



**East Suffolk and  
North Essex**  
NHS Foundation Trust

**Consultant in Medical Microbiology |  
Consultant in Medical Microbiology & Infectious Diseases |  
Consultant Clinical Scientist in Medical Microbiology**

East Suffolk and North Essex NHS Foundation Trust

**Responsible to:** Clinical Divisional Director Dr Debo Ademokun

**Accountable to:** Chief Medical Officer Dr Angela Tillett

## EAST SUFFOLK AND NORTH ESSEX NHS FOUNDATION TRUST

### Message from the Chief Executive

Dear colleague

Thank you for your interest in joining East Suffolk and North Essex NHS Foundation Trust (ESNEFT).

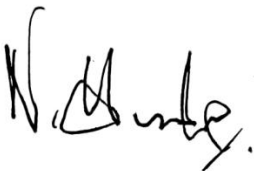
ESNEFT provides integrated care to a population of almost a million people. We employ more than 11,000 staff across two acute hospitals in Colchester and Ipswich and in community hospitals, clinics, surgeries and patients' homes. We are a partner in the Suffolk and North East Essex Integrated Care System.

We would like you to help us provide the best care and experience for the communities we serve in east Suffolk and north Essex. You can find out more about us on [our website](#) and please take a look at our [Come and Join us recruitment video](#).

We are committed to being a great place to work, and great place to train and a great place to receive care. As a large organisation we offer exciting opportunities for development, innovation, research, education and training.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we can remove unnecessary stress and frustration – giving our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme  
Chief Executive



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# We are...

## East Suffolk and North Essex NHS Foundation Trust

We provide healthcare to a population of almost a **million** people in



But we don't work alone. We work alongside a multitude of teams in health, social care, voluntary services and other organisations to make care work well for local people whether they are at home or in hospital.

### Time matters



Our philosophy is that time matters. Dealing with health issues can be stressful, both for the patient and for those who care for them. There is the necessary stress of the health need and the emotional effort of caring.

However, too often the complexity of the health and care system adds unnecessary stress. At the heart of this is time. Time is important to everyone whether as patients, as family or carers, or as staff delivering care.

We will improve services to make every moment count.

### There's no place like home



#### 1 in 5

of our staff work out and about in the community

And our NHS teams are supporting local people to stay in control of their health at home

When people need care in hospital we are committed to getting them home again as soon as possible

We can join the dots between care at home and hospitals



### Size matters



We are the largest NHS organisation in East Anglia employing more than 11,000 staff and several of our clinical services are among the largest in England:

- Acute children's services
- Oncology
- Trauma and orthopaedics
- General surgery
- Urology
- Ophthalmology

Our values are: **optimistic, appreciative and kind**

## Background of East Suffolk and North Essex Foundation Trust

ESNEFT was formed on 1 July 2018 following the merger of two NHS trusts in Colchester and Ipswich & East Suffolk. We became one of the largest NHS organisations in the region, and in 2021 grew further still when we began working in collaboration with other providers to provide community services in North East Essex.

As well as Colchester and Ipswich hospitals, our teams provide care and services from Aldeburgh, Clacton, Harwich, Halstead and Felixstowe hospitals, Bluebird Lodge in Ipswich and the Primary Care Centre in Colchester. Not forgetting our community teams who are based in local health clinics, surgeries and those who visit patients' homes.

## Living in east Suffolk and north Essex

Whether it's ambling through Constable country, dancing the night away at Latitude, paddle boarding along the peaceful River Stour or tucking into fish and chips by the sea at Frinton, there's plenty on offer for everyone in Suffolk and Essex.

There's no need to choose between spending your free time in the town or countryside when the two counties combine the best of both worlds. Ipswich is bustling with life and is the perfect place to shop, relax by the regenerated waterfront or spend time at a bar or cafe. Over the border you'll find Colchester, which lives up to its heritage as Britain's oldest recorded town by boasting a rich history and strong cultural identity with numerous galleries, theatres and arts venues. The city also has great transport links, with direct trains taking you into the heart of London in just over an hour.

Those who prefer nature and exploring the great outdoors are also spoilt for choice. The two counties boast golden sands and rolling shingle along a picturesque 400-mile coastline, from the historic pier and quaint beach huts in Southwold to the lively amusements at Clacton. With an array of beautiful beaches to choose from and water sports to suit every ability, Suffolk and Essex's coast provides the perfect day out for families and couples alike. And once you've worked up an appetite, why not head to one of 23 local restaurants featured in the Michelin Guide and enjoy a delicious meal to round off the evening?

When setting up home, there are also options for everyone. Felixstowe and Dedham Vale were both named in the Sunday Times' Best Places to Live guide 2023, but many other towns and chocolate box villages also offer pretty scenery, quaint shops, cosy pubs and the promise of long, uninterrupted weekend walks. You can get good value for money when buying a house here, along with an excellent choice of both state and private sector schools.

Aside from Essex and Suffolk's natural beauty and man-made attractions, one of the area's main selling points is its people. In our region, the community is welcoming, multi-cultural and diverse. Temples, churches, mosques and synagogues are all available, offering places where people of every religion can worship. Crime rates are low, while the counties regularly rank highly in national polls for the quality of life they offer.

Our video will give you a taste of what to expect if you choose to work for ESNEFT and make Essex or Suffolk your home: [www.youtube.com/watch?v=GkPu7HphU8A](https://www.youtube.com/watch?v=GkPu7HphU8A)

## Our structure and people

Our Trust is organised into clinical divisions (see below) supported by a series of corporate services.

- Medicine (Colchester) and Medicine (Ipswich)
- Cancer and Diagnostics
- Musculoskeletal and Special Surgery
- Surgery and Anaesthetics
- Women's and Children's
- Integrated Pathways
- North East Essex Community Services

The role you have expressed an interest in is in the Cancer & Diagnostics division.

Each division at ESNEFT has a divisional clinical director, an associate director of operations and an associate director of nursing, as well as a series of senior leadership positions supporting the clinical delivery group.

Information about our Trust Board can be found on the [About Us section of the ESNEFT website](#). Our Chief Executive is Nick Hulme . Our Trust chair and Non-Executive lead is Helen Taylor.

Our people values are optimistic, Appreciative and Kind.

## A role in Microbiology/Infectious Diseases

An opportunity has arisen to join our team at the Colchester base within ESNEFT.

We are inviting applications for a full-time substantive post in the ESNEFT infection service, suitable for candidate on the specialist register with a qualification in Medical Microbiology, consultants dual accredited in Medical Microbiology and Infectious Diseases or Consultant Clinical Scientists who have completed a training programme in Medical Microbiology

For medical consultants qualifications required are FRCPATH(UK) or equivalent, full GMC registration, and inclusion on the Specialist Register of the General Medical Council in Medical Microbiology or Microbiology/Infectious Diseases and within six months of CCT or its equivalent at interview date.

Candidates applying as Consultant Clinical Scientists are expected to have completed a recognised Higher Speciality Scientific Training programme (HSST) in Medical Microbiology and to have completed the FRCPATH(UK) examinations for infection training.

The divisional leaders are:

- Divisional clinical director Dr Debo Ademokun
- Associate director of operations Hanne Ness
- Associate director of nursing Sarah Orr
- Head of Operations Sarah Stalley

## Information about the Department

The Pathology Directorate includes the disciplines of Histopathology /Cytopathology, Clinical Biochemistry, Laboratory Haematology and Medical Microbiology / Virology.

### Current Situation and Future Plans

The ESNEFT infection service is combined service delivering microbiology and virology across ESNEFT's hospital sites and the surrounding community. Whilst the Colchester and Ipswich hospital deliver clinical care separately, the service works together with regards to development and governance.

The service comprises of 6 clinical microbiologists and a consultant virologist, operating a 1:4 remote on-call on each site. There is a mixture of remote and on-site working depending on clinical duties. There is a wide range of clinical specialities at the both sites including Haematology-Oncology (Autologous Stem Cell Transplant Centre) and specialised surgery. Give its proximity to the coast and the port area of Felixstowe there is an increasing range of travel related and non-endemic infections.

The trust's microbiology laboratories are located on both sites of ESNEFT and are a linked service with general and specialised testing on both sites.

There has been a great deal of funding attracted to ESNEFT Clinical Infection service recently with a £5 million nationally funded Molecular laboratory and a new LIMS system (Winpath) to be brought in during 2022.

The newly established molecular laboratory is on Ipswich site, You will be joining an infection team which is family friendly and amenable to flexible working depending on individual circumstances and demands of clinical service delivery. The infection service is overseeing the development and expansion of an in-house serology and molecular service that has seen the establishment of a bespoke brand new molecular laboratory currently focusing on high throughput SARS CoV2 and respiratory viruses but with a plan to develop a multi-pathogen molecular diagnostic service. Recently the trust has repatriated sexual health PCR testing and TB IGRA testing on-site and looks to take advantage of our expanding capabilities to improve patient care

The service supports a number of R&D activities such as iGBS study into neonatal group B streptococcus infection, has hosted the local arm of the national SIREN study and is about to start recruiting patients in to the TIDE study, looking into MRSA decolonisation strategies. Candidates who are keen to further research in the infection service at ESNEFT will be well supported.

There is an ambition to expand opportunities for collaborative academic research with local universities and develop a programme for training involving Biomedical Scientist and Infection trainees in the future.

### Laboratory Staffing and Equipment

Microbiology testing is performed at both Colchester and Ipswich sites. The molecular laboratory is based at Ipswich Hospital. Teams of managers, scientists, practitioners, support staff and administrative staff work together to deliver the technical service.

The Trusts Virology service is led by a Consultant Virologist who works very closely with the Clinical Microbiology Consultants.

The Colchester microbiology laboratory houses a 2 Sedimax urine analyser, , 2 FX400 Bactec blood culture and one BACTEC MGIT systems and a Bruker MALDI-TOF analyser. 1 CAT3 laboratories are present onsite along with one enhanced category 2 room.

The newly developed Molecular laboratory houses a Roche 6800 platform, Roche 5800, 2 Panther Aptima modules, 3 AusDiagnostic Hi-PLEX platforms and 2 Cepheid 16 port machines. The extraction room houses three AusDiagnostics MT-PREP and one Qiagen EZ-1 platforms.

The laboratory runs the rapid COVID testing service on both sites near the respective A&E departments, housing LumiraDx, SAMBA-II and Cepheid platforms.

#### Selected Microbiology Workload

	<b>Colchester</b>
Urine	76455
CSF	466
Blood culture	11519
MRSA	60333
Respiratory samples	7605
Enteric samples including C difficile	8727

#### Serology

Serology at both sites is performed on DiaSorin XL Liaison and Vidas -platforms

<b>Test</b>	<b>Colchester</b>
Syphilis antibody	4954
H. pylori antigen	6366
HIV antibody	7305
Hepatitis A IgM	820
Hepatitis Bs Ag	9745
Anti-HBs	2125
Anti-HBc IgG/total antibody	2120
Hepatitis C antibody	4986
Rubella IgG	1387

#### Antibiotic Prescribing Team/OPAT

##### Antibiotic Prescribing Team

The trust maintains AMS pharmacy teams at both sites who work closely with the infection service. AMS rounds are held on both sites at least weekly. The trust holds quarterly Antimicrobial Stewardship meetings with representation from clinical teams.

The cross-site OPAT team is led by Dr Lauren Hoare (Consultant in Acute Medicine) though all patients to be accepted for OPAT treatment with the trust are discussed with the Clinical Microbiology team. The weekly OPAT MDTs for each site are supported by the service

#### Infection Control

There are two infection control nursing teams on each site but is led jointly by an Associate Director IPC nurse and the DIPC. The trusts ICD works in a cross site fashion with regards to IPC policy and supporting certain groups such as ventilation and water safety. Day to day infection control issues are normally dealt with by the corresponding sites clinical team but may escalate to the ICD for complex issues.

## Main Duties and Responsibilities of the Post

### DUTIES OF THE POST

This job description is intended to cover the main parts of the post only. Applicants are invited to enquire regarding any point(s) they are unsure about.

- (a) To provide leadership in the management, provision and development of Microbiology and Infection Control Services for the department.
- (b) To undertake laboratory work including advice regarding diagnostic samples, validation and interpretation of results and involvement in agreeing policies and procedures for the examination of samples.
- (c) To participate in the diagnosis and management of individual patients by liaison with patients, clinicians and other hospital and community staff.
- (d) To be involved in business planning, introduction of new methods and forward planning for staff and equipment.
- (e) To regularly and systematically review all departmental policies, SOPs and protocols in line with Trust policy on document control and risk management strategy.
- (f) To maintain effective communication and engagement with clinical colleagues and other service users, including consultants in communicable disease control and health protection.
- (g) To advise on Infection control issues in conjunction with microbiology and infection control nursing colleagues.
- (h) To work with colleagues in setting and delivering the clinical governance agenda, including accreditation through UKAS
- (i) To participate in clinical and laboratory audit and maintain an appropriate level of participation in a recognised programme of Continuing Professional Development and to participate in the teaching of medical undergraduates and other groups of healthcare staff.
- (j) To participate in appraisal and job planning in accordance with Trust policy.
- (k) To make an appropriate contribution to setting and achieving directorate strategic goals and performance targets, aiming for year on year improvement.

This is a whole time post consisting of 11.5 Programmed Activities (or equivalent for Consultant Clinical Scientist) which can include on-call commitments. This post attracts 8 are for direct clinical care (DCC), 2 supporting professional activity (SPA), and an additional 1.5 PA is paid for the out-of-hours on-call commitment (1:5) attracting at the highest frequency rate.

The team work closely together and all have infection control responsibilities as part of normal clinical responsibilities.

Specialist roles such as Infection Control Leads and Antimicrobial Stewardship leads are expected to be rotated around clinical colleagues under agreement and will be factored into DCC for the purpose of job planning.



Any candidate who is unable for personal reasons to work full-time will be eligible to be considered. If such a person is appointed, modification of the job content will be discussed on a personal basis with the department/hospital in consultation with clinical colleagues. If the person appointed elects to undertake a maximum part-time contract, they will be required to devote substantially the whole of their professional time to the duties of the post.

Consultants who are not required to be on-site for clinical duties are able to work remotely, and some aspects of the Colchester site clinical service may be provided remotely as well on rotation with other members of the service.

#### **Example Time-table (Combined for all activities)**

<b>Ipswich Base</b>	<b>Morning</b>	<b>Afternoon</b>
<b>Monday</b>	Telephone advice Ward Liaison Weekend handover Haematology MDT	ICU round Telephone advice Authorising Results
<b>Tuesday</b>	Telephone advice Ward Liaison	ICU round Telephone advice Authorising Results Bone Infection Round OPAT MDT
<b>Wednesday</b>	Telephone advice Ward Liaison	ICU Round Telephone advice Authorising Results
<b>Thursday</b>	Complex Infection Patient Meeting Telephone advice Ward Liaison	ICU Round Telephone advice Authorising Results Antimicrobial Stewardship Round
<b>Friday</b>	Telephone advice Ward Liaison	ICU Round Telephone advice Authorising Results

#### **Management**

The Divisional Clinical Director is responsible for managing the Clinical Delivery Group, and its performance, and plays an important part in the strategic management of the hospital as a member of the Trust Senior Leadership team. All clinicians are encouraged to play an active role in the management of the hospital and services.

East Suffolk and North Essex Foundation Trust expects its entire professional staff to maintain a high level of competence, maintaining their time effectively and using expensive resources both responsibly and efficiently. Naturally, it is assumed that all staff will treat patients with both dignity and understanding, and that they will strive to work well together.

Medical members of staff are expected to contribute to the general management of the hospital, and to develop links with the community. They are also expected to work as members of the team with Resource Management accountability to the Divisional Clinical Director.

#### **Continuing Professional Development**

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and Royal College and is committed to providing time and financial support for these activities.

**Research, Audit & Teaching**

In conjunction with consultant colleagues the post holder will organise and supervise the teaching of junior medical staff and students in the department.

Research, audit and teaching are vital for the growth of effective clinical care. The consultant will be expected to support and foster these non-clinical roles in conjunction with the incumbents and to take part in the teaching of medical undergraduates and postgraduates.

**Administration**

It is expected that all consultants will share the administrative duties associated with the running of an effective department, which will include defining policy and guiding, advising and co-operating with Practitioners in the Trust, General Practitioners and staff in the Community.

**Office accommodation and secretarial support**

A dedicated administration support team supports the Department. The successful candidate will have dedicated desk space, office computer and Secretarial support.

**Revalidation**

The Trust has the required arrangements in place to ensure that all Consultants have an annual appraisal with a trained appraiser and supports Consultants going through the revalidation process.

**Mentoring**

The Trust is keen to support newly appointed consultants with named mentors.

## EDUCATION & TRAINING

The Trust is keen to develop our staff and there are excellent learning and education facilities at both Colchester and Ipswich Hospitals.

All Consultants are expected to contribute to our teaching programmes for Foundation, IMT, GP, Higher Specialty Training and the current programme is below. In addition, there are many opportunities to support the multi-professional teaching and development.

### Cross site

Grade		
F1	Tuesdays	1200-1300
F2	Tuesdays	1300-1400
IMT	Fridays	1300-1400
Med SPR	Third Tuesday every month	
Grand Rounds	Wednesday	1230-1330
Journal Club	Thursday Lunchtime	
Surgery	Friday	0800-0900

The Trust has medical students attached from the University of Cambridge, University of East Anglia, Anglia Ruskin University and Queen Mary's School of Medicine. Departments organise local teaching and all Consultants are encouraged to participate.

We expect all Consultants and SAS doctors to become an Educational Supervisor/Clinical Supervisor. We offer a dedicated training and support package locally and with HEE East of England.

The appointee will be expected to participate in audit projects associated with the department. Medical audit sessions are held regularly and attendance is mandatory (it is expected that the consultants will attend 75% of them during the year).

The appointee will participate in clinical governance activities, risk management, clinical effectiveness and quality improvement program activities as requested by both the Trust and external organisations.

Research is encouraged with the support of the ESNEFT Research Team and Local Ethical Committee.

Study leave for all senior grade doctors (Consultant and SAS) to complete Continuing Professional Development is 30 days over a 3 year period. The Trust will fund activities up to a local ceiling which is currently £700 per annum, per consultant.

The post-holder will be required to keep themselves fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust.

## **General Conditions of Appointment**

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Divisional Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers. Current standards are:- discharge letter will be given to the patient on discharge, with a copy to the GP on the same day; a summary will reach the GP within 10 working days of patient discharge.

The appointee will be accountable managerially to the Divisional Clinical Director and the Chief Executive, and professionally to the Chief Medical Officer of the Trust.

The post is covered by the Terms & Conditions of Service of ESNEFT, which primarily reflect the New Consultant contract. Terms and Conditions – Consultants (England) 2003. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement.

The post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are "spent" under the provision of the Act, 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 Order applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Criminal Records Bureau (CRB) disclosure service.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises. All Trust staff are responsible for complying with Trust Infection Control policies and clinical guidelines.

## GENERAL INFORMATION

### **Electronic Patient Records system**

There is an established hospital information and support system (Lorenzo in Ipswich and Medway in Colchester). A project is underway to upgrade to a new electronic patient records system – it is the biggest digitisation investment at ESNEFT for the next 10 years.

### **Quality**

The Trust is committed to providing patient care of the highest quality and requires all staff to play an active role in achieving this.

### **Confidentiality**

During the course of their duties, the post holder may have access to confidential information which must not be divulged to any unauthorised persons at any time, this includes compliance with the Trust's Policy on Data Protection.

### **Trust Policies**

The post holder is required to comply with all the Trust's policies

### **Relocation Package**

The Trust has designed its scheme to be as flexible as possible to enable employees to maximise their benefits. Further information can be obtained from the Human Resources Department.

### **Interview Expenses**

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

### **Enquiries and Visits**

Applicants or prospective applicants are encouraged and welcome to visit the department and to meet prospective colleagues. Arrangements for visiting can be made by contacting us. Requests for visits to the unit should be made to Sarah Stalley – [sarah.stalley@esneft.nhs.uk](mailto:sarah.stalley@esneft.nhs.uk) / 0770 209 3471

**PERSON SPECIFICATION**

**GRADE: CONSULTANT**

**SPECIALITY: Microbiology/Infectious Diseases**

<b>JOB REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Experience</b>	<p>Broad experience of the clinical and laboratory aspects of Microbiology and /or Virology</p> <p>Thorough understanding of the principle of and experience in clinical audit</p> <p>Experience in Infection Control</p> <p>Ability to participate in general microbiology on call cover rota</p>	<p>Experience in developing effective and collaborative working relationships.</p>
<b>Qualifications</b>	<p>FRCPATH or show evidence of equivalent</p> <p>Medical Degree: MBBS or equivalent (for Medical Colleagues)</p> <p>For Consultant Clinical Scientists: Completion of HSST training programme in Medical Microbiology/Infection</p> <p>Full and specialist registration (and a licence to practise with the General Medical Council (GMC) (or eligible for registration within six months of interview)</p> <p>Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.</p> <p>Applicants that are non-UK trained; they will be required to show evidence of equivalence to the UK CCT Clinical</p>	
<b>Knowledge</b>	<p>NHS Constitution</p> <p>Trust vision, values, strategic objective, and key work programmes</p> <p>Must be able to demonstrate knowledge of the professional code of conduct and guidance issued by the GMC and adhere to this.</p>	
<b>Personal Skills</b>	<p>Must be able to demonstrate, in relation to people who use Trust and other related services:</p>	<p>Experience or training in Clinical Leadership</p>

	<ul style="list-style-type: none"> <li>• Knowledge &amp; awareness of diversity and human rights.</li> <li>• Ability to communicate effectively with them and with other staff to ensure that their care, treatment, and support are not compromised.</li> <li>• A good understanding of their communication, physical &amp; emotional needs; can identify their individual needs and references, their changing needs and recognise and promote their independence</li> <li>• Understanding principles of clinical governance</li> <li>• Excellent written and verbal communication skills</li> <li>• Ability to work constructively in a multidisciplinary team, be flexible and responsive to the needs of colleagues and provide team leadership</li> <li>• Evidence of ability to continuously improve patient and staff experience</li> <li>• Ability to manage competing demands in a busy acute environment and cope and manage own emotions under stress</li> <li>• Ability to empathise with patients and their families and to treat them with compassion and sensitivity</li> <li>• Competent in the use of IT/computer systems</li> </ul>	
<b>Other</b>	<p>Ability to travel between Trust sites</p> <p>Educational/Clinical Supervisor (the necessary training will be provided for applicants that have not undertaken these roles previously)</p>	