director/ department	Critical Care (Hammersmith)
Division	SCC
Main site of activity	Hammersmith
Responsible to	Dr Richard Stumpfle
Accountable to	Medical Director
On call: call frequency and details of supplements	1:7 FULL SHIFT (BAND 1A)

### Background to the post

This is an exciting opportunity for an anaesthetic or ICM speciality doctor or trainee with an interest in 'Echocardiography' (trans-thoracic) to join the team at Hammersmith Hospital ICU to train in echocardiography competence to the level of BSE Level 1 (L1) or Advanced Critical Care Echocardiography (ACCE) accreditation. Alternatively, applicants with a more generic interest in point of care ultrasound can be supported in developing competencies towards accreditation in FUSIC (Focused Ultrasound in Intensive Care) Heart.

Post holders will be afforded an average of one and a half days per week in Echo training if they are working towards L1 or ACCE accreditation. Time outside of clinical commitments will be afforded for relevant training towards FUSIC modules.

This post affords supervision, competencies and dedicated time commensurate with the requirements for special skills training in Echocardiography as described by the Faculty of Intensive Care Medicine. As such, the post would also be suitable for stage 2 special skills training in Echocardiography with the relevant approvals of the local ICM regional advisor and training programme director.

It is anticipated that about 25% of daytime activity will be protected for training in echocardiography, MDT meetings and where relevant attendance at echocardiography lists (for accreditation), though by mutual agreement time can be afforded to facilitate any of the pre-requisite educational requirements of the relevant accreditation the post-holder is working towards. This will be discussed and agreed between the successful candidate, the clinical lead for echocardiography, educational supervisor and rota consultant.

Participation in the department's governance, research and teaching activities will be expected.

This is a 6-12 month fixed term appointment that is renewable by mutual agreement and educational progress.

Enquiries about this post should be made by email to Dr Christine Weaver at [Christine.Weaver2@nhs.net](mailto:Christine.Weaver2@nhs.net) or Dr Behrad Baharlo at [behrad.baharlo@nhs.net](mailto:behrad.baharlo@nhs.net)

## Job purpose

The successful applicant will join a team of 14 Residents (SHOs) and up to 14 Middle Grade (Registrars) colleagues.

The SHO rota is 1 in 7 with prospective cover (nights and long days)

The Registrar rota is also a 1 in 7 with prospective cover (nights and long days). **The successful candidate is expected to work on the registrar rota.**

The shifts are from 08:00am (0800 for Registrars) -1800pm short days or from 08:00am to 21:00pm long days or 20:00pm to 09:00am nights

Both rotas comply with the regulations as set out in the junior doctor terms and conditions of service 2016.

The successful applicant will be allocated into the appropriate rota depending on his/her skills and experience relative to other members of the team.

## The work of the department

The Hammersmith GICU (ICU West) provides critical care support to all services delivered on the Hammersmith site namely;

Cardiothoracic Surgery

Hepatobiliary Surgery

Endocrine Surgery



Gynaecological Oncology Surgery

Cardiology – including PCI, complex interventional cardiology and the Pulmonary Hypertension Unit

Renal Medicine – including dialysis

Renal (and Pancreas) transplantation

Haematology – including transplantation

Haemato-Oncology

Pulmonary Hypertension

Obstetric emergencies at Queen Charlottes and Chelsea Hospital

The unit comprises 19 beds, predominantly Level 2 and 3, though it is anticipated that a service expansion will yield up to 28 beds .

### Service activity

- 1) Clinical – Responsibility for the day-to-day management of all patients on ICU West / GICU in conjunction with the Intensive Care consultant. A full ward round with the MDT is held each morning and a secondary clinical round every evening, including holidays and weekends. Review and assessment of direct referrals to the ICU or via the Outreach service. Support to the Outreach service as required.
- 2) Administrative and governance – consistent with the clinical activities of the post. The post holder will be required to participate in the departments and wider directorate's clinical governance activities.
- 3) Education – Active participation in the postgraduate education programme which is open to and regularly attended by the entire MDT working on ICU West. Expectation of progress and development in special interest.
- 4) Research / Quality Improvement / Non-clinical interest – Opportunities to be discussed with the educational supervisor after appointment. Research special interest posts will be expected to meet productivity metrics as set out by the supervisor.

### Clinical staffing (to include key research/practice interests)

#### Consultant Staff

**Professor Stephen Brett** - Research

**Dr Parind Patel** - Research, Clinical governance

**Dr Umeer Waheed** - Undergraduate training lead

**Dr Richard Stumpfle** – Clinical Lead

**Dr Behrad Baharlo** - Faculty tutor

**Dr Sanooj Soni** - Research

**Dr Louit Thakuria** - ECMO

**Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
Queen Charlotte's & Chelsea | Western Eye



**Dr Christine Weaver** - Echocardiography  
**Dr Sunil Patel** - Respiratory medicine, Postgraduate training lead

### Research activities

The department participates in numerous NIHR portfolio trials and studies under the leadership of Professor Stephen Brett.

Further research interests supported within the department include basic, translational and clinical research pertaining to ARDS, sepsis and multi-organ failure including acute kidney injury.

### Teaching activities

Both postgraduate and undergraduate teaching activity take place in the unit. The unit is fully accredited for training in intensive care medicine and receives trainees from schemes in Anaesthetics, Respiratory Medicine, Emergency Medicine, Core Medical Training and the UK Foundation Programme, as well as senior trainees in ICM (pan-London). All junior staff are allocated an educational supervisor. We encourage juniors to take study leave and will enable attendance at appropriate events provided adequate notice is given.

The teaching programme includes formal weekly teaching (Thursday's) and journal club (Wednesday's) supported by a dedicated intranet site specific to critical care medical education.

Juniors are encouraged to actively participate in teaching (to include medical students from Imperial College) activities.

### Key stakeholders

Dr Simon Ashworth – Clinical Director

Samantha Kelly – General Manager

Melanie Denison – Directorate Lead Nurse

Dr Richard Stumpfle – Clinical Lead

### Key areas of responsibilities

- **Provide high quality care to patients in critical care**

The post holder must be medically qualified and maintain GMC specialist registration.

- To develop and maintain the competencies required to carry out the duties required of the post.
- To ensure prompt attendance at agreed direct clinical care programmed activities.
- To ensure patients are involved in decisions about their care and to respond to their views.

- **Research, teaching and training**

**Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
Queen Charlotte's & Chelsea | Western Eye

- Where possible to collaborate with academic and clinical colleagues to enhance the Trust's translational research portfolio, at all times meeting the full requirements of research governance.
- Actively engage in the research, audit, Q.I. and teaching activities of the department for the benefit of professional self-development as well as the wider department.
  - Take part in teaching and research opportunities provided by the department
  - Enter patients into research trials as appropriate and assisted by the research team
  - Develop teaching skills as required and assist with bed side teaching of undergraduates
- **Performance management**
  - To work with medical, nursing and managerial colleagues to ensure high performance in the following areas:
    - Clinical efficiency e.g. LOS reductions, reducing cancelled operations and DNA rates.
    - Quality of outcomes e.g. infection control targets, reducing re-admission rates.
    - Maintain engagement with GMC appraisal or ARCP process.
- **Governance**
  - To participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented (as directed by line manager / trust management).
  - To ensure clinical guidelines and protocols are adhered to by junior medical staff (and updated on a regular basis).
  - To role model good practice for infection control to all members of the multidisciplinary team.
- **Leadership and team working**
  - To work collaboratively with all members of the multi-disciplinary team and Imperial College London as required.
  - To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
  - To adhere to Trust/departmental guidelines on leave including reporting absence.

### Research opportunities

The post holder will be expected to support research initiatives, appropriate to previous experience and complementary to those programmes that exist within the wider research framework of the directorate and Trust.

Excellent research opportunities are available throughout the Trust and with Imperial College London. A number of funding opportunities are available from the Biomedical

Research Centre, the Trust Research Committee and from NIHR. In addition, there are opportunities for research funding from the Medical Research Council, BBSRC, the Wellcome Trust and other medical charities.

An honorary academic appointment with Imperial College Faculty of Medicine will be offered if research and/or teaching is undertaken.

The Trust supports and has facilitated a large number of honorary academic appointments with Imperial College Faculty of Medicine. Opportunities should be discussed with the divisional director.

### Teaching opportunities

Both postgraduate and undergraduate teaching activity take place in the unit. The unit is fully accredited for training in intensive care medicine and receives trainees from schemes in anaesthetics, ACCS and EM as well as senior trainees in ICM. All junior staff are allocated an educational supervisor. We encourage juniors to take study leave and will enable attendance at appropriate events provided adequate notice is given.

All juniors are provided with twice weekly teaching (including journal club) on intensive care topics.

The successful candidate will be expected to participate in local teaching (both undergraduate and postgraduate) activities and will be encouraged to engage in projects as agreed with their educational supervisor.

### Administrative duties

Consistent with that of the clinical role, to include but not limited to accurate written communication with patients, relatives and staff and documentation in fidelity with the GMC's good medical practice guide. Further administrative duties / senior managerial duties may be agreed by mutual agreement with appropriate time set aside to facilitate.

### Job plan

1:7 Full Shift resident rota, compliant with the requirements of the 2016 Junior Doctors Contract and the European Working Time Directive. This includes 7 night shifts and 7 long day shifts in a 7 week rota pattern.

#### Outline timetable / rota.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Handover Ward round	Handover Ward round	Handover Ward round	Handover Ward round Teaching	Handover Ward round
PM	Radiology meeting Micro WR	MDT Micro WR Teaching	Micro WR Journal Club	Micro WR	Micro WR

**Regular meetings:**

Departmental SPQR  
 Echocardiography meeting  
 Radiology MDT  
 Long-stay critical care MDT  
 Journal Club  
 Junior medical teaching

**Administrative/secretarial support:**

Critical care junior staffing hub (based at St Mary's Hospital).

**Office facilities**

The post holder has access to junior medical work & rest room. The Trust provides comprehensive Internet access and IT support.

## PERSON SPECIFICATION

Job title	Directorate/ department	Division director	Clinical director
Specialty Trainee / Senior Clinical Fellow in Intensive Care Medicine (ST3-7) (Hammersmith Hospital – General Intensive Care)	SCC	Critical Care	Dr Simon Ashworth

Criteria relevant to the role	Essential	Desirable
Education/ qualifications	On the GMC's medical register with a Licence to Practice	On GMC's Specialist Register or within six months of being admitted to the register by the date of the interviews or eligible for specialist registration
Higher qualifications		MD, PhD, FFICM, EDIC

**Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
 Queen Charlotte's & Chelsea | Western Eye

	<b>FRCA Primary / MRCP / MRCS / FFICM Primary /</b>	
Knowledge/skills Clinical expertise in Specialty/sub specialty	Completion of foundation training or equivalent  Previous experience in ICM or anaesthetics Core anaesthetic or acute common care stem training (or equivalence)  Competent at assessment of the acutely ill patient IT Skills and computer literacy	ALS, ATLS, ALERT, CCrISP provider or instructor
Leadership/ management skills	Able to take responsibility, show leadership, make decisions, exert appropriate authority  Have proven skills in leading, motivating, developing and managing the performance of colleagues.	
Teaching and training	Experience of teaching and training undergraduates/postgraduates and junior medical staff	
Audit	Understanding of principles of clinical audit	Previous experience of audit activity/QIP
Academic achievements including research/publications	Knowledge of processes involved in research	Previous research published in peer reviewed journals
Language	Able to speak and write English to the appropriate standard necessary to fulfil the job requirements	
Interpersonal skills	Excellent written and spoken communications, ability to build rapport, work with others, persuade and negotiate  Empathy, understanding, listening skills, patience, social skills	

	<p>appropriate to different types of client</p> <p>Able to change and adapt, respond to changing circumstances and to cope with setbacks or pressure</p> <p>Able to work as part of a team</p>	
Probity	<p>Honesty, integrity, appreciation of ethical dilemmas.</p> <p>Must be able to demonstrate and model the key Trust values of kind, expert, collaborative and aspirational</p>	
Physical requirements	Occupational health clearance for the role specified	

## Additional information

### 1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

### 2. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

### 3. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

### 4. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

### 5. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This

includes details of cautions, reprimands and final warnings, as well as convictions. [Find out more about the Disclosure & Barring Service](#). Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

## **6. Professional registration**

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that profession. Proof of registration must be produced on appointment and at any time subsequently on request.

## **7. Work visa/ permits/Leave to remain**

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

## **8. Conflict of interests**

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust while you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

## **9. Infection control**

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

**Clinical staff** – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

**Non clinical staff and sub-contracted staff** – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.



**Flu vaccination** – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

#### **10. No smoking**

The Trust operates a smoke free policy.

#### **11. Professional association/trade union membership**

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.