



King's College Hospital
NHS Foundation Trust

Specialty Doctor in Occupational Health

[Number of Programmed Activities – 8]

INFORMATION PACK AND JOB DESCRIPTION

[April 2024]

New Post

1. KING'S COLLEGE HOSPITAL NHS FOUNDATION TRUST

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and more than 15,000 staff based across South East London. The Trust provides a full range of local and specialist services across its five sites. The Trust-wide strategy of Strong Roots, Global Reach is our Vision to be BOLD; Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we aim to take Team King's to another level.

We are at a pivotal point in our history and we require individuals who are ready to join a highly professional team and make a real, lasting difference to our patients and our people.

King's is committed to delivering Sustainable Healthcare for all via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets by 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus. Everyone's contribution is required in order to meet the goals set out in our Green Plan and we encourage all staff to work responsibly, minimising their contributions to the Trust's carbon emissions, waste and pollution wherever possible.

The Trust is recognised internationally for its work in liver disease and transplantation, neurosciences, cardiac, haemato-oncology, fetal medicine, stroke, major trauma, and emergency medicine.

The Trust cares for patients in the boroughs of Bromley and Bexley in addition to Lambeth, Southwark and Lewisham. Many services, such as trauma and neurosurgery, are delivered on a regional basis, whilst people from throughout the UK and beyond come to us for our world-renowned specialist services such as liver and foetal medicine. Already one of only 4 major trauma centres in London, King's became the largest provider of stroke services with hyper acute stroke units based on both acute hospital sites in Kent and London. Our elective orthopaedic centre at Orpington Hospital has grown to become the second largest orthopaedic centre in London.

King's specialist services include some world-renowned departments. The Liver Department has the largest transplant centre in Europe, and is celebrated for its innovative practice, the development of split liver transplants, as an example. In foetal medicine, the Harris Birthright Centre has led the world in the development of foetal scanning and surgery. King's has two highly rated hyper acute stroke centres. The hospital also provides innovative cardiac, neurosurgery and haemato-oncology services, and the largest bone marrow transplant centre in Europe.

King's College Hospital NHS Foundation Trust is part of an NIHR ARC (Applied Research Collaboration), a collaborative partnership between universities and surrounding NHS organisations, focused on improving patient outcomes through the conduct and application of applied health research. The work of the ARC South London is funded until 2023, by the NIHR (National Institute for Health Research).

The Trust has an annual income of around £1 billion. Education and research are important sources of income, currently contributing around 8% of the total. The Trust is embarking on a strategy to achieve greater diversification of its income, with growth anticipated in tertiary referrals, research and commercial services activities. There is also a developing fund-raising partnership within King's Health Partners for the Clinical Academic Partnership programs in Cardiovascular, Haematology and Neurosciences.

King's organisational values are focused on being a kind, respectful team:

- **Kind.** We show compassion and understanding and bring a positive attitude to our work.
- **Respectful.** We promote equality, are inclusive and honest, speaking up when needed.

- **Team.** We support each other, communicate openly, and are reassuringly professional.

We offer a family-friendly working approach for all staff to ensure a good work-life balance. The Trust provides a supportive mentoring and career planning programme. Applications for job sharing are welcome.

King's Health Partners Academic Health Science Centre (AHSC)

King's is known as an innovative organisation and it is working hard to develop significant partnerships with health and social care partners across London and with industry, designed to improve the provision of integrated care to patients. It is a pivotal founding member of one of the country's Academic Health Science Centres (AHSC) known as King's Health Partners (KHP).

King's Health Partners bring together three leading NHS Foundation Trusts – Guy's and St Thomas' now incorporating Royal Brompton and Harefield, King's College Hospital and South London and Maudsley – with a globally renowned university, King's College London.

The driving purpose behind King's Health Partners is to continually seek and bring about swifter and more effective improvements in health and well-being for patients and people everywhere, by combining the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare.

King's Health Partners (KHP) is one of only eight Academic Health Science Centres in the UK accredited by the Department of Health. This followed a selection process carried out by a panel of internationally renowned clinicians and researchers.

KHP brings together an unrivalled range and depth of clinical and research expertise, spanning both physical and mental health. The AHSC's combined strengths will drive improvements in care for patients, allowing them to benefit from breakthroughs in medical science and receive leading edge treatment at the earliest opportunity.

KHP has:

- Nearly 4.8 million patient contacts each year
- More than 46,000 staff
- Nearly 31,000 students
- A combined annual turnover of more than £4.2 billion

Further information on KHP can be found on its website www.kingshealthpartners.org

Integrated Care Board

The NHS South East London Integrated Care Board is an NHS statutory organisation. They bring together partners involved in planning and providing NHS services, working together to meet the health needs of the population within South East London and deliver the Integrated Care Partnership's strategy.

They are responsible for allocating NHS resource to deliver this plan.

For further information please visit [NHS South East London - Integrated Care Board \(selondonics.org\)](http://NHS South East London - Integrated Care Board (selondonics.org))

2. CARE GROUP DESCRIPTION

Post and specialty:	Occupational Health
Base/Location:	Denmark Hill
Contract:	8 PAs Permanent Specialty Doctor
Accountable to:	Lead Consultant in Occupational Medicine
Responsible to:	Head of Nursing and General Manager, Occupational Health
Key working relationships and lines of responsibility:	Lead Consultant in Occupational Medicine Trust Executives Line Managers at all levels in the organisation Clinical Directors Head of Nursing General Managers Employees/Patients with complex health care needs Faculty of Occupational Medicine Society of Occupational Medicine SEQOHS ICS/APC Colleagues London-wise Occupational Health senior clinicians

3. INTRODUCTION

This is a new Specialty Doctor role, created to expand and strengthen the established in-house Occupational Health (OH) multidisciplinary team. You will join an existing group of clinicians including doctors, nurses, therapists and psychologists to provide the full range of Occupational Healthcare care to the Trust staff.

The Department of Occupational Health and Wellbeing is a long established service within Kings College Hospital providing occupational health services to some 15,000 Trust staff. In addition to being service provider to the host Trust the department provides occupational health to a number of public and private third party organisations. The main service is currently based in the Jennie Lee House premises in Camberwell, close to the Trust's Denmark hill campus with a satellite unit based at Orpington. The department's multi-disciplinary team include Consultants, Head of Nursing/General Manager, Specialty Doctor, Sessional Doctors including a liaison psychiatrist, principal nurse advisors, senior and specialist nurse advisors, physiotherapists and an occupational therapist. The department is supported by a business and administration team. King's College Hospital Occupational Health and Wellbeing Department is fully accredited to the standards for Safe Effective Quality Occupational Health Services.

4. SPECIFIC AREAS

This is an on site role based in Jennie Lee House, Denmark Hill. There may be opportunity for some remote working in line with the Trust's Flexible Working Policy.

Occupational health services include: pre placement screening (pre-employment screening), employment immunisations and screening, surveillance services, standard fitness for work case reviews, ill health retirement advice, workplace visits, management advice, policy and organisational health risk assessment input with committee and case conferences. Additionally physiotherapists provide assessment and treatment and the occupational therapists provide functional assessments, work-place visits and treatment. Clinical governance, research and teaching are key and expanding areas of work for the department. The department has liaison psychiatrist affiliated to it.

5. CLINICAL ORGANISATION

Multidisciplinary Occupational Health Team

The Medical team is led and clinically managed by the Lead Consultants who are Occupational Health Physician and who have overall clinical accountability for the department. They lead on clinical development work and supporting of standards setting.

The department is managed by the Head of Nursing/General Manager (HoN/GM). The HoN/GM is accountable for the day to day operational delivery of the service, has budgetary responsibility and overall management responsibility for the nursing, administrative and therapy team. Therapists also have professional accountability to the respective leads.

The HoN/GM and Lead Consultant have a key professional relationship in terms of service and clinical delivery. They report directly to the Associate Director of Workforce and sit within the People Directorate. For the medical team there is a professional accountability line through the Lead Consultant to the Medical Director, Denmark Hill.

The HoN/GM and Lead Consultant are supported by a Clinical/Operational Lead Nurse and a Clinical Nurse Specialist. They are also supported by senior nurses and practice nurses. In addition to the clinical team, the service is supported by a Business Support Manager and team of administrators.

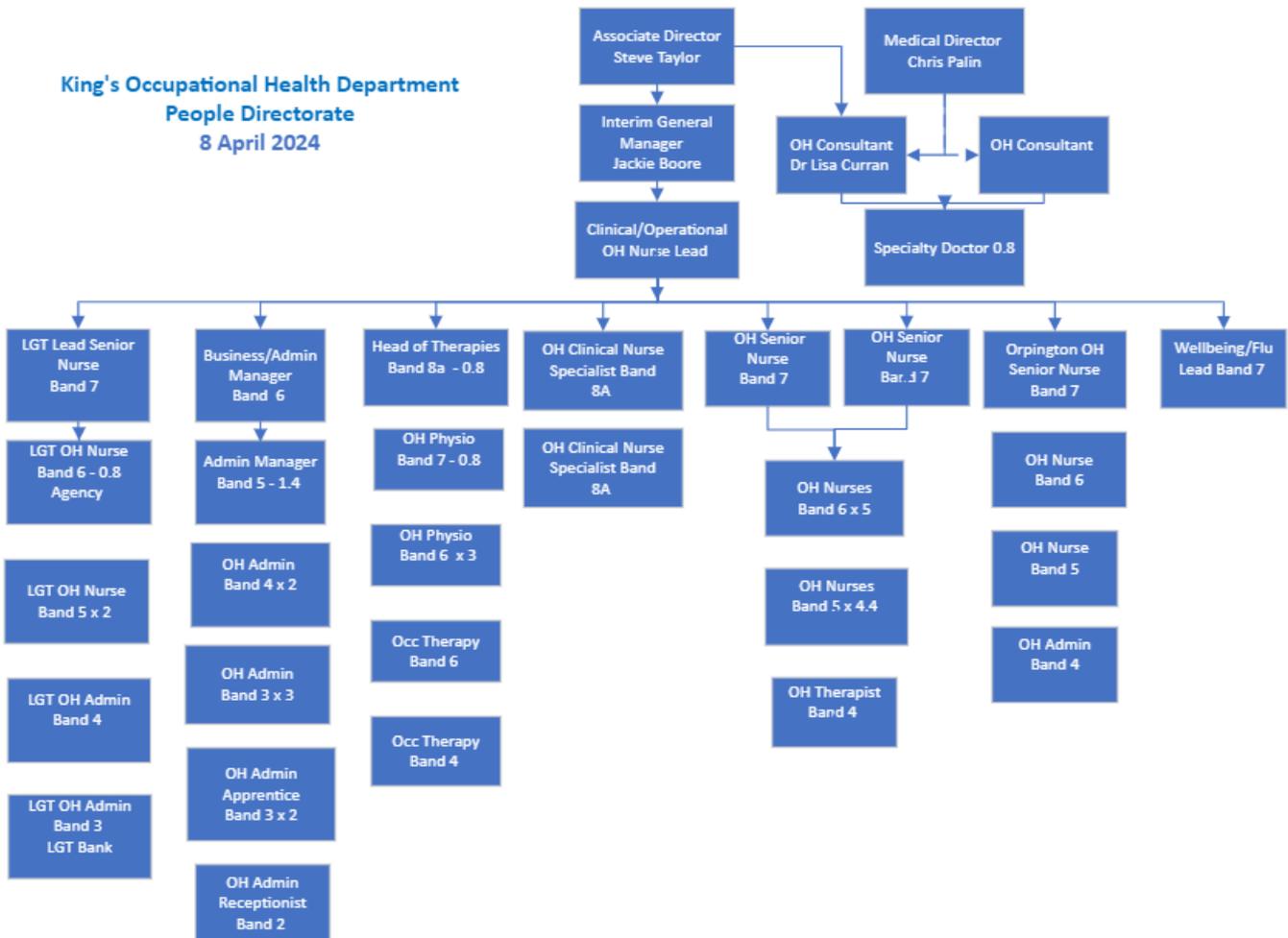
6. TEACHING AND TRAINING

Opportunities for further professional development in Occupational Health practice will be provided on site as a key aspect of the role. The Trust offers many opportunities for training and career development through the Postgraduate medical education centre.

7. CARE GROUP STAFFING [AND SPECIFIC EQUIPMENT OR RESOURCES, CLINICAL, ADMINISTRATIVE AND SECRETARIAL SUPPORT]

King's Occupational Health Organisational Structure – April 2024

King's Occupational Health Department
People Directorate
8 April 2024



- Secretarial support will be provided by the OH Medical Secretary.
- Clinic Rooms will be booked by the OH administration team.

8. MENTORING

Coaching and mentoring can be effective approaches to developing employees. Both have grown in popularity; we want to use them to enhance the skills, knowledge and performance of our people around specific skills and goals. We want to develop and strengthen our Grass Roots and Brilliant People aspects of our strategic objectives. Our vision is to create an internal pool of coaches and mentors, from all professions, enabling King's staff to realise their full personal and professional potential. We have launched an in-house coaching skills development programme to upskill current King's coaches and mentors.

The Trust Mentoring Scheme is an opportunity for a relationship that can provide support and direction for specialty doctors and those wishing to become consultants in the future.

9. MEDICAL STUDENT TEACHING

The appointed practitioner will normally participate in teaching medical students, post-graduate doctors/dentists and other groups at King's College Hospital NHSFT and King's College London (KCL) School of Medicine.

King's College Hospital NHS Foundation Trust, as a major teaching Trust, works in partnership with King's College London to provide the highest possible quality of medical education. The mutual interest of the Trust and School in quality medical education is supported by the SIFT contract.

All consultants are expected to be committed to teaching and to play their part in the delivery of the undergraduate curriculum. These activities would include the planning and review of teaching, and the assessment of students, which could, where properly structured, be undertaken simultaneously with service delivery commitments, including ward rounds and outpatient clinics.

Of necessity, the requirements of the undergraduate medical curriculum change over time and it is not always possible to identify specific teaching commitments in job plans. Some specific roles will be job planned.

The need for flexibility is acknowledged by the Trust and within a Care Group. It is possible that the overall teaching commitment can be unevenly allocated amongst staff to achieve optimal teaching and service quality.

10. POST-GRADUATE TEACHING

The Trust has over 700 training posts and over 400 Trust doctors/dentists across all specialties. The postholder will be expected to participate in teaching and training postgraduate doctors/dentists, which in addition to direct clinical supervision is likely to include acting as an 'educational supervisor' to one or more individuals, providing them with regular appraisal and support. Consultants that undertake educational supervision will be provided with appropriate training in accordance with national requirements and accredited by the Director of Medical Education. Allocation of time for post-graduate education is normally job planned as a team.

11. RESEARCH AND INNOVATION

Involvement in high quality research is strongly encouraged at King's NHSFT, as this supports both the delivery of high quality clinical care, and our role as a partner in a major Academic Health Science Centres.

Support for Research

An important component of the Trust's Research and Development (R&D) strategy is to strengthen the support available to researchers, to make it as easy as possible to participate in, and to lead in clinical research – both commercial and academic.

Each Care Group is aligned with a Research Delivery Unit (RDU) that has a designated R&D Lead, Matron or Manager and a team of R&D research delivery staff. The R&D Office provides support for governance, contracts, costings and research Quality Assurance. The Care Groups and RDUs are encouraged to maintain a mixed model balanced portfolio of research activity, including Clinical Research Network (CRN) studies, research grants, commercial studies, charity funded studies and health services research.

Commercial trials are costed and set up supported by the KHP Clinical Trials Office (KHP CTO) and this office also provides support for applications to the regulatory bodies for all non-commercial CTiMP studies, and Good Clinical Practice (GCP) training. Multi-disciplinary involvement in the research process is strongly encouraged.

Research and Job Planning

The undertaking of research within a job plan should be discussed as part of job planning activities. All staff should be aware of the research being undertaken within their Care Group and in the Trust, and actively support recruitment into all studies, whether or not they have a primary research component to their job plan. All individuals undertaking research are expected to have a good working knowledge of research governance standards, and are required to undertake GCP training as appropriate for the research they are involved in.

Governance of Research

All R&D projects are required to go through the Trust's R&D office, which manages and co-ordinates the National R&D and ethics approvals process. This ensures that all projects meet the required national standards of research governance and quality, and are in receipt of appropriate ethical approval and both national and local agreements, prior to R&D governance approval being issued.

Each RDU is required to convene a local research governance meeting chaired by the RDU research lead, where feasibility of new studies is discussed and agreed.

12. CLINICAL GOVERNANCE

The postholder will be expected to contribute to and participate in the Care Group's ongoing clinical audit programme and quality improvement programmes, and will carry out all necessary administrative duties associated with the care of their patients. The postholder also has a general duty of care for the health, safety and well-being of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.

13. STUDY AND ANNUAL LEAVE

The postholder will be expected to comply with the Continuing Professional Development (CPD) requirements of the relevant Royal College or Faculty and/or provide appropriate documentation and reflection in their appraisal documentation. Study leave may be requested in accordance with the Trust's Policy for CPD. Annual leave may be taken in accordance with the Trust's Guidelines on Leave Arrangements for Medical and Dental Staff. To ensure the smooth running of the service the postholder will ensure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences and the expected approvals would go through e-leave planning (SARD, Health Roster) or another agreed system. Leave must be booked with appropriate time lines to allow effective service continuity.

14. TERMS AND CONDITIONS

The post is covered by the current Terms and Conditions of Service - Specialty Doctor (England 2021) or Specialist Grade (England 2021), the Terms and Conditions of Service of NHS Medical and Dental Staff (England) and Trust Policies and Procedures where relevant.

There is a commitment to undertake routine job planned work on Saturdays or Sundays with appropriate job planning and commensurate time without commitment to the Trust.

Appointment is conditional upon a satisfactory medical assessment, which may include an examination.

15. SAFEGUARDING RESPONSIBILITIES

The Trust takes the issues of safeguarding children, adults and addressing domestic abuse very seriously. All employees have a responsibility to support the organisation in our duties by:

- Attending mandatory training on safeguarding children and adults
- Familiarising themselves with the Trust's processes for reporting concerns
- Reporting any safeguarding child or adult concerns appropriately

16. INFECTION CONTROL

The postholder has an important responsibility for, and contribution to, infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

17. APPRAISAL & JOB PLANNING

Annual appraisal is a contractual requirement in the NHS and is part of GMC revalidation. You have the responsibility to have an appraisal within twelve months of your last appraisal or within six months of starting at King's if you have not had an appraisal previously in the UK. ARCPs count as previous appraisals for former HEE trainees.

To support appraisal and revalidation, the Trust ensures that every full-time consultant has one SPA in their job plan dedicated to undertaking activities to support this.

Less than full time consultants receive a pro rata amount of funded time for revalidation activity in their job plan.

Job planning review is conducted annually in line with the Care Group's operational plan.

The above represents an outline of the duties of the post and will, together with the job plan, be reviewed on an annual basis in accordance with the Trust's performance review scheme for consultants. Consultants will be expected to be compliant with statutory and mandatory training.

Specialty Doctor in Occupational Health (MC75)

JOB DESCRIPTION AND OUTLINE JOB PLAN

GENERAL

This is a new post. The remit of the postholder will be to work within the multi-disciplinary team providing and further developing care for Trust staff, and to provide and develop occupational health services to the Trust's staff. In addition, the individual will be required to play an active role in the general workload of the department while having a significant commitment to teaching and training of other staff.

PURPOSE OF JOB

The post will be based at Denmark Hill and the proposed 8 PA Job Plan is attached. This will be reviewed within 3 months of the postholder commencing in post.

There is no On-Call commitment for this post.

All employees are expected to undertake work on any of the Trusts sites as required by the service. As a senior employee of the Trust you will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Trust's patients. Integral to these responsibilities is the following: -

- The provision of a first class clinical service
- Effective leadership to all staff engaged in the specialty
- Sustaining and developing teaching and research in conjunction with King's College London / KHP
- Undertaking all work in accordance with the Trust's procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Trust's service plans
- Maintaining the confidence of business plans and development strategies formulated for the specialty, the Division or the Trust

KEY DUTIES AND RESPONSIBILITIES

1. Together with the other members of the Occupational Health team, to provide Occupational Health services for the Trust. This includes all aspects of Occupational Health clinical work and relevant clinical governance duties to maintain proper functioning of the department.
2. To assess Trust staff and advise staff and management on fitness to work, in keeping with best clinical practise and employment / disability law.
3. To advise Trust staff and management on the application of the Equality Act 2010, including providing advice on workplace support, restrictions or adjustments to enable staff with health conditions to work safely.
4. To advise on the application of retirement from work on grounds of ill-health, where appropriate.
5. To share clinical responsibility with the other Occupational Health MDT members during working hours.
6. To hold responsible for carrying out teaching, training and accreditation duties as required and contribute to department Audit and Clinical Governance initiatives.
7. To take responsibility for outpatient clinic commitments in peripheral hospitals as agreed with the Divisional management team.
8. Conduct all activities within the contracted level of service and operating plan for service(s).

9. Exercise professional leadership for all staff working in the specialty. This will include fostering and developing projects focused towards these ends and ensuring that the momentum of post-qualification professional education and other appropriate training is maintained.
10. Work in conjunction with clinical and other professional colleagues to ensure that the productivity of staff within the specialty is maintained and their job satisfaction is enhanced. This may include involvement in the appraisal process for peers and/or junior colleagues.
11. Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene.
12. Prepare for and undertake the protective interventions that you are responsible for in a manner that is consistent with evidence-based practice and maintaining patient safety.

GENERAL INFORMATION

1. You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance responsibilities associated with this post.
2. You are required to observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations, including complying with statutory and Trust core training.
3. You are required to observe and maintain strict confidentiality of personal information relating to patients and staff.
4. You are required to be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues.
5. The post-holder has an important responsibility for, and contribution to make to, infection control and must be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures, which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.
6. All employees must hold an 'nhs.net' email account, which will be the Trust's formal route for email communication. You are therefore required to check this regularly and to deal with such communication promptly.
7. This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post-holder.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
1. Qualifications 2. Higher Qualifications 3. Registration	<ul style="list-style-type: none"> • Primary Medical Degree • Diploma in Occupational Medicine or equivalent • Full GMC Registration with Licence to Practise 	Other higher degree or diploma (e.g., MD)
4. Interview Eligibility	<ul style="list-style-type: none"> • Completed at least 4 years full-time or part-time postgraduate training (or its equivalent) • Minimum of 2 years must be in a specialty training programme in a relevant specialty or as a fixed-term specialty trainee in a relevant specialty • Have equivalent experience and competencies. 	
5. Training and Experience	<ul style="list-style-type: none"> • Experience in occupational health assessments and report preparation (e.g. Fitness for Work; Health Surveillance; Ill Health Retirement etc) • Understanding of staff infection protection strategies (e.g. appropriate immunisation against biological hazards in work place • Understanding of undertaking radiological 	<ul style="list-style-type: none"> • Occupational Health work in the NHS • Qualification in undertaking bespoke assessments.
6. Administration 7. Management and Leadership	<ul style="list-style-type: none"> • Experience in the day to day organisation of clinical services in a busy Teaching Hospital • Able to demonstrate leadership capability within multi-disciplinary teams. 	<ul style="list-style-type: none"> • Familiar with current structure of Health Service and conversant with recent initiatives and changes • Management course and/or qualification
8. Audit & quality improvement 9. Research	<ul style="list-style-type: none"> • Thorough understanding of principles of medical audit and quality improvement. Must be able to demonstrate ability to lead change. • Experience of conducting or supporting clinical research. 	<ul style="list-style-type: none"> • Publication of relevant review articles or case reports.

<p>10. Personal Skills</p> <p>11. Personal attributes</p> <p>12. Kings Values</p>	<ul style="list-style-type: none"> • Excellent communication and empathic skills • Demonstrable leadership skills • Experience and able to work in a close-knit team and co-operate with all medical and paramedical staff • Sound organisational skills • Ability to work on own initiative • Flexible and resilient. • Professional attitude towards work, reliable, good record of attendance and tidy personal appearance • Able to demonstrate an understanding of Kings Values. • Commitment to uphold Kings Values 	<ul style="list-style-type: none"> • Familiar with information technology and general computer skills
<p>13. Teaching</p>	<ul style="list-style-type: none"> • Experience of undergraduate and post-graduate teaching and exam preparation. 	<ul style="list-style-type: none"> • Teaching skills course/qualification

JOB PLAN

1. WEEKLY TIMETABLE OF COMMITMENTS

Please include in the job plan section a summary of expected delivery of programmed work i.e. x clinics, y theatre sessions, z clinical ward round / attending periods per year

Day		Time (From – To)	Hospital/ Location	Description of Activity	DCC/SPA	No. of PAs
Monday	am	8.30 -12.30	JLH, DH	OH Clinic	DCC	1 DCC
Monday	pm	1pm – 5pm	JLH, DH	OH Clinic / admin	DCC	1 DCC
Monday	eve					
Tuesday	am	8.30–12.30	JLH, DH	OH Clinic / admin	DCC	1 DCC
Tuesday	pm	1 - 5	JLD, DH	SPA – research / teaching / CPD	1 SPA	1 SPA
Tuesday	eve					
Wednesday	am	8.30-12.30	JLH, DH	OH Clinic / admin	DCC	1 DCC
Wednesday	pm	1-5	JLH, DH	OH Clinic / Clinical advisory	DCC	1 DCC
Wednesday	eve					
Thursday	am	8.30-12.30	JLH, DH	OH Clinic / admin	DCC	1 DCC
Thursday	pm	1-3	JLH, DH	Clinical advisory 1-3	DCC	0.5 DCC
		3-5		SPA - research / teaching / CPD	SPA	0.5 SPA
Thursday	eve					
Friday	am	NWD				
Friday	pm	NWD				
Friday	eve					
Saturday	am					
Saturday	pm					
Saturday	eve					
Sunday	am					
Sunday	pm					
Sunday	eve					

	Time (From – To)	Hospital/ Location	Type of Work	Classification of Activity	Average Duration (hours)	No. of PAs
Predictable Emergency On-Call work						
	am			Direct Clinical Care		
	pm			Direct Clinical Care		
	eve			Direct Clinical Care		
Un-Predictable Emergency On-Call work	Variable	On-site, at home, on telephone, travelling to/from site		Direct Clinical Care		
TOTAL PAs						

2. ACTIVITY SUMMARY

ACTIVITY CLASSIFICATION		No. of PAs
DIRECT CLINICAL CARE <i>(including unpredictable On- Call)</i>		6.5 DCC
SUPPORTING PROFESSIONAL ACTIVITIES	Undergraduate Teaching:	
	Postgraduate Teaching:	
	Revalidation:	0.5 SPA
	Research:	
	Other (specify):	1 SPA (training / research / MDT teaching)
OTHER NHS RESPONSIBILITIES		
EXTERNAL DUTIES		
TOTAL		8 PA

3. ON-CALL AVAILABILITY SUPPLEMENT

Agreed On-Call Rota (e.g. 1 in 5):

1 in X

Agreed Category (indicate A or B):

CAT X

On-Call Supplement % (e.g. 5% - see chart below)

X%

Frequency of rota commitment	Value of supplement as a percentage of full-time basic salary	
	Category A	Category B
High Frequency: <i>More frequent than or equal to 1 in 4</i>	8%	3%
Medium Frequency: <i>Less frequent than 1 in 4 or equal to 1 in 8</i>	5%	2%
Low Frequency: <i>less frequent than 1 in 8</i>	3%	1%

- **Category A:** this applies where the doctor is typically required to return immediately to site when called or has to undertake interventions with a similar level of complexity to those that would normally be carried out on site, such as telemedicine or complex telephone consultations.
- **Category B:** this applies where the doctor can typically respond by giving telephone advice and/or by returning to work later.