

# Consultant Anaesthetist

## Job Description



Dear Candidate,

Thank you for your interest in this post and for taking the time to read this information pack. We hope that this exciting and rewarding opportunity catches your imagination and you are encouraged to apply.

North Tees and Hartlepool NHS Foundation Trust (NTHFT) is an ambitious organisation with a focus on excellent patient care. Our teams operate across two acute hospital sites, a community hospital in Peterlee and a number of other community-based hubs employing 5,500 staff who provide integrated hospital and community based services.

We have an income of around £360m and serve a population of c.400,000 living within Hartlepool, Stockton-on-Tees, East Durham and surrounding areas including Sedgefield, Easington and Peterlee and wider population for our NHS England commissioned services on bowel, breast and cervical cancer.

Our population experiences significant health inequalities and one of our prime aims is to not only provide the best health care but to raise the health aspirations of the communities we serve. Treating illness is only part of our work.

Patient safety is our absolute, number one priority and is reflected in everything we do. We expect every colleague, clinical or non-clinical, to always put our patients first.

We are an aspiring organisation with a focus on innovation in healthcare, reflecting the ambitions of the NHS Long Term Plan. Working to facilitate care closer to home, with a drive for prevention and control over own health – the Trust is dedicated to collaborative ways of working to drive aspirational outcomes for patients and the wider community at large.

We work in close partnership with a range of local and national organisations for the benefit of our patients. Currently we are developing a hugely ambitious [Clinical Diagnostic Centre](#) in Stockton town centre in partnership with Stockton-on-Tees Borough Council, North East and North Cumbria Integrated Care System and South Tees Hospitals NHS Foundation Trust.

Staff members enjoy significant benefits such as access to unique NHS discount services (including retail, insurance and travel) and we pride ourselves on our commitment to the health and wellbeing of our colleagues.

We are seen as a valued local health 'voice' and a vocal advocate for our community. Our colleagues are often featured in local and national news stories and, on occasions, even international reporters have shown an interest in our work.

The Trust operates a progressive pathway management model, with the establishment of three care groups focused on: Healthy Lives, Responsive Care and Collaborative Care.

Our vision is to be a consistently high performing and financially sustainable Trust. We are well on the way to achieving this and by joining us now, you can contribute to our continued journey.

**We are looking for people to join us at NTHFT who are aligned with our values: Collaborative Aspirational, Respectful, Empathetic.**

You can learn more about our work on our website <https://www.nth.nhs.uk/> and on our active social media accounts.

Thank you on behalf of the Trust Board for your interest in working for North Tees and Hartlepool NHS Foundation Trust and wish you every success in your application.



**Prof Derek Bell**  
**Chair**



**Stacey Hunter**  
**Group Chief Executive Officer**

## Section 1 General Duties

<b>Job title</b>	Consultant Anaesthetist
<b>Care Group</b>	Collaborative Care
<b>Department</b>	Anaesthetics
<b>Location of work</b>	<ul style="list-style-type: none"><li>• University Hospital of North Tees</li><li>• University Hospital of Hartlepool</li></ul>
<b>Accountable to</b>	Medical Director
<b>Reports to</b>	Clinical Director
<b>Hours of work</b>	10 PA
<b>On call commitment</b>	Current rota 1:12
<b>Terms and conditions</b>	Terms and Conditions – Consultants (England)

### 1.1 Job Purpose

Provide all aspects of Anesthesia independently, safely and in a dignified manner to the patient. To be a professional leader and clinical expert in the field of Anesthesia.

### 1.2 Duties & responsibilities of the Post

The newly appointed Consultant Anaesthetist will join an existing establishment of 32 Consultants within the North Tees & Hartlepool NHS Foundation Trust.

The post holder will be involved in cross-site working between the University Hospital of North Tees and the University Hospital of Hartlepool. The on-call element is based at the University Hospital of North Tees. The post is based around five fixed clinical sessions and the job plan is negotiable with the successful candidate.

The new appointee will be expected to attend five fixed clinical sessions with the remaining sessions being allocated to pre and post-operative visits, emergency duty, administration, teaching, non-resident on-call (anaesthesia and critical care) and the weekend trauma list.

The Trust is committed to developing the Clinical Directorate structure and is very keen for the Consultant staff to develop their management potential. The Trust has a development programme to give interested consultants management training to support the pathway to leadership.

In addition, the post-holder will be expected to:

Contribute to the achievement of the Trust's Strategic Aims:

The Trust is committed to developing the Clinical Directorate structure and is very keen for the Consultant staff to develop their management potential. The Trust has a development programme to give interested consultants management training to support the pathway to leadership.

In addition, the post-holder will be expected to:

Contribute to the achievement of the Trust's Strategic Aims:

- Treat all people with compassion, care, courtesy and respect
- Respect each person's right to privacy, dignity and individuality
- Take time to be helpful
- Respond quickly and effectively
- Always give clear, concise explanations
- Practise good listening skills
- Develop and maintain an appropriate environment
- Look the part
- Deal effectively with difficult situations
- Perform as a team

Contribute to the achievement of the Trust Vision:

We will provide the best the best healthcare for everyone within our population

Demonstrate our Values:

Collaborative, Aspirational, Respectful, Empathetic

Demonstrate commitment to quality improvement, research and innovation

### 1.3 Clinical Governance

To be committed to maintaining a high quality of services to patients, with particular regard to high levels of patient safety, by continual development of practice in the light of research evidence and by audit based against relevant standards.

`Prevention and control hospital acquired infection by ensuring close liaison with the Trusts control of infection department`.

`Implementation of Trust Risk Management strategy and understand implications of same within area of work`.

`Compliance with Blood Transfusion policy to ensure a safe service is provided to patients`.

### 1.4 Job Plan (provisional)

For whole-time contract

- Direct Clinical Care: 8.5 PA on average per week (includes direct clinical activity, clinically related activity)
- Supporting Professional Activities: 1.5 PA on average per week (includes CPD, audit, appraisal, supervision)
- Additional responsibilities: 1.0 PA depending on candidate's interest and service requirement. Optional.

The following provides provisional scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement will be reached between the appointee and their Clinical Director with regard to the scheduling of all other activities, including the Supporting Professional Activities.

A formal job plan will be agreed between the appointee and their Clinical Director, on behalf of the Medical Director, three months after the commencement date of the



appointment. The job plan will be agreed and signed by the Chief Executive and will be effective from the commencement date of the appointment.

The job plan for the first three months will be based on the provisional timetable shown below.

The job plan will then be reviewed annually, following an appraisal meeting. The job plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of the Consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

## **1.5 Timetable**

### **1.5.1 Day time duties**

The element of the job plan will incorporate elective and emergency theatre sessions and will be discussed with the Clinical Director and Operational Manager.

It is proposed that the fundamental organisation of individual consultant job plans will need to allow Consultants to work where their expertise is most needed.

The Department believes that the professional relationship between a Consultant Surgeon and Anaesthetist working together on a regular basis is an important part of Good Clinical Care and will endeavour wherever possible to preserve a regular work schedule.

The Formal arrangement will be:

- The Consultants will be able to designate '2' sessions where he/she is not contracted to work in the Trust for elective activity (private time). This excludes on-call.
- The Consultants will designate their specialist interests based on which a job schedule will be drafted by the consultant admin team. It is expected that most of the time they will continue to work in this pattern.
- In order to provide specialist interests for lists, cover leave, on-call weeks and reduced activity weeks it may be necessary for the Admin Team to move Consultants as required, with adequate prior notice.
- Consultants must keep their diaries up to date with SPA activities.

### **1.5.2 Out-of-hours duties**

The Department is currently running 2 non-resident Consultant rotas, and 3 resident rotas with trainees/SAS Doctors (1 critical care rota, 1 emergency theatre rota at North Tees and 1 obstetrics rota at North Tees). The Consultant on-call would be expected to provide emergency cover for stabilisation and transfer of critically ill children along with the paediatric medical team. There is a region wide arrangement for retrieval of child (NECTAR).

The successful candidate will participate in a non-resident Consultant rota 1:12 on a rotational basis and weekend trauma 1.5 times per year.

**Theatre Rota:**

- Provide cover for Emergency Theatre work 6pm–8pm on week days which will be scheduled into the fixed Job Plan as predictable on call (at present 1:12).
- Provide cover for Emergency Theatre work 8am–2pm on weekends and Bank Holidays to be scheduled into the Job Plan as predictable on-call (at present 1:12).
- As a result of this work, in addition to weekend daytime emergency work, all consultants will have a reduced activity week 1:12 weeks when there will be reduced day time sessions.
- Non–resident on-call for Theatre Emergency from 9pm–8.30am on weekdays and 2pm–8.30am on weekends and Bank Holidays as unpredictable on call (rota frequency (1 in 12)).

**Trauma weekend rota:**

- All consultants will be expected to participate in the trauma weekend work 8.30 am to 5.00 pm which will be included into the job plan as predictable on call.

**There will be 4 resident rotas:**

- 2 on-call residents in ICU
- 1 on-call resident in Theatre
- 1 on-call resident in Obstetrics

Presently the sessional payment for unpredictable on-call will be 1.4 PA's.

A formal job plan will be agreed between the appointee and their Clinical Director, on behalf of the Medical Director, no later than 3 months after the commencement date of the appointee.

The job plan for the first 3 months will be based on the example timetable shown below:

The proposed weekly scheduled (example)

Monday	AM: Theatre List	PM: Theatre List
Tuesday	AM: Off	PM: Labour Ward
Wednesday	AM: SPA	PM: Off
Thursday	AM: Theatre List	PM: Theatre List
Friday	AM: Theatre List	PM: Departmental Meetings 1 <sup>st</sup> & Last Friday of the Month

This job will be offered at 10 PA's whole time and additional PA's may be offered and agreed with the post holder and the Clinical Director. The Directorate operates an electronic job plan review process using the Zircadian software.

The Job plan is reviewed annually. The job plan will be a prospective agreement that sets out a Consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a Consultant's professional practice and provide a clear schedule of commitments, both internal and external. In addition it should include personal objectives including details of their link to wider services objectives and details of the support required by the Consultant to fulfil the job plan and objectives.

Additional paid sessions may, at times be required to achieve waiting times.

A minimum of 1.5 SPA's are for revalidation purposes to maintain the necessary GMC requirements. Remaining SPA allocations is agreed on an individual basis for other non-clinical purposes including teaching or lead roles with the department.

## **1.6 Teaching & Audit**

One afternoon per month is dedicated to Clinical Governance where audits, guidelines and policies are discussed.

There is a postgraduate meeting which includes a review of critical incidents and discussion of 30-day mortality.

Currently the department has 14 specialty trainees attached from the Northern School of anaesthesia. The trainees range from CT1 to ST7. In addition to attachments in theatre, critical care, obstetrics and the pain service, the department also contributes to regional teaching and provides teaching for trainees every Friday morning. All departmental members are encouraged to participate in this teaching program.

## **1.7 Research**

The applicant will be encouraged to undertake ethically approved research and contribute to local and national data collection where necessary

## **1.8 Study & Training**

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Medical Director for a contribution to funding of this activity.

### **Continuing Medical Education**

The Clinical Director for the Anaesthetic Directorate is a Consultant Anaesthetist whom represents the department at the Trust Director's Group.

All consultants are expected to participate in the monthly Directorate Meeting where all aspects of the department's management are discussed.

Consultants are encouraged to take part in the management of the department by undertaking lead roles.

There is an hour long postgraduate meeting each Friday lunch time which each month includes a review of critical incidents and discussion of 30 day mortality.

## **1.9 Mentoring**

Within the Trust mentoring is encouraged at all levels and new appointees will be allocated a fellow Consultant Anaesthetists as a mentor. New appointees may find this particularly useful when settling into a post with new responsibilities but it can prove a valuable process throughout a career. The post holder will be expected to act as Educational Supervisor for trainees and students, which will involve mentoring skills. There is a Regional Training course in mentoring skills which each new appointee is encouraged to attend, along with opportunities for training in appraisal skills.

## **1.10 Office Facilities**

Secretarial support will be provided within the department of anaesthetics.



Section 2 Person Specification		
Requirements	Essential	Desirable
<b>Qualifications</b>	<p>Fully registered with the General Medical Council (London) with a licence to practice</p> <p>Entry on the GMC specialist register in Anaesthesia via:</p> <ul style="list-style-type: none"> <li>• CCT or CESR (CP proposed date must be within 6 months of interview)</li> <li>• CESR</li> <li>• European Community Rights</li> </ul> <p>FRCA or equivalent qualification</p>	FFPMRCA (or equivalent)
<b>Clinical Experience</b>	<p>2 years General Anaesthetic Training and 5 years Specialist Training in Anaesthesia, including ITU, Cardiac, Neuro and other specialist modules. Evidence of specialist training in anaesthesia with UK experience.</p> <p>Practical skills necessary for Anaesthesia.</p>	<p>Advanced Resuscitation Course, ALS, ACLS, or ATLS, APLS</p> <p>Instructor status for any resuscitation course.</p>
<b>Management and Administrative Experience</b>	Ability to participate in the management of an Anaesthetic Department.	Willingness to learn new management skills and perhaps take on a management /leadership role the future.
<b>Teaching Experience</b>	Experience in teaching trainees in anaesthesia and other specialties including nurses and professions allied to medicine and patients.	Evidence of having completed the loop on an audit project.
<b>Research Experience</b>	Evidence of understanding research methodology / publication findings	<p>Presentation of research at national societies. Publication in peer review journals.</p> <p>Evidence of completion of case report / literature review</p>
<b>Other Attributes</b>	<p>Good organisational ability and willingness to be flexible in accordance with the demands of team working</p> <p>Excellent interpersonal skills in a clinical and non-clinical setting</p> <p>Able to organise and prioritise workload being aware and responsible of own limitations</p> <p>Commitment and engagement in continuing professional development (CPD)</p>	<p>Commitment to team working.</p> <p>Proven leadership qualities.</p>

	Demonstrates empathy when communicating with patients and relatives/carers, including responses to complaints.	
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### 3.1 Anaesthetic Specialities

The Anaesthetic Directorate provides Theatres, Day Case Unit and Critical Care Unit services, with chronic and acute pain services on both hospital sites.

#### Elective Theatres

At Hartlepool hospital there are 6 dedicated inpatient theatres and one dedicated day case theatre. These theatres are used for low risk General Surgery, Orthopaedics, Gynaecology and Plastic Surgery. There is no emergency theatre work at Hartlepool.

North Tees has 5 inpatient theatres for elective work and 3 day units. These are used for General Surgery (endocrine, colorectal and laparoscopic surgery), Orthopaedics (Spinal and upper limb), Gynaecology (major Gynae cancer), Urology and Plastic Surgery. Theatres are equipped with a combination of Drager Primus anaesthetic machines. All theatres have appropriate recovery facilities.

Following a recent reconfiguration of clinical services, all theatre sessions at North Tees have been extended as 5 hour sessions starting at 8 AM and ending at 6.30 PM. The theatre sessions at Hartlepool are 4 hour sessions starting at 8.30 AM and finishing at 5.30 PM.

#### Emergency Surgery

All emergency surgery, obstetrics and trauma is operated on at North Tees hospital. One inpatient theatre is dedicated for each service.

#### Obstetrics

The consultant led obstetric service is at the North Tees hospital. The anaesthetic department has no input into the Midwifery led unit at Hartlepool. At North Tees there are about 3000 deliveries per year. There are 2 operating theatres dedicated for Obstetrics. The department provides a full epidural and anaesthetic service to this unit including 4.5 elective Caesarean Section sessions per week.

#### Critical care

Following a major reconfiguration of services in 2012, the critical care unit is centralised to North Tees. It has 10 level 3 and 6 level 2 beds. This unit supports a full general medical unit, emergency surgery and trauma service and elective surgery including colorectal, spinal, urology and an obstetric unit. It has about 500+ Level 3 and about 300 Level 2 admissions per year. Resident cover is provided by staff and associate specialist doctors, registrars or senior house officers with appropriate competencies. The unit runs a well established Renal Replacement Therapy service.

#### Acute Pain and Chronic pain.

Currently both sites have a single consultant acute pain session. Chronic pain clinics are provided at both the University hospital of Hartlepool and the University Hospital of North Tees. Interventional procedures are undertaken within the theatre suite at the University Hospital of Hartlepool.

#### Pre Assessment

Pre-operative pre-assessment is an integral part of the patient pathway and is fundamental to the delivery of the 18 week pathway. Pre-assessment at the University Hospital of North Tees and the University Hospital of Hartlepool combines in-patient and day case pre-assessment. Patients are assessed where possible on the same day as their out-patient appointment, which prevents numerous visits to the hospital. The unit is nurse led using current clinical and nice guidance to assess patients, complete documentation and review investigations. The pre-assessment service benefits from regular consultant anaesthetist sessions where patients who are identified as a potential

anaesthetic problem can be seen at an early stage in their pathway and managed appropriately.

### 3.2 Management Team

Lindsey Wallace	Collaborative Care Group Director
Alison Coates	Collaborative Care Group Manager
John Francis	Collaborative Care Group Clinical Lead
Prabhakar Paranthaman	Clinical Director Anaesthetics & Critical Care
Diwakar Subramani	Admin Consultant - Anaesthetics
Steve Heavisides	Collaborative Care Group Operational Manager
Carolyn Brown	Service Delivery Manager
Catherine Connor	HR Business Manager

### 3.3 Medical Staff Details

The Consultant Anaesthetists are as follows:

Dr Kapil Arora  
Dr Saqib Aslam  
Dr Tariq Azad  
Dr Manuela Baciuc  
Dr Farooq Brohi  
Dr John Francis  
Dr Chris Gibb  
Dr Vijay Jagannathan  
Dr Praveen Kalia  
Dr Lauri Kriisa  
Dr Asokan Krishnaier  
Dr Valasubramaniam Mahadevan  
Dr Tara Mane  
Dr Kavitha Manoharan  
Dr Austin Mathews  
Dr Hemal Mohan  
Dr Suresh Narayanan  
Dr Rajendra Nigam  
Dr Barbara Ochnio  
Dr Pradeep Orakkan  
Dr Prabhakar Paranthaman  
Dr Niah Pheara  
Dr Savin Pokhrel  
Dr Krishnasamy Rajasekar  
Dr Ola Shalaby  
Dr Anil Sharma  
Dr Khalid Siddiqi  
Dr Diwakar Subramani  
Dr Narayanan Suresh  
Dr Swadeep Vellore  
Dr Lucy Venyo

The non-Consultant Grade cover is as follows:

5 x Associate Specialist  
10 x Specialty Doctors  
4 x Trust Grade Registrars  
4 x MTI's  
5 x Higher Specialist Trainees  
9 x Core Specialist Trainees  
2 x Foundation Trainees

5 x ACCP's  
2 x IMT's



## Section 4 North Tees and Hartlepool NHS Foundation Trust

Serving over 400,000 people across Hartlepool, Stockton, Peterlee and parts of County Durham including Sedgfield and Easington, North Tees and Hartlepool NHS Foundation Trust is an ambitious and hard-working care provider.

The Trust has two main hospital sites – University Hospital of North Tees and University Hospital Hartlepool, a community hospital in Peterlee and a number of community hubs across our region to support patients closer to home.

The Trust is firmly focused on the delivery of the ambitions of the NHS Long Term Plan (LTP) and has heavily invested in a model of care to reflect the need to progress aspirant population health.

In 2019 the Trust announced the creation of three care groups – a model of health and care delivery that demonstrated an ambitious approach to challenging health inequalities across the region. The groups are made up of – Healthy Lives (community based), Responsive Care (ward based) and Collaborative Care.

This post reports to the Collaborative Care Group. This is a multi-site ward based team inclusive of elective, theatres, anaesthetics, diagnostics and intensive care.

The care we deliver is in line with our Trust values – collaborative, aspirational, respectful and empathetic. This drives our vision as an organisation to ‘provide the best possible healthcare for everyone within our population’.

The Tees Valley benefits from a ‘coast and country’ landscape. The North Yorkshire Moors are an area of outstanding natural beauty, easily accessible by a robust transport infrastructure. The beaches and coastal landscape is vast and a number of local beaches including Marske-by-the-Sea and Runswick Bay featured in The Times ‘Britain’s Best Beach 2020’. The area also benefits from a network of parks providing accessible walks and play areas in pleasant, convenient settings. Our region is host to multiple events, such as the Stockton International Riverside Festival (one of the UK’s largest free celebrations of street theatre and dance), Middlesbrough Music Live and in 2023 the Tall Ships race returns to Hartlepool.

Lovers of live music and theatre are well also served with Stockton’s Globe, Billingham Forum and Middlesbrough Town Hall bringing in big name acts on a weekly basis.

Sports fans can enjoy matchday at the Riverside Stadium, the home of Middlesbrough Football Club, and the extensive network of gyms, sports centres and even a white water rafting course means the more active among us are never stuck for anything to do.

If you like to go shopping, there is the Teesside Park retail centre and multiple town centre shops with Yarm High Street being regarded as one the UK’s most pleasant shopping experiences.

House prices are considerably lower in Teesside, with the 2022 UK House Price Index illustrating a Teesside average of just £155,000 as oppose to the national average of £281,000.

The relatively low cost of living in the region are attractive to prospective employees.

The education offer for the region, from cradle to grave is extensive. Teesside University excels in health science and computing, and has a great reputation for forensics. Named as University of the Year 2009-10 (Times Higher Education Awards) – the institution is consistently in the top four in the UK for overall average international student satisfaction.

Our website includes more information about our local area, housing and attractions <https://www.nth.nhs.uk/>

## Section 5      Conditions of Employment

### **The appointee will be employed on terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003**

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.

If a Consultant undertakes private practice then they must offer 1 additional programmed activity per week to the Trust (11 PA's in total) and adhere to the code of conduct for private practice.

The current salary scale for the post is (YC72) is £93,666 -£126,281 per annum, on the basis of a whole time (10 PA) contract.

Annual leave is accrued as per terms and conditions.

All appointments are subject to satisfactory Occupational Health Clearance being obtained. All medical personnel are required to participate in the hepatitis 'B'.

Certificate of the Ionising Radiation Techniques must be produced or obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing 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 in relation to an application for positions to which the Order applies.

With the Terms of DHSS Circular (HC)(88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.

The successful applicant will be required to reside within ten road miles or 30 minutes of the principle hospital base, unless specific approval to reside outside of this is given by the Trust. Relocation expenses are payable to new employees required to move their home in accordance with Trust policy for Assistance with Relocation Expenses.

## Section 6 General Requirements

Demonstrate commitment to IWL principles and flexible working patterns, to meet the needs of the service and staff.

Tackle discrimination and harassment, and promote equality and diversity in the workplace.

Reduce sickness absence; work place accidents; and promote zero tolerance on violence against staff.

Take responsibility for personal development and education and the development of a Personal Development Plan.

### 1. Communications and Working Relations

The post-holder must treat colleagues in a manner that conveys respect for the abilities of each other and a willingness to work as a team.

### 2. Policies and Procedures

All duties and responsibilities must be undertaken in compliance with the Trust's Policies and Procedures. The post-holder must familiarise the ways in which to raise a concern to the Trust e.g. Speaking Up Policy (RM 36) in order that these can be brought to the Trust's attention immediately.

### 3. Health and Safety

The post-holder must be aware of the responsibilities placed upon themselves under the Health & Safety at Work Act (1974), subsequent legislation and Trust Policies; to maintain safe working practice and safe working environments for themselves, colleagues and service users.

### 4. No Smoking

All Health Service premises are considered as non-smoking zones; the post-holder must familiarise themselves with the Trust's Smoke Free Policy (EF12)

### 5. Confidentiality

All personnel working for, on behalf of or within the NHS are bound by a legal duty of confidentiality (Common Law Duty of Confidentiality). The post-holder must not disclose either during or after the termination of their contract, any information of a confidential nature relating to the Trust, its staff, its patients or third party, which may have been obtained in the course of their employment.

### 6. Equal Opportunities

The Trust believes that equality of opportunity and diversity is vital to its success and an essential prerequisite to the achievement of its goals in delivering seamless, high quality, safe healthcare for all, which is appropriate and responsive to meeting the diverse needs of individuals. In working towards achieving our goals, it is important that staff and users of our service are treated equitably, with dignity and respect, and are involved and considered in every aspect of practice and changes affecting their employment or health care within the Trust.

## 7. Infection Control

The post-holder will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies. All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. To undertake annual training/updates in infection prevention and control.

To be accountable for implementation of *The Health and Social Care Act 2008 Code of Practice on the Prevention and Control of Healthcare Associated Infections and related guidance (2015)*.

Prepare for and undertake the protective interventions that he/she is responsible for in a manner that is consistent with evidence based practice and maintaining patient safety.

## 8. Safeguarding Children and Adults

The Trust takes its statutory responsibilities to safeguard and promote the welfare of children and adults very seriously. The Board of Directors expects all staff will identify with their manager their own responsibilities appropriate to their role in line with statute and guidance. This will include accessing safeguarding training and may include seeking advice, support and supervision from the trust safeguarding children or safeguarding adult teams. Where individuals and managers are unclear of those responsibilities they are expected to seek advice from the safeguarding teams.

## 9. Disclosure and Barring Service

This post is deemed to require a Disclosure Check – Enhanced Level with the DBS. This is due to the fact the post has access to children or vulnerable adults. Further information on the Disclosure Service is available from [www.disclosure.gov.uk](http://www.disclosure.gov.uk)

## Section 7    Application Information

The Trusts are committed to the promotion of equal opportunities both as an employer and in the services provided. All employees of the North Tees and Hartlepool NHS Foundation Trust and all applicants for employment will have equality of opportunity for employment and advancement on the basis of their ability, qualifications and fitness for work. The Trust is committed not only to the letter of the law but also to the promotion of equality of opportunity in all fields.

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Applications to be submitted via the Trak Recruitment System.

### **Visits/informal discussion**

Any candidate wishing to arrange a visit to the Trust and/or informal discussion about the post should contact:

Dr Prabhakar Paranthaman, Clinical Director, Surgery, University Hospital of North Tees, Hardwick, Stockton-on-Tees, TS19 8PE, Telephone 01642 624555 or [prabhakar.parathamam@nhs.net](mailto:prabhakar.parathamam@nhs.net).

Travel and subsistence expenses will be reimbursed for preliminary visits only to those candidates selected for interview. Reimbursement is restricted to one such visit whether it is before or after the constitution of the short list. In the case of the candidate travelling from abroad, travelling expenses are normally payable only from point of entry into the United Kingdom.

**Please note:** Expenses of short-listed candidates will be reimbursed at rates equivalent to those listed in the Terms and Conditions of Service for Hospital Medical and Dental Staff.



## Our vision is simple:

*We will provide the best health care within our population.*

We know that just doing what we've always done will not meet the needs of the population we serve. We constantly need to review and transform

We all need to better manage the health of the population so that in 20-30 years' time our communities will be healthier, fitter and less reliant on hospital services in the future, to prevent our people becoming our patients.

At North Tees and Hartlepool NHS Foundation Trust we consider every colleague a leader in their own right and we expect to see strong, compassionate leadership from all.

To achieve our vision, we will:

- Focus on groups who need our support in society
- Deliver interventions across an integrated health and care system
- Manage the health of our population
- Demonstrate strong and effective collaboration, and trust
- Improve and integrate our services
- Deliver services that are clinically effective, quality, safe and good value for money
- Promote innovation and inclusivity
- Maintain financial stability



## **Our Mission statement is:**

*North Tees and Hartlepool NHS Foundation Trust will become*

- *the healthcare provider of choice by -*
- *by putting patients first*
- *delivering efficient, safe and reliable hospital services,*
- *enabling excellence, encouraging innovation, embracing learning, knowledge and change.*

## **Our Values**

**C Collaboration**

**A Aspirational**

**R Respect**

**E Empathy**

## **Our Direction**

- ***putting our population first***
- ***valuing people***
- ***transforming our services***
- ***health and wellbeing***

## **Our People First Values**

*Healthcare is a people business, we therefore place great emphasis on; patients, public and staff who are all key to what we do. This is recognised in our People First values and new employee compact, both of which were developed in partnership with our staff.*

*We are committed to our People First Values and ask our staff to respect and practice these values in their working lives.*

## **Our People First Values expect that we will:**

- *treat all people with compassion, care, courtesy and respect*
- *respect each person's right to privacy, dignity and individuality*
- *take time to be helpful*
- *respond quickly and effectively*
- *always give clear, concise explanations*
- *practice good listening skills*
- *develop and maintain an appropriate environment*
- *look the part*
- *deal effectively with difficult situations*
- *perform as a team*

## The Consultant Compact

<i>The Trust's commitments</i>	<i>The Consultants' commitments</i>
<b>Delivering excellent healthcare</b>  Expect and promote the highest levels of performance and behaviour	Consistently practice high quality care  Exhibit a professional approach at all times
<b>Putting patients first</b>  Positively ensure patient safety  Provide services giving easy access to seamless care	Positively ensure patient safety  Understand and provide what is of value to our patients and treat them with dignity and respect
<b>A people business</b>  Expect acceptable behaviour  Protect staff from intolerance and abuse	Develop and work in teams focussed on the patient  Live our People First Values
<b>A good place to work</b>  Encourage a healthy balance between work and home  Provide a safe and cheerful environment	Show respect and support for colleagues throughout the organisation
<b>Innovation &amp; Change</b>  Foster an environment of continual improvement  Provide resources for development and modernisation	Embrace innovation and participate in necessary changes in service and practice  Show flexibility and look for ways to improve

<b>Education &amp; Training</b>  Show commitment to our staff by providing professional and general training.  Ensure the opportunity to receive education and training	Remain up-to-date and familiar with best professional practice  Encourage and support learning in all members of our teams  Undertake mandatory training in important areas beyond immediate professional topics
<b>Leadership</b>  Direct the organisation with clarity, consistency and transparency  Develop leaders within our organisation  Clearly and concisely communicate important issues	Act as a role model to the team and junior colleagues  Demonstrate commitment to the organisation  Clearly and concisely communicate important issues
<b>Efficient organisation</b>  Consistently look for value in serving our patients  Eliminate wasteful processes	Define and implement standard efficient processes

Signature .....

Name .....

Date .....

**Excellence** as  
our **standard**

