



JOB DESCRIPTION

**LEAD INFECTION PREVENTION & CONTROL DOCTOR
& CONSULTANT MICROBIOLOGIST/CONSULTANT IN
INFECTION**

**DIAGNOSTICS LABORATORIES
DEPARTMENT OF MEDICAL MICROBIOLOGY**

NINEWELLS HOSPITAL, DUNDEE

September 2021

NHS TAYSIDE

ACCESS & ASSURANCE CARE DIVISION

DIAGNOSTICS LABORATORIES

MEDICAL MICROBIOLOGY

**LEAD INFECTION PREVENTION & CONTROL
& CONSULTANT MICROBIOLOGIST/INFECTION**

Outline of the Post

This post is a full time post as a Consultant Medical Microbiologist & Lead Infection Prevention & Control Doctor, employed by NHS Tayside and based at Ninewells Hospital, Dundee. The post holder will join a team of Consultants responsible for providing Microbiology and Virology services.

The job plan will be offered as a 10 PA contract, with funding available for additional EPAs x 2. The balance between direct clinical care and supporting professional activities will be discussed at interview, and agreed with the successful applicant, post appointment. Part-time working will be considered.

Qualifications and experience

Candidates for the post must be either:

- A registered medical practitioners and on the Specialist Register of the GMC
- Or be eligible to be on the specialist register within 6 months of the date of the Advisory Appointments Committee (AAC), with FRCPath or equivalent.

NHS Tayside (NHST)

NHS Tayside is an integrated healthcare system that provides a comprehensive range of hospital and community healthcare services across Tayside and North East Fife and South Grampian. Several acute services are provided on a wider Regional and National basis. Hospital services are provided from several locations within Tayside, with 1088 beds across NHST (Ninewells Hospital, Royal Victoria Hospital, Perth Royal Infirmary, and Angus). NHS Tayside also includes Dundee Dental Hospital. Community based services are delivered through three Health & Social Care Partnerships within Angus, Dundee and Perth & Kinross.

Services update

NHS Tayside provides services for a population of around 400,000 within a geographical area of approximately 3,175 square miles. NHS Tayside is a major health service provider and focus for medical, nursing and midwifery education. The University of Dundee is also an international centre for medical education and research and the School of Medicine delivers much of its training on the Ninewells Hospital site.

NHS Tayside aims to provide a patient-focused service which treats patients by giving good access to treatments and facilities.

NHS Tayside has five major but interacting roles:

- as a Regional Centre for acute and high technology based hospital service for the East of Scotland and a Scottish National Service for some services
- as a Regional Trauma Centre
- as a general hospital provider for the population of Tayside, North East Fife & South Grampian.
- as a source of highly skilled medical staff, nurses and other professionals for the whole of Tayside Region and beyond.
- as a resource for high quality Research and Development.

In common with Scotland's other major cities, the close links between the University and NHST makes possible the attraction of world class staff and helps ensure that the latest technologies, techniques and treatments are available and are fully used. NHST currently employs around 16,500 staff.

NHST Board comprises a Chairman, Board Members and non-executive members. It is committed to public involvement and openness and holds its meetings in public.

Specialties

General surgery	Orthopaedics	Ear, Nose and Throat
Ophthalmology	Urology	Neurosurgery
Plastic Surgery & Burns	Paediatrics	Accident & Emergency
General Medical	Haematology	Neurology
Dermatology	Nephrology	Respiratory Medicine
Infectious Diseases	Radiotherapy	Obstetrics
Gynaecology	Oral Surgery	Intensive Care
Neonatal Intensive Care	Coronary Care	Cancer Centre

The University of Dundee -Academic facilities

The University of Dundee has been voted university of the year for student experience in The Times & the Sunday Times Good University Guide 2020. Undergraduate nursing, dental and medical schools exist in the University of Dundee. Key research interests within Ninewells include infection, cancer and diabetes. There is a translational research facility, the Clinical Research Centre, on the Ninewells site. In addition, the Department has close Microbiology research links with Population Health and Genomics, Dundee School of Medicine and the Infection Group, St Andrews University involving a number of genomic research projects focusing on detection of outbreaks and antimicrobial resistance. Microbiology has established links with commercial partners. Abertay University and links with other training providers.

The library and postgraduate facilities

A well-stocked library is available with access to medical databases. An active postgraduate education programme is in place.

Medical Microbiology

The Department of Medical Microbiology based at Ninewells Teaching Hospital, Dundee provides a comprehensive diagnostic service for Dundee, Perth & Kinross, Angus and the surrounding areas including North Fife. Area services are provided for microbiology, molecular microbiology, bacterial serology, mycology and other specialised techniques.

The Department carries out over 350,000 investigations (45% GP) including bacterial culture and serology, viral serology and NAAT testing for a wide range of pathogens, TB and Gonococcal/Chlamydia PCR, basic mycology and parasitology. Plans to introduce more molecular technology for bacterial detection are well advanced.

A 24 hour service is provided 365 days per year. An extended working day is in operation in Bacteriology from 08.00 to 21.00 Mon — Fri, for routine work at Ninewells with Sat (9am-5pm) and Sun (morning) working. On-call operates out with these hours.

Virology

The Department is equipped with a wide range of automation in Virology. The department is fully computerised with LabCentre as the LIMS and ICE for Electronic test requesting and reporting.

Significant investment has been made to provide a secure resilient virology service which has allowed us to keep pace with the ever changing demands of pandemic work such as SARS-CoV-2. The department has 5 SeeGene Starlet analysers, 1 Hologic Panther analyser, 4 ABI 7500 thermal cyclers, and one eMag nucleic acid extractor.

NHS Tayside has been at the forefront of innovation during the period of SARS-Cov-2 with establishment of a drive-through testing for SARS-CoV-2 in symptomatic health and social care workers and household members which was the first in the country. NHS Tayside was the third health board to implement SARS-CoV-2 testing in the country. The department has also provided rapid SARS-Cov-2 testing for inpatients with the establishment of a "rapid Covid-19 hot lab".

Delivering a 5 hour TaT, and recognised as an exemplar service across Scotland and the UK.

The Department has

- ISO 15189 accreditation from UKAS, new second cycle visit in August 2021
- accredited by the IBMS/HPCP for BMS/CS training lab approval until 2020
- Royal College of Pathologists for Core Infection and Microbiology training of junior medical staff.

The Ninewells department was fully refurbished in 2004 with additional upgrading in 2012. Analytical platforms are and services have been extensively redesigned.

In 2020 a new “state of the art” Virology laboratory was instigated, followed up in 2021 with the establishment of a Molecular (PCR) Service, Bacteriology is currently being automated utilising the Biomerieux Wasp system.

The Microbiology Department operates the laboratory van service for uplift of specimens and delivery of mail and vaccines in the Dundee area. It acts as a source of expertise on control of infection, health and safety (with particular regard to microbiological hazards) and related topics. There is a considerable commitment to teaching across a diverse range of students and healthcare groups.

Office accommodation

An office is available with a personal laptop computer linked to the laboratory network and the internet. A laptop with Office suite is also provided.

Secretarial support

The consultant will be supported with secretarial support available from infection prevention and control team for IPC related work and from microbiology for typing of documents.

Other information

Research interests of staff include Infection Prevention and Control, genomics for outbreak detection and antimicrobial resistance, antibiotic resistance in Gram negative bacilli, demand optimisation, molecular diagnostics, hepatitis and antibiotic stewardship.

Medical / Clinical Scientist Staff

Dr I Aggarwal, Consultant Microbiologist

Dr Amanda Bradley-Stewart, Clinical Scientist in Virology

Dr AM Karcher Consultant Microbiologist

Dr D Muntaneau Consultant in Clinical Microbiology and Infectious Diseases

Dr B Parcell, Consultant Microbiologist

Dr J Shone, Consultant Clinical Scientist

ST posts x 2.0

Pre-registration Clinical Scientist posts x 1.0

Biomedical Scientist Staff (BMS)

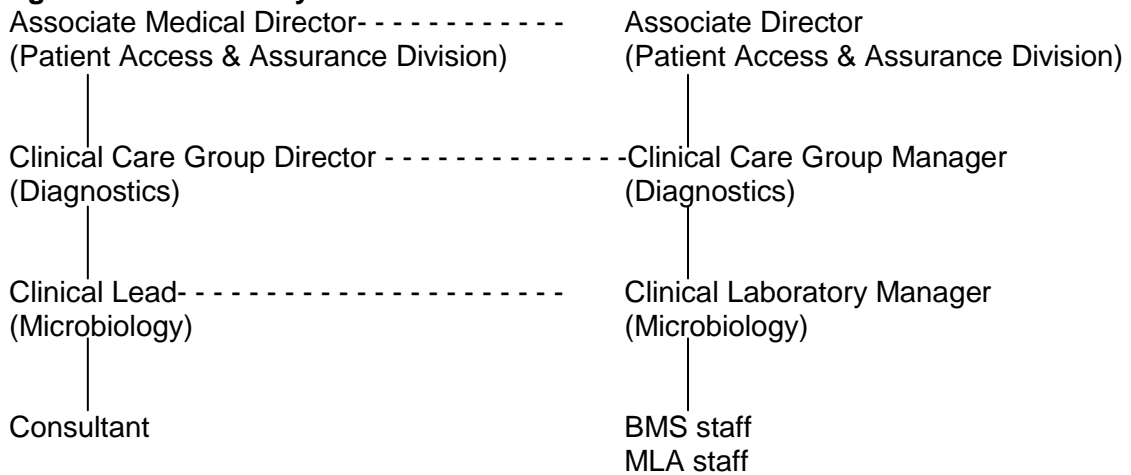
Clinical Laboratory Manager x 1.0 WTE

Scientific/Technical x 38.4 WTE

Support staff x 10.5 WTE

A&C staff x 4.0 WTE

Managerial accountability:



Medical Microbiology disciplines of Bacteriology, Virology & Molecular Diagnostics sits within the Diagnostics laboratory service within the Diagnostics Group which includes the diagnostic laboratories, radiology and medical physics.

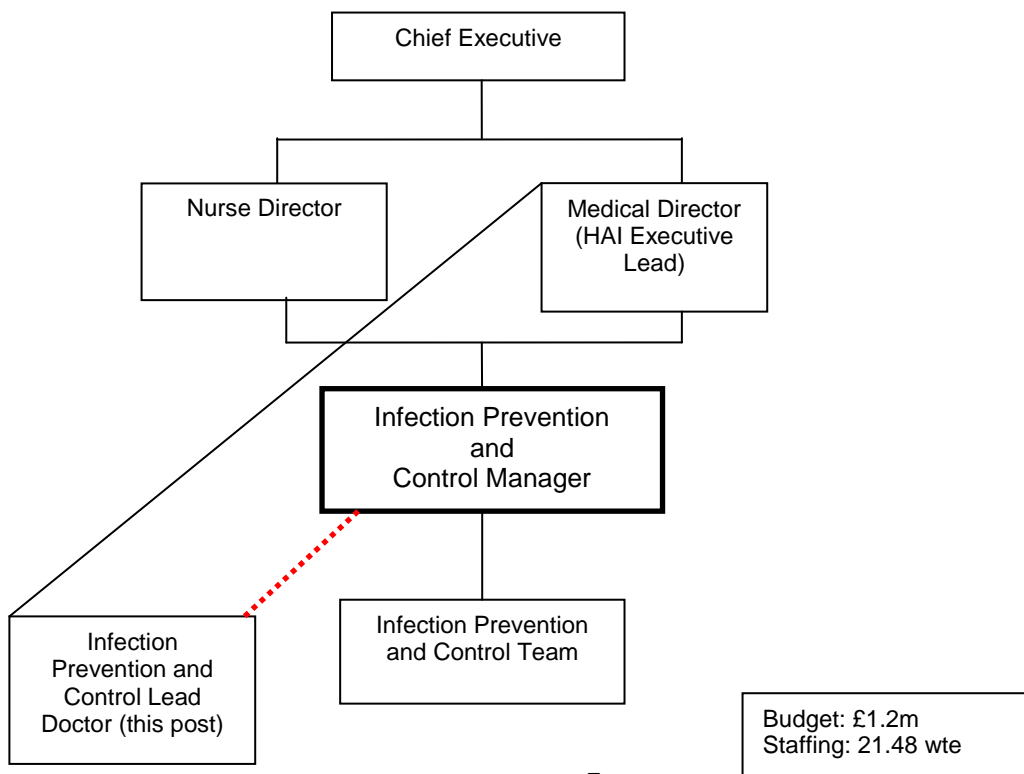
The Diagnostics Group sits within Patient Access & Assurance.

Roles and Responsibilities

Infection Prevention and Control service

The Lead Infection Prevention & Control Doctor will provide senior clinical leadership and oversight of NHS Tayside’s Infection Prevention and Control (IPC) team and strategy. This includes providing strategic and operational management in the delivery of a robust infection prevention and control service across NHS Tayside and engagement with stakeholders and agencies (locally and nationally) to minimise the risk of infection to patients, visitors and staff supporting a reduction in rates of infection. As part of this, the Lead Infection Prevention & Control Doctor will provide clinical leadership and operational oversight in the management of outbreaks, provides expertise, advice and regular progress reports to the Chief Executive, Medical Director (HAI Executive Lead) and NHS Tayside Board in relation to Infection Prevention and Control issues.

The Lead Infection Prevention and Control Doctor will provide input into programmes including, surveillance e.g. Clostridioides difficile/SAB/ECB/MRSA, and surgical site infection supporting the Infection Prevention and Control Team in the delivery of the HAI agenda.



The post-holder will have remit for providing clinical and infection prevention control advice in NHS Tayside, working with the infection prevention and control team and liaising with associated agencies. The post holder will represent the service providing leadership in matters related to Healthcare Associated Infection across NHS Tayside with responsibility for creating the conditions that support a culture of effective practice to ensure that infection prevention and control is embedded in staff practice across the organisation.

The post holder will report directly through the Clinical Lead for Microbiology, to the Diagnostics Clinical Care Group Director then the Associate Medical Director for Access & Patient Assurance. With reporting to the HAI executive lead for IPCD

Diagnostic Services:

The appointee will be part of the clinical rota during which they will fully participate in the day-to-day running of the Medical Microbiology diagnostic laboratory service at a Consultant level, for consolidation and maintenance of existing services and for future development of the service. Working alongside other departmental Consultant staff, the appointee will be involved in routine supervision of diagnostic methods and will supervise and provide an integrated and adequately assured specimen examination, test selection, report authorisation and interpretative service for hospital and general practitioners of the type required to maintain laboratory accreditation and will supervise BMS staff in their routine laboratory work and the performance of the laboratory in external and internal quality control procedures.

The Consultant will support and promulgate safe working practices at all times. You will also participate in audit of laboratory usage in conjunction with other hospital departments and General Practitioners. As with other Consultants, the appointee will be encouraged to have or to develop a specialist interest and expertise in a particular field of Microbiology and IPC, and to provide a repository of knowledge and advice in relation to diagnosis of difficult or unusual cases or introduction of clinical and laboratory protocols within that particular area. You will also be expected to develop close and profitable working relationships within the Department and with other relevant clinical services and management structures.

You will undertake necessary administrative duties associated with the post and take an appropriate share in the running of the service, its management and development and of the Department as a whole.

Consultant staff are expected to contribute to, and develop:

- Departmental policy-making and strategic direction
- Written, operational policies and procedures
- Good internal and external quality assurance performance
- Maintenance of current external accreditation to ISO 15189 with UKAS or other equivalent bodies in the future, look to support ISO 22870 POCT / NPT
- Business and strategic planning for the service including assessment and introduction of new methods and technologies, staff development and succession arrangements and equipment replacement requirements.
- Departmental Bacteriology Services, Virology Services and Infection Prevention & Control as appropriate.

Clinical Services and Liaison:

You will maintain and develop the current provision of advisory services and direct input into individual patient care (e.g. with the clinical haematology, orthopaedics, renal, surgical HDU and ICU departments). There is also a close working relationship with the Departments of Infectious Diseases and Sexual and Reproductive Health. Liaison will be undertaken in a timely manner with clinicians, hospital staff, departmental colleagues, Infection Prevention & Control team, General Practitioners and Health Protection team structures concerning the diagnosis and management of patients and in control and prevention of infection. This may include provision of telephone advice and commitment to ward rounds, multidisciplinary team meetings and other clinical or audit meetings including Antimicrobial Management Group meetings as necessary. Good communication skills including email and teleconference abilities are essential to the role.
Review

Teaching and training

All Consultants are expected to participate in the supervision and training of medical and scientist staff in Medical Microbiology and Virology, and in teaching of undergraduate medical students, postgraduates and others, both locally and regionally.

There are currently 2 RCPATH accredited training posts in Medical Microbiology/Virology, and one pre-registration clinical scientist training post.

The Department also participates in Core Infection Prevention & Control Training.

The Department has close links with the University of Dundee Medical School; additional PAs for teaching may be available to interested successful candidates on appointment, following discussion with the Clinical Lead.

Out of hours

Microbiology Consultants participate in the out of hour's service and are expected to work in the laboratory on Saturdays and visit as necessary after hours. The on-call covers all of Tayside including Perth Royal Infirmary and Infection Prevention and Control. It is expected the appointee will participate in out of hour's service at a frequency of 1:5.

Administrative

Consultants will contribute to management within the NHST, via the Directorate structure and will act as custodian of data under the Data Protection Act, and custodian for stored samples. Service and administrative duties on various committees may be included such as the department meetings, Consultant Medical Staff meetings etc.

Clinical governance and audit

Consultants are expected to participate in multidisciplinary clinical audit, and in the implementation of an on-going clinical audit programme within the department. Consultants are also expected to provide advice in development of guidelines, investigation protocols, and use of antimicrobials, appropriate to the clinical units served.

Research and development

Research and development relevant to the Microbiology service, Directorate and NHST priorities is expected and supported, as is collaboration with universities and clinical colleagues in approved research projects.

Professional

Consultants will be expected to be registered for continuing professional development (CPD) with the Royal College of Pathologists, and to fulfil requirements for annual certification and for appropriate revalidation.

Time for study leave and a study budget are granted in accordance with the consultant contract/AfC for Scotland.

Arrangements for annual and study leave

The arrangements for covering the absence of the consultant during annual and study leave are that the consultants swap any on-call commitments and at least two Microbiologists are expected to be available in Tayside, unless previously agreed with the Clinical Lead. Locum cover is not provided. There is at least one virology consultant every working day

Annual appraisal and Revalidation

Consultants are expected to participate in NHST's Consultant Annual Appraisal programme and will undergo revalidation in line with GMC / RC Path recommendations.

Clinical Scientists will participate in the Annual Performance and Development review; in NHST this is carried out using the using the TURAS system.

Job Planning

The process of developing and agreeing an initial job plan (and annually thereafter) will be undertaken with the Clinical Lead, taking in to account infection prevention and control and clinical microbiology requirements.

The post is full-time, incorporating 10 Programmed Activities 10 DCC but with funding approved for additional EPA. Outline job plan commitments to be agreed following appointment.

Detailed Job Planning construction will be undertaken within the mechanisms and operational

guidance agreed between NHS Tayside and the BMA Local Negotiating Committee. Resolution of any disputes over Job Planning will take place locally in discussion with Clinical Lead and Clinical Director of Diagnostics, and thereafter, as necessary, with the Associate Medical Director, utilising existing mechanisms within the Acute Services Human Resources structure.

An indicative weekly job plan would be *(note that this job plan will be subject to review on successful appointment)*:

Day	Time	Site	Work	Category	Hours
Monday	9am-1pm	NW	Clinical diagnostic work	DCC	4
	1pm-5pm	NW	Clinical diagnostic work	DCC	4
Tuesday	9am-1pm	NW	Clinical diagnostic work	DCC	4
	1pm-5pm	NW	Clinical diagnostic work	DCC	4
Wednesday	9am-1pm	NW	SPA; including CPD, Job Plan & Appraisal	SPA	4
	1pm-5pm		-		
Thursday	9am-1pm	NW	IPC work	DCC	4
	1pm-5pm	NW	IPC work	DCC	4
Friday	9am-1pm	NW	IPC work	DCC	4
	1pm-5pm	NW	IPC work	DCC	4
Saturday (1:5)	9pm-5pm	NW	Clinical diagnostic work	DCC	2.4
Sunday (1:5)	9pm-1pm	NW	Clinical diagnostic work	DCC	1.2
Predictable emergency on-call work			(Saturday and Sunday 1:5 as above)		
Unpredictable emergency on-call work					0.4
Total hours					40
Total PAs					10

DCC –Direct Clinical Care

SPA –Supporting Professional Activities

Dundee and surrounding area:

Dundee & Angus is a compact area on the north east coast of Scotland which offers the perfect combination of both city and country life. Enjoy the exciting pace of life in the city of Dundee and explore the charming towns and villages throughout Angus.

Dundee

Dundee has been named Scotland's best place to live in 2019 in the Sunday Times 2019 "Best Place to Live" Guide. Known as 'one city, many discoveries', Dundee is Scotland's fourth largest city and sits on the banks of the River Tay in the east of the country. This city has an industrial history stretching back over the years, and has been home to many inventors who have played an important role in many fields. Dundee has developed over the past years and now supports many up-and-coming industries such as life sciences, digital media and arts and culture. You can find out more about the history of the city by visiting attractions such as the Kengo Kuma designed V&A, RRS Discovery, Scotland's Jute Museum at Verdant Works, and the McManus: Dundee's Art Gallery and Museum. Dundee has been selected as the Scottish site for the Eden Project Dundee which is expected to centre around a series of walled gardens. The Eden Project Dundee will be based on the city's Nine Incorporated Trades and 'Guilds' – of Healers, Growers, Navigators, Myth-Makers, Noticers, Alchemists, Celebrators, Menders and 'Re-Sourcerors'

Follow the city's scientific connections at Dundee Science Centre and the D'Arcy Thompson Zoology Museum.

Celebrate the expanding arts and cultural scene in Dundee with trips to the Dundee Rep, Dundee

Contemporary Arts and the Caird Hall.

Just outside of the east of the city lies the town of Broughty Ferry. Home to a beautiful award-winning beach, this town is perfect on a sunny day, as you can wander along the main High Street, pop into the shops and boutiques and enjoy a bite to eat in a friendly café or pub.

Angus

This is a land where kings, adventurers and inventors have left their mark. Once the site of fierce battles between the Scots and English, today you can experience the tranquillity of the Angus Glens and explore the coastal jewels of Arbroath and the Royal Burgh of Montrose.

The countryside of Angus stretches out from the city of Dundee, right around the east coast and inland, to the soft peaks of the Angus Glens. The countryside areas are mostly agricultural, providing fertile land for food to be grown. Amongst these beautiful green fields are several towns and smaller villages, all well worth exploring to discover the relaxed pace of life and friendly locals.

Following the coast, you'll come across the pretty coastal town of Monifieth, which is known for its golf courses, used as Open qualifying courses. Further east, you'll find the well-known golf town of Carnoustie, home to one of the world's most challenging courses. Right on the edge of the east coast is the port town of Arbroath, the largest in Angus with a history dating back to Pictish times. It was at Arbroath Abbey that the famous Declaration of Scottish independence was signed in 1320.

North up the coast from Arbroath is Auchmithie, the small village which brought the world the Arbroath Smokie. Further north, on the edge of Angus, is Montrose, which enjoys another spectacular setting overlooking the sea and the Montrose Basin.

East of Montrose is Brechin, another historic city which is known for its 11th century round tower. The town is home to the fantastic attractions of Pictavia and the Caledonian Railway Steam Trains. South east is the town of Forfar - find out more about the royal and religious history in the Meffan Museum & Art Gallery.

Further east is Kirriemuir, the birthplace of Peter Pan creator, JM Barrie, and the 'gateway to the Angus Glens'. Nearby is the village of Glamis, home to the breathtaking Glamis Castle, the childhood home of the late Queen Mother.

The Angus Glens sit to the north west of this region and are five glens with 10 Munros. Explore miles and miles of twisting small roads and paths, perfect for walking, cycling and just enjoying the great outdoors.

ENQUIRY ARRANGEMENTS

For any further details please contact Dr John Shone, Clinical Lead for Medical Microbiology – Consultant Clinical Scientist (e-mail address john.shone@nhs.scot)
Contact telephone number is 01382 632559

Arrangements to visit the department can be made through telephone number 01382 632855

QUALIFICATIONS

All candidates will require to be on the GMC Specialist Register, or HCPC Clinical Scientist register.

See Selection Criteria for further details.

TERMS AND CONDITIONS OF SERVICE

General

Subject to the Board's Terms and Conditions of Service, the post holder is required to:

- observe the Board's agreed policies and procedures, drawn up in consultation with the profession on clinical matters.
- follow the Standing Orders and Financial Instructions of the Board.
- comply with Health and Safety Policies, in particular in managing employees of the Board.
- follow the Board's personnel policies and procedures.
- comply with all reporting requirements, systems and duties of action put in place by the Board to deliver research governance.

Conditions of Service

This appointment will be under the Terms and Conditions of the new Consultant Contract.

The post is non-resident, but temporary married or single accommodation can be made available.

SELECTION CRITERIA

Appointment of -

CONSULTANT MICROBIOLOGIST/IPC DOCTOR

JOB REQUIREMENT	ESSENTIAL	DESIRABLE	METHOD OF EVALUATION
Qualifications	<ul style="list-style-type: none"> • Hold a recognised medical degree • Have fellowship of the RCPATH (or equivalent) • Those trained in the UK should have evidence of higher specialist training leading to CCT in Medical Microbiology or eligibility for Specialist Registration (CESR) or be within 6 months of the anticipated award of a CCT/CESR (CP) at the time of interview for the post. 		<p>Application form</p> <p style="text-align: center;">Interview</p>
Knowledge/ Experience	<ul style="list-style-type: none"> • Wide general experience in all aspects of Medical Microbiology & IPC • Able to liaise effectively with colleagues both locally and in other centres. • Evidence of CPD (<i>continuous professional development</i>) 	<ul style="list-style-type: none"> • Experience in maintaining ISO 15189 Laboratory Accreditation. • Experience in specialist areas of reporting required to complement and support the skills of the existing post holders • Experience leading IPC teams 	<p>Application form</p> <p style="text-align: center;">Interview</p>
Personal attributes	<ul style="list-style-type: none"> • Develop self awareness • Acting with integrity • Evidence of CPD (<i>continuous professional development</i>) 	<ul style="list-style-type: none"> • Critical evaluation 	<p>Application form</p> <p style="text-align: center;">Interview</p> <p style="text-align: center;">References</p>
Personal skills and attitude	<ul style="list-style-type: none"> • Good communication skills, (oral, written and listening). • Hold PLAB or equivalent (if appropriate) • Good presentation skills • Good Team player • Ability to manage stressful situations • Time management skills • Able to convey a professional image to colleagues and patients 	<ul style="list-style-type: none"> • Developing networks • Ability to encourage contribution • Ability to lead teams • Ability to teach / train staff 	<p>Application form</p> <p style="text-align: center;">Interview</p> <p style="text-align: center;">References</p>
Knowledge/ understanding	<ul style="list-style-type: none"> • Demonstrable understanding & acceptance of the principles of Clinical Governance • Awareness of new developments in the specialty with ability to critically assess the impact of these on the service. • Clinical Audit 	<ul style="list-style-type: none"> • Evidence of participation and involvement in Clinical Research 	<p style="text-align: center;">Interview</p> <p style="text-align: center;">References</p>
Management Ability	<ul style="list-style-type: none"> • Organisational awareness • Ability to make decisions • Ability to improve services through change • Ability to use email and IT systems 	<ul style="list-style-type: none"> • Evaluate impact • Identifying context for change • Encouraging improvement and innovation • Experience of planning, managing resources and people. 	<p style="text-align: center;">Interview</p>

Other Requirements	<ul style="list-style-type: none"> • Must be self-motivated • Must have a flexible approach to working on an extended day in response to operational needs 	<ul style="list-style-type: none"> • An interest in supporting staff development 	Interview
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